

## **Wiwynn Commitment to the RBA Code of Conduct**

### **Social Responsibility Commitment**

- Maintain good corporate governance and strictly adhere to business ethics.
- Comply with social responsibility standards and relevant regulations.
- Management and operation of the organization are all in compliance with government and international regulations, guidelines, conventions, declarations, etc. and we pursue continuous improvement.
- Provide employees with a safe and healthy working environment and reasonable compensation and benefits.
- Educate employees to let them understand and support our corporate social responsibility commitment.
- Communicate corporate social responsibility with customers and suppliers, learn from each other and make progress together.
- Promoting the environmental protection activities, improving the efficiency of energy resource use, and continuing involved in waste reduction, pollution prevention and social welfare activities.
- We protect and guarantee the working environment, conditions, places and employees' rights based on the standards of corporate social responsibility and government laws to ensure that employees have consistent conditions in terms of health and safety, work safety and work remuneration.

## **Wiwynn Corporation complies with the social responsibility regulation:**

### **【Labor】**

#### **Voluntary Work**

- Wiwynn do not force labor to work and limit its freedom including workers' dormitories or workplace, also shall not charge its employees deposits or any fees upon their hiring.
- Do not use any form of prison labor.
- Workers shall be free to leave work at any time or terminate their employment without penalty.
- Do not illegally detained the original copy of the employee's identity card, passport, residence permit, work permit and other personal documents.
- Do not force labor to work and limit its freedom.

#### **Prohibition of Child Labor and Youth Labor Protection**

- Wiwynn shall implement appropriate mechanism to verify the age of workers.
- Do not hire children below the legal minimum age for employment. If child labor is identified, assistance/remediation is provided.

#### **Apprentice/Intern/Student Protection**

- Never illegally hire an apprentice/intern/student.
- The use of legitimate workplace learning programs, which comply with all laws and regulations, is supported.

#### **Legal Working Hours**

- Regular working time and overtime hours are in compliance with applicable laws.

#### **Salary and Welfare System.**

- Our base salary is not less than the minimum wage prescribed in the regulations. We calculate statutory wages correctly based on the working hours and overtime hours and we provide a welfare system which is better than the one specified by relative regulations.
- Disciplinary wage deductions are prohibited.

#### **Humane Treatment**

- Do not manage employees in a disciplinary or inhuman manner.
- Respect for the dignity of employees and prohibit any types of violence, gender-based violence, sexual harassment, bullying, public shaming, abuse, corporal punishment, mental or physical coercion and verbal abuse.

### **No-Discrimination/ No-Harassment**

- Wiwynn do not discriminate or harass against employees on the basis of race, color, age, gender, sexual orientation, gender identity and performance, race or ethnicity, disability, pregnancy, beliefs, union membership, political stance, social class, nationality, religion, group background, veteran status or marital status, etc. in hiring and employment practices such as wages, promotions, rewards, and access to training. We do not allow any threats, abuse, exploitation, or sexual intrusive behavior, including posture, language, and physical contact.
- If employees feel that they have been discriminated or harassed in the company, they can file complaints with the responsible contact windows (orally or in writing). The company will reply the complaints to workers.
- Workers or potential workers should not be subjected to medical tests, including pregnancy or virginity tests, or physical exams that could be used in a discriminatory way.
- Provide reasonable arrangement for religious practices while employees request and guarantee the freedom of communication.

### **Freedom of Association and Communication**

- Wiwynn respect employees' rights to form or enroll in a trade union of their own free will and fully communicate with employee representatives at the labor conference (employee representatives are elected by all employees).
- Can not interfere with employees' rights to vote the discipline or any rights about race, social class, nationality, religion, handicap, gender, gender-orientation and worker association.

## **【 Health and Safety 】**

### **Protection for Pregnant Employee**

- Wiwynn is forbidden to arrange female employees who under lactation or pregnancy to engage in toxic and harmful operations that may affect the health of the fetus, and to engage in the labor-intensive work that may affect their physical condition or fetus.
- Publicize the healthcare knowledge of female employees, strengthen the education of female employees' labor protection, and establish the healthcare system for female employees who under menstruation, pregnancy, childbirth, lactation, and menopause.

### **Health and Safety**

- Wiwynn provide a safe and healthy working environment, protective equipment, and measures to ensure the safety and health of all employees. The potential worker health and safety hazards are mitigated effectively through hazards identification, hierarchy of control and training.
- Workers shall be encouraged to raise any health and safety concerns without retaliation.



## **【Environment】**

### **Environmental protection**

- Wiwynn ensure the environmental laws (or regulations) about wastewater discharge, environmental hazard reduction, energy saving and carbon emissions reduction, hazardous materials (including prohibited and restricted substances), solid waste, and air emissions must be complied by following the ISO 14001.
- Manage water resources properly, establish greenhouse gas reduction goal, and publicly reported the related data information.

## **【Ethics】**

### **Ethics requirements for business**

- Good faith principle should be followed for all business activities. Any form of corruption, extortion and misappropriation of public funds, money laundering, etc. should be prohibited. Monitoring and enhancement procedures should be implemented to ensure compliance with the requirements of a clean business.
- Do not provide or accept bribes or other forms of illegitimate gains. Reasonable and appropriate gifts must be of modest value.
- Disclose information about business activities, organizational structure, financial condition, and performance in accordance with applicable regulations and key industry practices.
- The rights to intellectual property should be followed, and the transfer of technology and production experience should properly protect intellectual property rights.
- Standards for fair dealing, advertising, and competition should be established, and we must have measures to protect customer information.
- Procedures should be in place to protect the privacy and information of everyone we do business with, including customers, suppliers, employees, and prevent whistleblowers from being retaliated.
- Responsible use of minerals. If products contain tantalum, tin, tungsten and gold. Wiwynn promise to assure that they are sourced in a way consistent with the Organization for Economic Cooperation and Development (OECD) for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas or an equivalent and recognized due diligence framework.

## 【 Management System 】

### Sound Management System

- Wiwynn management personnel abide by the legal requirements, company regulations, and respect to the social responsibility commitment. The results of the implementation of the social responsibility regulations are confirmed through regular management reviews.

President & CEO : 