

江苏长电科技股份有限公司

供应商行为准则

JCET Supplier Code of Conduct

1.0 引言 Introduction

江苏长电科技股份有限公司及其关联方（以下统称“长电”）是一家坚定践行可持续发展的企业。我们鼓励供应商基于共同的价值观与原则，与长电携手推进这一承诺，一起推动在企业治理，社会责任与环境方面的负责任表现，携手共建可持续供应链。

JCET Group Co., Ltd. and its affiliates (collectively referred to as “JCET”) is a company with a strong commitment to sustainability. We encourage our suppliers, based on shared values and principles, to join us in advancing this commitment, working together to promote responsible performance in corporate governance, social responsibility, and environmental stewardship, and to jointly build a sustainable supply chain.

长电致力于与其供应商和承包商（统称“供应商”）建立互惠互利的关系，并优先将业务授予那些承诺对其利益相关方秉持公平诚信行事、遵守适用的法律法规，以及支持并尊重国际公认人权的供应商。

JCET pursues mutually beneficial relationships with its suppliers and contractors (“Suppliers”) and seeks to award business to those Suppliers that are committed to acting fairly and with integrity towards their stakeholders, to observing the applicable rules of law, and to supporting and respecting internationally proclaimed human rights.

长电承诺确保其供应链中的工作环境安全、员工获得尊重与尊严，且生产过程符合环保责任要求。

JCET is committed to ensuring that working conditions in JCET’s supply chain are safe, that workers are treated with respect and dignity, and that manufacturing processes are environmentally responsible.

长电的供应商应承诺，在其所有业务活动中，全面遵守其运营所在国家/地区的法律、法规及规章。除此之外，供应商还必须遵守《江苏长电科技股份有限公司供应商行为准则》（简称“准则”），并运用本文件所述的管理体系来确保合规。

JCET's Suppliers will commit, in all their activities, to operate in full compliance with the laws, rules, and regulations of the countries in which they operate. Beyond this, Suppliers will comply with the JCET Supplier Code of Conduct (“Code”) using the management systems described in this document.

该准则体现了《负责任商业联盟行为准则》中概述的原则。JCET 致力于支持受全球电子供应链影响的全球工人和社区的权利和福祉。

The Code embodies the principles outlined in the Responsible Business Alliance Code of Conduct. JCET is committed to supporting the rights and well-being of workers and communities worldwide affected by the global electronics supply chain.

本准则基于相关法律法规并支持国际劳工组织（ILO）公约、联合国全球契约组织相关原则（UNGC）、联合国商业与人权指导原则及其他相关倡议。旨在提供明确要求，并为评估供应商对本准则的遵守情况提供依据。

This Code is established based on relevant laws and regulations, the conventions of the International Labor Organization (ILO), and with reference to the relevant principles of the United Nations Global Compact (UNGC), the UN Guiding Principles on Business and Human Rights, and other related initiatives. It is designed to provide clear requirements and serve as a basis for assessing suppliers' compliance with this Code.

长电供应商应遵守本准则的要求，并确保其自身供应商同样遵守。长电可能对供应场所进行访查（或委托外部监督机构访查），以评估其对本准则的遵守情况。违反本准则可能导致与长电合作关系立即终止。此外，任何此类违规行为可能引发法律诉讼。

JCET suppliers shall comply with the requirements in this Code and require their own suppliers to do the same. JCET may visit (and/or have external monitors visit) Supplier facilities to assess compliance with this Code. Violation of this Code may result in an immediate termination of the relationship with JCET. Additionally, any such violation may result in legal action.

2.0 劳工与人权标准 Standards for Labor and Human Rights

长电致力于维护工人的人权，有责任开展尽职调查，并按照国际社会的理解，以尊严和尊重对待他们。这适用于所有工人，包括临时工、移民工、学生工、合同工、直接雇员以及任何其他类型的工人。

JCET is committed to upholding the human rights of workers and bears the responsibility to conduct due diligence, treating 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.

劳工标准如下：

The labor standards are as follows:

2.1 禁止强迫劳动 Prohibition of Forced Labor

禁止任何形式的强迫劳动，包括但不限于以债务为工具进行束缚和剥削的“债役”劳动或契约劳动、非自愿或剥削性的监狱劳动、奴役或人口贩运。这包括通过威胁、武力、胁迫、诱拐或欺诈手段运送、窝藏、招募、转移或接收人员以获取其劳动或服务。除不得对进出公司提供的设施（如适用，包括工人宿舍或生活区）进行不合理限制外，不得对工人在厂区内的行动自由施加不合理的限制。作为招聘过程的一部分，必须向所有工人提供一份以其理解的语言书写的书面雇佣协议，其中应包含雇佣条款和条件的说明。外籍移民工必须在工人离开其原籍国之前收到雇佣合同，

并且抵达接收国后，不得替换或更改雇佣协议，除非这些更改是为了符合当地法律并提供同等或更优的条款。

所有工作均应是自愿的，如果工人给予合理提前通知（应在工人的雇佣合同中明确规定），工人应可以自由地在任何时候离职或终止雇佣关系，且无需承担任何处罚。供应商应为所有离职人员保留记录文件。供应商、代理和次级代理不得扣留、销毁、藏匿或没收雇员的身份或移民文件，例如政府签发的身份证、护照或工作许可证。尽管有上述规定，供应商仅在为遵守当地法律所必需的情况下方可代为保管相关证件。不得要求工人向其雇主、代理或次级代理支付招聘费或其他与雇佣相关的费用。此类费用和开支包括但不限于与工人招聘、手续办理或安置相关的费用。如果发现工人支付了任何此类费用，供应商应负责将该等费用偿还给工人。

供应商应监督并筛查其供应商和下级供应商，以识别其所提供的货物在开采、生产或制造过程中是否全部或部分涉及强迫劳动风险。供应商应在其供应链中采取充分的尽职调查措施，以调查任何强迫劳动的迹象并降低此类风险。供应商应及时与长电分享任何与所提供长电的物品相关的、未得到缓解的强迫劳动风险，并应根据要求向长电提供任何与强迫劳动相关的尽职调查结果。如果发现长电供应链中存在强迫劳动，长电将与供应商合作进行调查并采取适当的补救措施。

Forced labor in any form, including but not limited to debt bondage (using debt as a tool for confinement and exploitation), indentured labor, involuntary or exploitative prison labor, slavery, or trafficking in persons, shall not be 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 a language understood by the worker that contains a description of terms and conditions of employment. Foreign migrant worker must receive their employment contract 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 shall be voluntary, and workers shall be free to leave work at any time or terminate their employment without and penalty if reasonable notice is given, which shall be clearly stated in worker's employment contracts. Suppliers shall maintain documentation on all leaving workers. Suppliers, agents, and sub-agents may not hold or otherwise destroy, conceal, or confiscate employees' identity or immigration documents, such as government-issued identification, passports or work permits. Notwithstanding the foregoing, suppliers can only hold documentation if necessary to comply with the local law. Workers shall not be required to pay employers' agents or sub-agents recruitment fees or other related fees for their employment. Such fees and expenses include, but are not limited to expenses associated with recruitment, processing, or placement of workers. If any such fees are found to have been paid by workers, Suppliers shall be responsible that such fees shall be repaid to the worker.

Suppliers shall monitor and screen their suppliers and sub-tier suppliers for risk of forced labor used in goods mined, produced, or manufactured wholly or in part with forced labor. Suppliers shall undertake adequate due diligence measures in their supply chain to investigate any indications of forced labor and mitigate such risk. Suppliers shall share with JCET any unmitigated forced labor risks pertaining to the items supplied to JCET without delay and shall make available to JCET any due diligence findings pertaining to forced labor, upon request. If forced labor in the JCET supply chain is found, JCET will investigate and take appropriate remediation measures, in collaboration with suppliers.

2.2 禁止使用童工与保护青年工人 **Child Labor Avoidance and Young Workers**

在生产任何阶段均不得使用童工。“儿童”指任何未满 15 周岁、未达到完成义务教育规定年龄或未达到该国最低就业年龄的个人，以三者中最大者为准。供应商应建立适当的机制以核验工人的年龄。我们支持符合所有法律法规的合法工作场所学徒计划。未满 18 岁的工人（青年工人）不得从事可能危及其健康或安全的工作，包括夜班和加班。供应商应通过妥善保管学生记录、对教育合作伙伴进行严格的尽职调查，以及依据适用法律法规保护学生权利，来确保对学生工的适当管理。供应商应向所有学生工提供适当的支持和培训。若无当地法律规定，学生工、实习生和学徒的工资标准至少应等同于从事相同或类似工作的其他初级工人的工资。如发现使用童工的情况，必须提供相应的援助/补救措施。

Child labor shall not be used in any stage of manufacturing. The term “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, whichever is greatest. Suppliers shall implement an appropriate mechanism to verify the age of workers. The use of legitimate workplace apprenticeship 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 shift and overtime. Supplier 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. Supplier 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 shall be provided.

2.3 工作时间 **Working Hours**

根据相适用的法律法规要求，保障员工获得合理的休息时间和薪资福利。除非在紧急或特殊情况下，供应商应确保员工的加班工作是出于自愿的，工作时间不得超过当地法律规定的上限。且按照相关法规要求支付加班费用。

In accordance with applicable laws and regulations, ensure that employees are entitled to reasonable rest time, compensation, and benefits. Except in emergency or unusual circumstances, suppliers shall ensure that overtime work is voluntary,

working hours do not exceed the statutory limit set by local law, and remuneration for overtime work is paid as required by relevant regulations.

2.4 工资与福利 Wages and Benefits

长电认识到所有员工获取足以维持生活的工资的重要性。支付给工人的报酬应符合所有适用的工资法律，包括关于最低工资、加班时间和法定福利的规定。所有工人应同工同酬、同资质同酬。加班工资应高于正常小时工资率。不允许以扣减工资作为惩戒措施。供应商应根据适用法律法规提供年假、休假和节假日。供应商应及时向工人支付工资。在每个发薪周期，应向工人提供及时且易于理解的工资单，其中包含足以核实其工作所得报酬准确性的信息。所有临时工、派遣工和外包劳工的使用均应在当地法律允许的范围内。

JCET recognizes the importance of all workers to earn a living wage. Compensation paid to workers shall comply with all applicable wage laws, including those relating to minimum wages, overtime hours, and legally mandated benefits. All workers shall receive equal pay for equal work and qualification. 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. Suppliers shall offer vacation time, leave periods, and holidays consistent with applicable laws and regulations. Suppliers shall pay workers in a timely manner. 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 shall be within the limits of the local law.

2.5 非歧视/非骚扰/人道待

Non-Discrimination/ Non-Harassment/ Humane Treatment

供应商应致力于营造一个没有骚扰和非法歧视的工作场所。不得对工人有任何严苛或不人道的对待，包括暴力、基于性别的暴力、性骚扰、性虐待、体罚、精神或身体胁迫、欺凌、公开羞辱或言语辱骂；也不得威胁进行任何此类对待。公司在招聘和雇佣实践（如薪酬、晋升、奖励和培训机会）中，不得基于种族、肤色、年龄、性别、性取向、性别认同或表达、民族或国籍、残疾、怀孕、宗教、政治派别、工会会员身份、受保护的退伍军人身份、受保护的遗传信息或婚姻状况进行歧视或骚扰。应明确制定支持这些要求的纪律政策和程序，并传达给工人。应为工人的宗教习俗和残疾情况提供合理便利。此外，不得要求工人或潜在工人接受可能被用于歧视目的的医学检测或身体检查。本条款在起草时参考了国际劳工组织《（就业和职业）歧视公约》（第 111 号）。

Suppliers shall commit to a workplace free of harassment and unlawful discrimination. here shall be no harsh or inhumane treatment of workers, 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. Companies 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, 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. Disciplinary policies and procedures in support of these requirements shall be clearly defined and communicated to workers. Workers shall be provided with reasonable accommodation for religious practices and disability. In addition, workers or potential workers should not be subjected to medical tests, or physical exams that could be used in a discriminatory way. This was drafted in consideration of the ILO Discrimination (Employment and Occupation) Convention (No. 111)

2.6 结社自由与集体谈判 **Freedom of Association and Collective Bargaining**

尊重生命权利，保护言论和表达自由。

Respect the right to life and protect freedom of speech and expression.

工人与管理层之间的公开沟通和直接对话是解决工作场所和薪酬问题的最有效方式。工人和/或其代表应能够就工作条件和管理实践，与管理层进行公开沟通、分享想法并分享意见和关切，而无需担心受到歧视、报复、恐吓或骚扰。遵循这些原则，供应商应尊重所有工人自由组建和加入其选择的工会、进行集体谈判与参与和平集会的权利，同时也应尊重工人拒绝参与此类活动的权利。在结社自由和集体谈判权利受适用法律法规限制的情况下，应允许工人选举和加入其他合法的工人代表形式。在法律、法规以及现行劳资关系和雇佣实践的框架内，供应商应尊重其员工由工会和其他雇员组织代表的权利。供应商将代表自身或通过雇主协会进行谈判，以就雇佣条件达成协议。

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 respect the right of workers to refrain from such activities. Where the right of freedom of association and collective bargaining is restricted by applicable laws and regulations, workers shall be allowed to elect and join alternate lawful forms of worker representations. Supplier shall respect – within the framework of laws, regulations, and prevailing labor relations and employment practices – the right of its employees to be represented by labor unions and other employee organizations. Supplier will engage in negotiations, either on its own behalf or through employers' associations, with a view to reaching agreement on employment conditions.

2.7 多样性 **Diversity**

长电通过培养包容性的多元化团队来推动创新和加速增长，并认识到团队成员不同的背景、经验和想法对长电的成功至关重要。因此，长电聘用的供应商（代理机构或招聘公司）在为长电招聘员工时，应尽一切努力为每个职位提供多样化的候选人名单，而不考虑与职位胜任能力无关的种族、性别、年龄或其他因素。供应商应记录其相关工作，并在长电提出要求时提供相应证据。

JCET furthers innovation and accelerates growth by fostering inclusive teams of

diverse employees and recognizes that teams' varied backgrounds, experiences, and ideas are critical to JCET's success. Suppliers (agents or recruitment companies) engaged by JCET in recruiting employees for JCET shall therefore make every effort to present a diverse list of candidates for each position, without regard to race, gender, age, or other factors unrelated to their ability to perform in the position. Suppliers will document their efforts and provide evidence to JCET upon JCET's request.

3.0 健康与安全标准 Standards for Health and Safety

长电认识到，安全健康的工作环境不仅能最大限度地减少工伤和职业病的发生率，同时也能提升产品与服务质量、保证生产稳定性，并有助于保留员工，提振士气。长电还认识到，工人持续的参与和教育对于识别和解决工作场所的健康安全问题至关重要。

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

健康与安全标准如下：

The health and safety standards are as follows

3.1 职业健康与安全 Occupational Health and Safety

对于工人可能接触到的潜在健康与安全危害（包括化学、电气及其他能源、火灾、车辆、坠落风险等），应通过控制层级原则予以识别、评估并加以控制。当这些手段无法充分控制风险时，应为工人提供合适且维护良好的个人防护设备，并提供有关这些危害相关风险的教育资料。应采取针对性别的措施，例如，不应让孕妇和哺乳期母亲处于可能对其自身或孩子造成危害的工作环境中，并应为哺乳期母亲提供合理的便利。工人不得因提出安全问题而受到纪律处分，且有权在管理层未充分解决其关切前，拒绝在不安全的工作条件下工作，无需担心遭到报复。

Worker potential for exposure to potential health and safety hazards (chemical, electrical and other energy sources, fire, vehicles, and fall hazards) shall be identified, assessed, and mitigated using the Hierarchy of Controls. Where hazards cannot be adequately controlled by these means, workers shall be provided with appropriate, well-maintained, personal protective equipment and educational materials about risks to them associated with these hazards. Gender-responsive measures shall be taken, such as not having pregnant women and nursing mothers in working conditions that could be hazardous to them or their child and providing reasonable accommodations for nursing mothers. Workers shall not be disciplined for raising safety concerns and shall have the right to refuse unsafe working conditions without fear of reprisal until management adequately addresses their concerns.

3.2 应急准备 Emergency Preparedness

应通过制定并实施应急预案与响应程序，来识别、评估潜在的紧急情况 and 事件，并将其影响降至最低。这些程序应包括：紧急事件报告、员工通知和疏散程序、工人培训与演练。应急演练应至少每年进行一次，或按照当地法律要求执行，以两者中要求更严格者为准。应急预案应包含适当的火灾探测与灭火设备、清晰且无障碍的出口通道、充足的出口设施、应急救援人员的联系信息以及恢复计划。此类预案与程序的核心宗旨是最大限度地减少对生命、环境及财产造成的损失。

Potential emergency situations and events shall 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 shall be executed at least annually or as required by local law, whichever is more stringent. Emergency plans shall 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.

3.3 工伤与疾病 Occupational Injury and Illness

应建立适当的程序与系统，以预防、管理、跟踪和报告工伤与疾病，包括：规定鼓励工人报告、分类和记录工伤与疾病；提供必要的医疗救治；调查个案并实施纠正措施以消除其根源；以及协助工人复工。供应商应允许工人在面临迫在眉睫的危险时自行撤离，并在危险情况缓解前无需返回，且无需担心遭到报复。

Procedures and systems shall be in place to prevent, manage, track, and report occupational injury and illness including provisions to encourage workers to report, classify and record injuries and illnesses, provide necessary medical treatment, investigate cases and implement corrective actions to eliminate their causes, and facilitate the return of workers to work. Suppliers shall allow workers to remove themselves from imminent harm, and not return until the situation is mitigated, without fear of retaliation.

3.4 工业卫生 Industrial Hygiene

应根据控制层级原则，识别、评估并控制工人接触化学、生物和物理制剂的风险。当危害无法得到充分控制时，应免费为工人提供并使用适当且维护良好的个人防护装备。供应商应为工人提供安全健康的工作环境，并通过对工人健康及工作环境进行持续、系统的监测来维持该环境。供应商应提供职业健康监测，以定期评估工人的健康是否正受到职业接触的危害。职业健康防护计划应持续进行，并包括有关接触工作场所危害所涉风险的教育材料。

Worker exposure to chemical, biological, and physical agents shall be identified, evaluated, and controlled according to the Hierarchy of Controls. When hazards cannot be adequately controlled, workers shall be provided with and use appropriate, well-maintained, personal protective equipment, free of charge. Suppliers shall provide workers with safe and healthy working environments, which shall be maintained through the ongoing, systematic monitoring of workers' health and working environments. Suppliers shall provide occupational health monitoring to routinely evaluate if workers' health is being harmed by occupational exposures.

Protective occupational health programs shall be ongoing and include educational materials about the risks associated with exposure to workplace hazards.

3.5 体力要求高的工作 **Physically Demanding Work**

应识别、评估并控制工人从事体力要求高的工作（包括人工物料搬运、重物或重复性搬运、长时间站立以及高度重复性或高强度的装配任务）时所面临的危害。

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 shall be identified, evaluated, and controlled.

3.6 机器安全防护 **Machine Safeguarding**

应对生产机械和其他机械进行安全危害评估。在机械可能对工人造成伤害风险的位置，应提供并妥善维护物理防护装置、联锁装置和屏障。

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.

3.7 环境卫生、食品与住宿 **Sanitation, Food, and Housing**

应为工人提供方便的清洁卫生设施、饮用水以及卫生的食品准备、储存和就餐设施。由供应商或劳务代理提供的工人宿舍应保持清洁安全，并提供适当的紧急出口、沐浴和淋浴热水、充足的照明、充足的调节通风、用于存放个人及贵重物品的安全独立储物空间、合理的个人空间以及合理的进出权限。

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, adequate conditioned ventilation, individually secured accommodations for storing personal and valuable items, and reasonable personal space as well as reasonable entry and exit privileges

3.8 健康与安全沟通 **Health and Safety Communication**

供应商应以工人使用的语言或工人能够理解的语言，就所有已识别的、工人可能接触的工作场所危害（包括但不限于机械、电气、化学、火灾和物理危害），向工人提供适当的工作场所健康安全信息和培训。健康安全相关信息，包括安全数据表和警告，应清晰地张贴在厂区内或置于工人可识别和获取的位置。健康信息和培训在适用时应包含针对相关人群（如不同性别和年龄）特定风险的内容。培训应在所有工人开始工作之前提供，并在此后定期进行。应鼓励工人提出任何健康安全方面的关切，且无需担心报复。

Supplier 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, including Safety Data Sheets, and warnings shall be clearly posted in the facility or placed in a location identifiable and

accessible by workers. Health information and training shall include content on specific risks to relevant demographics, such as gender and age, if 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 fear of retaliation.

3.9 工人健康与安全委员会 Worker Health and Safety Committees

鼓励供应商发起并支持工人健康与安全委员会，以加强持续的健康安全教育，并鼓励工人就工作场所的健康安全问题提出意见。

Suppliers are encouraged to initiate and support worker health and safety committees to enhance ongoing health and safety education and to encourage worker input regarding health and safety issues in the workplace.

4.0 环境标准 Standards for Environment

长电认识到，环境责任是生产世界级产品不可或缺的一部分。在制造运营中，应在保障社区及公众健康安全的同时，最大限度地减少对社区、环境和自然资源的不利影响。

JCET recognizes that environmental responsibility is integral to producing world-class products. In manufacturing operations, adverse effects on the community, the environment, and natural resources are to be minimized while safeguarding the health and safety of the community and the public.

环境标准如下：

The environmental standards are as follows

4.1 环境许可与报告 Environmental Permits and Reporting

应获取、维持并及时更新所有必需的环境许可（例如，排放监测）、批准和注册，并遵守其运营和报告要求。

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

4.2 污染防治与资源节约 Pollution Prevention and Resource Conservation

应通过增加污染控制设备、改进生产、维护和设施流程或其他方式，从源头最大限度地减少或消除污染物的排放、流出以及废物的产生。应通过改进生产、维护和设施流程、材料替代、再利用、节约、回收或其他方式，节约包括水、化石燃料、矿物和原始林产品在内的自然资源的使用。供应商应制定生物多样性政策，并考虑当地影响和风险评估，以避免可能对脆弱栖息地、生态系统、濒危物种和森林产生负面影响的商业运营。

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, shall be conserved by practices such as modifying production, maintenance and facility processes, materials substitution, re-use, conservation,

recycling or other means. Suppliers should establish a biodiversity policy and consider local impact and risk assessments to avoid business operations that could negatively impact fragile habitats, ecosystems, endangered species and forests.

4.3 有害物质 Hazardous Substances

应对可能对人类或环境造成危害的化学品、废物和其他物料进行识别、标识和管理，以确保其安全处理、移动、储存、使用、回收、再利用和处置。应跟踪并记录有害废物数据。

Chemicals, wastes, 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.

4.4 固体废物 Solid Waste

供应商应采用系统性的方法来识别、管理、减少并以负责任的方式处置或回收固体废物（非有害）。应跟踪并记录废物数据。

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.

4.5 空气排放 Air Emissions

应对运营中产生的挥发性有机化学品、气溶胶、腐蚀物、颗粒物、消耗臭氧层物质和燃烧副产物等空气排放物进行特性分析、例行监测、控制，并根据要求在排放前进行处理。供应商应对其空气排放控制系统的性能进行例行监测。

Air emissions of volatile organic chemicals, aerosols, corrosives, particulates, ozone-depleting substances, and combustion by-products generated from operations shall be characterized, routinely monitored, controlled, and treated as required prior to discharge. Suppliers shall conduct routine monitoring of the performance of their air emission control systems.

4.6 材料限制 Materials Restrictions

供应商应遵守所有禁止或限制在制造和产品材料中使用和处理特定物质（包括回收和处置标签要求）的适用法律法规。

从事生产将成为长电终端产品组成部分的材料的供应商，以及从事生产长电品牌产品的供应商，应遵守或者签署长电最新版本的相关文件。根据长电的要求，供应商至少需要使用《材料安全数据表》或 MCD 材料成分表等合理方式，向长电提供完整的材料成分信息宣告并定期更新。

Suppliers shall comply with all applicable laws and regulations prohibiting or restricting the use and handling of specific substances in manufacturing and product materials, including labeling for recycling and disposal.

Suppliers engaged in the manufacturing of materials that will be part of JCET's end products and Suppliers engaged in the manufacturing of JCET branded products shall comply with or sign off the most recent version of JCET's files in Products and

Packaging. Upon JCET's request, the Supplier shall provide JCET with full material content information declaration using the Material Safety Data Sheets, Material Composition Declaration or other reasonable methods and update regularly.

法规合规性包括但不限于：

Compliance with laws and regulations includes but not limit to:

欧盟和中国的《有害物质限制指令》（RoHS）

The EU and China's Restriction of Hazardous Substances Directive (RoHS),

《化学品注册、评估、授权和限制法规》（REACH）

The Registration, Evaluation, Authorization and Restriction of Chemicals (REACH),

《废弃电气电子设备指令》（WEEE）

The Waste Electrical and Electronic Equipment Directive (WEEE),

欧盟《报废车辆指令》（ELV）

The EU End-of-Life Vehicles Directive (ELV),

长电运营所在国家和地区的其他相关适用的法规和标准要求

Other relevant applicable laws and regulations and standard requirements in the countries and regions where JCET operates.

根据长电的要求，被审核方应主动配合以通过 ISO/IEC 17025 认证的第三方实验室或检测机构出具的针对 RoHS、卤素、锑等相关有害物质的年度更新测试报告的形式提供额外的符合性证据。

In accordance with JCET's requirements, the audited party shall actively cooperate to provide additional compliance evidence in the form of annual update test reports issued by third-party laboratories or testing institutions accredited to ISO/IEC 17025, covering RoHS, halogens, antimony and other related hazardous substances.

4.7 水资源管理 Water Management

供应商应实施水资源管理计划，记录、分析并监测水源、用水和排水；寻求节水机会；并控制污染渠道。所有废水在排放或处置前，应根据适用法律法规的要求进行特性分析、监测、控制和处理。参与者应对其废水处理和围堵系统的性能进行例行监测，以确保最佳性能并符合法规要求。

Supplier 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 by applicable laws and regulations 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.

4.8 能源消耗与温室气体排放

Energy Consumption and Greenhouse Gas Emissions

长电建议供应商制定并报告全公司范围内的绝对温室气体减排目标，并跟踪、记录并公开报告能源消耗以及所有范围 1 和范围 2 的温室气体排放，以及显著的范围 3 排放类别。建议供应商寻找提高能效、最大限度减少能源消耗和温室气体排放的方法。

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

5.0 商业道德标准 Standards for Business Ethics

供应商在与工人、供应商和客户打交道时，应遵循最高的道德行为标准。

Suppliers shall be committed to the highest standards of ethical conduct when dealing with workers, suppliers, and customers.

5.1 商业诚信 Business Integrity

在所有商业往来中，均应秉持最高的诚信标准。供应商应实行零容忍政策，禁止任何形式的贿赂、腐败、勒索或侵吞行为。

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

5.2 禁止不当得利与利益冲突 No Improper Advantage and Conflict of Interest

不得承诺、提供、授权、给予或接受贿赂或其他旨在获取不正当或不合理利益的手段。此项禁令涵盖为获取或保留业务、将业务导向任何人或以其他方式获取不当利益，而直接或通过第三方承诺、提供、授权、给予或接受任何有价值物品的行为。应实施监督、记录保存和执行程序，以确保遵守反腐败法律。供应商应采取适当措施，确保其自身及其员工的行为不会使长电或其员工陷入存在或可能存在利益冲突的境地。当供应商和/或其员工提供或给予任何有形的个人利益、获取不正当优势或不当影响长电和/或其员工作出合理、公正或客观决策的能力，或当长电员工在供应商的业务中存在利益时，即会产生此类利益冲突。供应商进一步同意，在知悉实际或潜在利益冲突时向长电披露。

Bribes or other means of obtaining undue or improper advantage shall not 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. Suppliers shall take appropriate steps to ensure that the conduct of itself and its employees do not place JCET nor its employees in a position where there is or may be a conflict, or a potential conflict of interest. Such a conflict of interest would arise when the Supplier and/or its employees were to offer or provide any tangible personal benefit, gain improper advantage or improperly impact JCET and/or its employee's ability to make a sound, impartial or objective decision on behalf of JCET or where an JCET employee has an interest in the Supplier's business. Supplier further agrees to disclose to JCET once it becomes aware of an actual or potential conflict.

5.3 信息披露 Disclosure of Information

所有商业交易均应透明进行，并在供应商的账册和记录中准确反映。应根据适用法规和现行行业惯例，披露有关供应商劳工、健康安全、环保实践、商业活动、组织结构、财务状况或业绩的信息。伪造记录或对供应链中的条件或实践进行虚假陈述是不可接受的。

All business dealings shall be transparently performed and accurately reflected on Supplier's business books and records. Information regarding Supplier's labor, health and safety, environmental practices, business activities, structure, financial situation, or 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.

5.4 知识产权 Intellectual Property

应尊重知识产权。技术和专有技术的转让应以保护知识产权的方式进行；客户和供应商信息应予以保护。

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

5.5 公平商业、广告与竞争 Fair Business, Advertising and Competition

应秉持公平商业、广告和竞争的标准。

Standards of fair business, advertising, and competition shall be upheld.

5.6 身份保护与非报复 Protection of Identity and Non-Retaliation

供应商应制定程序，以确保供应商和工人举报者的机密性、匿名性和保护，除非法律禁止。供应商应禁止对善意参与举报或拒绝执行违反《长电供应商行为准则》的命令的员工进行报复。供应商应根据当地法律法规，为工人提供匿名投诉机制以报告工作场所问题。供应商应制定正式的沟通计划，确保每位员工都充分知晓并理解非报复政策。

Suppliers shall maintain programs to ensure the confidentiality, anonymity and protection of supplier and worker whistleblowers, unless prohibited by law. Supplier shall prohibit retaliation against workers who participate in whistleblowing in good faith or who refuse an order that is in violation of the JCET Supplier Code of Conduct. Suppliers shall provide an anonymous complaint mechanism for workers to report workplace grievances in accordance with local laws and regulations. Supplier shall have a formal communication program to ensure that every employee is fully informed of and understands the policy of non-retaliation.

5.7 负责任矿产采购 Responsible Sourcing of Minerals

供应商应制定政策，并对其制造产品所用的钽、锡、钨、金、钴、云母等相关矿物材料的来源及供应链进行尽职调查，以合理确保这些矿产的采购方式符合经济合作与发展组织（OECD）《来自受冲突影响和高风险区域的矿产负责任供应链尽职调

查指南》或同等公认的尽职调查框架。供应商应通过 CMRT、EMRT 等符合 IPC-1755 冲突矿产数据交换标准要求的报告方式对这些矿产的来源和供应链尽职调查进行年度更新，并根据长电的要求及时配合提供其尽职调查措施。

Suppliers shall adopt a policy and exercise due diligence on the source and chain of custody for the tantalum, tin, tungsten, gold, cobalt, mica and other relevant mineral materials used in the products they manufacture to reasonably assure that they are sourced in a way consistent with the Organization for Economic Co-operation and Development (OECD) Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (CAHRAs) or an equivalent and recognized due diligence framework. Suppliers shall conduct annual updates on the due diligence of the source and chain of custody of these minerals by using RMI Conflict Minerals Reporting Template, Extended Minerals Reporting Template or other report in conformance with the IPC-1755 Conflict Minerals Data Exchange standard, and shall make their due diligence measures available to JCET in a timely manner upon JCET's request.

5.8 隐私 Privacy

供应商应致力于保护与其有业务往来的所有人（包括供应商、客户、消费者和员工）个人信息的合理隐私预期。供应商在收集、存储、处理、传输和共享个人信息时，应遵守隐私和信息安全法律及监管要求。

Suppliers shall commit to protecting the reasonable privacy expectations for 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.

6.0 管理体系标准 Standards for Management System

供应商应采用或建立与本准则内容相关的管理体系。该管理体系的设计应确保：(a) 承诺尊重人权与环境；(b) 具备尽职调查流程；(c) 当供应商造成或促成了对人权和环境的不利影响时（影响范围与本准则相关），能为内外部相关方提供补救渠道。该体系也应促进持续改进。管理体系应包含以下要素：

6.1 公司承诺 Company Commitment

供应商应制定人权、健康安全、环境及道德政策声明，明确供应商对尽职调查和持续改进的承诺，并须经高级管理层签署。政策声明应公开，并以工人能理解的语言通过易于获取的渠道传达给工人。

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

6.2 管理问责与职责 Management Accountability and Responsibility

供应商应明确指定负责确保管理体系及相关方案实施的高级管理人员和公司代表。高级管理层应定期评审管理体系的状况。

Supplier shall clearly identify 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.

6.3 法律与长电要求 Legal and JCET Requirements

供应商应建立一个流程，以识别、监控并理解适用的法律、法规及客户要求，包括本准则的要求。

Suppliers shall have a process to identify, monitor, and understand applicable laws, regulations, and customer requirements, including the requirements of this Code.

6.4 风险评估与风险管理 Risk Assessment and Risk Management

供应商应采用或建立一个流程，以识别与其运营相关的法律合规、环境、健康安全、劳工实践及道德风险，包括严重的人权和环境影响风险。供应商应确定各项风险的相对重要性，并实施适当的程序控制和物理控制，以管控已识别的风险并确保法规遵从。

Suppliers shall adopt or establish a process to identify the legal compliance, environmental, health and safety, and labor practice and ethics risks, including the risk of severe human rights and environmental impacts, associated with Supplier's operations. Suppliers shall determine the relative significance of each risk and implement appropriate procedural and physical controls to control the identified risks and ensure regulatory compliance.

6.5 改进目标 Improvement Objectives

供应商应制定书面的绩效目标、指标和实施计划，以改进其社会、环境及健康安全绩效，包括定期评估供应商在实现这些目标方面的表现。

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 Supplier's performance in achieving those objectives.

6.6 培训与能力 Training and Competencies

供应商应制定培训计划，对管理人员和工人进行培训，以落实供应商的政策、程序和改进目标，并满足适用的法律法规要求。

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

6.7 沟通 Communication

供应商应建立流程，向工人、供应商和客户传达有关供应商政策、实践、期望和绩效的清晰准确信息。

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

6.8 工人/相关方参与及申诉渠道

Worker/Stakeholder Engagement and Access to Remedy

供应商应建立流程，与工人、工人代表及其他相关方（如适用或必要时）进行持续的双向沟通。该流程应旨在获取针对本供应商行为准则所涵盖的操作实践与条件的反馈，并促进持续改进。应为工人提供安全的环境以提出申诉和反馈，且无需担心遭到报复或打击。

Supplier 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 Supplier Code of Conduct, and foster continuous improvement. Workers shall be given a safe environment to provide grievances and feedback without fear of reprisal or retaliation.

6.9 审核与评估 Audits and Assessments

供应商应定期进行自我评估，以确保符合法律法规要求、本准则内容以及与客户合同中关于社会和环境责任的要求。

Suppliers shall conduct periodic self-evaluations to ensure conformity to legal and regulatory requirements, the content of the Code, and customer contractual requirements relating to social and environmental responsibility.

6.10 纠正措施流程 Corrective Action Process

供应商应建立流程，以及时纠正通过内部或外部评估、检查、调查和审核发现的缺陷。

Suppliers shall establish a process for timely correction of deficiencies identified by internal or external assessments, inspections, investigations, and reviews.

6.11 文件与记录 Documentation and Records

供应商应建立并维护文件和记录，以确保符合法规要求及供应商自身要求，同时采取适当的保密措施以保护隐私。

Suppliers shall create and maintain documents and records to ensure regulatory compliance and conformity to Suppliers' requirements along with appropriate confidentiality to protect privacy.

6.12 供应商责任 Supplier Responsibility

供应商应建立流程，将长电供应商行为准则或可比要求传达给其自身及下一级供应商，并监督供应商对这些要求的遵守情况。

Suppliers shall establish a process to communicate the JCET Supplier Code of Conduct or comparable requirements to their own, next-tier suppliers and to monitor supplier compliance with the requirements.

7.0 产品可追溯性 Product Traceability

通过明确的可追溯性证据支持和现场审核，提供符合客户和市场需求的合规性产品。

Provide compliant products that meet customer and market demands through clear traceability evidence support and on-site audits.

8.0 其他 Others

报告机制：

对于违反本行为准则或者任何适用法律法规的一切实情或者嫌疑，合作伙伴均有义务报告，并向长电披露所有该等情况。若希望匿名举报，可将有关违规嫌疑的情况或者其他投诉或设计的问题发送至 compliance@jcetglobal.com。公司承诺严格保密举报人身份信息及举报内容。

Reporting Mechanism:

Partners are obligated to report any known or suspected violations of this Code of Conduct or any applicable laws and regulations, and to disclose all such circumstances to JCET. If wishing to report anonymously, concerns regarding suspected violations, other complaints, or issues may be sent to compliance@jcetglobal.com. The Company commits to maintaining strict confidentiality regarding the reporter's identity and the content of the report.