

ISO 26000 Core Subjects		Virtium's program to meet the requirements	
1	Organizational Governance	Virtium's code of conduct reflects the company's commitment to social responsibility.	
	Human Rights	Virtium's code of conduct includes Universal Declaration of Human Rights (www.un.org/overview/rights.html) & The United Nations Ten Principles (www.unglobalcompact.org).	
	Due diligence	Agreement with employee and Suppliers to comply to Virtium Code of Conduct.	
	Human rights risk situations	N/A (All manufacturing activities are performed in USA). US Laws and regulations protect human rights.	
	Avoidance of complicity	Virtium's commitment is stated in Virtium Code of Conduct.	
	2	Human Rights	
		Resolving grievances	All manufacturing activities are conducted in USA. Local, State and Federal laws and regulations protect employees' rights.
		Discrimination and vulnerable groups	All manufacturing activities are conducted in USA. Local, State and Federal laws and regulations protect employees' rights.
Civil and political rights		Civil and political rights are protected by Local, State and Federal laws and regulations in the USA.	
Economic, social and cultural rights		Economic, social and cultural rights are protected by Local, State and Federal laws and regulations in the USA.	
	Fundamental principles and rights at work	Fundamental principles and rights at work are protected by Local, State and Federal laws and regulations in the USA.	
3	Labor Practices		
	Employment and employment relationships	Labor law in USA conforms to the international standard such as the Universal Declaration of Human Rights and the International Covenant on Economic, Social and Cultural rights.	
	Conditions of work and social protection	Labor law in USA conforms to the international standard such as the Universal Declaration of Human Rights and the International Covenant on Economic, Social and Cultural rights.	
	Social dialogue	Labor law in USA conforms to the international standard such as the Universal Declaration of Human Rights and the International Covenant on Economic, Social and Cultural rights.	
	Health and safety at work	Employers in the USA are responsible to follow the guidelines of OSHA (Occupational Safety and Health Administration). OSHA is administered by US Department of Labor. https://www.osha.gov/law-regs.html	
	Human development and training in the workplace	Employers in the USA are responsible for following the guidelines set forth by OSHA (Occupational Safety and Health Administration). OSHA is administered by US Department of Labor. https://www.osha.gov/law-regs.html	
4	The Environment		
	Prevention of pollution		
	Sustainable resource use		
	Climate change mitigation and adaptation	All areas in Item 4: Virtium is certified by a third party registrar to ISO 14001 standard.	
	Protection of the environment, biodiversity and restoration of natural habitats		

5 Fair Operating Practices

Anti corruption	Virtium's commitment to prevent corruption is stated clearly in the employee handbook.
Responsible political involvement	Virtium's commitment to this issue is stated clearly in the employee handbook
Fair competition	Virtium product specification is fully disclosed in the technical data sheet.
Promoting social responsibility in the value chain	Virtium's suppliers agreed to comply to Virtium's Code of Conduct which includes social responsibilities.
Respect for property rights	Virtium's Code of Conduct includes Universal Declaration of Human Rights

6 Consumer Issues

Fair marketing, factual and unbiased information and fair contractual practices	Virtium's products are certified to meet UL, CE and other regulatory guidelines in the electronic industry
Protecting consumers' health and safety	Virtium's products are certified to meet UL, CE and other regulatory guidelines in the electronic industry
Sustainable consumption	Virtium complies to EICC guidelines. http://www.eiccoalition.org/media/docs/EICCCodeofConduct5_English.pdf
Consumer service, support, and complaint and dispute resolution	Virtium is certified by a third party registrar for ISO 9001 and AS 9100 Quality Management system which includes customer satisfaction.
Consumer data protection and privacy	Virtium's IT procedures ensure customer data protection.
Access to essential services	N/A (Virtium supplies Memory and SSD products).
Education and awareness	Virtium product specification is fully disclosed in the technical data sheet.

7 Community Involvement and Development

Community involvement	All areas in Item 7 are administered through Virtium's Human Resources Department.
Education and culture	
Employment creation and skills development	
Technology development and access	
Wealth and income creation	
Health and safety at work	
Social investment	