**Tong Hsing Supplier Code of Conduct and Commitment Statement**

**同欣電子供應商行為準則承諾書**

同欣電子供應商行為準則承諾書TongHsing Supplier Code of Conduct Commitment Statement

**TongHsing** is committed to being a global citizen as part of a professional global supply chain for the electronics industry. TongHsing not only promotes the SDGs goal of sustainable development, but also commits and strives to comply with the RBA Code of Conduct and extend it to our suppliers with the aim of fulfilling ESG responsibility.

同欣電子致力於成為全球公民，成為電子行業專業全球供應鏈的一部分。不僅推動聯合國永續發展目標，且承諾並全力遵守RBA行為準則，將其擴展到我們的供應商，履行ESG責任。

**TongHsing** is committed to treating all workers with respect and dignity, ensuring safe working conditions, and conducting environmentally responsible, ethical operations. We expect suppliers in our operations and supply chain, and their suppliers, to embrace the following social, environmental, and ethical responsibilities.

同欣電子致力於有尊嚴地對待所有員工給予他們尊重，確保安全的工作條件，並進行對環境負責的道德營運。我們希望供應鏈中的所有供應商，承擔以下社會、環境和道德責任。

LABOR AND HUMAN RIGHTS.

TongHsing is committed to upholding the human rights of workers and treating them with dignity and respect. This applies to all workers, including temporary, migrant, student, contract, direct employee, and any other type of worker. As a result, suppliers must manage their own workforce in order to achieve the following results:

勞工與人權

同欣電子致力於維護勞工人權，並給予尊嚴，和尊重對待他們。這適用於所有員工，包括臨時工、移民、學生、合約工、直接雇員和任何其他型態的工作者。因此，供應商須謹慎管理旗下勞資關係，以實現以下成果：

**Freely Chosen Employment.** Forced, bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery or trafficking of persons shall not be used. 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. As part of the hiring process, workers must be provided with a written employment agreement in their native language that contains a description of terms and conditions of employment 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 Employers and agents may not hold or otherwise destroy, conceal, confiscate or deny access by employees to their identity or immigration documents, such as government-issued identification, passports or work permits, unless such holdings are required by law. Workers shall not be required to pay employers’ or 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.

自由選擇就業

禁止使用逼迫、擔保（包括抵債）或用契約束縛的勞工、非自願或剝削性監獄勞動、奴役或販賣的人口。包括為了得到勞工或服務而使用恐嚇、强迫、威脅、綁架或詐騙手段來運送、窩藏、 招募、調配或接收勞工。除了禁止對勞工出入工作場所作出不合理限制外，也不應無理地約束工在工作場所內的行動自由，適用時包括勞工宿舍或生活住所。作為招聘程序中的必要部份，須為所有勞工提供用他們母語書寫的雇傭協議，並且在協議中描述雇傭條款及條件。必須在外籍移民勞工離開原本的國家前，為其提供雇傭協議，而在其抵達接收國家後，該雇傭協議不得有任何替換或更改，除非更改是為了符合當地法律的要求和提供相同或更佳條款而作出則例外。所有工作應是自願的，勞工擁有隨時自由離職的權利，且若勞工按照勞工協議給予合理的通知，則有權終止雇傭關係而不受懲罰。雇主或仲介不得扣留或以其他方式毀壞、隱藏、沒收員工的身份證或出入境證件，比如政府頒發的身份證明、護照或工作許可證。雇主僅能在法律有要求的情況下才可扣留文件。就算是在此情況下，任何時候不得拒絕勞工取用其文件。不得要求勞工繳付雇主或仲介的招聘費用或其他與其聘用相關之費用。如發現勞工繳付相關費用，其費用須退還予勞工。

**Young Workers.** 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. 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. Participant 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 law and regulations. Participant 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.

童工

不得在任何製造階段中使用童工。「童工」指未滿15歲，或未達完成義務教育的年齡，或未滿該國最低就業年齡（以最大者為準）的任何人。支持使用符合所有法律和法规的合法工作場所學習計畫。未滿18 歲的員工（童工）不得從事可能危及其健康或安全的工作，包含夜班和加班。參與者應通過適當維護學生記錄、對教育合作夥伴進行嚴格的盡職調查以及根據適用的法律法規保護學生就學的權利，來確保對學生工作者的適當管理。參與者應為所有學生工提供適當的支持和培訓 。在沒有當地法律的情況下，學生工、實習生和學徒的薪資水平，應至少與從事相同或類似職務的其他入門級員工人的薪資水平相同。

**Working Hours.** 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. Workers shall be allowed at least one day off every seven days.

工時

根據相關商業實務研究，生產力降低、職員流動率上升以及受傷和患病情況的增多與勞工的疲勞度有顯著的關連。因此，工作時數不應超過當地法律規定的最大限度。此外，每週工作時數不應超過60小時（含加班），緊急或特殊情況除外。任何加班必須是自願的。每七天應當允許勞工至少休息一天。

**Wages and Benefits.** 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.

工資與福利

支付給勞工的工資應當符合所有相關的薪酬法律，包括有關最低工資、加班和法定福利的法 律。根據當地法律的規例，勞工的加班工資應高於常規時薪水平。禁止以扣工資作為紀律處分的手段。在每個支薪週期，應及時為勞工提供簡明的工資單據，內含充足的資料證實支付給勞工的薪酬準確無誤。任何對於臨時工、派遣員和外包勞工之聘用必須按照當地法律。

**Humane Treatment.**

There is to be no harsh and inhumane treatment including any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion 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.

人道待遇

避免苛刻或非人道地對待員工，包括暴力、性暴力、性騷擾、性侵犯、體罰、心理或生理壓 逼、欺凌、公開羞辱或口頭辱罵；不得威脅進行任何此類行為。有關的紀律政策及程序必須 有清晰的定義，並向員工清楚地傳達。

**Non-Discrimination.**

Participants should be committed to a workforce free of harassment and unlawful discrimination. Companies shall not engage in discrimination 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 or physical exams that could be used in a discriminatory way.

反歧視

參與者應承諾提供一個無騷擾以及無非法歧視的工作場所。公司不得因人種、膚色、年齡、性 別、性傾向、性別認同及表現、種族或民族、殘疾、懷孕、信仰、政治立場、團體背景、退伍軍人身份、受保護的遺傳基因資料或婚姻狀況等，在招聘及實際工作中歧視或騷擾員工，例如因此而影響工資、晉升、獎勵和接受培訓的機會等。應為員工提供適當的場所進行宗教活動。此外，不得讓員工或準員工接受帶有歧視性的醫學或身體檢查

**Freedom of Association.**

In conformance with local law, participants 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.

自由結社

根據當地法律，參與者應當尊重所有員工組織和參與他們所選擇的工會、集體談判和參加和平集會的權利，同時也應尊重員工迴避這類活動的權利。員工和／或他們的代表能夠在不用擔心歧視、報復、威脅或騷擾的情況下，公開地就工作條件和管理方法與管理層溝通以及分享其想法和憂慮

**HEALTH AND SAFETY.**

Suppliers will integrate the following health and safety management requirements into business processes to provide workers with a healthy and safe work environment:

健康和安全

供應商應將以下健康和安全管理要求整合到業務流程中，為員工提供健康和安全的工作環境

**Occupational Safety.**

Worker potential for exposure to safety hazards (e.g., chemical, electrical and other energy sources, fire, vehicles, and fall hazards) are to be identified and assessed, and controlled through proper design, engineering and administrative controls, preventative maintenance and safe work procedures (including lockout/tagout), and ongoing 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/nursing mothers from working condition 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, as well as include reasonable accommodations for nursing mothers.

職業安全

應識別和評估員工暴露於安全危害（例如，化學、電力和其他能源、火災、車輛和墜落危險）的可能性，並通過適當的設計、工程和管理控制、預防性維護和安全工作程式（包括上鎖/掛牌）以及持續的安全培訓進行控制。如果這些方法無法充分控制危害，則應向工人提供適當的、維護良好的個人防護設備和有關與這些危害相關的風險的教育材料。還必須採取合理步驟，使孕婦/哺乳母親脫離高危工作條件，消除或減少對孕婦和哺乳母親的任何工作場所健康和安全風險，包括與其工作任務相關的風險，並為哺乳母親提供合理的配套設施。

**Emergency Preparedness.**

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, appropriate fire detection and suppression equipment, clear and unobstructed egress adequate exit facilities and recovery plans. Such plans and procedures shall focus on minimizing harm to life, the environment and property.

緊急情況準備

應識別和評估潛在的緊急情況和事件，並通過實施應急計劃和回應程式將其影響降至最低， 包括：緊急情況報告、員工通知和疏散程式、工人培訓和演習、適當的火災探測和滅火設備、暢通無阻的出口、足夠的出口設施和恢復計劃。這些計劃和程式應側重於盡量減少對生命、環境和財產的損害。

**Occupational Injury and Illness.**

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 return of workers to work.

工傷和職業危害

應當制定程序和體系來預防、管理、追蹤和報告工傷和職業危害，包括以下規定：鼓勵員工報 告；歸類和記錄工傷和職業病案例；提供必要的治療；調查案例並採取糾正措施以杜絕其根 源；協助員工返回工作崗位。

**Industrial Hygiene**

Worker exposure to chemical, biological and physical agents is to be identified, evaluated, and controlled according to the hierarchy of controls. Potential hazards are to be eliminated or 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. Protective programs shall include educational materials about the risks associated with these hazards.

工業衛生

工人接觸化學、生物和物理製劑的情況應根據控制等級進行識別、評估和控制。通過適當的設計、工程和管理控制來消除或控制潛在的危險。當無法通過這些手段充分控制危險時，應為工人提供和使用適當的、維護良好的個人防護設備。保護計劃應包括有關與這些危害相關的風險的教育材料。

**Physically Demanding Work.**

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.

高度體力勞動工作

應當識別、評估並控制從事重體力勞動給員工帶來的危害，包括以人力搬運物料，或重複提舉重物、長時間站立和高度重複性或高強度的組裝工作。

**Machine Safeguarding**.

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.

機器防護

應當評估生產設備或其他類型機器的安全隱患。為預防機器對員工可能造成的傷害，應當提供和正確地維護物理防護裝置、聯鎖裝置以及屏障。

**Sanitation, Food, and Housing.**

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 Participant 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 heat and ventilation, individually secured accommodations for storing personal and valuable items, and reasonable personal space along with reasonable entry and exit privileges.

公共衛生和食宿

應當為員工提供乾淨的洗手間設施、清潔的飲用水、準備衛生的食物庫存和飲食設施。參與者或勞務代理提供的工人宿舍應保持清潔和安全，並提供適當的緊急出口、洗澡和淋浴的熱水、充足的照明熱量和通風、用於存放個人和貴重物品的單獨安全住宿、合理的個人空間以及合理的進出權。

**Health and Safety Communication.**

Participant 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 safety concerns.

健康和安全溝通

參與者應當為員工提供以其所用語言或其能夠理解之語言，進行的適當職業健康和安全資料和培 訓，以識別員工面對的所有工作場所危害情況，包括但不限於機械、電力、化學、火災和物理危害。在工作場所的顯眼處張貼健康與安全相關資料，或將有關資料放在員工可看清並可取用的位置。在開始工作前，及之後定期培訓所有員工。應鼓勵員工提出任何健康和安全方面的疑慮。

**ENVIRONMENTAL.**

**TongHsing** recognizes that environmental responsibility is integral to producing worldclass products. In manufacturing operations and construction, suppliers will strive to create regenerative processes and will minimize adverse effects on the community, environment, and natural resources while safeguarding the health and safety of the public. In addition:

環境

同欣電子意識到環境責任是生產世界級產品不可或缺的一部分。在製程中，供應商將努力創造再生過程，並在保護公眾健康和安全的同時，盡量減緩對社區、環境和自然資源的不良影響。另外：

**Environmental Permits and Reporting.**

Suppliers will obtain and keep current all required environmental permits, approvals, and registrations, and follow their operational and reporting requirements.

環境許可與報告

供應商應獲取所有必需的環境許可證和登記文件，亦要對之進行維護並時常更新，以及遵守許可證的操作和報告要求。。

**Pollution Prevention and Resource Reduction.**

Throughout their operations, suppliers will work to reduce consumption of resources, including raw materials, energy, and water. Suppliers will track, document, and seek to minimize energy consumption and greenhouse gas emissions, and seek ways to improve energy efficiency and use cleaner sources of energy.

預防污染和節約能源

在整個營運過程中，供應商將努力減少資源消耗，包括原材料、能源和水。供應商將跟蹤、記錄並尋求最大限度地減少能源消耗和溫室氣體排放，並尋求提高能源效率和使用更清潔能源的方法。

**Hazardous and Restricted Substances.**

Suppliers will identify and manage chemicals and other materials that pose a hazard to the environment, to ensure their safe handling, use, storage, and disposal. Suppliers will identify, monitor, control, treat, and reduce hazardous air emissions, wastewater, and waste generated from its operations. Suppliers will adhere to our requirements restricting use of specific substances, including labeling for recycling or disposal.

有害物質

應當識別、標籤和管理對人類或環境造成危害的化學品、廢物及其他物質，確保這些物質得以安全地處理、運送、儲存、使用、回收或再用及棄置。

**Solid Waste**.

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

固體廢棄物

參與者應實施系統性的措施來識別、管理、減少和負責任地棄置或回收固體廢物（無害的）

**Air Emissions**.

Air emissions of volatile organic chemicals, aerosols, corrosives, particulates, ozone depleting chemicals and combustion by-products generated from operations are to be characterized, Responsible Business Alliance Code of Conduct v6.0 9 routinely monitored, controlled and treated as required prior to discharge. Participant shall conduct routine monitoring of the performance of its air emission control systems.

空氣排放

對揮發性有機化學品、氣霧劑、腐蝕性物質、微粒、消耗臭氧層的化學品和運營產生的燃燒副產物的空氣排放進行表徵，責任商業聯盟行為準則 v6.0 9要求在排放前進行常規監測、控制和處理。參與者應對其空氣排放控制系統的性能進行例行監測。

**Materials Restrictions**.

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

材料限制

參與者應遵守有關禁止或限制產品和製造中特定物質的所有適用法律、法規和客戶要求，包含回收和處置標籤。

**Water Management**.

Participant 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. Participant shall conduct routine monitoring of the performance of its wastewater treatment and containment systems to ensure optimal performance and regulatory compliance.

水資源管理

參與者應當實施用水管理計劃，以記錄、分類和監察水資源、使用和排放；尋求機會節約用水；以及控制污染渠道。所有污水在排放或棄置前，應當按照要求對其歸納特徵、監察、控制和處理。參與者應當對污水處理和控制系統的性能進行例行監察，以確保達致最佳性能和合規。

**Energy Consumption and Greenhouse Gas Emissions.**

Energy consumption and all relevant Scopes 1 and 2 greenhouse gas emissions are to be tracked and documented, at the facility and/or corporate level. Participants are to look for cost effective methods to improve energy efficiency and to minimize their energy consumption and greenhouse gas emissions.

能源消耗和溫室氣體排放。

所有在廠區和/或公司層面能源消耗以及所有相關的範疇 1 和2溫室氣體排放應予以跟蹤和記錄。參與者將尋找具有成本效益的方法，以提高能源效率，並盡量減少能源消耗和溫室氣體排放。

**ETHICS.**

Suppliers will uphold the highest standards of ethics to promote honesty and integrity in business operations, including:

道德規範

為履行社會責任並在市場上取得成功，參與者及其代理商必須謹守最高的道德標準，包含：

**Business Integrity.** Suppliers will avoid even the appearance of conflicts of interest in their work with us, and will immediately disclose any known family or other close personal relationships with our employees who have an influence over their engagements with us. If suppliers extend any business courtesies to our employees, they will do so infrequently and the courtesies must be of no more than moderate value. Suppliers will also accurately reflect their business dealings in their books and records. Suppliers will not offer or accept any form of bribery, corruption, extortion, or embezzlement. Suppliers will not make illegal payments directly or indirectly. Suppliers will implement monitoring and enforcement procedures to ensure compliance with anti-corruption laws.

誠信經營

在所有商業互動關係中，皆應謹守最高的誠信標準。参與者應採取零容忍政策，來禁止任何形式的賄賂、貪污、敲詐勒索和挪用公款。

**No Improper Advantage**.

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 and enforcement procedures shall be implemented to ensure compliance with anti-corruption laws.

無不正當收益

不得承諾、提供、授權、給予或接受賄賂或其他獲取不當或不正當利益的手段。該禁令包括直接或間接通過第三方承諾、提供、授權、給予或接受任何有價物品，以獲得或保留業務、將業務直接給任何人或以其他方式獲得不正當利益。應推行監控、記錄留存以及強制執行程序以確保符合反腐敗法律的要求。

**Disclosure of Information.**

All business dealings should be transparently performed and accurately reflected on Participant’s business books and records. Information regarding participant 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.

資訊揭露

所有的業務來往應具透明度，並準確地記錄在參與者的賬簿和商業記錄上。應當按照適用法規和普遍的行業慣例公開有關參與勞工、健康與安全、環保活動、商業活動、組織架構、財務狀況和業績的資料。偽造記錄或虛報供應鏈的狀況或慣例是不被允許的。

**Intellectual Property.**

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.

智慧財產權

應當尊重知識產權；須以保護知識產權的方法傳遞技術和生產知識；並必須保護客戶和供應商的資料。

**Fair Business, Advertising and Competition.**

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

公平交易、廣告和競爭

應謹守公平交易、廣告和競爭標準。

**Protection of Identity and Non-Retaliation**.

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

身份保護與防止報復

除非法律禁止，否則應維護確保供應商和員工舉報人的機密性、匿名性和保護的計劃。參與者應制定溝通程序，讓員工能夠提出任何疑慮，無須擔心遭到報復。

**Responsible Sourcing of Minerals**.

Participants shall have a policy to reasonably assure that the tantalum, tin, tungsten and gold in the products they manufacture does not directly or indirectly finance or benefit armed groups that are perpetrators of serious human rights abuses in the Democratic Republic of the Congo or an adjoining country. Participants shall exercise due diligence on the source and chain of custody of these minerals and make their due diligence measures available to customers upon customer request.

責任礦產

參與者應制定政策，合理確保其生產的產品中的鉬、錫、鎢和金不會直接或間接資助或惠及在剛果民主共和國或鄰國犯下嚴重侵犯人權行為的武裝團體。參與者應對這些礦物的來源和監管鏈進行盡職調查，並根據客戶要求向客戶提供盡職調查措施。

**Privacy.**

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

隱私

參與者承諾合理地保護任何與其有業務來往者（包括供應商、客戶、消費者和員工）的個人資料和隱私。參與者應當在收集、儲存、處理、傳播和分享個人資料時遵守隱私和資料安全法律及監管要求。

**Complying with Export and Import Regulations.** Suppliers will know and follow all laws related to the shipping, handling and transportation of products to or on behalf of TongHsing. This includes source country export and customs laws, destination country import and customs laws, paying all necessary duties and taxes and following local transportation laws. Procedures and training will be provided to employees and contracted service providers to ensure safe handling of materials to, from and at TongHsing. Additionally, TongHsing Suppliers are reminded that TongHsing is committed to keeping its products out of any military or weapons systems. All end users are prohibited from using our products in any weaponized end use, or for military intelligence purposes. If you become aware of any such planned, proposed or actual end use of TongHsing products, please bring it to our attention immediately.

遵守進出口法規

供應商應瞭解並遵守向同欣或代表同欣運輸相關的所有法律。包含來源國出口和海關法律、目的地國家進口和海關法律、支付所有必要的關稅和稅款以及遵守當地運輸法律。我們將為員工和簽約服務提供者提供程式和培訓，以確保安全處理進出同欣和在同欣的所有材料。此外，提醒供應商們，同欣致力於使其產品遠離任何軍事或武器系統。禁止所有最終使用者將我們的產品用於任何武器化的最終用途，或用於軍事情報目的。如果您發現同欣產品的任何此類計劃、建議或實際最終用途，請立即提醒我們注意。

**MANAGEMENT SYSTEM.**

Suppliers are expected to adopt or establish a management system whose scope is related to the content of this Code of Conduct. The management system will be designed to ensure suppliers’ operations: (a) comply with our requirements and applicable laws and regulations; (b) conform to these responsibilities; and (c) identify and mitigate operational risks related to these responsibilities. It should also facilitate continual improvement:

管理體系

供應商應採用或建立與本行為準則內容相關的管理體系。該管理體系旨在確保供應商的運營：（a） 遵守我們的要求和適用的法律法規;（b）遵守這些責任;以及（c）識別和減輕與這些責任相關的經營風險，管理體系應當推動持續改進：

The management system should contain the following elements: executive level commitment and accountability; processes to identify, monitor, and comply with all applicable laws, regulations, standards, and requirements; risk management processes; communications and training for all workers and suppliers as determined by suppliers; ongoing assessments, monitoring, and continued improvement, including corrective action processes; a program that provides workers with a means to report grievances anonymously and without fear of retaliation, unless prohibited by law; and a program to ensure suppliers will continuously monitor these reporting processes, record issues raised, and take appropriate action.

管理系統應包含以下要素：執行一級的承諾和問責制;識別、監控和遵守所有適用法律、法規、標準和要求的流程;風險管理流程;供應商確定的所有工人和供應商的溝通和培訓;持續評估、監控和持續改進，包括糾正措施流程;為員工提供匿名舉報的申訴管道，而不必擔心遭到報復，除非法律禁止;以及確保供應商持續監控這些報告流程、記錄提出的問題並採取適當行動的計劃。

The Supplier, as well as its subsidiaries and affiliates, represents that the Supplier has authority to bind and will abide by the above by signing below:

供應商及其子公司和關聯公司，代表供應商有權約束並將通過簽署以下內容來遵守上述規定：

Company Name公司名稱:

Signature (Individual signing must have appropriate and sufficient signature authority.)

簽署（個人簽名必須具有適當且充分的授權）

Printed Name 代表人姓名:

Title職稱:

Email電子郵件地址:

Telephone Number聯繫電話:

Date: Please enter your primary TongHsing contact here請在此輸入您的主要同欣電子聯繫人:

Please enter the theil.com email address of your primary TongHsing contact here請在此輸入您主要同欣電子聯絡人的電子郵件地址：: