

ELCO SYSTEMS' ALIGNMENT WITH THE RBA CODE OF CONDUCT

Elco Systems has adopted the Responsible Business Alliance (RBA) Code of Conduct as the foundation for its ethical, social, and environmental standards. The company fully aligns its internal operations and supplier expectations with the RBA's globally recognized framework. This adoption reinforces Elco Systems' commitment to responsible business practices, regulatory compliance, and the expectations of major OEM partners.

The RBA Code's five core pillars—Labor, Health & Safety, Environment, Ethics, and Management Systems—are embedded into Elco Systems' Supplier Code of Conduct and operational governance. This ensures that employees, contractors, and suppliers adhere to strict requirements related to worker protection, safe working conditions, environmental stewardship, anti-corruption, and continuous improvement through documented policies, audits, and performance monitoring.

Elco Systems also maintains strong compliance with responsible mineral sourcing regulations. The company follows the OECD Due Diligence Guidance and utilizes the Conflict Minerals Reporting Template (CMRT) to ensure full traceability of 3TG smelters and refiners across its supply chain. This approach supports transparency, mitigates supply-chain risk, and aligns with customer and regulatory expectations for ethical sourcing.

Through the adoption of the RBA Code and the implementation of robust due-diligence processes, Elco Systems demonstrates its commitment to responsible operations, supply-chain integrity, and long-term sustainability. This alignment positions the company as a reliable and compliant partner for global manufacturers and stakeholders.