

WORKPLACE STANDARDS CODE OF CONDUCT

LEGAL OBLIGATION

Delta will only do business with authorized contractors, suppliers, vendors and agents, herein referred to as Suppliers, that comply with the applicable laws and regulations of the jurisdiction in which they operate. Delta will not tolerate any failure to obey the law by its employees or its business partners and expects its employees and partners to report any suspected violation of the law or regulation. In all cases where there are differences between this code, the applicable customer code, and the law, the higher standard will apply.

TRANSPARENCY

Delta expects full transparency in all matters when working together. All Suppliers and employees must be ethical in their business practices. Suppliers will maintain on-site all documentation necessary to demonstrate compliance with these standards. Delta and its subsidiaries will undertake affirmative measures, such as announced and unannounced on-site inspections of production facilities, to monitor compliance with these standards. Suppliers must allow Delta representatives full access to production facilities, employee records and employees for confidential interviews in connection with monitoring visits. In addition, Suppliers must respond promptly to reasonable inquiries by Delta representatives concerning the subjects addressed in the audit.

EMPLOYMENT RELATIONSHIP

Suppliers must adopt and adhere to rules and conditions of employment that respect workers and at a minimum, safeguard their rights under national and international labor and social security laws and regulations. All workers must be informed of the basic terms of their employment before leaving home.

NON-DISCRIMINATION

While Delta recognizes and respects cultural differences, employment should be based on ability and not on belief or any other personal characteristics. Delta is firmly committed to the fair and equal treatment of all employees. Candidates and employees shall be assessed according to their competencies, qualifications, and accomplishments. Suppliers must not discriminate in hiring, compensation, advancement, discipline, termination or retirement, including discrimination based on social group, ethnic origin, race, gender, sexual orientation, religion, nationality, age, disability, or any other characteristic.

FORCED LABOR

Suppliers shall not use forced labor, including prison, indentured, bonded or other forms of forced labor. No worker will be required to pay for their job. Workers must retain control of their travel documents and have full freedom of movement.

CHILD LABOR

Suppliers shall not employ any person under the age of 15 or country legal working age or under the age for completion of compulsory education, whichever is higher. Employees under the age of 18 must be employed in line with local regulations relating to young workers.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

Suppliers must recognize and respect the right of employees to associate freely, to collective bargaining and to take action to safeguard their rights without fear of interference, intimidation, harassment or retaliation.

HARASSMENT AND ABUSE

Employees are entitled to work in an environment that is free of any verbal, psychological and physical abuse, intimidation, sexual harassment, exploitation, assault or humiliation by any other employee, man or woman, regardless of their position in the company. Suppliers must treat all employees with dignity and respect.

WORK HOURS AND REST

Suppliers must ensure employees' hours worked shall not exceed the legal limitations on regular and overtime hours in the jurisdiction in which they manufacture. The regular workweek shall not exceed 48 hours. All overtime work shall be consensual. Suppliers must not request overtime on a regular basis and shall compensate all overtime work at a premium. Employees must be informed at the time of hiring if mandatory overtime is a condition of employment. Other than, in extraordinary business circumstances, the sum of regular and overtime hours in a week shall not exceed 60 hours. All employees will be entitled to at least one day, equivalent to 24 consecutive hours, off in every seven-day period.

COMPENSATION

Suppliers must compensate their employees fairly by providing compensation packages that at the very least, comply with legally mandated minimum standards or the prevailing wage, whichever is higher, and provide any fringe benefits required by law or contract. Employees must be fully compensated for overtime according to local law and each employee must be provided with a clear, written accounting for each pay period. Where compensation does not meet workers' basic needs and provide some discretionary

income, Suppliers must work to take appropriate actions that seek to progressively realize a level of compensation that does.

HEALTH AND SAFETY

Suppliers must provide its employees with a clean, safe and healthy work environment, designed to prevent accidents and injury to health arising out of or occurring during the course of work or as a result of the operation of the employers' facilities. This includes protection from fire, accidents and toxic substances. Lighting, heating and ventilation systems must be adequate. All suppliers are required to comply with all applicable, legally mandated standards for workplace health and safety in the countries and communities in which they operate. Where residential facilities are provided to employees, the same standards apply.

ENVIRONMENT & SECURITY

Suppliers must comply with all laws and regulations relating to environmental protection in countries in which they operate. Suppliers must adopt responsible measures to mitigate negative impacts that the supplier has on the environment. Suppliers must also establish security procedures to guard against the introduction of non-manifested cargo into outbound shipments. Such items would include drugs, biological agents, explosives, weapons, radioactive materials, illegal aliens, and other contraband.

WOMEN'S RIGHTS

Suppliers must ensure that women workers will receive remuneration, including benefits, equal treatment, equal evaluation of the quality of their work, and equal opportunity to fill all positions open to male workers. Pregnancy tests will not be a condition of employment, nor will they be demanded of employees. Workers who take maternity leave (of a duration determined by local and national laws) will not face dismissal nor threat of dismissal, loss of seniority or deduction of wages, and will be able to return to their former employment at the same rate of pay and benefits. Workers will not be forced or pressured to use contraception. Workers will not be exposed to hazards, including glues and solvents that may endanger their safety including their reproductive health. Suppliers shall provide appropriate services and accommodation to women workers in connection with pregnancy.

SUB-CONTRACTING

Suppliers will not utilize subcontractors in the manufacturing of Delta products or components without Delta's written approval and only after the subcontractor has agreed to comply with this Code of Conduct.

Violations of these principles will be appropriately remedied at the cost of the Supplier. Delta reserves the right to take necessary measures to ensure future compliance with these standards. Failure to comply with these standards may ultimately result in termination of the relationship between Delta and the Authorized supplier.