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## Article 1 (General principles) :

### 1. Purpose :

The company has formulated the "Code of Practice for Sustainable Development". In order to expand the practice of corporate sustainable development with supply chain partners, the company has formulated this "Supplier Sustainable Development Management Measures" (hereinafter referred to as the "Measures") and cooperates with suppliers. Observe together to promote the balanced and sustainable development of economy, society, environment and ecology

### 2. Scope :

This measure applies to suppliers cooperated by the company and its subsidiaries.

The subsidiaries mentioned in the preceding paragraph refer to the subsidiaries in which the Company holds 100% shares.

Suppliers refer to those who provide the company and its subsidiaries with goods or services.

### 3. Compliance :

The main reference for this approach Responsible Business Alliance (RBA) suppliers also abide by the laws and regulations of the places where they operate and fulfill their obligations as good stewards.

## Article 2 Labor and human rights

Our company should consider the following labor issues when selecting suppliers :

### 1. Freely chosen employment :

No forced labor, involuntary prison labor, or human trafficking is allowed. All work is voluntary, and workers have the right to leave their jobs freely.

### 2. Prohibition of child Labor :

CSC expects Suppliers not to employ Child Labor in any stage of manufacturing. Child Labor refers to any work performed by children aged 15~16, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. Suppliers shall comply with all relevant local employment laws and regulations. Workers less than 18 years old (Young Workers) shall not perform work that is likely to jeopardize their health or safety.

### 3. Working Hours :

Working hours shall not exceed the maximum limit set by local law; Exceptions are made for emergencies or special circumstances. Any overtime must be voluntary and workers should be allowed at least one day off every seven days.

### 4. Salaries and benefits :

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Wages paid to workers should comply with all relevant wage laws, including those regarding minimum wages, overtime and statutory benefits. According to local laws, workers' overtime wages should be higher than regular hourly wages.

**5. Fair treatment :**

A harassment-free work environment shall be established without any form of sexual harassment, psychological coercion, abuse or unreasonable restrictions.

**6. Anti-Discrimination :**

Suppliers shall not discriminate in hiring or employment practices on the basis of race, color, age, gender, sexual orientation, ethnicity, disability, religion, political party, or marital status.

**7. Freedom of Association :**

Suppliers respect the right of all employees to organize and participate in trade unions and collective bargaining of their choice, in accordance with local law.

**Article 3 Health and safety :**

Suppliers should be aware that in addition to minimizing the incidence of work-related injuries and illnesses, a safe and healthy working environment can help improve the quality of products and services, production stability, and employee loyalty and morale. Suppliers should also recognize that continued investment in employee resources and education is critical to identifying and resolving health and safety issues in the workplace.

**1. Occupational safety :**

Workplace safety hazards should be identified, assessed and controlled through appropriate design, engineering and administrative controls, protective maintenance, safe operating procedures and ongoing safety knowledge training. Employees should be fully informed of these hazardous accidents and related risks, and employees should be provided with appropriate and effective personal protective equipment. For pregnant women/lactating women, reasonable maternal care measures must also be taken.

**2. Emergency response :**

The impact of emergencies and incidents should be minimized through the implementation of emergency response plans and procedures that focus on reducing hazards to life, the environment and property.

**3. Occupational injuries and diseases :**

Procedures should be in place to prevent, manage, track and report workplace injuries and illnesses, including provisions for: encouraging employee reporting; classify and record cases of work-related injuries and occupational diseases; provide necessary treatment; investigate and implement corrective actions to prevent similar situations; assist employees in returning to work.

**4. Industrial safety and health :**

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The effects of employee exposure to biochemical and physical agents should be assessed and controlled. Overexposure of employees to these agents must be prevented through engineering safeguards or management. If these measures are not effective in preventing hazards, appropriate personal protective equipment should be provided to protect the health of employees.

#### **5. Human factors prevention :**

The impact of physical work on employees, including manual handling of materials or repeated lifting of heavy objects, prolonged standing or high-intensity assembly work, should be identified, assessed and controlled.

#### **6. Machine Safeguarding :**

The safety of production equipment or other types of machinery should be assessed. To prevent possible injuries to workers caused by machines, protective devices should be provided and maintained.

#### **7. Sanitation, food, and housing :**

Employees should be provided with clean toilets, clean drinking water and hygienic food preparation, storage and dining facilities. Employee dormitories provided by suppliers or labor agencies should be kept clean and safe, and provide appropriate emergency exits, hot water for bathing, adequate lighting, heating and ventilation equipment, and easily accessible private spaces.

#### **8. Health and safety communication**

Appropriate occupational health and safety information and training should be provided in employees' native language or a language they can understand, or the information should be placed in a location where employees can identify and easily access it, and regular training should be provided

#### **Article 4 Environmentally friendly :**

Suppliers understand that environmental responsibility is an integral part of producing products. During manufacturing operations, adverse impacts on communities, the environment and natural resources should be minimized and relevant environmental laws should be complied with.

##### **1. Environmental Permitting and Reporting :**

Environmental permits (e.g. emissions monitoring), approvals and registration documents should be obtained, maintained and updated, and the requirements of the permits should be complied with.

##### **2. Prevent pollution and save resources :**

Reduce any risk by improving production, maintenance and facility procedures, replacing materials, conserving resources, recycling and reusing materials, etc. Types of resource waste (including water and energy).

##### **3. Hazardous Substances :**

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Harmful chemical substances and other substances released into the environment should be controlled to ensure that these substances are handled, transported, stored, used, recycled and discarded in a safe condition.

**4. Wastewater and waste :**

A systematic approach should be used to identify, manage and reduce non-hazardous solid waste, and dispose or recycle it in an environmentally friendly manner. Wastewater from operations or sanitary facilities must be identified, monitored and treated in accordance with regulations before discharge °.

**5. Air pollution emissions :**

Volatile organic chemicals, aerosols, corrosive substances, particulates, ozone-damaging chemicals and combustion by-products generated during operations should be identified, monitored and treated in accordance with regulations before discharge.

**6. Energy consumption and greenhouse gas emissions :**

Energy consumption and greenhouse gas emissions should be tracked and recorded within the workplace and at the enterprise level. Suppliers should seek cost-effective ways to improve energy efficiency and minimize energy consumption and greenhouse gas emissions.

**7. Carbon footprint management :**

The entire product life cycle should be managed, including carbon emissions generated during manufacturing and transportation, and cost-effective methods should be sought to reduce carbon emissions.

**Article 5 Ethics :**

To fulfill their corporate social responsibilities, suppliers and their downstream suppliers must conduct business in an ethical and honest manner

**1. Business with integrity :**

The highest standards of integrity should be observed in all business interactions. Suppliers shall adopt a zero-tolerance policy prohibiting any form of bribery, corruption, extortion and embezzlement.

**2. No improper interests :**

Bribery or other forms of improper advantage must not be offered, promised, given or accepted. This requirement includes offering, giving or accepting anything of value (whether directly or indirectly) to obtain or retain business, to assign business to another person or to obtain an improper advantage.

**3. Information disclosure :**

Business transaction information should be disclosed in accordance with applicable laws and industry practices, and no falsified records or false reports are allowed.

**4. Intellectual property :**

Intellectual property should be respected and an information security management system should

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be established to protect customer and supply chain data, and transfer technology and production knowledge in a manner that protects intellectual property.

**5. Fair dealing, advertising and competition :**

Fair trading, advertising and competition standards should be adhered to.

**6. Protection of identity and protection against retaliation :**

Unless prohibited by law, suppliers should have procedures in place to protect supply chain and employee whistleblowers and to keep their identities confidential. Suppliers should also develop communication procedures that allow employees to express concerns without fear of retaliation.

**7. Mineral product sources :**

Raw materials do not come from controversial mining areas.

**8. Privacy :**

Reasonable protection of personal information of any business contacts (including suppliers, customers, consumers and employees) should be provided. Comply with privacy requirements when collecting, storing, processing, transmitting and sharing personal information.

**9. Preventing conflicts of interest :**

Suppliers should ensure that they prevent events or situations that may conflict with the company's interests and may cause damage to the company.

**Article 6 Management system :**

Suppliers should implement management systems to promote compliance with relevant laws and promote continuous improvement of the requirements listed in these regulations.

**1. Company Commitment :**

Suppliers are expected to allocate appropriate resources to implement this measure and communicate the principles listed in this measure to their supply chain.

**2. Management duties and responsibilities :**

Suppliers shall clearly designate senior managers and company representatives responsible for ensuring the implementation of the management system and related plans. Senior management should regularly review the operation of the management system.

**3. Legal and customer requirements :**

Suppliers shall comply with all quality, health, safety and environmental regulations. All necessary licenses and registrations shall be obtained, maintained and updated, including the requirements of these Measures.

**4. Risk assessment and risk management :**

Suppliers should have procedures in place to identify environmental, health, safety and labor practices and ethical risks associated with their operations. Determine the relative significance of each risk and implement appropriate procedures and physical controls to control identified risks and ensure compliance with regulations.

**5. Improve corporate responsibility performance :**

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Performance targets and strategies should be developed to improve social and environmental responsibility performance and reviewed regularly.

#### 6. Education and training

Training programs should be developed for management and employees to implement the supplier's policies, procedures and improvement goals, while meeting applicable legal and regulatory requirements.

#### 7. Review and evaluation :

Regular self-assessment to ensure compliance with regulatory requirements, this Code and customer contracts related to social and environmental responsibility °

#### 8. Corrective actions :

Establish procedures to ensure that deficiencies identified during internal and external assessments, inspections, investigations and audits are promptly corrected.

#### 9. Documentation and Records

Establish and maintain documentation and records to ensure compliance with surveillance regulations and company requirements while maintaining privacy and confidentiality.