



## Supplier Social Responsibility Best Practice

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Version

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- Article 1 In order to fulfill corporate social responsibilities, enhance ethical standards, improve corporate image, and promote the balanced and sustainable development of the economy, society, and environment, we have revised the Best Practice to be followed by capital in accordance with the "Corporate Social Responsibility Best Practice" and relevant laws and regulations, please follow the revised code.
- Article 2 The scope of suppliers provided in this Code includes supply chain enterprises that are directly or indirectly related to the overall operating activities of the company , its subsidiaries and affiliated enterprises. (Suitable)
- Article 3 The company supports and encourages high-standard corporate social responsibility practices. It also informs suppliers about relevant corporate, ethical, labor, environmental and health and safety standards. (statement)
- Article 4 The Code and the Ethical Management both emphasize the fundamental principles and corporate standards of our company's business activities. We hope that our suppliers will also embrace these concepts, establish similar norms and publicly disclose and declare the contents. Our goal is to promote respect for labor human rights and environmental sustainability. (Enterprise Standard)
- Article 5 The company and its suppliers should uphold transcendent ethical standards, comply with relevant government regulations and international standards, and adopt the highest assurance standards when conducting business activities. (Ethical Standards Employee)
- Article 6 The dismissal and layoff of all employees of the company and its suppliers must comply with local legal provisions or standards. There shall not be any forced employment or exploitation of workers, including the use of involuntary prison labor. Additionally, employment contracts shall not be terminated unilaterally. Before hiring employees from suppliers, they should provide a description of wages and other wage conditions. Furthermore, wage detail should be provided during the payment period. It is important to note that wages should not be used as a means of punishing employees. In overseas areas, wage payment should comply with local national laws. (Normal employment relationship)
- Article 7 The company and its suppliers shall not engage in illegal child labor. It is strictly prohibited for child labor to work with breaks between 8 pm and 6 am the following morning or to be involved in heavy and hazardous tasks. This is to ensure compliance with International Labor Organization Convention No. 138 and the United Nations Convention on the Rights



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of the Child. (Abolition of child labor).

- Article 8 The company and its suppliers comply with local national laws as well as industry regulations. In cases where there are conflicting regulations, the more advantageous one shall be followed. It is not mandatory for employees to work overtime on a regular basis. Overtime work shall be voluntary, and employees will receive equal compensation for their extra hours. (Overtime work is prohibited)
- Article 9 The company and its suppliers shall implement equality policies for all employees in compliance with local commercial laws and prohibit any recruitment based on race, social status, religious belief, age, disability, gender, marital status, sexual preference, fraternal trade unions or fraternal political parties. It is also prohibited to engage in differential treatment in employment, salary, training, promotion, renewal or retirement. ( no discrimination )
- Article 10 The Company and its suppliers shall prohibit physical harm, inappropriate corporal punishment, threats of physical, sexual and other forms of harassment, verbal violence or any other form of intimidation. (Inhuman treatment prohibited )
- Article 11 The company and its suppliers should respect employees' freedom of assembly, association and collective bargaining rights. According to China's Trade Union Law, employees have the right to organize and join trade unions. (Respect freedom of assembly and association and collective employee bargaining rights)
- Article 12 The company and its suppliers adhere to national environmental laws and regulations including but not limited to debt recycling, carbon emissions, noise, etc. within in the company's operating industries and the products and services it provides. They actively take measures and practical actions to prevent any consequences caused by different forms of pollution. Additionally, they plan and implement action plans for improvement and strive for positive environmental outcomes. (Environmental Standard-1)
- Article 13 The company and its suppliers have established an environmental management operating system to ensure that relevant planning, operations, control and rail loads are carried out effectively. Suppliers will receive a positive evaluation in the supplier evaluation process. (Environmental Standard-2)
- Article 14 The company and its suppliers should comply with applicable domestic and international factory safety and health regulations in neighboring countries. They should also provide a



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safe and hygienic working environment for all employees to ensure that employee activities do not pose any direct or indirect danger to employees or others. ( Safety and Health Standards-1 )

Article 15 The company and suppliers should provide employees with relevant education, training, guidance and supervision, and take all necessary precautions to prevent accidents. (Safety and Health Standards-2)

Article 16 Suppliers must notify us immediately if any work safety accident or incident occurs due to the performance of the contract with the company. (Safety and Hygiene Standard-3)

Article 17 The company and suppliers should provide appropriate and sufficient welfare facilities. They should also have plans in place to improve safety and health performance. Furthermore, it is important for them to make a commitment to continuous improvement and implement relevant strategies with specific actions. (Safety and Health Standard-4)

Article 18 The company and its suppliers should always pay attention to the development of domestic and international corporate social responsibility systems as well as changes in the corporate environment. This will allow them to review and improve the supplier social responsibility system established by the company ultimately enhancing the implementation of corporate social responsibility results.

Article 19 This Best Practice will be implemented after approval from the general manager, and the same applies to any modifications. (level)