

## **SanDisk Supplier Code of Ethical Conduct**

SanDisk is a global corporation, doing business with suppliers and customers in nearly every country in the world. We are committed to implementing business and environmental practices that are socially responsible and that are consistent with respect for the ecology of our planet and for the human rights of its citizens. We are also committed to seeking out suppliers who are pursuing these shared values through their business practices and standards.

The Procurement department is especially conscious of our obligations and responsibilities in our role as Procurement agents of SanDisk. We recognize that we have a responsibility to act in ways that are respectful of and consistent with the highest standards of ethical business behavior. When dealing with our suppliers, we expect our Procurement professionals to strive to act fairly and honestly, to respect confidential information, to treat suppliers' personnel with respect and dignity and to scrupulously avoid business relationships which may create, or could be perceived to create, a conflict of interest. These principles are embedded in the SanDisk General Company Ethics Policy and are regularly communicated to all employees through training and management interaction. Procurement is also responsible for communicating our values and practices to current and potential suppliers. We have created a set of guidelines to help guide our professionals in their interaction with our suppliers, in order to create a position and ethical environment in which to conduct business.

### **What we expect from our suppliers**

1. Respect for the Human Rights of Employees – Workers should be hired, promoted and treated fairly and with dignity in all facets of their employment. They should not be subject to harassment, harsh punishments, or abuse, or to discrimination based on race, national origin, ethnicity, religion, color, age, gender, sexual orientation, political affiliation, union membership or marital status.
2. No Child or Involuntary Labor – Workers should meet the minimum legal employment age specified by the laws of the relevant country and should be free to end their employment at their will with reasonable notice. Workers should also be paid wages at least in accordance with the minimum wage laws and regulations of the country they work in, and receive benefits, including paid vacation time, recognized national holidays, medical leave, overtime pay and a workweek not to exceed hourly limits mandated by national law.
3. Health and Safety – Workers should be protected from workplace injury or illness by adequate controls, safe work procedures, preventive maintenance, training, protective equipment and adequate supervision. Workers should also be provided access to adequate hygienic facilities and to emergency first aid or medical treatment when required.
4. Emergency Prevention and Preparedness – Suppliers shall anticipate potential emergency situations and provide plans and procedures to minimize their impact,

including adequate emergency exits, fire and chemical spill suppression equipment, emergency evacuation procedures and worker training and drills.

5. Environmental Management – Suppliers should be dedicated to meeting all applicable laws relating to hazardous substance management, as well as to continuously reducing the amount of environmental discharges resulting from their processes. Suppliers should endeavor to monitor and reduce all waste products, improve their energy consumption, secure and keep current all required permits, and accurately maintain all environmental records required by applicable laws or regulations.

6. Business Ethics – Suppliers should endeavor to develop relationships with SanDisk that are founded on mutual trust, respect and shared benefits. The confidential information, intellectual and physical property of SanDisk is to be protected from unauthorized access or usage at all times. In addition, supplier representatives shall refrain from any attempts to influence SanDisk personnel's decisions or to seek advantage through what may be perceived as unethical or questionable practices. All personnel are expected to act in a manner that demonstrates at all times the highest level of integrity, honesty and fair dealing.