



M31 Technology Corporation Supplier Code of Conduct

To ensure safe working conditions throughout the Company's supply chain, safeguard employees' dignity and rights, and promote environmental protection and ethical business conduct, M31 Technology Corporation (M31) has established this Supplier Code of Conduct. We require all suppliers to comply with this Code and to operate in accordance with applicable laws and regulations in the countries and regions where they conduct business. M31 also encourages suppliers to require their sub-tier suppliers, contractors, and service providers to acknowledge and adopt this Code.

Supplier compliance with this Code will be an important factor in M31's procurement decisions. We expect to drive continuous improvement through close collaboration with suppliers, including communication, audits, and follow-up assessments. Suppliers that fail to comply with this Code or do not cooperate with M31's audit activities may face the risk of termination of the business relationship with M31.

This Code is based on the Responsible Business Alliance (RBA) Code of Conduct (formerly known as the Electronic Industry Citizenship Coalition, EICC) and also references the UN Guiding Principles on Business and Human Rights. The provisions of this Code are derived from multiple international human rights standards, including the ILO Declaration on Fundamental Principles and Rights at Work and the UN Universal Declaration of Human Rights, as well as customer code requirements.

This Code is comprised of five sections: Sections A, B, and C set out standards for Labor, Health and Safety, and the Environment, respectively; Section D sets out standards related to business ethics; and Section E outlines the elements of a management system to ensure effective implementation of the Code.

A. Labor

Suppliers shall commit, in accordance with internationally recognized standards, to respect the fundamental human rights of workers and to treat them with dignity. This commitment applies to all direct and indirect suppliers and to all types of workers, including temporary, migrant, student, contract, direct employees, and any other type of worker.

1) Prohibition of Forced Labor

Suppliers shall not permit any form of forced labor, including but not limited to bonded or indentured labor, involuntary or exploitative prison labor, slavery, or trafficking in persons. This includes transporting, harboring, recruiting, transferring, or receiving workers by means of threat, force, coercion, abduction, or fraud for labor or services.

Suppliers shall avoid imposing unreasonable restrictions on workers' entry to or exit from the workplace, nor unreasonably restrict workers' freedom of movement within the facility, including, where applicable, in worker dormitories or living quarters. As part of the hiring process, suppliers shall provide all workers with a written employment agreement in the worker's native language or in a language the worker can understand, clearly describing the terms and conditions of employment. For foreign migrant workers, the employment agreement shall be provided prior to departure from the worker's country of origin, and no substitution or change shall be allowed upon arrival in the receiving country unless such changes are made to meet local law and provide equal or better terms.



All work shall be voluntary. Workers shall be free to leave work at any time or terminate their employment without penalty if reasonable notice is given, and this shall be clearly stated in workers' contracts. Suppliers shall maintain appropriate documentation for all departing workers. Employers, agents, and sub-agents shall not hold, destroy, conceal, or confiscate workers' identity or immigration documents (such as government-issued identification, passports, or work permits). Documentation may only be held where necessary to comply with local law; in such cases, workers shall at no time be denied access to their documents.

Suppliers shall not require workers to pay recruitment fees or other employment-related fees to employers, agents, or sub-agents. If any such fees are found to have been paid by workers, the fees shall be repaid to the worker in full.

2) Young Workers

Suppliers shall not use child labor in any stage of manufacturing. "Child" refers to any person under the age of 15, under the age for completing compulsory education, or under the minimum age for employment in the country/region, whichever is greatest. Workers under the age of 18 ("Young Workers") shall not perform work that is likely to jeopardize their health or safety, including night shifts or overtime.

Suppliers shall properly manage student workers by maintaining student records, conducting rigorous due diligence of educational partners, and protecting students' rights in accordance with applicable laws and regulations. Suppliers shall implement an appropriate mechanism to verify workers' age.

Legitimate workplace learning programs that comply with all laws and regulations are supported. Suppliers shall provide appropriate support and training to all student workers. Where local law does not specify wage rates for student workers, interns, and apprentices, their wage rate shall be at least the same as other entry-level workers performing equal or similar tasks. If child labor is identified, suppliers shall provide assistance and remediation.

3) Working Hours

Based on studies of business practices, worker fatigue is significantly correlated with reduced productivity, increased turnover, and increased injury and illness rates. Therefore, working hours shall not exceed the maximum set by local law. Further, a workweek shall not exceed 60 hours per week, including overtime, except in emergency or unusual situations. All overtime shall be voluntary, and workers shall be allowed at least one day off every seven days.

4) Wages and Benefits

Suppliers shall pay compensation that complies with all applicable wage laws, including those relating to minimum wages, overtime, and legally mandated benefits. All workers shall receive equal pay for equal work and qualifications. Overtime shall be compensated at pay rates higher than regular hourly rates, and suppliers shall not deduct wages as a disciplinary measure.

For each pay period, suppliers shall provide workers with a timely and concise wage statement containing sufficient information to verify accurate compensation for work performed. All use of temporary, dispatch, and outsourced labor shall be within the limits of

local law.

5) Non-Discrimination / Non-Harassment / Humane Treatment

Suppliers shall commit to a workplace free of harassment and unlawful discrimination. There shall 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 the threat of any such treatment.

In hiring and employment practices, suppliers shall not engage in discrimination or harassment based on race, color, age, gender, sexual orientation, gender identity or expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, social background, covered veteran status, protected genetic information, marital status, or other status protected by law. Such factors shall not affect wages, promotions, rewards, or access to training.

Disciplinary policies and procedures supporting these requirements shall be clearly defined and communicated to workers. Reasonable accommodation shall be provided for religious practices and disability. In addition, workers or potential workers should not be subjected to medical tests or physical exams (including pregnancy or virginity tests) that could be used in a discriminatory way.

This Code is drafted in consideration of the ILO Discrimination (Employment and Occupation) Convention (No. 111).

6) Freedom of Association and Collective Bargaining

Open communication and direct engagement between workers and management are the most effective ways to resolve workplace and compensation issues. 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.

In alignment with these principles, 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 the right to refrain from such activities. Where freedom of association and collective bargaining are restricted by applicable laws and regulations, workers shall be allowed to elect and join lawful alternative forms of worker representation.

7) Human Rights Policy

Suppliers shall uphold their core values, support the UN Universal Declaration of Human Rights (UDHR) and relevant international human rights principles, comply with applicable local laws and regulations, and respect and treat all workers with dignity. Suppliers shall establish appropriate and effective processes to implement this Code, with the objective of maintaining zero human-rights-related nonconformities for all employees and workers (including temporary, dispatched, student, and agency workers), as well as key next-tier suppliers and on-site contractors/subcontractors.

Suppliers shall enhance training and management mechanisms to prevent sexual harassment and abuse of power/bullying, strengthen working-hours management, improve protection of the rights of persons with disabilities, and protect personal privacy. Suppliers

shall regularly assess and control human rights risks, audit and review human rights policies and management processes, and appropriately disclose results to stakeholders to enhance and continually improve human rights performance.

This applies to all employees and workers, including those in the next tier of the supply chain and on-site contractors, and includes protections for vulnerable or marginalized groups (e.g., Indigenous peoples, migrant workers, contract personnel, sexual orientation, ethnic minorities, veterans, women, persons with disabilities, and small businesses). Key human rights topics of concern include, but are not limited to: integrating respect for economic, social, cultural, civil, and political rights into operations; providing a safe, healthy, and harassment-free workplace; preventing unlawful discrimination and ensuring equal employment opportunities; prohibiting forced labor and child labor; complying with all applicable wage and working-hours laws; supporting workers' physical and mental well-being and work-life balance; responsible mineral sourcing; and addressing human-rights concerns related to labor rights, diversity, and anti-discrimination/anti-harassment.

Suppliers shall support and assist workers in maintaining physical and mental well-being and work-life balance, and shall provide multiple open communication channels, including but not limited to anonymous reporting, to enable suppliers, business partners, and other stakeholders to provide feedback or report suspected violations.

At the same time, suppliers shall periodically review and assess relevant risks and practices in light of internal/external developments and stakeholder needs, and shall establish grievance, investigation, and remediation processes, taking timely action to mitigate any adverse human rights impacts.

8) Diversity and Inclusion

Suppliers shall recognize the value of a diverse workplace and, on the basis of mutual inclusion, cultivate future talent so that the industry can fully benefit from the potential of global talent resources. Fair employment opportunities are a source of competitiveness. Suppliers shall respect differences, and hiring and promotion decisions shall not be affected by gender, religion, race, nationality, or political orientation.

9) Accessibility and Inclusion for Persons with Disabilities

Suppliers shall be committed to building an accessible and inclusive workplace that provides employment opportunities for people with diverse abilities. This includes protecting the labor rights of persons with disabilities and other vulnerable or marginalized groups, and supporting and empowering applicants and employees with different abilities and work needs. Suppliers shall strive to create an accessible work environment and establish functional teams to design and implement an accessibility-centered workplace culture.

B. Health and Safety

Suppliers shall recognize that, in addition to minimizing the incidence of work-related injuries and illnesses, a safe and healthy working environment is essential to improving the quality of products and services, ensuring consistency of production, and enhancing worker retention and morale. Suppliers shall also recognize that ongoing worker engagement and education are critical to identifying and addressing workplace health and safety issues.

The health and safety standards are as follows:



1) Occupational Health and Safety

Suppliers shall identify and assess workers' potential exposure to health and safety hazards (e.g., chemical hazards, electrical and other energy sources, fire, vehicles, and fall hazards) and mitigate these hazards using appropriate controls. Where hazards cannot be adequately controlled by these means, workers shall be provided with appropriate, well-maintained personal protective equipment and educational materials regarding the hazards and associated risks. Gender-responsive measures shall be taken, such as ensuring that pregnant women and nursing mothers are not placed in working conditions that could be hazardous to them or their child, and providing reasonable accommodations for nursing mothers.

2) Emergency Preparedness

Potential emergency situations and events shall be identified and assessed, and their impacts minimized by implementing emergency plans and response procedures. This includes emergency reporting, employee notification and evacuation procedures, worker training, and drills. Emergency drills shall be conducted at least annually, or as required by local law, whichever is more stringent. Emergency plans shall 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) Occupational Injury and Illness

Procedures and systems shall be in place to prevent, manage, track, and report occupational injuries and illnesses, 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 workers' return to work. Suppliers shall allow workers to remove themselves from imminent harm and not return until the situation is mitigated, without fear of retaliation.

4) Industrial Hygiene

Worker exposure to chemical, biological, and physical agents shall be identified, evaluated, and controlled in accordance with the Hierarchy of Controls. Where hazards cannot be adequately controlled, workers shall be provided, free of charge, with appropriate and well-maintained personal protective equipment (PPE). Suppliers shall provide safe and healthy working environments and maintain them through ongoing, systematic monitoring of workers' health and workplace conditions. Suppliers shall implement occupational health surveillance, including periodic evaluations of workers' health, to ensure occupational exposures do not adversely affect health. Protective occupational health programs shall be ongoing and include education and training on workplace hazards and associated risks.

5) Physically Demanding Work

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

6) Machine Safeguarding



Production and other machinery shall be evaluated for safety hazards. Physical guards, interlocks, and barriers shall be provided and properly maintained where machinery presents an injury hazard to workers. Suppliers shall also conduct regular checks of machine safety and provide necessary safety training to workers.

7) Sanitation, Food, and Housing

Workers shall 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 shall be maintained to be clean and safe, and provided with appropriate emergency egress, hot water for bathing and showering, adequate lighting, and adequate conditioned ventilation. Dormitories shall also provide individually secured accommodations for storing personal and valuable items, as well as reasonable personal space to ensure privacy and comfort.

8) Health and Safety Communication

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 to which workers are exposed, 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 to ensure visibility and accessibility.

Health information and training shall include content on specific risks to relevant demographics, such as gender and age, where applicable. Training shall be 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.

9) Natural Disaster Risk Mitigation

Suppliers shall understand the natural disaster risks at the facility location—such as earthquakes, droughts, floods, and typhoons—and assess the likelihood and severity of potential impacts, including personal injury, property damage, and business interruption. Based on the assessment results, suppliers shall establish appropriate physical safeguards, develop response procedures, conduct training and drills, and implement emergency plans to mitigate natural-disaster-related risks, ensuring worker safety and business continuity.

C. Environment

Across all business functions, 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, while safeguarding the health and safety of the public.

The environmental standards are as follows:

1) Environmental Permits and Reporting

Suppliers shall obtain, maintain, and keep current all required environmental permits (e.g., discharge monitoring), approvals, and registrations. Suppliers shall also follow the operational and reporting requirements of such permits to ensure compliance with applicable local and international environmental laws and regulations.



2) Pollution Prevention and Resource Conservation

Emissions and discharges of pollutants and generation of waste 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 through practices such as modifying production, maintenance, and facility processes, materials substitution, re-use, conservation, recycling, or other means.

3) Hazardous Substances

Chemicals, waste, and other materials posing a hazard to humans or the environment shall be identified, labeled, and managed to ensure their safe handling, movement, storage, use, recycling or reuse, and disposal. Hazardous waste data shall be tracked and documented to help ensure compliance with applicable environmental regulations and best practices.

4) Solid Waste

Suppliers shall implement a systematic approach to identify, manage, reduce, and responsibly dispose of or recycle solid waste (non-hazardous). Waste data shall be tracked and documented to ensure that solid-waste management conforms to applicable environmental standards.

5) Air Emissions

Air emissions of volatile organic chemicals, aerosols, corrosives, particulates, ozone-depleting substances, and combustion byproducts 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 regulations. Suppliers shall conduct routine monitoring of the performance of their air emission control systems to ensure environmental compliance.

6) Materials Restrictions

Suppliers shall 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. These restrictions shall cover materials that may impact human health and the environment to help ensure product safety and sustainability.

7) Water Management

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 shall be characterized, monitored, controlled, and treated as required prior to discharge or disposal. Suppliers shall conduct routine monitoring of the performance of wastewater treatment and containment systems to ensure optimal performance and regulatory compliance.

8) Energy Consumption and Greenhouse Gas Emissions

Suppliers shall establish and report against an absolute corporate-wide greenhouse gas (GHG) reduction goal. Energy consumption and all Scope 1, Scope 2, and significant categories of Scope 3 GHG emissions shall be tracked, documented, and publicly reported. Suppliers shall look for methods to improve energy efficiency and to minimize energy



consumption and GHG emissions in support of sustainability goals.

D. Ethics

1) Business Integrity

Suppliers shall uphold the highest standards of integrity in all business interactions. Suppliers shall maintain a zero-tolerance policy to prohibit any and all forms of bribery, corruption, extortion, and embezzlement, and shall comply with M31's integrity and professional ethics requirements.

2) No Improper Advantage

Suppliers shall not promise, offer, authorize, give, or accept bribes or other means of obtaining undue or improper advantage to/from personnel responsible for business dealings with the Company. "Improper advantage" refers to any benefit that should not be obtained under applicable laws or business ethics. This prohibition includes promising, offering, authorizing, giving, or accepting anything of value (e.g., kickbacks, commissions, profits, shares, etc.), either directly or indirectly through a third party, for the purpose of obtaining or retaining business, directing business to any person, or otherwise gaining an improper advantage or inappropriate gift.

Gifts with a value not exceeding NTD 3,000 or the equivalent in foreign currency (based on the value at the time received) are excluded. If the Company's employees request, agree to receive, or receive bribes or other improper benefits, or if the value of gifts exceeds NTD 3,000 or the equivalent (based on the value at the time received), or if supplier personnel proactively provide improper benefits or gifts exceeding this threshold, the supplier shall, within seven (7) days of becoming aware, proactively report the matter to the Company with supporting evidence. Suppliers shall implement monitoring, record-keeping, and enforcement procedures to ensure compliance with anti-corruption laws.

3) Disclosure of Information

All business dealings shall be conducted transparently and accurately reflected in the supplier's business books and records. Information regarding labor, health and safety, environmental practices, business activities, structure, financial situation, and performance shall 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) Intellectual Property

Suppliers shall respect intellectual property rights. Transfer of technology and know-how shall be conducted in a manner that protects intellectual property rights, and customer and supplier information shall be safeguarded.

5) Fair Business, Advertising, and Competition

Suppliers shall uphold standards of fair business, advertising, and competition.

6) Protection of Identity and Non-Retaliation

Unless prohibited by law, suppliers shall maintain programs and procedures to ensure the confidentiality, anonymity, and protection of supplier and employee whistleblowers. Suppliers



shall also have a communicated process that enables employees to raise concerns without fear of retaliation.

Definition of whistleblower: any person who makes a disclosure about improper conduct by a company employee, officer, or by a public official or official body.

7) Responsible Sourcing of Minerals

The gold, tantalum, tin, tungsten, and cobalt contained in products supplied to the Company shall originate from smelters/refiners certified by industry-recognized authoritative bodies (e.g., RMI's Responsible Minerals Assurance Process) as sourcing conflict-free minerals. Suppliers shall establish and maintain a responsible minerals policy and conduct due diligence on the origin and supply chain of the minerals contained in the products they manufacture to reasonably assure that such sourcing is consistent with the Organisation for Economic Co-operation and Development (OECD) *Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas*, or an equivalent recognized due diligence framework.

Suppliers shall comply with M31's conflict minerals prohibition policy. All products shall not source minerals from conflict-affected regions, including the Democratic Republic of the Congo (DRC) or adjoining countries (such as Sudan, Uganda, Rwanda, Burundi, the United Republic of Tanzania, Zambia, Angola, the Republic of the Congo, and the Central African Republic).

Suppliers shall require other suppliers in their supply chain to refuse to source conflict minerals, disclose the mineral origins and chain of custody, and, upon request by the Company or customers, promptly provide due diligence evidence and the information obtained.

8) Privacy

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

9) Avoidance of Conflicts of Interest

Business dealings between the supplier and M31 shall avoid any actual or potential conflicts of interest. Potential conflicts of interest include (but are not limited to) situations where M31 employees or their immediate family members (parents, children, spouse, or siblings) are employed by the supplier, or where such employees/immediate family members hold a significant investment interest in the supplier (if the supplier is not publicly listed). Unnecessary or excessively frequent social interactions with M31 contacts may also create a perceived conflict of interest. Therefore, any contact with M31 personnel shall remain within appropriate business boundaries. If a conflict of interest is identified, it must be reported to M31 immediately. Where any potential conflict is identified, the supplier shall promptly notify M31 and take appropriate measures to prevent any resulting improper conduct.



10) Compliance with Import/Export-Related Laws and Regulations

Suppliers shall understand and comply with laws and regulations related to import/export and shipment of goods to, or on behalf of, M31, including export controls and customs requirements of the country of export, import and customs requirements of the destination country, payment of legally required duties and taxes, and local transportation laws and regulations. Suppliers shall provide operating procedures and training to employees and outsourced contractors to ensure compliance with the above requirements.

11) Compliance with Contract Requirements

Suppliers shall perform, by themselves, the obligations agreed under contracts or purchase orders with M31. Without M31's prior consent, suppliers shall not subcontract or delegate performance to any third party. Suppliers shall not provide any products or services to M31 without a valid contract or purchase order duly executed with M31.

E. Management Systems

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.

In addition, the management system shall facilitate continual improvement and shall contain the following elements:

1) Company Commitment

Suppliers shall establish human rights, health and safety, environmental, and ethics policy statements affirming the supplier's commitment to due diligence and continual improvement, endorsed by executive management. Such policy statements shall be made public and communicated to workers in a language they understand via accessible channels.

2) Management Accountability and Responsibility

Suppliers shall clearly identify senior executive and company representative(s) responsible for ensuring implementation of the management systems and associated programs. Senior management shall review the status of the management systems on a regular basis to ensure effectiveness and continual improvement.

3) Legal and Customer Requirements

Suppliers shall adopt or establish a process to identify, monitor, and understand applicable laws, regulations, and customer requirements, including the requirements of this Code. This shall cover compliance requirements related to all business operations and products.

4) Risk Assessment and Risk Management

Suppliers shall adopt or establish a process to identify legal compliance, environmental, health and safety, labor practice, and ethics risks associated with the supplier's operations,

including the risks of severe human rights and environmental impacts. Suppliers shall determine the relative significance for each risk and implement appropriate procedural and physical controls to manage the identified risks and ensure regulatory compliance.

EHS risk assessment scope shall include, but not be limited to, production areas; warehouses and storage facilities; plant/workplace support equipment; laboratories and testing areas; sanitation facilities (e.g., bathrooms); kitchens/cafeterias; and employee housing/dormitories.

5) Improvement Objectives

Suppliers shall establish written performance objectives, targets, and implementation plans to improve the supplier's social, environmental, and health and safety performance, including a periodic assessment of performance in achieving those objectives. Objectives should be measurable, and progress should be reviewed regularly.

6) Training

Suppliers shall establish programs for training managers and workers to implement the supplier's policies, procedures, and improvement objectives and to meet applicable legal and regulatory requirements. Training should include relevant legal requirements and good practices to enhance compliance awareness and capability.

7) Communication

Suppliers shall establish a process for communicating clear and accurate information about the supplier's policies, practices, expectations, and performance to workers, suppliers, and customers. Effective communication helps ensure that relevant parties understand the supplier's commitments to social responsibility and environmental protection.

8) Worker/Stakeholder Engagement and Access to Remedy

Suppliers shall establish processes for ongoing two-way communication with workers, their representatives, and other stakeholders where relevant or necessary. The process shall aim to obtain feedback on operational practices and conditions covered by this Code and to foster continuous improvement. Workers shall be given a safe environment to provide grievance and feedback without fear of reprisal or retaliation.

9) Audits and Assessments

Suppliers shall conduct 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. Such assessments should include comprehensive checks of compliance and performance to identify opportunities for improvement.

10) Corrective Action Process

Suppliers shall establish a process for timely correction of deficiencies identified by internal or external assessments, inspections, investigations, and reviews. This process should include identification of issues, root cause analysis, implementation of corrective actions, and follow-up verification to prevent recurrence.

11) Documentation and Records

Suppliers shall create and maintain documents and records to ensure regulatory compliance



and conformity to company requirements, while applying appropriate confidentiality to protect privacy. Documentation should be clear and readily available for review and audit.

12) Supplier Responsibility

Suppliers shall establish a process to communicate Code requirements to suppliers and to monitor supplier compliance to the Code. This includes periodic evaluations and checks to ensure that sub-tier suppliers meet the same standards on social responsibility and environmental protection.