

Code of Conduct

Vision, Mission, and Honor Code

Fair Labor Standards

Health and Safety Guidelines

Environmental Responsibility

Management System

Business Ethics Policy

VISION, MISSION, and HONOR CODE

Our Vision

World Micro, Inc. is a growing company with creative and skilled people who use all available tools to help solve difficult supply chain issues.

Our Mission

World Micro's best resource is out people. Each individual seeks unique and effective solutions so our customers and supply partners can go to market with better options.

Our Code of Honor

Honesty and Integrity	Keep Your Word, Follow-Up And Follow-Through.
On Task	Maintain A Sense Of Urgency At All Times.
iNnovation	Find Creative Ways to Continually Improve
Optimistic	Maintain A Positive Attitude
Respect	Respect The Process And The People.
Communication	Communicate and Clarify Realistic Expectations.
Ownership	Own Your Failures – Celebrate Successes.
Determination	Focus on Finding Solutions
Expertise	Be Willing To Share Your Expertise and Knowledge

World Micro, Inc. strives to maintain the highest standards of professional ethics and conduct to insure that all stakeholders, both internal and external, are treated with dignity and respect at all times. It is our goal to provide a safe work environment where our employees feel secure, valued, and rewarded.

This Code of Conduct is voluntarily adopted and has developed from multiple sources, including “The Electronic Industry Code of Conduct” www.eicc.info, which establishes standards to ensure that working conditions in the electronics industry supply chain are safe, that workers are treated with respect and dignity, and that business operations are environmentally responsible.

In order to promote compliance to internationally recognized standards to advance social and environmental responsibility, World Micro, Inc. recognizes both U.S. and International standards in developing this document and references these guidance resources in body of this document. Fundamental to adopting this code is the understanding that World Micro, in all of its activities, must operate in full compliance with the laws, rules and regulations of the countries in which it operates. This Code of Conduct is not intended to create new and/or additional third party rights, including for workers.

FAIR LABOR STANDARDS

World Micro is committed to upholding the human rights of workers, and treating them with dignity and respect as understood by the documented labor standards in the United States and the International community.

Anti-Discrimination

World Micro recognizes that the diverse knowledge, perspectives, ideas, experiences and qualities of all employees are critical to our success. World Micro is committed to supporting a diverse workplace culture that is free from harassment of any kind and inclusive of people regardless of their race, ethnicity, national origin, age, gender, sexual orientation, socio-economic status, physical abilities, political affiliation, marital status, religious beliefs or any other non-merit fact, so that all employees feel included, equally valued, and supported.

World Micro believes that all workers deserve fair treatment with dignity and mutual respect. It is to this aim that World Micro does not and will not engage in activities that violate these basic human rights.

Freely Chosen Employment

Forced, bonded or indentured labor or involuntary prison labor shall not be used. All work will be voluntary, and workers shall be free to leave upon reasonable notice. Workers shall not be required to hand over government-issued identification, passports or work permits to World Micro as a condition of employment.

Child Labor Avoidance

Child labor is not to be used in any stage of manufacturing. The term “child” refers to any person under the age of 15 (or 14 where the law of the country permits), or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. The use of legitimate workplace apprenticeship programs, which comply with all laws and regulations, is supported. Workers under the age of 18 shall not perform work that is likely to jeopardize the health or safety of young workers.

Working Hours

Studies of business practices clearly link worker strain to reduced productivity, increased turnover and increased injury and illness. Workweeks are not to exceed the maximum set by local law. Further, a workweek should not be more than 60 hours per week, including overtime, except in emergency or unusual situations. Workers shall be allowed at least one day off per seven-day week.

Wages and Benefits

Compensation paid to workers shall comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. In compliance with local laws, workers shall be compensated for overtime at pay rates greater than regular hourly rates. Deductions from wages as a disciplinary measure shall not be permitted. The basis on which workers are being paid is to be provided in a timely manner via pay stub or similar documentation.

Humane Treatment

Disciplinary policies and procedures shall be clearly defined and communicated to workers. There is to be no harsh and inhumane treatment, including any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of workers: nor is there to be the threat of any such treatment.

Freedom of Association

Open communication and direct engagement between workers and management are the most effective ways to resolve workplace and compensation issues. World Micro respects the rights of workers to associate freely, join or not join labor unions, seek representation, join workers' councils in accordance with local laws. Workers shall be able to communicate openly with management regarding working conditions without fear of reprisal, intimidation or harassment.

HEALTH and SAFETY GUIDELINES

World Micro, Inc. recognizes the importance of minimizing the incidence of work-related injury and illness and providing a safe and healthy work environment to enhance the quality of products and services, consistency of production and worker retention and morale. World Micro, Inc. also recognizes that worker's input and education is essential to identifying and solving health and safety issues in the workplace.

Occupational Safety

Worker exposure to potential safety hazards (e.g., electrical and other energy sources, fire, vehicles, and fall hazards) will be controlled through proper design, engineering and administrative controls, preventative maintenance and safe work procedures (including lockout/tag out), and ongoing safety training. Where hazards cannot be adequately controlled by these means, workers will be provided with appropriate, well-maintained, personal protective equipment. Workers shall not be disciplined for raising safety concerns.

Emergency Preparedness

Emergency situations and events will be identified and assessed, and their impact minimized by implementing emergency plans and response procedures, including: emergency reporting, employee notification and evacuation procedures, worker training and drills, appropriate fire detection and suppression equipment, adequate exit facilities and recovery plans.

Occupational Injury and Illness

Procedures and systems will be in place to prevent, manage, track and report occupational injury and illness, including provisions to: a) encourage worker reporting; b) classify and record injury and illness cases; c) provide necessary medical treatment; d) investigate cases and implement corrective actions to eliminate their causes; and e) facilitate return of workers to work.

Industrial Hygiene

Worker exposure to chemical, biological and physical agents is to be identified, evaluated, and controlled. Engineering or administrative controls must be used to control overexposures. When hazards cannot be adequately controlled by such means, worker health is to be protected by appropriate personal protective equipment programs.

Physically Demanding Work

Worker exposure to the hazards of physically demanding tasks, including manual material handling and heavy or repetitive lifting, prolonged standing and highly repetitive or forceful assembly tasks is to be identified, evaluated and controlled.

Machine Safeguarding

Production and other machinery are to be evaluated for safety hazards. Physical guards, interlocks and barriers will be provided and properly maintained where machinery presents an injury hazard to workers.

Sanitation, Food, and Housing

Workers will be provided with ready access to clean toilet facilities, potable water and sanitary food preparation, storage, and eating facilities. World Micro does not provide housing.

ENVIRONMENTAL RESPONSIBILITY

World Micro, Inc. is a distribution company and does not engage in direct manufacturing operations. However, it recognizes that environmental responsibility is integral to promote Global sustainability and promotes environmental responsibility in all areas that could adversely affect the community, the environment and natural resources. Though World Micro is not engaged in direct manufacturing, it will take appropriate actions to minimize any adverse impact in all areas under its control.

World Micro acknowledges the following environmental standards and commits to compliance where applicable:

Environmental Policy Statement

The management and staff of World Micro is committed to preserving and protecting the environment by employing environmentally sound business practices and fostering a company culture that encourages resource conservation (Reduce, Reuse, and Recycle). We will accomplish this through training all employees on the importance of making environmentally responsible decisions in their daily activities, by achieving compliance with environmental laws and regulations, and maintaining a business philosophy of continual improvement.

Environmental Permits and Reporting

All required environmental permits (e.g. discharge monitoring), approvals and registrations will be obtained, maintained and kept current and their operational and reporting requirements will be followed.

Pollution Prevention and Resource Reduction

Waste of all types, including water and energy, will be reduced or eliminated at the source or by practices such as modifying production, maintenance and facility processes, materials substitution, conservation, recycling and re-using materials.

Hazardous Substances

Chemical and other materials posing a hazard if released to the environment will be identified and managed to ensure their safe handling, movement, storage, use, recycling or reuse and disposal.

Wastewater and Solid Waste

Wastewater and solid waste generated from operations, industrial processes and sanitation facilities will be characterized, monitored, controlled and treated as required prior to discharge or disposal.

Air Emissions

Air emissions of volatile organic chemicals, aerosols, corrosives, particulates, ozone depleting chemicals and combustion by-products generated from operations will be characterized, monitored, controlled and treated as required prior to discharge.

Product Content Restrictions

Participants will adhere to all applicable laws, regulations and customer requirements regarding prohibition or restriction of specific substances, including labeling for recycling and disposal.

MANAGEMENT SYSTEM

World Micro commits to compliance through third party registration/auditing agencies to maintain certifications to the following internationally recognized standards: ISO 9001:2008, and AS9120A:2009. We also voluntarily comply with additional guidelines, standards, customer requirements, statutory regulations, and industry best practices to fulfill our company mission.

Company Commitment

World Micro's management and staff are committed to establishing and maintaining a Corporate Culture that encourages and sustains social and environmental responsibility in all areas of its operations.

Management Accountability and Responsibility

World Micro has appointed a member of Senior Management with direct responsibility for ensuring the implementation of the management systems and associated programs. The effectiveness of these systems are reviewed by Senior Management on a regular basis.

Statutory and Regulatory Requirements

World Micro has appointed appropriate members of Senior Management with direct responsibilities for the Identification, understanding, and implementation of applicable laws, regulations and customer requirements to insure compliance to the most current revision/release of those requirements. Ongoing and regular monitoring of those statutory and regulatory requirements will be conducted.

Risk Assessment and Risk Management

World Micro will develop effective processes to identify, assess, and mitigate any risks associated with its operations as related to environmental practices, health and safety regulations, fair labor practices and uncompromising business ethics. This will include the determination of the relative significance for each risk and implementation of appropriate procedural and physical controls to control the identified risks and ensure regulatory compliance.

Improvement Objectives

World Micro will establish written performance objectives, targets and implementation plans to improve World Micro's social and environmental performance, including a periodic assessment of its performance in achieving those objectives.

Training and Awareness

World Micro will establish appropriate programs for training managers and workers to be aware of and implement appropriate policies, procedures and improvement objectives to meet applicable legal and regulatory requirements.

Communication

World Micro will establish and maintain guidelines for communicating clear and accurate information about its policies, practices, expectations and performance to workers, suppliers and customers.

Worker Feedback and Participation

Ongoing processes will be established and maintained to assess employees' understanding of and obtain feedback on practices and conditions covered by this Code and to foster continuous improvement.

Audits and Assessments

Periodic self-evaluations to ensure conformity to legal and regulatory requirements, the content of the Code and customer contractual requirements related to social and environmental responsibility.

Corrective Action Process

World Micro has adopted processes to correct and eliminate causes of non-conformities or other undesirable situations.

Documentation and Records

World Micro will create and maintain documents and records in accordance with customer requirements and regulatory requirements.

BUSINESS ETHICS

One of World Micro's competitive strengths has always been the recognized fact that we are a very ethical company with integrity. Because World Micro holds a position of leadership in the industry, we want to ensure our dedication to maintaining the fundamental principles of fairness, honesty and common sense, which are the heart of the company's philosophy, values and corporate standards. Strong business ethics form the basis for all of our relationships with employees, customers, partners, competitors, suppliers and colleagues. Actions that fall short of, or even appear to fall short of, these standards can only undermine our business integrity, standards of excellence, and ultimately our success as a company.

Business Integrity

World Micro expects the highest standards of integrity in all business interactions at all levels of the Organizational Structure. World Micro expressly prohibits all forms of corruption, intimidation, extortion and embezzlement. Monitoring and enforcement procedures shall be implemented to ensure conformance. World Micro has a "Zero Tolerance" in all matters related to integrity in all areas of its business operations.

No Improper Advantage

Bribes or other means of obtaining undue or improper advantage are not to be offered or accepted.

Disclosure of Information

Information regarding business activities, structure, financial situation and performance is only to be disclosed in accordance with applicable regulations and prevailing industry practices.

Intellectual Property

Intellectual property rights will be respected; transfer of technology and expertise is to be done in a manner that protects intellectual property rights.

Fair Business, Advertising and Competition

Standards of fair business, advertising and competition will be upheld. Appropriate means to safeguard customer information must be available.

Protection of Identity

Programs that ensure the confidentiality and protection of supplier and employee whistleblower will be maintained. World Micro defines Whistleblower as “Any person who makes a disclosure about improper conduct by an employee or officer of a company, or by a public official or official body.”

REFERENCES

The following standards were used in preparing this Code and may be a useful source of additional information. Using the following standards in developing this code should not be recognized as endorsement by World Micro.

United States Equal Employment Opportunity Commission	http://www.eeoc.gov/laws/index.cfm
U.S. Bureau of International Labor Affairs	http://www.dol.gov/ilab/
ILO International Labor Standards	www.ilo.org/public/english/standards
ILO Code of Practice in Safety and Health	www.ilo.org/public/english/protection/safework
National Fire Protection Agency	www.nfpa.org/catalog/home/AboutNFPA/index.asp
OECD Guidelines for Multinational Enterprises	www.oecd.org
United Nations Convention Against Corruption	www.unodc.org/unodc/en/crime_convention_corruption
United Nations Global Compact	www.unglobalcompact.org
Universal Declaration of Human Rights	www.un.org/Overview/rights.html
ISO 14001 – Environment Management Systems Standard	www.iso.org
Social Accountability International – (SAI)	www.sa-intl.org
Ethical Trading Initiative	www.ethicaltrade.org/
OHSAS 18001 – Occupational Health and Safety Standard	www.bsi-global.com/index.xalter
Eco Management and Audit System	www.quality.co.uk/emas.htm