

立讯精密供应商行为准则

Luxshare Precision Supplier Code of Conduct

立讯精密承诺践行最高标准的劳动权益、人权、环境责任和道德行为。立讯精密供应商必须提供安全的工作环境，确保工人受到尊重、享有尊严，公平且遵循道德标准行事，并在任何情况下为立讯精密生产产品或服务时均应采取对环境负责的行为。立讯精密要求其供应商按照本《立讯精密供应商行为准则》(以下简称“准则”)中的原则和要求(如适用)经营业务并完全遵循所有适用法律法规。

Luxshare Precision is committed to respecting the highest standards of labor, human rights, environmental, and ethical conduct. Luxshare Precision's suppliers are required to provide safe working conditions, treat workers with dignity and respect, act fairly and ethically, and use environmentally responsible practices wherever they make products or perform services for Luxshare Precision. Luxshare Precision requires its suppliers to operate in accordance with the principles and requirements, as applicable, in this Luxshare Precision Supplier Code of Conduct ("Code"), and in full compliance with all Applicable Laws and Regulations.

我们的原则 Our Principle

本准则以联合国国际人权法案和国际劳工组织《工作中基本原则和权利宣言》中所规定的国际公认人权为基础。立讯精密坚定地致力于尊重人权，详见我们在整个公司范围内推行的人权政策，并且我们的处事方式遵循《联合国商业与人权指导原则》(UNGP)。

The Code is based on internationally-recognized human rights, as set out in the United Nations' International Bill of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. Luxshare Precision is deeply committed to respecting human rights as laid out in our company-wide Human Rights Policy and our approach is based on the UN Guiding Principles for Business and Human Rights (UNGPs).

为了与 UNGP 框架保持一致，当国家法律与国际人权标准存在差异时，我们遵循更高的标准。当两者存在冲突时，我们遵守国家法律，同时设法遵守国际公认人权的原則。

In keeping with the UNGP framework, where national law and international human rights standards differ, we follow the higher standard. Where they are in conflict, we respect national law, while seeking to respect the principles of internationally-recognized human rights.

此外，当国家法律与立讯精密严格的环境责任、健康和安全管理标准存在差异时，我们遵循更高的标准。当国家法律与立讯精密的高标准存在冲突时，我们遵守国家法律，同时设法恪守更高的标准。

In addition, where national law and Luxshare Precision's strict environmental, health and safety standards differ, we follow the higher standard. Where national law and Luxshare Precision's high standards are in conflict, we respect national law while seeking to honor the higher standard.

立讯精密将评估供应商对本准则的遵守情况，任何违反本准则的行为都可能危及供应商与立讯精密之间的业务关系，最严重可导致双方业务关系终止。本准则适用于向立讯精密提供商品/服务，或该商品/服务用于立讯精密产品的立讯精密供应商及其子公司、附属机构以及所有分包商和下级供应商（分别称为“供应商”）。

Luxshare Precision will assess its suppliers' compliance with this Code, and any violations of this Code may jeopardize a supplier's business relationship with Luxshare Precision up to and including termination. This Code applies to Luxshare Precision suppliers and their subsidiaries and affiliates, as well as any subcontractors and sub-tier suppliers (each a "Supplier") providing goods or services to Luxshare Precision or for use in or with Luxshare Precision products.

立讯精密采用责任商业联盟标准并做修饰后为公司的供应商行为准则，明确定义了我们对遵循本供应商准则的期望。

Luxshare Precision has adopted the standard of Responsible Business Alliance Code Of Conduct and modified it into our supplier code of conduct that explicitly define our expectations for compliance with this Code by Suppliers.

责任商业联盟行为准则

RESPONSIBLE BUSINESS ALLIANCE CODE OF CONDUCT

责任商业联盟（RBA，即前电子行业公民联盟 [EICC]）的行为准则旨在建立各种标准，以确保电子行业或以电子产品为关键要素的行业及其供应链的工作环境安全，工人受到尊重并享有尊严，且经营活动符合环保和道德要求。

The Responsible Business Alliance (RBA), formerly the Electronic Industry Citizenship Coalition (EICC), Code of Conduct establishes standards to ensure that working conditions in the electronics industry, or industries in which electronics are a key component, and its supply chains are safe, that workers are treated with respect and dignity, and that business operations are environmentally responsible and conducted ethically.

本准则所指电子行业包含为生产电子产品而设计、营销、制造或提供商品和服务的所有组织。电子行业的任何一家企业都可以自愿采用本准则，并应用到其供应链和转包商中，包括合同劳工的提供方。

Considered as part of the electronics industry for purposes of this Code are all organizations that may design, market, manufacture, or provide goods and services that are used to produce electronic goods. The Code may be voluntarily adopted by any business in the electronics sector and subsequently applied by that business to its supply chain and subcontractors, including providers of contract labor.

要采用本准则并成为供应商（“供应商”），企业应声明其支持本准则，并积极按照本文所述管理体系与本准则及其标准保持一致。

To adopt the Code and become a supplier (“supplier”), a business shall declare its support for the Code and actively pursue conformance to the Code and its standards in accordance with a management system as herein.

供应商必须将该准则视为一个全面的供应链倡议。供应商还应至少要求其下一级供应商认同并执行本准则。

Suppliers must regard the Code as a total supply chain initiative. At a minimum, Suppliers shall also require its next tier suppliers to acknowledge and implement the Code.

采用本准则的基础是理解企业的所有活动必须完全遵守其经营所在国家/地区的法律、规范和法规。本准则还鼓励供应商比法律规定做的更好，借鉴国际公认的标准，以促进社会和环境责任以及商业道德。绝不可因遵守本准则而违反当地法律。RBA 准则中的标准若与当地法律有异，RBA 在界定合规性时以最严格的要求为准。与《联合国商业与人权指导原则》相符，本准则中的规定源自并尊重国际公认的标准，包括国际劳工组织 (ILO) 《关于工作中的基本原则和权利宣言》以及联合国《世界人权宣言》。

Fundamental to adopting the Code is the understanding that a business, in all of its activities, must operate in full compliance with the laws, rules, and regulations of the countries in which it operates. The Code also encourages Suppliers to go beyond legal compliance, drawing upon internationally recognized standards, in order to advance social and environmental responsibility and business ethics. In no case can complying with the Code violate local laws. If, however, there are differing standards between the RBA Code and local law, the RBA defines conformance as meeting the strictest requirements. In alignment with the UN Guiding Principles on Business and Human Rights, the provisions in this Code are derived from and respect internationally recognized standards including the ILO Declaration on Fundamental Principles and Rights at Work and the UN Universal Declaration of Human Rights.

RBA 承诺在本行为准则的持续制定和执行过程中定期征求利益相关者的意见。

The RBA is committed to obtaining regular input from stakeholders in the continued development and implementation of the Code of Conduct.

本准则由五个部分组成。A、B 和 C 部分分别概述了劳工、健康与安全以及环境的标准。D 部分描述了商业道德相关标准。E 部分概述了符合本规范管理的管理体系所需具备的要素。

The Code is made up of five sections. Sections A, B, and C outline standards for Labor, Health and Safety, and the Environment, respectively. Section D adds standards relating to business ethics. Section E outlines the elements of an acceptable system to manage conformity to this Code.

A. 劳工 LABOR

供应商承诺维护工人的人权，并以国际社会理解的尊严和尊重对待他们。此规定适用于所有工人，包括临时工、外籍劳工、学生工、合同工、直接雇员和任何其他类型的工人。本准则在起草过程中参考的公认标准（列于参考资料中），这些资料亦可作为附加信息的有用来源。

Suppliers are committed to uphold the human rights of workers, and to treat them with dignity and respect as understood by the international community. This applies to all workers including temporary, migrant, student, contract, direct employees, and any other type of worker. The recognized standards, as set out in the References, were used in preparing the Code and may be useful sources of additional information.

劳工标准为：

The labor standards are:

1) 自由择业 Freely Chosen Employment

不得雇佣被强迫、受束缚（包括债务束缚）或受契约约束的劳工、非自愿或剥削性质的狱中劳工、奴隶或贩卖人口。这包括不得以威胁、暴力、胁迫、诱拐或欺诈等手段运输、窝藏、招聘、转移或接收人员。对于工人在工厂内的行动自由及进出公司提供的工人宿舍或生活区等场所（若适用），不应设立不合理的限制。作为雇佣流程的一部分，必须以工人的母语向所有工人提供书面的雇佣协议，其中包括对雇佣的条款和条件的说明。外籍劳工必须在离开原籍国之前收到雇佣协议，并且在其到达接收国后，雇佣协议中不允许有替代或变更，除非这些变更是为了符合当地法律并提供平等或更好的条款。所有工作均须出于自愿，工人可自由地随时离职或终止其雇佣关系，如按照工人合同给予合理通知，则不必支付任何罚款。雇主、代理和子代理不得持有或以其他方式销毁、隐藏或没收身份证或移民文件，例如，政府签发的身份证明、护照或工作许可。只有法律要求时，雇主才可持有此类文件。在这种情况下，任何时候都不得拒绝工人访问其文件。工人无需为其受雇而向雇主的代理或子代理支付招聘费或其他相关费用。如果发现工人支付过任何上述

费用，应将该费用返还给工人。

Forced, bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery or trafficking of persons is not permitted. This includes transporting, harboring, recruiting, transferring, or receiving persons by means of threat, force, coercion, abduction or fraud for labor or services. There shall be no unreasonable restrictions on workers' freedom of movement in the facility in addition to unreasonable restrictions on entering or exiting company- provided facilities including, if applicable, workers' dormitories or living quarters. As part of the hiring process, all workers must be provided with a written employment agreement in their native language that contains a description of terms and conditions of employment. Foreign migrant workers must receive the employment agreement prior to the worker departing from his or her country of origin and there shall be no substitution or change(s) allowed in the employment agreement upon arrival in the receiving country unless these changes are made to meet local law and provide equal or better terms. All work must be voluntary, and workers shall be free to leave work at any time or terminate their employment without penalty if reasonable notice is given as per worker's contract. Employers, agents, and sub-agents' may not hold or otherwise destroy, conceal, or confiscate identity or immigration documents, such as government-issued identification, passports, or work permits. Employers can only hold documentation if such holdings are required by law. In this case, at no time should workers be denied access to their documents. Workers shall not be required to pay employers' agents or sub-agents' recruitment fees or other related fees for their employment. If any such fees are found to have been paid by workers, such fees shall be repaid to the worker.

2) 未成年工人 Young Workers

在生产任何阶段均不得使用童工。术语“儿童”是指任何未满 15 岁、或低于完成义务教育年龄，或低于该国家/地区的最小就业年龄（以这三者中最大者为准）的任何人。供应商应实施适当的机制，以核实工人的年龄。支持遵守所有法律和法规的、合法利用工作场所的学习计划。不满 18 岁的工人（未成年工人）不得从事可能危及其健康或安全的工作，包括夜班和加班。供应商应通过合理维护学生工记录、对提供学生工的教育合作伙伴进行严格的尽职调查，并根据法律法规保护学生工权利，确保对学生工进行适当的管理。供应商应向所有学生工提供适当的支持和培训。如当地法律未作规定，学生工、实习工和学徒工的工资应至少达到履行同等或类似岗位的初级工人的工资水平。如果发现童工，将提供协助/补救措施。

Child labor is not to be used in any stage of manufacturing. The term “child” refers to any person under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. Suppliers shall implement an appropriate mechanism to verify the age of workers. The use of legitimate workplace learning programs, which comply with all laws and regulations, is supported. Workers under the age of 18 (Young Workers) shall not perform work that is likely to jeopardize their health or safety, including night shifts and overtime. Suppliers shall ensure proper management of student workers through proper maintenance of student records, rigorous due diligence of educational partners, and protection of students' rights in accordance with applicable laws and regulations. Suppliers shall provide appropriate support and training to all student workers. In

the absence of local law, the wage rate for student workers, interns, and apprentices shall be at least the same wage rate as other entry-level workers performing equal or similar tasks. If child labor is identified, assistance/remediation is provided.

3) 工作时间 Working Hours

商业实践研究表明，工人过劳与生产力下降、人员流动性升高、伤病人数增加等情况明显相关。工作时间不得超过当地法律规定的最长时间。而且，除非紧急或异常情况，每周的工作时间包括加班不应超过 60 小时。所有加班都必须是自愿行为。工人每七天应至少休息一天。

Studies of business practices clearly link worker strain to reduced productivity, increased turnover, and increased injury and illness. Working hours are not to exceed the maximum set by local law. Further, a workweek should not be more than 60 hours per week, including overtime, except in emergency or unusual situations. All overtime must be voluntary. Workers shall be allowed at least one day off every seven days.

4) 工资和福利 Wages and Benefits

向工人支付的薪酬应符合所有适用的工资法律，包括有关最低工资、加班时间和法定福利在内的各项法律。根据当地法律，应按高于正常小时工资的标准向工人支付加班报酬。禁止将扣减工资作为一种纪律处罚措施。每个记薪周期，应及时向工人提供清晰易懂的工资单，该工资单应包含足够信息以能够核算付出的劳动所得的报酬是否准确。使用临时工、派遣工和外包工必须符合当地法律限制。

Compensation paid to workers shall comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. In compliance with local laws, workers shall be compensated for overtime at pay rates greater than regular hourly rates. Deductions from wages as a disciplinary measure shall not be permitted. For each pay period, workers shall be provided with a timely and understandable wage statement that includes sufficient information to verify accurate compensation for work performed. All use of temporary, dispatch and outsourced labor will be within the limits of the local law.

5) 人道待遇 Humane Treatment

不得对工人实施暴力、基于性别的暴力、性骚扰、性虐待、体罚、精神或肉体胁迫、霸凌、公开羞辱或言语侮辱等严苛的非人道行为；亦不得威胁要实施任何此类行为。应清楚制定支持这些要求的纪律政策和规程，并传达给工人。

There is to be no harsh or inhumane treatment including violence, gender-based violence, sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, bullying, public shaming, or verbal abuse of workers; nor is there to be the threat of any such treatment. Disciplinary policies and procedures in support of these requirements shall be clearly defined and communicated to workers.

6) 不歧视/不骚扰 Non-Discrimination/Non-Harassment

供应商应承诺提供不受骚扰及非法歧视的工作场所。公司不得因人种、肤色、年龄、性别、性取向、性别认同和性别表现、种族或民族、残疾、怀孕、宗教信仰、政治派别、

社团成员身份、服军役状况、受保护的遗传信息或婚姻状况等在招聘和雇佣过程中（如工资、晋升、奖励和培训机会等）歧视或骚扰工人。应向工人提供合理的宗教活动场所。此外，不应强迫工人或潜在工人接受可能带有歧视性目的的医学检查（包括怀孕或童贞检查）或体检。这是根据国际劳工组织 (ILO) 的歧视（就业和职业）公约（第 111 号）起草的。

Suppliers should be committed to a workplace free of harassment and unlawful discrimination. Companies shall not engage in discrimination or harassment based on race, color, age, gender, sexual orientation, gender identity and expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, covered veteran status, protected genetic information or marital status in hiring and employment practices such as wages, promotions, rewards, and access to training. Workers shall be provided with reasonable accommodation for religious practices. In addition, workers or potential workers should not be subjected to medical tests, including pregnancy or virginity tests, or physical exams that could be used in a discriminatory way. This was drafted in consideration of ILO Discrimination (Employment and Occupation) Convention (No.111).

7) 自由结社 Freedom of Association

根据当地法律， 供应商应尊重所有工人自愿组建和加入工会、进行集体谈判与和平集会以及拒绝参加此等活动的权利。工人和/或其代表应能与管理层就工作条件和管理实践公开交流沟通并表达看法和疑虑，而无需担心会受到歧视、报复、威胁或骚扰。

In conformance with local law, Suppliers shall respect the right of all workers to form and join trade unions of their own choosing, to bargain collectively, and to engage in peaceful assembly as well as respect the right of workers to refrain from such activities. Workers and/or their representatives shall be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation, or harassment.

B. 健康与安全 HEALTH AND SAFETY

供应商应了解，除了有助于减少与工作相关的伤害与疾病外，安全健康的工作环境还可以提高产品和服务质量，有利于促进生产、提高工人留任率并提升工人士气。供应商还应了解持续的工人投入和教育对于发现和解决工作场所中的健康与安全问题至关重要。本准则在起草时参考了 ISO 45001 和《ILO 职业安全与健康指南》等公认的管理体系，这些资料亦可作为附加信息的有用来源。

Suppliers recognize that in addition to minimizing the incidence of work-related injury and illness, a safe and healthy work environment enhances the quality of products and services, consistency of production and worker retention and morale. Suppliers also recognize that ongoing worker input and education are essential to identifying and solving health and safety issues in the workplace.

Recognized management systems such as ISO 45001 and ILO Guidelines on Occupational Safety and Health were used as references in preparing the Code and may be useful sources of

additional information.

健康与安全标准为：

The health and safety standards are:

1) 职业安全 Occupational Safety

应采用分级控制原则，识别、评估和减少工人可能遇到的潜在的健康和安全危险（化工、电器和其他能源、火灾、车辆及坠落危险等），该原则包括消除危险、替代工艺或材料、通过适当的设计进行控制、实施工程和管理控制措施、预防性维护和安全的工作程序（包括闭锁/停工），以及提供持续的职业健康和安全培训。如果通过上述方式无法有效地控制危险，应为工人提供适当的、保养良好的个人防护用品以及关于上述危险可能导致的危险的教育资料。此外，还必须采取适当的措施，避免让孕妇和哺乳期妇女接触高危工作环境，消除或降低工作场所带给孕妇/哺乳期妇女健康与安全方面的风险（包括与其工作任务相关的风险），同时为哺乳期妇女提供适当的设施。

Worker potential for exposure to health and safety hazards (chemical, electrical and other energy sources, fire, vehicles, and fall hazards, etc.) are to be identified and assessed, mitigated using the Hierarchy of Controls, which includes eliminating the hazard, substituting processes or materials, controlling through proper design, implementing engineering and administrative controls, preventative maintenance and safe work procedures (including lockout/tagout), and providing ongoing occupational health and safety training. Where hazards cannot be adequately controlled by these means, workers are to be provided with appropriate, well-maintained, personal protective equipment, and educational materials about risks to them associated with these hazards. Reasonable steps must also be taken to remove pregnant women and nursing mothers from working conditions with high hazards, remove or reduce any workplace health and safety risks to pregnant women and nursing mothers, including those associated with their work assignments, and provide reasonable accommodations for nursing mothers.

2) 应急准备 Emergency Preparedness

潜在的紧急情况与事件要加以识别及评估，要实施应急计划和响应规程来最大程度地减少其影响，包括应急报告、工人通知和撤离规程、工人培训和演练。紧急演练必须至少每年进行一次，或按照当地法律的规定（以较严格的为准）进行。应急计划还应该包括适当的火灾探测和灭火设备、畅通无阻的离开通道、充足的出口设施，应急人员的联系信息和恢复计划。此类预案和规程应尽可能地减少对生命、环境和财产的损害。

Potential emergency situations and events are to be identified and assessed, and their impact minimized by implementing emergency plans and response procedures including emergency reporting, employee notification and evacuation procedures, worker training, and drills.

Emergency drills must be executed at least annually or as required by local law, whichever is more stringent. Emergency plans should also include appropriate fire detection and suppression equipment, clear and unobstructed egress, adequate exit facilities, contact information for emergency responders, and recovery plans. Such plans and procedures shall focus on minimizing harm to life, the environment, and property

3) 工伤和疾病 Occupational Injury and Illness

应制定程序和体系以预防、管理、跟踪和报告工伤和疾病， 包括以下规定： 鼓励工人报告， 对工伤和疾病案例进行分类和记录， 提供必要的医疗服务， 调查案例并采取纠正措施以消除其事故源头， 帮助工人重返工作。

Procedures and systems are to be in place to prevent, manage, track and report occupational injury and illness, including provisions to encourage worker reporting, classify and record injury and illness cases, provide necessary medical treatment, investigate cases and implement corrective actions to eliminate their causes, and facilitate the return of workers to work.

4) 工业卫生 Industrial Hygiene

根据分级控制原则， 应当识别、评估并控制化学、生物及物理等因素给工人带来的危险。如果发现了任何潜在的危险， 供应商应寻找机会消除和/或减少潜在的危险。如果消除或减少危险不可行， 则要通过适当的设计、工程和管理控制措施来控制潜在的危险。当无法通过这些措施充分控制危险时， 应为工人免费配备并让其使用适当的、保养良好的个人防护用品。防护计划应持续存在并包含与这些危险有关的风险教育材料。

Worker exposure to chemical, biological, and physical agents is to be identified, evaluated, and controlled according to the Hierarchy of Controls. If any potential hazards were identified, Suppliers shall look for opportunities to eliminate and/or reduce the potential hazards. If elimination or reduction of the hazards is not feasible, potential hazards are to be controlled through proper design, engineering, and administrative controls. When hazards cannot be adequately controlled by such means, workers are to be provided with and use appropriate, well-maintained, personal protective equipment free of charge. Protective programs shall be ongoing and include educational materials about the risks associated with these hazards.

5) 强体力型工作 Physically Demanding Work

应当识别、评估和控制工人从事强体力型工作给工人带来的影响， 包括人工搬运/装卸材料 和重复搬举重物、长时间站立以及高度重复或强力的装配工作。

Worker exposure to the hazards of physically demanding tasks, including manual material handling and heavy or repetitive lifting, prolonged standing, and highly repetitive or forceful assembly tasks is to be identified, evaluated, and controlled.

6) 机器安全防护 Machine Safeguarding

应当对生产机械和其他机械进行安全危险评估。应当对可能对工人造成伤害的机械装配物理防护装置、联锁装置和屏障， 并正确地进行维护。

Production and other machinery shall be evaluated for safety hazards. Physical guards, interlocks, and barriers are to be provided and properly maintained where machinery presents an injury hazard to workers.

7) 公共卫生、饮食和住宿 Sanitation, Food, and Housing

应向工人提供干净的洗手间设施、饮用水和卫生的食品配制、存储和用餐设施。供应商或劳工代理机构提供的工人宿舍应保持洁净安全， 并提供适当的紧急出口、洗浴热水、

充足的光热和通风、用于存放个人和贵重物品的独立安全柜，以及出入方便的合理私人空间。

Workers are to be provided with ready access to clean toilet facilities, potable water and sanitary food preparation, storage, and eating facilities. Worker dormitories provided by the Supplier or a labor agent are to be maintained to be clean and safe, and provided with appropriate emergency egress, hot water for bathing and showering, adequate lighting and heat and ventilation, individually secured accommodations for storing personal and valuable items, and reasonable personal space along with reasonable entry and exit privileges.

8) 健康与安全沟通 Health and Safety Communication

供应商应为工人提供工作场所的健康与安全信息，并为工人提供以工人母语或工人可以理解的 语言进行的培训，使其正确认知其所接触的工作场所危险标识语，包括但不限于机械、电器、化学、火灾和物理性危害。应在工厂清楚地张贴健康与安全的相关信息，或在工人能看到的显 眼位置。应在工作开始之前为工人提供岗前培训并在工作后定期对工人进行培训。应鼓励工人 提出任何健康和安全问题，而无需担心遭到打击报复。

Suppliers shall provide workers with appropriate workplace health and safety information and training in the language of the worker or in a language the worker can understand for all identified workplace hazards that workers are exposed to, including but not limited to mechanical, electrical, chemical, fire, and physical hazards. Health and safety related information shall be clearly posted in the facility or placed in a location identifiable and accessible by workers. Training is provided to all workers prior to the beginning of work and regularly thereafter. Workers shall be encouraged to raise any health and safety concerns without retaliation.

C. 环境 ENVIRONMENT

供应商应认识到环境责任是生产世界一流产品的重要部分。供应商应在其生产经营中，发现对环境产生的影响并尽量减少对社区、环境和自然资源的不利影响，同时保障公众的健康和安全。本准则在起草时参考了 ISO 14001 和《生态管理与审核体系》(EMAS) 等公认的管理体系，这些资料亦可作为附加信息的有用来源。

Suppliers recognize that environmental responsibility is integral to producing world-class products. Suppliers shall identify the environmental impacts and minimize adverse effects on the community, environment, and natural resources within their manufacturing operations, while safeguarding the health and safety of the public. Recognized management systems such as ISO 14001 and the Eco Management and Audit System (EMAS) were used as references in preparing the Code and may be a useful source of additional information.

环境标准为：

The environmental standards are:

1) 环境许可证与报告 Environmental Permits and Reporting

应取得、维护并更新所有必需的环境许可证（如排放监控）、批准文书和登记证，并且

遵循其操作和报告要求。

All required environmental permits (e.g. discharge monitoring), approvals, and registrations are to be obtained, maintained, and kept current and their operational and reporting requirements are to be followed.

2) 预防污染和节约资源 Pollution Prevention and Resource Reduction

应当采取措施从源头上降低或消除污染物的排放、释放以及废弃物的产生，例如增加污染控制设备，改进生产、维护和设施流程，或采取其他措施。应当采取措施有节制地使用自然资源，包括水、化石燃料、矿产和原始森林木材，例如改进生产、维护和设备工艺，使用替代性材料，重复利用、保护资源、回收利用的策略或其他方法。

Emissions and discharges of pollutants and generation of waste are to be minimized or eliminated at the source or by practices such as adding pollution control equipment; modifying production, maintenance, and facility processes; or by other means. The use of natural resources, including water, fossil fuels, minerals, and virgin forest products, is to be conserved by practices such as modifying production, maintenance and facility processes, materials substitution, re-use, conservation, recycling, or other means.

3) 有害物质 Hazardous Substances

应当识别、标记和管理会对人类或环境造成危险的化学品、废弃物及其他材料，确保其得到安全处理、移动、储存、使用、回收或再利用和处置。

Chemicals, waste, and other materials posing a hazard to humans or the environment are to be identified, labeled, and managed to ensure their safe handling, movement, storage, use, recycling or reuse, and disposal.

4) 固体废弃物 Solid Waste

供应商应采用系统方法识别、管理、减少、负责任地处置或回收固体废弃物（无害废弃物）。

Suppliers shall implement a systematic approach to identify, manage, reduce, and responsibly dispose of or recycle solid waste (non-hazardous).

5) 废气排放 Air Emissions

对于生产经营过程中产生的挥发性有机化学物质、喷雾、腐蚀性物质、悬浮粒子、消耗臭氧层物质及燃烧副产品，应在排放之前按要求进行分类、常规监测、控制和处理。消耗臭氧层物质应按照《蒙特利尔议定书》和适用的条例进行有效管理。供应商应对其空气排放物控制系统的运行状况进行常规监控。

Air emissions of volatile organic chemicals, aerosols, corrosives, particulates, ozone depleting substances, and combustion byproducts generated from operations are to be characterized, routinely monitored, controlled, and treated as required prior to discharge. Ozone-depleting substances are to be effectively managed in accordance with the Montreal Protocol and applicable regulations. Suppliers shall conduct routine monitoring of the performance of its air emission control systems.

6) 限用物质 Materials Restrictions

供应商应当遵守有关在产品中以及制造过程中禁用或限用某些特定物质（包括回收和处置标志）的相关法律、法规和客户要求。

Suppliers are to adhere to all applicable laws, regulations, and customer requirements regarding the prohibition or restriction of specific substances in products and manufacturing, including labeling for recycling and disposal.

7) 水资源管理 Water Management

供应商应实施水资源管理计划，以记录、分类和监测水资源及其使用和排放情况；寻求保护水资源以及控制污染渠道。所有废水在排放或处置前，需按要求对其进行分类、监测、控制和处理。供应商应对其废水处理和控制系统的运行状况进行常规监控，以确保最佳性能和合规性。

Suppliers shall implement a water management program that documents, characterizes, and monitors water sources, use and discharge; seeks opportunities to conserve water; and controls channels of contamination. All wastewater is to be characterized, monitored, controlled, and treated as required prior to discharge or disposal. Suppliers shall conduct routine monitoring of the performance of its wastewater treatment and containment systems to ensure optimal performance and regulatory compliance.

8) 能源消耗与温室气体排放 Energy Consumption and Greenhouse Gas Emissions

供应商应制定公司的温室气体减排目标。应对照温室气体减排目标，跟踪、记录和公开报告能源消耗和所有相关的 1 类和 2 类温室气体的排放情况。供应商应探索开发方法以提高能源效率，并最大程度地减少能源消耗与温室气体排放。

Suppliers are to establish a corporate-wide greenhouse gas reduction goal. Energy consumption and all relevant Scopes 1 and 2 greenhouse gas emissions are to be tracked, documented, and publicly reported against the greenhouse gas reduction goal. Suppliers are to look for methods to improve energy efficiency and to minimize their energy consumption and greenhouse gas emissions.

D. 道德 ETHICS

为履行社会责任并确立市场成功地位，供应商及其代理机构应遵循最高标准的道德要求，包括：

To meet social responsibilities and to achieve success in the marketplace, Suppliers and their agents are to uphold the highest standards of ethics including:

1) 商业诚信

在所有商业交往中都应秉承最高的诚信标准。供应商应采取零容忍政策，禁止任何及所有形式的贿赂、腐败、敲诈勒索和贪污。

The highest standards of integrity are to be upheld in all business interactions. Suppliers shall have a zero-tolerance policy to prohibit any and all forms of bribery, corruption, extortion and embezzlement.

2) 无不正当优势 Business Integrity

不得承诺、提供、授予、给予或接受贿赂以及为取得非法或不正当优势而提供的其他形式的利益。该禁令包括直接或间接地通过第三方承诺、提供、授权、给予或接受任何有价值的东西，以获得或保留业务、或直接向任何人提供业务或以其他方式获得不正当利益。应实施监控、记录保留与执行规程，确保符合反腐败法律。

Bribes or other means of obtaining undue or improper advantage are not to be promised, offered, authorized, given, or accepted. This prohibition covers promising, offering, authorizing, giving or accepting anything of value, either directly or indirectly through a third party, in order to obtain or retain business, direct business to any person, or otherwise gain an improper advantage. Monitoring, record keeping, and enforcement procedures shall be implemented to ensure compliance with anti-corruption laws.

3) 信息披露 Disclosure of Information

所有业务往来均应透明，并且准确地记录在供应商的商业账簿和记录中。应根据相关法规和现行行业实践披露有关供应商的劳工、健康与安全、环境实践、业务活动、结构、财务状况和绩效等信息。不允许伪造记录或虚报供应链中的各种实际运营情况。

All business dealings should be transparently performed and accurately reflected on the Supplier's business books and records. Information regarding Supplier's labor, health and safety, environmental practices, business activities, structure, financial situation, and performance is to be disclosed in accordance with applicable regulations and prevailing industry practices. Falsification of records or misrepresentation of conditions or practices in the supply chain are unacceptable.

4) 知识产权 Intellectual Property

应尊重知识产权，技术或经验知识的转让应以保护知识产权的方式进行，并且应保护客户和供应商的信息安全。

Intellectual property rights are to be respected, transfer of technology and know-how is to be done in a manner that protects intellectual property rights, and customer and supplier information is to be safeguarded.

5) 公平交易、广告和竞争 Fair Business, Advertising and Competition

应秉持公平业务、广告发布和竞争的标准。

Standards of fair business, advertising, and competition are to be upheld.

6) 身份保护和反报复政策 Protection of Identity and Non-Retaliation

除非法律禁止，否则应制定并实施各项规程，确保向供应商和工人检举者提供保护，确保其举报的保密性及匿名性。供应商应为其工人制定沟通过程，使工人能够提出任何问题，而不担心遭到打击报复。

Programs that ensure the confidentiality, anonymity, and protection of supplier and employee whistle blowers are to be maintained, unless prohibited by law. Suppliers should have a communicated process for their personnel to be able to raise any concerns without fear of retaliation.

7) 负责任的矿产采购 Responsible Sourcing of Minerals

供应商应采取政策，对其生产的产品中的钽、锡、钨和金的来源和监管链进行尽职调查，以合理 确保其来源符合经济合作与发展组织 (OECD) 《受冲突影响和高风险地区矿产供应链尽职调查指南》或同等和公认的尽职调查框架。

Suppliers shall adopt a policy and exercise due diligence on the source and chain of custody of the tantalum, tin, tungsten, and gold in the products they manufacture to reasonably assure that they are sourced in a way consistent with the Organisation for Economic Co-operation and Development (OECD) Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas or an equivalent and recognized due diligence framework.

8) 隐私 Privacy

供应商应承诺保护与其有业务往来的所有人士（包括供应商、客户、消费者和雇员）的个人信息，以满足上述相关人士的保护其合理隐私的期望。收集、存储、处理、传输和分享个人信息时，供应商应遵守与隐私和信息安全有关的法律和法规的要求。

Suppliers are to commit to protecting the reasonable privacy expectations of personal information of everyone they do business with, including suppliers, customers, consumers, and employees. Suppliers are to comply with privacy and information security laws and regulatory requirements when personal information is collected, stored, processed, transmitted, and shared.

E. 管理体系 MANAGEMENT SYSTEMS

参与方应采用或建立与本准则范围相关的管理体系。在设计该管理体系时，应确保：

(a) 符合与参与者的经营和产品相关的法律、法规及客户要求；(b) 符合本准则；以及 (c) 识别并降低与本准则 相关的经营风险。该体系还应促进持续改进。

Suppliers shall adopt or establish a management system with a scope that is related to the content of this Code. The management system shall be designed to ensure: (a) compliance with applicable laws, regulations and customer requirements related to the Supplier's operations and products; (b) conformance with this Code; and (c) identification and mitigation of operational risks related to this Code. It should also facilitate continual improvement.

该管理体系应包含以下要素：

The management system should contain the following elements:

1) 公司承诺 Company Commitment

公司社会和环境责任政策声明确认供应商对合规和持续改进所作的承诺，且经执行管理层批准，以当地语言在工厂发布。

Corporate social and environmental responsibility policy statements affirming Supplier's commitment to compliance and continual improvement, endorsed by executive management, and posted in the facility in the local language.

2) 管理层问责和责任 Management Accountability and Responsibility

供应商应明确指定负责确保实施管理体系和相关计划的高级执行管理人员和公司代表。高级管理层应定期审查管理体系的状态。

The Supplier clearly identifies senior executive and company representative(s) responsible for ensuring implementation of the management systems and associated programs. Senior management reviews the status of the management systems on a regular basis.

3) 法律要求与客户要求 Legal and Customer Requirements

用以识别、监控和了解适用法律、法规和客户的要求（包括本准则的要求）的程序。

A process to identify, monitor and understand applicable laws, regulations, and customer requirements, including the requirements of this Code.

4) 风险评估与风险管理 Risk Assessment and Risk Management

用以识别与供应商经营相关的法律合规性、环境、健康与安全及劳工实践和道德风险的程序。确定各风险的相对重要程度，实施适当的程序和实质控制措施，以控制已识别风险并确保合规。

A process to identify the legal compliance, environmental, health and safety and labor practice and ethics risks associated with Supplier's operations. Determination of the relative significance for each risk and implementation of appropriate procedural and physical controls to control the identified risks and ensure regulatory compliance.

5) 改进目标 Improvement Objectives

应制定书面绩效目标、指标和实施计划，并定期评估供应商拟定的这些目标、计划的执行进展情况，从而提高供应商的社会、环境以及健康和安全的绩效。

Written performance objectives, targets and implementation plans to improve the Supplier's social, environmental, and health and safety performance, including a periodic assessment of Supplier's performance in achieving those objectives.

6) 培训 Training

培训管理层和工人，以实施供应商的政策、规程和改进目标，并满足适用的法律和法规的要求。

Programs for training managers and workers to implement Supplier's policies, procedures, and improvement objectives and to meet applicable legal and regulatory requirements.

7) 沟通 Communication

用以向工人、供应商和客户清晰准确地传达有关供应商政策、实践、期望和绩效信息的程序。

A process for communicating clear and accurate information about Supplier's policies, practices, expectations, and performance to workers, suppliers, and customers.

8) 工人反馈、参与和申诉 Worker Feedback, Participation and Grievance

持续的过程，包括有效的申诉机制，以评估工人对本规范所涵盖的实践和条件的理解，

并获得反馈或违反行为，并促进持续改进。必须为工人提供安全的环境，让他们能在不担心打击或报复的情况下表达不满和提供反馈意见。

Ongoing processes, including an effective grievance mechanism, to assess workers' understanding of and obtain feedback on or violations against practices and conditions covered by this Code and to foster continuous improvement. Workers must be given a safe environment to provide grievance and feedback without fear of reprisal or retaliation.

9) 审核与评估 Audits and Assessments

定期的自我评估，确保符合与社会责任和环境责任有关的法律法规要求、本准则的内容的要求及客户合同要求。

Periodic self-evaluations to ensure conformity to legal and regulatory requirements, the content of the Code, and customer contractual requirements related to social and environmental responsibility.

10) 纠正措施流程 Corrective Action Process

用以及时纠正内部或外部评估、检查、调查及审查中发现的缺陷的程序。

A process for timely correction of deficiencies identified by internal or external assessments, inspections, investigations, and reviews.

11) 文件和记录 Documentation and Records

创建并维护文件和记录，确保遵循法规并符合公司的要求及符合保护隐私的相关保密条款。

Creation and maintenance of documents and records to ensure regulatory compliance and conformity to company requirements along with appropriate confidentiality to protect privacy.

12) 供应商责任 Supplier Responsibility

用以向下级供应商传达本准则要求并监督其遵守本准则情况的程序。

A process to communicate Code requirements to sub-suppliers and to monitor supplier compliance to the Code.