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LuxshareePrecisionSupplierCodeof

follow the higher standard. Where they are in conflict, we respect national law, while seeking to respect the principles of internationally recognized human rights.

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Luxshare-Precision Supplier Code of Conduct

nexttier suppliersto acknowledgeand implementthe Code.

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Fundamentalto adoptingthe Codeis the understandingthat a businessin all of its activities,must operate in full compliancewith the laws,rules,and regulationsof the countriesin which it operates.TheCodealso encouragesSupplierto go beyondlegalcompliance,drawingupon internationallyrecognizedstandards,in order to advancesocialand environmentalresponsibilityand businessethics.In no casecancomplyingwith the Code

ageof 15, or underthe agefor completingcompulsoryeducation,or underthe minimumagefor employment in the country, whicheveris greatest.Workersunder the ageof 18 (YoungWorkers)shallnot perform work that is likely to jeopardizetheir health or safety, includingnight shifts and overtime. Suppliershallensure proper managementof student workers through proper maintenanceof student records, rigorous due diligenceof educationalpartners, and protection of students' rights in accordancewith applicablelaws and regulations.Suppliershall implement an appropriate mechanismto verify the age of workers. The use of legitimate workplacelearningprograms,which complywith all laws and regulations,is supported.Supplier shallprovide appropriatesupport and training to all student workers. In the absenceof local law, the wage rate for student workers, interns, and apprenticesshallbe at least the samewagerate as other entry level workersperformingequalor similartasks.If childlaboris identified, assistance/remediationshallbe provided.

Œ &L$ WorkingHours

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Workinghoursshallnot exceedthe maximumset by locallaw. Further,a workweekshallnot be more than 60 hoursper week,includingovertime,exceptin emergencyor unusualsituations.All overtimeshallbe voluntary.Workersshallbe allowedat leastone dayoff everysevendays.

Ct ¼/¿ Y WagesandBenefits

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Compensationpaid to workersshallcomplywith all applicablewagelaws,includingthoserelating to minimumwages,overtime hoursand legallymandatedbenefits.All workersshallreceiveequalpayfor equal work and qualification.Workersshallbe compensatedfor overtime at payrates greaterthan regularhourly rates.Deductionsfrom wagesas a disciplinarymeasureshallnot be permitted. Foreachpay period, workers shallbe providedwith a timely and understandablewagestatementthat includessufficientinformation to

verifyaccuratecompensationfor work performed.All useof temporary,dispatchand outsourcedlabor shall be within the limits of the locallaw.

=!—?ö =PÊ êFƒ µFwNon Discrimination/Non Harassment/Humane Treatment

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Opencommunicationand direct engagementbetweenworkersand managementare the most effective waysto resolveworkplaceand compensationissues.Workersand/or their representativesshallbe able to openlycommunicateand shareideasand concernswith managementregardingworkingconditionsand managementpracticeswithout fear of discrimination,reprisal,intimidation, or harassment.In alignment with theseprinciples,suppliersshallrespectthe right of all workersto form and join trade unionsof their own choosing,to bargaincollectively,and to engagein peacefulassemblyaswell asrespectthe right of workersto refrain from suchactivities.Wherethe right of freedomof associationand collectivebargainingis restrictedby applicablelawsand regulations,workersshallbe allowedto elect and join alternatelawful formsof worker representations.

B. • ç > ¹ ˜ HEALTHANDSAFETY

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Suppliersrecognizethat in addition to minimizingthe incidenceof work-relatedinjury and illness,a safeand healthy work environmentenhancesthe quality of products and services,consistencyof production and worker retention and morale.Suppliersalsorecognizethat ongoingworker input and educationare essential to identifyingand solvinghealth and safetyissuesin the workplace.

Recognizedmanagementsystemssuchas ISO45001and ILOGuidelineson OccupationalSafetyand Health managementsystemwere usedasreferencesin preparingthe Codeand may be usefulsourcesof additional information.

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Thehealth and safetystandardsare:

6| J • ç > ¹ ˜ OccupationalHealthand Safety

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Worker potential for exposureto health and safety hazards(chemical,electricaland other energysources, fire, vehicles,and fall hazards,

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j ƒ Ë » Œ PhysicallyDemandingWork

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Workerexposureto the hazardsof physicallydemandingtasks,includingmanualmaterialhandlingand heavy or repetitive lifting, prolongedstanding,and highly repetitive or forceful assemblytasksis to be identified, evaluated,andcontrolled.

j ˜ ¹ ˜Lb Ô MachineSafeguarding

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Productionandother machineryshallbe evaluatedfor safetyhazards.Physicalguards,interlocks,and barriers shallbe providedand properlymaintainedwhere machinerypresentsan injury hazardto workers.

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Workers shall be provided with ready accessto clean toilet facilities, potable water and sanitary food preparation,storage,andeatingfacilities.Workerdormitoriesprovidedby the suppliersor a labor agentshall be maintainedto be cleanand safe,and providedwith appropriateemergencyegress,hot water for bathing and showering, adequate lighting, and adequate conditioned ventilation, individually secured accommodationsfor storing personal and valuable items, and reasonablepersonal space along with reasonableentry and exit privileges.

• ç > ¹ ˜"ÏFJ HealthandSafetyCommunication

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Ä ²F2+X Å Ä Ä X 0 û Œ }) p 9 ˆ F >|)AÝ È ¦ X 0 û Œ > Ê OF >|)AÝ Ä Ä

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Suppliersshallprovideworkerswith appropriateworkplacehealthandsafetyinformationandtraining in the languageof the worker or in a languagethe worker canunderstandfor all identified workplacehazardsthat workersareexposedto, includingbut not limited to mechanical,electrical,chemical,fire, andphysicalhazards. Healthandsafetyrelated information shallbe clearlypostedin the facility or placedin a locationidentifiable and accessibleby workers.Healthinformation and training shallincludecontent on specificrisksto relevant demographics,suchas genderand age,if applicable.Trainingshall be provided to all workersprior to the beginningof work and regularly thereafter. Workers shall be encouragedto raise any health and safety concernswithout retaliation.

C.)ß ³woer

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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.

N´Lb"‘ ¼8²4ÖCt$À Pollution Prevention and Resource Reduction

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Emissions and discharges of pollutants and generation of wastes shall 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, shall be conserved by shall shall

recycle solid waste (non hazardous) Waste data shall be tracked and documented.

Ï"D Â n Air Emissions

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Air emissions of volatile organic chemicals, aerosols, corrosive particulates, ozone depleting substances, and combustion by products generated from operations shall be characterized, routinely monitored, controlled, and treated as required prior to discharge. Ozone depleting substances shall be effectively managed in accordance with the Montreal Protocol and applicable

disposal. Suppliers shall conduct routine monitoring of the

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Luxshare-Precision Supplier Code of Conduct

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Suppliersshalladopt or establisha processto monitor and understandapplicable and customer includingthe of this Code.

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Suppliersshalladopt or establisha processto the legalcompliance,environmental,health and safety, practice and ethics including the of severe human and environmental impacts, associated Participant'soperations.Suppliersshalldetermine the significance8associated and

"ÏFJ Communication

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Supplierssha llestablishprocessfor communicatingclearand accurateinformation about suppliers'policies, practices,expectations,and performanceto workers,suppliers,and customers.

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Supplierssha llestablishprocessesfor ongoingtwo waycommunicationwith workers,their representatives, and other stakeholderswhere relevantor necessary.Theprocessshallaim to obtain feedbackon operationalpracticesand conditionscoveredby this Code,and to foster continuousimprovement.Workers shallbe givena safeenvironmentto providegrievanceand feedbackwithout fear of reprisalor retaliation.

Ñ h >Aô ` Auditsand Assessments

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Supplierssha llconductperiodicself-evaluationsto ensureconformityto legaland regulatoryrequirements, the content of the Code,and customercontractualrequirementsrelated to socialand environmental responsibility.

4Ð!“ Ú í#q0; CorrectiveActionProcess

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Supplierssha llestablisha processfor timely correctionof deficienciesidentified by internal or external assessments,inspections,investigations,and reviews.

· & ¼Aà …Documentationand Records

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Suppliersshallcreateand maintaindocumentsand recordsto ensureregulatorycomplianceand conformity to companyrequirementsalongwith appropriateconfidentialityto protect privacy.

Ë Ä vCS + SupplierResponsibility

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Suppliersshallestablisha processto communicateCoderequirementsto sub suppliersand to monitor sub suppliers’complianceto the Code.