

# **Far EasTone Telecommunications Co., Ltd.**

## **Supplier Code of Conduct**

**Nov. 2024 Revision**

### **Preface**

Far EasTone Telecommunications Co., Ltd. (hereinafter referred to as "the Company") has always been dedicated to promoting domestic industries, energy conservation, environmental protection, labor safety, and human rights, among other social responsibilities. The corporate social responsibility of our suppliers is an integral part of realizing the aforementioned social issues. Based on the foundation of corporate sustainability, the Company aims to encourage and drive its business partners to continuously improve, develop and strive in four major areas: business ethics, Human Rights and Labor, Health and Safety, and Environment.

### **I Purpose**

To fulfill the supplier's corporate social responsibility, the Company has formulated the "Far EasTone Telecommunications Co., Ltd. Supplier Code of Conduct" (hereinafter referred to as "this Code"). This Code aims to assist the Company's suppliers and their upstream and downstream supply chain partners in jointly fulfilling corporate social responsibility and contributing to the sustainable development of the economy, society, and environment.

### **II Content**

**This Code will address the following five major areas, elaborating on the detailed content and compliance directions for each:**

- Business Ethics
- Human Rights and Labor Rights
- Health and Safety
- Environment

### III Scope

This Code applies to suppliers, both domestic and international, who provide goods, services, and manpower to the Company, as well as other suppliers within the upstream and downstream supply chains of the Company's suppliers.

### IV Supplier's Responsibility and Obligation

Suppliers agree that the content of this Code is necessary to fulfill corporate social responsibility, and they are obligated to ensure the implementation of this Code within their own organization and throughout their upstream and downstream supply chains. Suppliers also agree to cooperate with the Company in providing education and training, conducting audits, and implementing measures for improvement and corrective actions in accordance with this Code.

### V Enforcement Guidelines

#### 1. Business Ethics

The Company consistently upholds the highest standards of ethical guidelines for both its internal employees and external partners and prohibits suppliers from any form of bribery or improper exchange of benefits with any department and/or employee of the Company.

##### **(1) Anti-corruption and Anti-bribery**

Suppliers are prohibited any of embezzlement, commission, kickback, or other fraudulent behavior towards any unit and/or employee of the company.

##### **(2) Conflict of Interest**

Social contact must be within accepted the business norms, Suppliers should be avoided any conflict of Interest and transaction considerations towards any unit and/or employee of the company.

If any such behavior is identified and verified, the Company will execute suspension and legal prosecution against the supplier in accordance

with relevant laws and regulations. If the Company suffers any damage as a result, including but not limited to goodwill, compensation for such damages will also be claimed.

**(3) Anti-competitiveness**

Suppliers undertake not to adopt practices such as monopolizing the market, price fixing, unfair preferential treatment, improper collaboration, and false advertising that severely impact the healthy development of the market and the rights and interests of customers and consumers.

**(4) Responsible Procurement**

The supplier is committed to the traceability management of raw materials and prohibits the use of conflict minerals from Conflict-affected and High-Risk Areas, covering the metals tin, tantalum, tungsten, and gold (3TGs).

**(5) Laws and Regulations**

Suppliers must comply with the relevant laws and regulations issued by all levels of the government of the Republic of China, including but not limited to the Labor Standards Act, Copyright Act, Trade Secrets Act, etc., and follow international conventions and relevant industry behavior codes such as the Responsible Business Alliance (RBA). If any violation of laws, international conventions, and/or industry behavior codes is found, the Company will suspend the supplier in accordance with relevant regulations.

## **2. Respect for Human Rights/ Labor Rights**

Suppliers shall uphold core values, support the United Nations Universal Declaration of Human Rights (UDHR) and relate international concepts of respect for human rights, and at the same time abide by local laws and regulations, treat and respect all employees with dignity, abiding by all applicable wage and working hours regulations, assisting employees to maintain physical and mental health and work-life balance. This applies to all workers including temporary, migrant, student, contract, direct employees, and any other type of worker.

Suppliers are committed to uphold the human rights of workers, and Suppliers

undertake that they will protect labor rights and interests in accordance with related labor laws and regulations promulgated by local governments. For any labor disputes, suppliers shall take a reciprocal position and make necessary mediation based on related laws and regulations. And grant workers the following rights to freedom of assembly and collective bargaining.

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### **(1) Anti-discrimination**

Suppliers should implement policies of equality and freedom for all employees, prohibiting any differential treatment of employees in terms of employment, promotion, wages, or related job rights based on gender, religion, race, class, social status, political affiliation, nationality, belief, age, disability, marital status, sexual orientation, freedom of assembly and association, personal freedom, etc.

### **(2) Diversity and Inclusive Culture**

Suppliers shall firmly believe in the value of diverse workplaces and cultivate future talents under the premise of mutual tolerance, so that the industry can benefit from the greatest potential of global human resources. Fair employment opportunities are the source of the company's competitiveness; suppliers should respect differences, regardless of their gender, religion, race, nationality or political affiliation, whether in the hiring or promotion process.

### **(3) Prohibition of Illegal Child Labor**

Suppliers shall strictly prohibit the employment of child labor in accordance with the International Labor Organization Convention, UN Convention on the Rights of the Child, and local laws and regulations and request their upstream and downstream supply chains to abide accordingly.

**(4) Prohibition of Inhumane Treatment**

Suppliers undertake that there must be no forms of forced labor, threats, harassment (including but not limited to sexual harassment), corporal punishment, mental or physical intimidation, verbal abuse, or other inappropriate and illegal behaviors in any workplace, and must also provide reasonable market compensation to safeguard employees' conditions beyond basic living standards.

**(5) Working hours**

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.

**(6) 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. 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.

**(7) Personal Data Protection**

Suppliers undertake that in all work processes, they should comply with relevant laws and regulations, such as the Personal Data Protection Act, to ensure personal data protection. They must not illegally collect, process, use, or disclose personal data in any form.

**(8) Freedom of assembly and Collective bargaining**

Suppliers undertake that employees have the right to establish, join, and operate their own organizations without prior authorization or interference from the state or any other entity. Suppliers undertake to establish an operational mechanism for collective bargaining between employers and workers.

### **3. Occupational Safety and Health**

#### **(1) Compliance with Laws and Regulations**

Suppliers should comply with domestic and international laws and regulations concerning worker safety and health in their respective countries and agree to follow the provisions in the 'Contractor's Safety, Health, and Environmental Commitment' and the 'Contractor's Workplace Environmental Hazard Notification Statement' established by the Company.

#### **(2) Occupational Injury Self-prevention**

Suppliers shall prevent any environment and operating procedures that may cause occupational injuries and occupational diseases in the workplace. In addition, suppliers shall set up a tracking mechanism to investigate and record occupational accidents, injuries, and diseases and take corrective measures immediately to prevent the accidents from happening again. In case of any accident, suppliers shall report to the Company.

#### **(3) Labor Safety Training**

In addition to assigning personnel with relevant labor safety certificates according to laws and regulations, suppliers should provide adequate education and training for employees to ensure that employees have knowledge and skills related to labor safety and health.

#### **(4) Health Plan and Insurance**

Suppliers must prioritize employee health and provide corresponding programs and insurance to promote employee well-being.

### **4. Environment**

#### **(1) Greenhouse Gas Emissions and Energy Consumption**

Suppliers are to establish a corporate-wide greenhouse gas reduction goal. Energy consumption and all relevant Scopes 1 and 2 greenhouse gas emissions are to be tracked, documented, and publicly reported against the greenhouse gas reduction goal. Suppliers are to look for methods to improve energy efficiency and to minimize their energy consumption and greenhouse gas emissions and adhere to the

stipulations outlined in the 'Far Eastone Supply Chain Greenhouse Gas Management Regulations.'

**(2) Resource efficiency**

suppliers should enhance the efficiency of natural resource use (including water, fossil fuels, minerals, and primary forest products) through practices such as improving production, maintenance and facility procedures, replacing materials, reusing, conserving, recycling, or other methods.

**(3) Green Work Environment**

Suppliers undertake to comply with the environmental laws of the country in which they operate and actively aim for green conservation and energy-saving carbon reduction, continuously implementing improvement plans to achieve the corporate social responsibility of environmental sustainability.

**(4) Green Procurement**

Suppliers agree to set up a green procurement evaluation system in the procurement procedures, prioritize green-label products, and carry out the annual follow-up in hopes of continuously contributing to green procurement.

**(5) Management of toxic and hazardous Substances**

Suppliers must strictly comply with all laws prohibiting or restricting the use of toxic and hazardous substances and implement legal operations such as handling, transferring, storing, recycling, and reusing toxic substances. Workers directly exposed to toxic substances in their work must receive training and be provided with sufficient medical care and insurance. In addition, related precautions and warnings must be posted in the workplace.

**(6) Pollution Prevention**

Suppliers undertake that they will strive to reduce the impact of pollution on the environment based on related laws and regulations, including but not limited to waste, waste gas, noise and various wastes. And carry out circular economy practices for related decommissioned materials and wastes to ensure the effective reuse of resources.

**(7) Sustainability Management of Suppliers**

Suppliers undertake to continually demand that their upstream supply chain implement improvements regarding environmental, social, and economic sustainability issues. And in response to the international 2050 carbon emission net-zero initiative, suppliers commit to actively carry out organizational carbon audits and energy efficiency checks, set energy-saving and carbon reduction targets, and work towards the path of net-zero emissions. And agree to accept the supply chain carbon inspection operation carried out by Far EasTone Telecommunications for inspection counseling and audits.

**(8) Biodiversity, prevents any deforestation activities , or land conservation**

Suppliers undertake to protect biodiversity, prevent deforestation or land degradation in all business activities with regards to our operating sites, product design and development, and raw material procurement, the, and adhere to the stipulations outlined in the 'Far EasTone Telecommunications Supply Chain Biodiversity Commitment.'

<https://corporate.fetnet.net/content/corp/tw/CSR/EnvironmentalSustainability/BiodiversityCommitment.html>

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