

HONG KONG
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SUPPLIER CODE OF CONDUCT

Forma Lighting's Supplier Code of Conduct establishes the key principles under which our worldwide suppliers are required to operate.

Forma Lighting will only do business with suppliers who share our commitment to conduct business fairly, honestly, and with respect to people's dignity and rights.

This Supplier Code of Conduct is intended to clearly establish Forma Lighting's expectations in all factories in which our products are manufactured.

Forma Lighting products will be manufactured in a manner compatible with the high standards that have contributed to our outstanding reputation and we strongly encourage suppliers to exceed the requirements of the Supplier Code of Conduct and promote best practices and continuous improvement throughout their operations.

Forma Lighting is committed to remediation in response to identified compliance issues.

In general, Forma Lighting requests that its suppliers hold an internationally recognized procedural approval such as ISO, in order for these suppliers to demonstrate a commitment to the improvement and remediation of identified issues.

Forma Lighting (Italia) S.r.l.

Via Europa, 35a
20005 Pogliano Milanese MI

T: +39 02 9354 0300
F: +39 02 9343 5117
E: formaitalia@formalighting.it

LAWS AND REGULATIONS

Suppliers must operate in full compliance with all applicable laws and regulations of the countries in which they operate.

Forma Lighting (HK) Ltd.

Room 4, 5/F
Eastern Harbour Centre
28 Hoi Chak Street,
Quarry Bay
Hong Kong

T: +852 2516 6550
F: +852 2516 6525
E: forma@forma.com.hk

www.formalighting.com

CHILD LABOR

Suppliers must not employ workers younger than the greater of;

- 16 years of age -- or
- 15 years if age where the local law allows such exception consistent with International Labor Organization guidelines -- or
- the age for completing compulsory education or the minimum age established by law in the country of manufacture.

In addition, Suppliers must comply with all local legal requirements for the work of authorized young workers, particularly those pertaining to hours of work, wages, and working conditions.

FORCED LABOR

Suppliers must not use involuntary or forced labor, whether indentured, bonded, prison or otherwise.

HARASSMENT

Suppliers must treat all workers with respect and dignity. No worker shall be subject to corporal punishment, physical, sexual, psychological or verbal harassment or abuse. In addition, Suppliers will not use monetary fines as a disciplinary practice.

WAGE AND BENEFITS

Suppliers must pay workers at least the minimum compensation required by local law and provide all legally mandated benefits. In addition to their compensation for regular hours of

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work, workers must be compensated for overtime hours at such premium rate as is legally required or, in those countries where such laws do not exist, at least equal to their regular hourly compensation rate.

HOURS OF WORK

Suppliers must ensure that, except in extraordinary business circumstances, on a regularly scheduled basis, workers shall not be required to work more than the lesser of (a) sixty (60) hours per week, including overtime or (b) the limits on regular and overtime hours allowed by the law of the country of manufacture. In addition, except in extraordinary business circumstances, all workers shall be entitled to at least one day off in every consecutive seven day period.

HEALTH AND SAFETY

Suppliers must provide their workers with a clean, safe and healthy work environment in compliance with all applicable, legally mandated standards for workplace health and safety in the countries in which they operate. This includes residential factories, if applicable.

NONDISCRIMINATION

While Forma recognizes and respects cultural differences, Suppliers must ensure employment – including hiring, remuneration, benefits, advancement, termination and retirement – is based on ability and not on belief or any other personal characteristics.

WOMEN'S RIGHTS

Suppliers will ensure women workers receive equal treatment in all aspects of employment. Pregnancy tests will not be a condition of employment, and pregnancy testing – to the extent provided – will be voluntary and the option of the worker. In addition, workers will not be forced to use contraception.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

Suppliers must recognize and respect the rights of workers to exercise lawful rights of free association, including joining or not joining any association.

Suppliers must also respect the legal right of workers to bargain collectively.

ENVIRONMENTAL

Suppliers must comply with all local environmental laws applicable to the workplace.

SUBCONTRACTING

Suppliers must not use subcontractors in the manufacture of Forma Lighting products or product components without approval from Forma Lighting, and only after the subcontractor has adequately demonstrated compliance with this Supplier Code of Conduct.

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