

Huaqin Technology

Supplier Social Responsibility Code of Conduct

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1.

1. Labor

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1.1 Prohibition of Forced Labor

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1.2 Child Labor and Young workers



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1.3 Working Hours

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1.4 Wages and Benefits

1.5

1.5 Humane Treatment

1.6

1.6 Non-discrimination and Non-harassment

1.7

1.7 Freedom of Association and Collective Bargaining

2.

2. Health and Safety

2.1

2.1 Working Conditions

2.2

2.2 Emergency Preparedness

2.3

2.3 Occupational Injury and Illness

2.5

2.5 Occupational Health

2.6

2.6 Physically Demanding Work

2.7

2.7 Machine Safeguarding

2.8

2.8 Food, Sanitation and Housing

3.

3. Environmental Protection

3.1

3.1 Environmental Permits and Reporting

3.3

3.3 Hazardous Substances

3.4

3.4 Solid Waste

3.5

3.5 Air Emissions

3.6

3.6 Noise management

3.7

3.7 Water Management

3.8

3.8 Energy Consumption and Greenhouse Gas Emissions

4.

Business Ethics

4.1

4.1 Integrity

4.2

4.2 Information Disclosure

4.3

4.3 Intellectual Property

4.4

4.4 Fair Business, Advertising and Competition

4.5

4.5 Protection of Identity and Non-Retaliation

4.6

4.6 Privacy

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4.7 Reporting Channels

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5.

5. Management Systems

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5.1 Company Commitment

5.2

5.2 Management Duties and Responsibilities

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5.3 Legal and Customer requirements

5.4

5.4 Risk Assessment and Management

5.5

5.5 Continuous Improvement

5.6

5.6 Training

5.7

5.7 Communication

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5.8 Complaints and Feedback

5.9

5.9 Self-assessments and Audits

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5.10 Corrective Action Process

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5.11 Documents and Records

6.

6. Supply Chain Management

6.1

6.1 Company Commitment

6.2

6.2 Material Restriction

6.3

6.3 Responsible Sourcing of Minerals

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6.4 Supplier Responsibility

7.

7. Complaint and Whistle-blowing Procedures

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7.1 Complaint and Reporting channels

