

# Hwcs kp Tgej pqmqi { Swr r idgt Sqek nRgur qpukdkk { Cqf g qh Cqpf wev

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AIoT

Huaqin Technology Co., Ltd. is the world's leading intelligent product platform enterprise. Upholding the mission “Easier connecting, Better living”, we provide global tech brands with end-to-end services from product development to operational manufacturing. Our products and services reach over 100 countries and regions worldwide, delivering hundreds of millions of intelligent products to customers. These include smartphones, tablets, laptops, smart wearables, AIoT devices, data center products, and automotive electronics.

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To encourage supply chain partners to enhance their capabilities in addressing

climate change, ensure safe working environments, operate and produce responsibly and ethically, and respect human rights and the environment, Huaqin Technology has formulated the *Huaqin Technology Supplier Social Responsibility Code of Conduct* (hereinafter referred to as “the Code”) based on the UN Guiding Principles on Business and Human Rights (UNGP), the OECD Guidelines for Multinational Enterprises, and the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy. The Code also draws on standards such as the Responsible Business Alliance (RBA) Code of Conduct and the Joint Audit Cooperation (JAC) Sustainability Guidelines. Huaqin Technology requires all partners, collaborators, and service providers at all levels of the supply chain (collectively referred to as “Suppliers”) to strictly adhere to the Code and to comply with all applicable laws and regulations in the countries and regions where they operate.

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## CSR

The Code applies to all suppliers, including their subsidiaries, affiliates, subcontractors, and lower-tier suppliers (collectively referred to as “Suppliers”) that provide products and/or services to Huaqin Technology Co., Ltd. and/or its controlled subsidiaries, affiliates, or related parties. We require Suppliers to comply with the Code and all applicable laws and regulations in the countries and regions where they operate. With reasonable notice, we reserve the right to conduct on-site CSR audits at Suppliers’ facilities to assess their compliance with the Code. Any violation of the Code, or unwillingness to cooperate with our audits, conflict minerals due diligence, or other related requirements, may affect the business relationship with Huaqin Technology and could lead to its termination.



Suppliers must not employ any form of forced, bonded (including debt bondage), or indentured labor, prison labor, enslaved or trafficked persons. They shall not transport, harbor, recruit, transfer, or receive such labor or services through threats, coercion, compulsion, abduction, or deception. Suppliers must not restrict employees' freedom of movement, retain original identification documents, or require employees to pay deposits, recruitment fees, or any other fees to employers or agents.

## **1.2**

### **1.2 Cj kf Lcdqt cpf [ qwpi y qtngtu**

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Suppliers must comply with all applicable laws and regulations relating to the minimum working age and prohibit any form of child labor. Suppliers should effectively identify the age of all employees at the time of recruitment, and minors under the age of 18 should not be engaged in work that may endanger their health or safety, including night and overtime work. Suppliers shall protect student and apprentice workers in accordance with the law.

## **1.3**

### **1.3 Y qtnlpi Hqwtu**

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Supplier shall comply with all applicable laws and regulations pertaining to working hours and rest. All overtime work must be voluntary, with real and detailed records of normal work and overtime hours. The weekly working hours (including overtime) of

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employees shall not exceed 60 hours, with at least one day off for every six consecutive working days. Employees are provided with holidays, vacation benefits and statutory holidays in accordance with applicable laws and regulations.

## **1.4**

### **1.4 Y ci gu cpf Bgpghu**

Suppliers must ensure that all wages paid to employees comply with all applicable wage laws, including those related to minimum wage, overtime pay, and legally mandated benefits. Employees shall receive equal pay for equal work and qualifications. Suppliers shall pay wages in full and on time, providing employees with clear and understandable pay statements. Deduction of wages as a disciplinary measure is prohibited. Suppliers shall implement regular evaluation and improvement of their compensation systems, establish reasonable wage growth mechanisms, and commit to making progress toward ensuring all employees earn a decent living wage.

## **1.5**

### **1.5 Hwo cpg Ttgcwo gpv**

Suppliers shall not engage in any form of violence against employees, including but not limited to sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, or verbal abuse; nor shall they threaten to carry out any such acts. Relevant disciplinary measures, policies, and procedures must be clearly defined and effectively communicated to all employees.

## 1.6

### 1.6 Nqp-f kæt lo kpcvkqp cpf Nqp-j ct cuuo gpv

Suppliers shall not discriminate against or harass employees in any employment matters, including recruitment, promotion, rewards, training, and termination, based on race, skin color, age, gender, sexual orientation, gender identity and gender expression, ethnicity or nationality, disability, pregnancy, religion, political affiliation, membership in associations, protected genetic information, or marital status. Suppliers shall not require employees or potential employees to undergo medical or physical examinations that could be used for discriminatory purposes. Appropriate facilities shall be provided for religious activities, and reasonable accommodations shall be made for employees with disabilities.

## 1.7

### 1.7 Ftggf qo qhAuqekvkqp cpf Cqngvkg Bcti cklpi

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Suppliers shall, in compliance with local laws, respect the rights of all employees to voluntarily form and join trade unions, engage in collective bargaining and peaceful assembly, as well as the right to refrain from such activities. Suppliers shall establish effective labor-management communication mechanisms and engage in regular communication with employees or their representatives. Employees and/or their representatives must be able to openly communicate with management regarding

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working conditions and management practices, and to express their views and concerns without fear of discrimination, retaliation, threats, or harassment.

2.

## 2. Hgcnj cpf Schgv{

Suppliers shall provide a safe and healthy working environment for the employees and ensure that the workplace is free from hazards that seriously endanger life or health.

2.1

### 2.1 Y qt nlpj Cqpf kkpqpu

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Suppliers shall identify, assess, and control potential safety hazards (such as chemical, electrical and other energy sources, fire, vehicle, and fall hazards) that employees may encounter. This shall be achieved through appropriate design, engineering and administrative controls, preventive maintenance, safe work procedures (including Lockout/Tagout), and ongoing safety training. Where hazards cannot be adequately controlled through such measures, suppliers shall provide workers with appropriate, well-maintained personal protective equipment (PPE) and related training. Suppliers must take appropriate measures to prevent pregnant or nursing women from exposure to high-risk working environments, and to eliminate or reduce any workplace health and safety risks they face. Appropriate facilities shall also be provided for nursing

women.

## 2.2

### 2.2 Emergency Response

Suppliers shall identify and assess potential emergency situations and incidents, including but not limited to fire, explosion, fatal accidents, and mass poisoning. They shall minimize their impact on human life, the environment, and property by implementing emergency plans and response procedures. These include emergency reporting, on-site first aid, notification, evacuation procedure, regular training and drills, and recovery plans.

## 2.3

### 2.3 Occupational Injury and Illness

Suppliers shall establish procedures and implement measures to prevent, manage, track, and report work-related injuries and occupational illnesses. This includes encouraging employees to report such incidents, classifying and recording cases of injury and

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Suppliers shall establish and implement a plan with reasonable steps to prepare for, prevent, and respond to potential infectious disease situations among employees.

## 2.5

### 2.5 Oeewr c v l q p c n H g c n j

Suppliers shall identify, assess, and control chemical, biological, and physical exposure risks that employees may face. Potential hazards shall be eliminated or controlled through appropriate design, engineering, and administrative controls. Suppliers shall provide employees with suitable, well-maintained personal protective equipment (PPE) and implement protective plans to safeguard employee health.

## 2.6

### 2.6 P j { u l e c m { D g o c p f k p i Y q t m

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Suppliers shall identify, assess, and control the potential impacts on employees from physically demanding tasks. Such tasks include manual material handling/loading and unloading, repetitive lifting of heavy objects, prolonged standing, and highly repetitive or high-intensity assembly work.

## 2.7

### 2.7 M c e j k p g S c h g i w c t f k p i

Suppliers shall conduct regular evaluations of production machinery and other

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equipment to identify any potential safety hazards. Physical guards, interlocks, and barriers shall be installed and properly maintained on machinery that could cause harm to employees.

## 2.8

### 2.8 Fqqf , Sepkcvkq cpf Hqwvpi

safety concerns.

### 3.

### 3. Epxkt qpo gpwnPt qvgevqq

Suppliers shall minimize adverse impacts on the community, environment and natural resources while ensuring the health and safety of their employees.

#### 3.1

#### 3.1 Epxkt qpo gpwnPgt o kucpf Rgr qt vpi

Suppliers shall obtain, maintain, and update all environmental permits (such as emission monitoring), approvals, and registrations required by law, and shall adhere to the operational and reporting requirements specified therein.

### 3.3

#### 3.3 Hazardous Waste Management

Suppliers shall identify, label, and manage chemicals, waste, and other materials that may pose a hazard to humans or the environment, ensuring their safe handling, transfer, storage, use, recycling or reuse, and disposal. Suppliers shall also track and document data related to the disposal of hazardous substances.

### 3.4

#### 3.4 Solid Waste

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Suppliers shall identify, manage, reduce, and responsibly dispose of or recycle solid waste. Suppliers should track and record solid waste data.

### 3.5

#### 3.5 Air Emissions

Suppliers shall classify, routinely monitor, control, and treat volatile organic chemicals, aerosols, corrosive substances, particulate matter, ozone-depleting substances, and combustion by-products generated during production and operational processes before their release. Ozone-depleting substances shall be managed effectively in accordance with the *Montreal Protocol* and applicable regulations. Suppliers shall conduct regular monitoring of the operational status of their air emission control systems.

### 3.6

#### 3.6 Nqlug o cpci go gpv

Suppliers shall identify, control, monitor and reduce the sources of noise generated by the facility equipment that affect the boundary noise levels.

### 3.7

#### 3.7 Y cvgt Mcpci go gpv

Suppliers shall implement a water resource management plan to document, classify, and monitor water usage and discharge, protect water resources, and effectively control pollution. Before disposal or discharge, wastewater shall be classified, monitored, controlled, and treated as required. Suppliers shall prevent the illegal discharge and overflow of wastewater into storm drains, public water supply systems, and public water bodies.

### 3.8

#### 3.8 Epgti { Cqpuwo r vkqp cpf Gtggpj qwug GcuEo kukqpu

Suppliers shall establish and report corporate-level greenhouse gas emission reduction targets, and shall track, record, and report data on energy consumption as well as energy and greenhouse gas emissions for all Scope 1, Scope 2, and significant Scope 3

categories. Suppliers shall also, based on their own production conditions, evaluate potential alternative solutions to reduce reliance on traditional energy, water, and natural resources, thereby lowering greenhouse gas emissions. Suppliers should publicly disclose their greenhouse gas management systems and the progress in achieving emission reduction targets.

## 4.

### **Bwupgu Eyj leu**

Suppliers shall adhere to the highest ethical standards in all business dealings and maintain a zero-tolerance policy toward violations of business ethics.

#### 4.1

##### 4.1 Ipvgi t kw{

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Suppliers may not engage in bribery or unethical conduct. Suppliers must follow the requirements of “no bribery, no gifts, no conflicts of interest, no falsification, no cutting corners, no fraud, and keeping promises”.

#### 4.2

##### 4.2 Iphqt o cvkqp Dkænuwt g

All business transactions conducted by suppliers shall be transparent and accurately reflected in their own accounting books and records. Information regarding the

suppliers' labor practices, health and safety conditions, environmental practices, business activities, organizational structure, financial status, and performance shall be disclosed in accordance with relevant regulations and prevailing industry practices. Suppliers shall not falsify records nor make misrepresentations regarding the conditions or practices within their supply chain.

### 4.3

#### 4.3 Intellectual Property Rights

Suppliers should respect intellectual property rights, transfer technology or know-how in a manner that protects intellectual property rights, and protect the information security of customers and suppliers.

### 4.4

#### 4.4 Fair Business, Advertising and Competition Standards

Suppliers shall adhere to fair business, advertising and competition standards and comply with all applicable laws.

### 4.5

#### 4.5 Whistleblower Protection

Unless prohibited by law, Suppliers should develop and implement plans to ensure that suppliers and employees who report problems are protected and kept confidential and anonymous. Suppliers should establish a communication process for employees so that they can raise any issue without fear of retaliation.

### 4.6

## 4.6 Privacy

Suppliers shall undertake to keep confidential the personal information of all persons with whom it does business, including suppliers, customers, consumers and employees. When collecting, storing, processing, transmitting and sharing personal information, the provider shall comply with the requirements of laws and regulations relating to privacy and information security.

## 4.7

### 4.7 Reporting and Compliance

Suppliers shall, in accordance with the provisions of the *Huaqin Technology Anti-Corruption and Anti-Commercial Bribery Policy*, report any conduct that violates business ethics.

report@huaqin.com

special email address: report@huaqin.

18516617679

Reporting Hotline and WeChat: 18516617679 (independent line, managed by dedicated personnel)

## 5.

### 5. Management System

Suppliers shall establish a management system that includes, but is not limited to, the content of the Code and shall continuously improve and upgrade it.

## 5.1

### 5.1 Cqo rcp{ Cqo o ko gpv

Suppliers shall develop and publish a social and environmental responsibility policy, with a commitment to comply with relevant laws and regulations, approved by the executive management and published in the local language or a language understood by the local staff in the workplace.

## 5.2

### 5.2 Mcpci go gpv Dwlgu cpf Rgur qpudklklgu

Suppliers shall designate a corporate representative to be responsible for ensuring the implementation of the management system and related plans. Senior management shall periodically review the operational status of the management system.

## 5.3

### 5.3 Lgi cncpf Cwuxgo gt tgs wlt go gpv

Suppliers shall establish procedures to identify, monitor, and understand applicable laws and regulations, customer requirements, and the requirements of the Code.

## 5.4

### 5.4 RkmAuguo gpvcpf Mcpci go gpv

Suppliers shall establish procedures to identify legal compliance, environmental, health and safety, labor practice, and ethical risks related to their operations. They shall

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determine the relative significance of each risk and implement appropriate procedures and material controls to manage the identified risks and ensure compliance.

## 5.5

### 5.5 CqpvwqwuIo rtqsgo gpv

Suppliers shall establish written performance objectives, indicators and implementation plans, and periodically evaluate the progress of the implementation of these objectives and plans.

## 5.6

### 5.6 Ttcklpi

Suppliers shall develop training programs for management and employees to implement Huaqin Technology's policies, procedures, and improvement objectives, and to meet applicable legal and regulatory requirements; newly hired employees must be arranged to participate in core training courses, including orientation and Corporate Social Responsibility (CSR) Code of Conduct and policies.

## 5.7

### 5.7 Cqo o wplecvkqp

Suppliers should have clear procedures for communicating the company's policies, practices, expectations, and performance clearly and accurately to employees, suppliers, and customers.

## 5.8

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## 5.8 Cqo r nlpwucpf Fggf dcem

Suppliers shall establish viable procedures and effective grievance mechanisms to ensure the necessary two-way communication with employees to assess their level of understanding of the practices and provisions covered by the Code, and violations in the implementation of the provisions of the Code. Suppliers must provide a safe environment for employees to make comments, suggestions and complaints without fear of retaliation or reprisal.

## 5.9

### 5.9 Sgh-cuguo gpwucpf Awf kw

Supplier shall conduct periodic self-assessments and internal audits to ensure compliance with statutory and regulatory requirements and social responsibility related requirements in the Code and Quality Agreement.

## 5.10

### 5.10 Cqttgevkq Aevkqp Ptqegu

Suppliers should conduct periodic self-assessments to ensure compliance with legal and regulatory requirements relating to social and environmental responsibility, the content of the Code and customer contractual requirements.

## 5.11

### 5.11 Dqewo gpwucpf Rgeqtf u

Suppliers shall create and maintain documents and records to ensure regulatory compliance and compliance with company requirements and relevant confidentiality provisions to protect privacy.

## **6.**

### **6. Swr rñ Cj clp Mcpci go gpv**

CSR

CSR

Suppliers should establish a supply chain CSR management system, including incorporating the Code into the procurement process, requiring the upstream supplier to sign a CSR commitment, and conducting regular audits to ensure continuous compliance and improvement by the upstream supplier.

#### **6.1**

##### **6.1 Cqo r cp{ Cqo o ko gpv**

Suppliers shall develop and publish a social and environmental responsibility policy, with a commitment to comply with relevant laws and regulations, approved by the executive management and published in the local language or a language understood by the local staff in the workplace.

#### **6.2**

##### **6.2 Mcvgt knRgut levkqp**

RoHS REACH

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Suppliers shall comply with all applicable laws, regulations, and customer requirements concerning prohibited or restricted substances, such as RoHS and REACH, and shall take effective measures to prohibit or restrict the use of specific substances in products and/or manufacturing processes.

### 6.3

#### 6.3 Rgur qpukdng Sqwtelkpi qhMlpgt cnu

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Suppliers shall establish policies to reasonably ensure that metals such as tantalum, tin, tungsten, gold, and cobalt in the products they manufacture do not directly or indirectly finance or benefit armed groups that commit human rights abuses in the Democratic Republic of the Congo or adjoining countries. Suppliers shall exercise due diligence on the source and chain of custody of these minerals and shall provide their due diligence measures to customers upon request.

### 6.4

#### 6.4 Swr r dgt Rgur qpukdkw{

Suppliers shall establish procedures to communicate the requirements of the Code to their next-tier suppliers and monitor their compliance with and implementation of the Code.

## 7.

### 7. Cqo r nklpvcpf Y j kmg-dmy kpi Pt qegf wt gu

## 7.1

### 7.1 Cqo rncpvcpf Rgr qt vpi ej cppgn

To identify, prevent, and avoid any unethical conduct or violations of this Code, Huaqin Technology encourages all employees and third parties to report any conduct that may involve violations of this Code. Should any violation, suspected violation, or situation that may lead to a violation of this Code be discovered, relevant information can be reported through the following channels. We will treat both real-name and anonymous

Huaqin Technology maintains a zero-tolerance policy towards any violation of the Code. All employees and partners have an obligation to report any known or suspected violations, including those of laws, regulations, this Code, and company policies. Such reporting is not an act of disloyalty but rather protects the reputation and credibility of the company and its employees, shareholders, customers, suppliers, and business partners.