

AOS Supplier Code of Conduct AOS 供应商行为准则

Alpha and Omega Semiconductor Limited and its subsidiaries (collectively, “Alpha and Omega Semiconductor”, or “AOS”) are committed to the highest standards of product quality and business integrity in all relationships with our suppliers and business partners. AOS also commits to ensuring that working conditions in our supply chain are safe, that workers are treated with respect and dignity, and that manufacturing processes are environmentally and socially responsible.

Alpha and Omega Semiconductor Limited 及其附属公司（合称“Alpha and Omega Semiconductor”或“AOS”）致力于在与所有供应商及业务合作伙伴的关系中秉持最高标准的产品质量和商业诚信，确保我们供应链中的工作环境安全，工人受到尊重与有尊严的对待，并且生产过程符合环境和社会负责的要求。

This AOS Supplier Code of Conduct (“Code”) sets forth our expectations for all AOS’s suppliers, contractors and service providers (“Suppliers”), aims to communicate the basic principles of doing business with companies of the AOS to all Suppliers and to regulate them in a binding manner, and is aligned with UN Guiding Principles and Human Rights, which we have adopted as a guiding framework.

本 AOS 供应商行为准则（“本准则”）阐述了我们对所有 AOS 供应商、承包商及服务提供商（“供应商”）的期望，旨在向所有供应商传达与 AOS 集团内公司开展业务的基本原则，并以具有约束力的方式对其进行规范。本准则符合我们作为指导框架所采纳的联合国指导原则和人权理念。

As a condition of doing business with AOS, we expect our Suppliers to conform to these requirements and communicate this Code to their suppliers to acknowledge and implement its requirements. Fundamental to adopting the Code is the understanding that a business, in all of its activities, must operate in full compliance with applicable laws, rules, and regulations. AOS may visit Supplier facilities to assess compliance to these requirements and will consider Suppliers’ conformance when making sourcing and procurement decisions. In the case of willful misconduct, or upon the occurrence of any events, which constitutes a breach of the Code, Suppliers agree that AOS has the right to immediately terminate the business relationship without reason or condition. Supplier also acknowledges that AOS holds the right for any legal action against Supplier for any breach of applicable laws or regulations that may be subject to prison sentence and/or penalties. In addition, Supplier shall be liable to pay and compensate all loss incurred by AOS in connection with such breach.

作为与 AOS 开展业务的条件之一，我们期望供应商遵守本准则的要求，并将本准则传达给其自身的各级供应商，以确保他们了解并执行相关要求。采纳本准则的一个基本前提是，理解企业在所有经营活动中，必须完全遵守所有适用的法律、法规和规章。AOS 可访问供应商设施以评估其对本准则要求的遵守情况，并将在做出寻源与采购决策时考虑供应商的遵守情况。若发生故意不当行为或任何违反本准则的事件，供应商同意 AOS 有权立即终止业务关系，无需任何理由或条件。供应商也承认，AOS 保留对供应商的任何违反适用法律或法规（可能涉及监禁刑罚及/或罚款）的行为采取法律行动的权利。此外，供应商应负责赔偿并补偿 AOS 因此类违反行为所遭受的全部损失。

A. LABOR 劳工

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

供应商应维护工人的人权，按照国际社会的共识尊重工人，并以有尊严的方式对待他们。这一规定适用于所有工人，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。

1) Prohibition on Forced Labor 禁止强迫劳动

Forced labor in any form, including but not limited to, bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, is not permitted, and slavery or trafficking of persons shall not be undertaken. This includes transporting, harboring, recruiting, transferring or receiving vulnerable persons by means of threat, force, coercion, abduction or fraud, or payments to any person having control over another person for labor or services (including, but not limited to, for the purpose of exploitation). All work must be voluntary and workers shall be free to leave work at any time or terminate their employment without penalty with reasonable notice, which shall be clearly stated in the worker's contract and required by applicable laws and regulations. Suppliers shall maintain documentation on all leaving workers. Workers shall not be subject to unreasonable restrictions on movement within the workplace, including, if applicable, workers' dormitories or living quarters. Electronic devices to track the real-time movement of a worker are prohibited, unless for the monitoring of workplace health and safety or badges used for security access or clock-in. As part of the hiring process, Suppliers must provide their workers with a written employment agreement, in a language understood by the workers, that contains a description of terms and conditions of employment. Foreign migrant workers must receive the employment agreement prior to the workers departing their home country. No changes shall be made to that agreement, unless required to meet local legal requirements, and such changes are equivalent or better for the worker. Employers and agents may not hold or otherwise destroy, conceal, or confiscate identity or immigration documents such as government-issued identification, passports or work permits. Employers can only hold documentation if such holdings are required by law. In this case, at no time shall workers be denied access to their documents, and Suppliers shall work with related parties, including third-party employment agencies, to ensure timely return of all original identity documents to workers. Workers shall not be required to pay employers' agents' or sub-agents' recruitment fees or other related fees (including those for medical checkups, testing and vaccinations and quarantined accommodations if required) for their employment. If any such fees are found to have been paid by workers, such fees shall be repaid to the worker. Suppliers shall ensure that any third-party recruitment agencies they use are compliant with the provisions of this Code and the law. Suppliers shall have regular training for foreign migrant workers to ensure they understand relevant laws and company regulations to follow, protections provided under this Code during their employment, and the reporting channel for any alleged violations.

我们不允许任何形式的强迫劳动，包括但不限于抵债劳役（包括债役）或契约劳役、非自愿或剥削性监禁劳役。供应商不得实施奴役或贩卖人口的行为，包括：以威胁、武力、胁迫、绑架或欺诈等手段，运输、窝藏、招募、转移或接收弱势群体；或为获取任何人员的劳动或服务（特别是以剥削为目的），向任何实际控制该等人员之人支付报酬。所有工作必须出于自愿，工人应可随时自由离职或在给予合理通知后终止雇佣关系而无需受罚。此项要求应在工人的合同中明确说明，并符合适用法律法规的规定。工人不得在工作场所内受到不合理的行动限制，包括工人宿舍或居住区（视情况而定）。禁止使用电子设备实时追踪工人行踪，但用于监控工作场所健康安全或作为安防门禁或考勤工卡的设备除外。作为招聘流程的一部分，供应商必须向工人提供以其理解的语言书写的书面雇佣协议，其中应包含对雇佣条款和条件的描述。外籍移民工必须在工人离开其原籍国之前收到雇佣协议。除非为满足当地法律要求而必须进行变更，且此类变更对工人同等或更为有利，否则不得对该协议作出任何变更。雇主和中介不得持有、销毁、藏匿或没收身份证件或移民文件，例如政府签发的身份证、护照或工作许可证。雇主仅可在法律要求时持有相关文件。在此情况下，任何时候均不得拒绝工人取用其文件，且供应商应与相关方（包括第三方职业介绍机构）合作，确保所有原始身份证件及时归还工人。工人无需为其就业向雇主、中介或下级中介支付招聘费或其他相关费用（包括体检、检测和疫苗接种费用，以及如需隔离时的住宿费用）。若发现工人已支付任何此类费用，应将费用退还给工人。供应商应确保其使用的任何第三方招聘机构遵守本准则和法律的规定。供应商应定期对外籍移民工进行培训，以确保他们了解需遵守的相关法律和公司规定、雇佣期间本准则提供的

保护，以及任何涉嫌违规行为的举报渠道。

2) Young Workers 未成年工人

Child labor shall not be used in any stage of employment. The term “child” refers to any person under the age of 15, or 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 educational or training programs, which comply with all laws and regulations, is supported. Workers under the age of 18 shall not be required to perform work that is likely to jeopardize the health or safety of young workers (including night shifts and overtime), and all use of workers under the age of 18 shall be consistent with ILO Minimum Age Convention No. 138. Suppliers shall ensure proper management of student programs at Supplier facilities through proper maintenance of student records, rigorous due diligence of educational partners, and protection of students’ rights in accordance with applicable law and regulations; student workers shall be free to terminate their agreements and there shall be no penalty paid for early termination with reasonable notice. Suppliers shall provide appropriate support and training to all students at Supplier facilities. Except as provided by applicable 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.

任何雇佣阶段均不得使用童工。“儿童”是指年龄未满15周岁，未完成义务教育，或低于该国最低就业年龄的人员，以三者中较大者为准。供应商应实施适当的机制以核实工人的年龄。我们支持开展符合所有法律法规的合法职场教育或培训项目。供应商不得要求未满18周岁的工人从事可能危及未成年工人健康或安全的工作（包括夜班和加班），所有未满18周岁工人的用工情况均须符合国际劳工组织《准予就业最低年龄公约》（第138号）的规定。供应商应确保对自身设施内的学生实习项目进行妥善管理，包括：妥善维护学生记录、对教育合作机构进行严格的尽职调查，并根据适用法律法规保护学生的权利；学生工应可自由终止其协议，且在给予合理通知后提前终止协议无需支付罚金。供应商应为自身设施内的所有学生提供适当的支持与培训。除非适用的当地法律另有规定，学生工、实习生和学徒的工资应至少不低于从事相同或相似工作的其他入门级工人的工资。发现童工情况时，供应商应提供援助/补救措施。

3) Working Hours 工作时间

Regular workweeks shall generally not exceed 48 hours, or 60 hours including overtime, except in emergency or unusual situations, or (if shorter), the maximum duration set by local law. Workers shall be allowed at least one day off per seven-day week and all overtime shall be voluntary. When preparing official working hour records, Suppliers shall include processes managed by the Supplier that require workers to be present at the Supplier or to perform any production-related work, including time on the production line (whether or not the line is running), mandatory meetings and administrative processes (including excessive waiting in line to clear security or other mandated checks prior to entry/exit).

除非处于紧急或非常情况，常规工作周通常不得超过48小时，包括加班在内不得超过60小时，或（如当地法律规定更短的时间）不超过当地法律规定的最长时限。工人每七天应至少休息一天，且所有加班均须出于自愿。在编制正式工时记录时，供应商应纳入由其管理的、要求工人必须在供应场所内或从事任何生产相关工作的流程，包括但不限于在生产线上（无论生产线是否运行）、参加强制性会议以及行政流程（如进出厂区时排队接受安检或其他强制检查所耗费的过度等待时间）所花费的时间。

4) Wages and Benefits 工资与福利

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 (or payments by workers) as a disciplinary measure shall not be permitted, and wages must be paid accurately and on time. Suppliers shall communicate pay structure and pay periods to all workers. If Supplier becomes aware of any underpayment of wages, Supplier shall repay the amount due to workers. 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 applicable local law.

工人薪酬须符合所有适用的与工资相关的法律，包括与最低工资、加班时间和法定福利相关的法律。所有工人应同工同酬，且在同等资格的情况下应获得同等报酬。工人加班的薪酬应高于其正常时薪。严禁将扣发工资或罚款作为纪律处罚措施，工资必须准确且准时支付。供应商应向所有工人明确告知薪酬结构与发放周期。若供应商发现存在任何欠薪情况，应立即将应付差额补发给工人。每个薪酬周期均应及时为工人提供清晰易懂的工资单，其中应包含足以核实其已完成工作所得报酬的充分信息。所有临时工、派遣工和外包劳工的使用均须符合当地适用法律的限制规定。

5) Non-Discrimination / Non-Harassment / Humane Treatment 禁止歧视、骚扰 / 人道待遇

Suppliers shall commit to a workplace free of harassment, violence and unlawful discrimination. There shall be no harsh or inhumane treatment including any 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, disability, pregnancy, religion, political affiliation, union membership, national origin, covered veteran status, protected genetic information, marital status, or any other status protected by applicable national or local law, 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 shall not be subjected to medical tests, or physical exams that could be used in a discriminatory way, except where required by applicable local laws or regulations or where prudent for workplace safety, and the results of any such tests undertaken in compliance with local laws shall not be used in a discriminatory way. To the extent such tests are performed, the original report of results should be provided to, and allowed to be retained by, the worker; Suppliers shall not retain copies of the report, unless required by law. This was drafted in consideration of ILO Discrimination (Employment and Occupation) Convention (No.111).

供应商应致力于提供不存在骚扰、暴力及非法歧视的工作环境，不得以任何严酷或不人道的方式对待工人，包括对工人的任何形式的暴力、基于性别的暴力、性骚扰、性虐待、体罚、精神或身体胁迫、欺凌、公开羞辱或言语侮辱，亦不得威胁实施任何此类行动。公司在招聘和雇佣过程中（如涉及工资、晋升、奖励和培训机会等），不得基于种族、肤色、年龄、性别、性取向、性别认同或表达、族裔、残疾、怀孕、宗教、政治派别、工会会员身份、国籍、退伍军人身份、受保护的遗传信息、婚姻状况或适用国家或地方法律保护的任何其他身份，实施歧视或骚扰。支持上述要求的纪律政策和程序应作出明确规定并传达给工人。供应商应在宗教活动及残疾方面为工人提供合理便利。此外，除非适用当地法律或法规要求，或出于工作场所安全考虑而审慎需要，不得对工人或潜在工人开展可能用于歧视目的的医学检查或体检；任何根据当地法律进行的此类检查的结果不得以歧视性方式使用。若进行此类检查，检查结果的原始报告应提供给工人并允许其保留；除非法律要求，否则供应商不得保留报告副本。本条款的起草参考了国际劳工组织《消除就业和职业歧视公约》（第111号）。

6) Freedom of Association and Collective Bargaining 结社自由与集体谈判

Open communication and direct engagement between workers and management are the most effective ways to resolve workplace and compensation issues. The rights of workers to associate freely, bargain collectively (including through their chosen representatives), engage in peaceful assembly, form and/or join - or to refrain from participating in - labor unions, seek representation, and join workers' councils in accordance with local laws shall be respected. Workers shall be able to openly communicate and share ideas, concerns and grievances with management regarding working conditions and management practices without fear of reprisal, discrimination, intimidation or harassment. 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.

工人与管理层之间的开放沟通与直接对话是解决工作场所及薪酬问题的最有效途径。工人的以下权利应得到尊重：根据当地法律自由结社、集体谈判（包括通过其选择的代表）、参与和平集会、成立和/或加入工会（或选择不参与）、寻求代表以及加入工人委员会。工人应能就工作条件及管理实践与管理层公开交流，分享想法、疑虑及申诉，且无需担心遭受报复、歧视、恐吓或骚扰。若结社自由与集体谈判权受适用法律法规限制，工人应获准选举并加入其他合法形式的工人代表机构。

B. HEALTH and SAFETY 健康与安全

Suppliers recognize that in addition to minimizing the incidence of work-related injuries and illnesses, a safe and healthy working environment enhances the quality of products and services, consistency of production and worker retention and morale. Suppliers also recognize that ongoing worker participation and training is essential to the continuous improvement of occupational health and safety in the workplace.

供应商认识到，安全健康的工作环境除了能最大限度减少工伤和疾病的发生率外，还能提高产品和服务的质量、生产的稳定性以及工人的留任率和士气。供应商同时认识到，工人的持续参与和培训对于工作场所职业健康与安全的持续改进至关重要。

1) Occupational Health and Safety 职业健康与安全

Worker exposure to potential health and safety hazards (e.g., chemical, electrical and other energy sources, combustible dust, fire, vehicles and fall hazards) are to be identified and assessed, and mitigated using the Hierarchy of Controls. Hierarchy of Controls means: (1) Elimination, (2) Substitution (3) Engineering controls (4) Administrative controls and (5) Personal Protective Equipment (PPE). 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/nursing mothers in working conditions which could be hazardous to them or their child and to provide reasonable accommodations for nursing mothers. Workers shall have the right to refuse unsafe work and to report unhealthy working conditions, and shall be encouraged to raise safety concerns. Suppliers shall obtain, maintain and comply with all required health and safety permits.

供应商应识别并评估工人接触潜在健康与安全危害（例如：化学品、电能及其他能源、可燃粉尘、火灾、车辆和坠落危险）的情况，并运用分级控制措施缓解相关危害。分级控制措施指：(1) 消除、(2) 替代、(3) 工程控制、(4) 行政控制和 (5) 个人防护装备。在通过这些措施仍无法充分控制危害时，供应商应向工人提供适当且维护良好的个人防护装备，以及关于这些危害对工人自身风险的教育材料。供应商应根据性别差异采取相应措施，如避免让孕妇/哺乳期妇女从事可能危害其自身或婴儿安全的工作，并为哺乳期妇女提供合理便利。工人有权拒绝从事不安全的工作并举报不健康的工作环境，供应商应鼓励其提出安全疑虑。供应商应获取、维持并遵守所有必需的健康安全许可。

2) Emergency Preparedness 应急准备

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 response drills and evacuation drills shall be executed at least semi-annually or as required by local law, whichever is more stringent. Emergency plans shall also include appropriate fire detection and suppression equipment; clearly marked and unobstructed egress; adequate exit facilities; contact information for emergency responders and recovery plans. These plans and procedures must focus on minimizing harm to life, the environment and property.

供应商应识别并评估潜在的紧急情况和事件，并通过实施应急计划和响应程序以最大限度地减少其影响。应急计划和响应程序包括紧急情况报告、员工通知和疏散程序、工人培训和演练。应急响应演练和疏散演练应至少每半年进行一次，或按当地法律更严格的要求执行。应急计划还应包括适当的火灾检测和灭火设备、标识清晰且畅通无阻的出口、充足的疏散设施、应急响应人员的联系信息以及恢复计划。这些计划和程序必须着重于最大限度地减少对生命、环境和财产的损失。

3) Fire Safety 消防安全

Fire safety shall be considered during the full lifecycle of property buildings. Supplier shall develop and implement a program to ensure its fire safety during property design, construction, renovation, utilization, decommissioning processes, and perform fire risk assessment with proper emergency response plans to mitigate risks harm to life, environment, and property.

在建筑物的整个生命周期内均应考虑消防安全。供应商应制定并实施相应计划，确保其在物业设计、施工、翻新、使用、停用过程中的消防安全，并执行火灾风险评估，制定适当的应急响应计划，以减轻对生命、环境和财产造成损害的风险。

4) Occupational Injury and Illness 职业伤害与疾病

Procedures and systems shall be in place to prevent, manage, track and report occupational injuries and illnesses (and near-misses), including provisions to: encourage worker reporting; classify and record injury and illness cases; provide necessary medical treatment; investigate cases and implement corrective actions to eliminate their causes; and facilitate return of workers to work. Incidents must be reported within 24 hours and root cause investigations shall be completed within 7 calendar days. Suppliers shall allow workers to remove themselves from imminent harm, and not return until the situation is mitigated, without fear of retaliation.

供应商应建立职业伤害与疾病（及未遂事件）的预防、管理、追踪和报告程序和体系，包括：鼓励工人报告；分类记录伤害与疾病案例；提供必要医疗救治；调查案例并实施纠正措施以消除根源；协助工人重返工作岗位。事故须在24小时内上报，根本原因调查应在7个日历日内完成。供应商应允许工人远离迫在眉睫的危害，在情况得到缓解前无需返回工作岗位，且无需担心遭受报复。

5) Industrial Hygiene 工业卫生

Worker exposure to chemical, biological and physical agents or combustible dust shall be identified, evaluated and controlled according to a documented 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 ongoing, systematic monitoring of workers' health and working environments. Suppliers shall provide occupational health monitoring to routinely evaluate if workers' health is being harmed from occupational exposures. All medical surveillance shall be conducted

at least annually and in compliance with applicable data privacy laws. Results shall be communicated to workers and used to drive hazard reduction. Protective occupational health programs shall be ongoing and include educational materials about the risks associated with exposure to these workplace hazards. Suppliers shall comply with hazard communication standards, including labeling, safety data sheets, and employee training in accordance with OSHA or GHS guidelines.

供应商应根据书面分级控制措施，识别、评估和控制工人接触化学、生物和物理制剂或可燃粉尘的情况。当危害无法得到充分控制时，供应商应向工人免费提供适当且维护良好的个人防护装备供其使用。供应商应为工人提供安全健康的工作环境，并通过持续、系统地对工人健康和工作环境进行监测来维护该环境。供应商还应提供职业健康监测，以定期评估工人的健康是否因上述职业接触而受到损害。所有医学监测应至少每年进行一次，并遵守适用的数据隐私法律。监测结果应告知工人，并用于降低危害。供应商应持续推行保护性职业健康计划，该计划应包含关于接触这些工作场所危害相关风险的教育材料。供应商应遵守危害沟通标准，包括根据OSHA或GHS准则进行的标签、安全数据表和员工培训。

6) **Physically Demanding Work** 高强度体力工作

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. Suppliers shall establish and implement a written program to properly manage the use of powered industrial trucks, such as forklifts, powered hand trucks, etc. All powered industrial trucks and associated operators must be authorized with necessary licenses before operation.

供应商应识别、评估和控制工人从事高强度体力工作所面临的危害，包括人工物料搬运、重型或重复性抬举、长时间站立以及高度重复或强力的装配作业。供应商应制定并实施书面程序，以妥善管理动力工业车辆（如叉车、电动手推车等）的使用。所有动力工业车辆及相关操作人员必须在操作前获得必要的授权和许可证。

7) **Machine Safeguarding** 机械安全防护

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. Prior to start-up of new or modified equipment, guarding devices must be checked through safety review to ensure they can function properly and are safe for use; safe machine operation documentation (in a language understood by the worker) shall be provided. This safety review shall also consider risk assessment of routine and non-routine work on the machines as well as risk control/risk mitigation measures. Manufacturing specifications shall be sufficiently communicated to operators before operations.

供应商应对生产及其他机械设备进行安全危害评估。在机械对工人存在造成伤害的危险时，供应商应提供并妥善维护物理防护罩、联锁装置和屏障。在新设备或经过改装的设备启动前，供应商必须通过安全审查检查防护装置，确保其功能正常且可安全使用，并提供安全操作文件（以工人理解的语言编写）。上述安全审查还应考虑对机械进行的日常及非日常工作的风险评估，以及风险控制/风险缓解措施。供应商应在操作前将制造规范充分告知操作人员。

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

Workers shall be provided with ready access to clean toilet facilities, potable water and sanitary food preparation, storage and eating facilities. Suppliers shall conduct periodic risk assessments for worker dormitories and dining facilities. Worker dormitories provided by Suppliers or a labor agent shall be maintained to be clean and safe, and provided with appropriate emergency exits, hot water for bathing and showering,

adequate lighting, adequate conditioned ventilation, individually secured accommodations for storing personal and valuable items, and reasonable personal space along with reasonable entry and exit privileges.

供应商应为工人提供便利清洁的卫生间设施、饮用水以及卫生的食品制备、储存和就餐设施，并对工人宿舍和餐饮设施进行定期风险评估。供应商或劳务中介提供的工人宿舍应保持清洁、安全，并配备适当的紧急出口、洗浴用热水、充足的照明、良好的温控通风设施、存放个人及贵重物品的安全储物空间，以及合理的个人空间与合理的进出权限。

9) Health and Safety Communication 健康与安全沟通

Suppliers shall provide workers with appropriate workplace health and safety information and training in their primary language or in a language the worker can understand (or pictorial) 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 shall be clearly posted in the work facility, or in an identifiable and accessible location. Health information and training shall include content on specific risks to relevant demographics, such as gender and age, if applicable. Suppliers shall provide training to all workers prior to commencement of work, and regularly thereafter. Workers shall be encouraged to raise any health or safety concerns without retaliation. Suppliers are encouraged to initiate and support worker health and safety committees to enhance ongoing health and safety education and to encourage worker input on, and participation in, health and safety issues in the workplace.

对于工人接触的所有已识别工作场所危害（包括但不限于机械、电气、化学、火灾和物理危害），供应商应以工人的母语或其能够理解的语言（或图示），向其提供适当的工作场所健康与安全信息和培训。健康与安全相关信息应以明显方式张贴在工作场所内或其他显著位置。健康信息与培训应包含针对相关人群（如不同性别和年龄）的具体风险内容。供应商应在所有工人开始工作前对其进行培训，并在此后定期开展培训，鼓励工人提出任何健康或安全方面的疑虑，且不得进行报复。我们鼓励供应商发起并支持工人健康与安全委员会，以加强持续的健康与安全教育，并鼓励工人就工作场所的健康与安全问题提出意见并参与问题的解决。

10) Infectious Disease Preparedness and Response 传染病防范与应对

Each Supplier shall develop and implement a program to take reasonable steps to prepare for, prevent and respond to the potential for an infectious disease among its employees. Supplier shall ensure workers receive appropriate vaccinations and follow all applicable health and safety measures in accordance with local government requirements.

各供应商应制定并实施相应计划，采取合理措施以预防、防范和应对员工中可能出现的传染病。供应商应确保工人接种适当的疫苗，并根据当地政府要求遵守所有适用的健康与安全措施。

11) Contractor Management 承包商管理

Supplier shall establish and implement a procedure to manage and monitor contractor work onsite in accordance with all applicable health and safety laws and regulations. This includes but is not limited to training for emergency procedures, performing a risk assessment and reporting safety incidents. Suppliers shall ensure contractors undergo site-specific health and safety orientation and are included in the facility's safety programs, including permit-to-work and incident reporting systems.

供应商应建立并实施相应程序，根据所有适用的健康与安全法律法规，对承包商在现场的工作进行管理和监督，包括但不限于应急程序培训、执行风险评估以及报告安全事故。供应商应确保承包商接受针对特定现场的健康与安全入职培训，并将其纳入工厂的安全计划中，包括工作许可制度和事故报告系统。

C. ENVIRONMENT 环境

Suppliers must recognize that environmental responsibility is integral to producing world class products. Suppliers shall identify the actual and potential environmental impacts their operations may have. In manufacturing operations, adverse impacts on the community, environment and natural resources are to be minimized, while safeguarding the health and safety of the community and public. Suppliers are strongly encouraged to establish, implement, and maintain an Environmental Management System (EMS) in line with ISO 14001 or equivalent to ensure continual improvement and compliance with environmental obligations.

供应商应认识到，要生产世界一流产品，必须对环境负责。供应商应识别其运营活动可能对环境产生的实际和潜在影响。在制造运营过程中，供应商应最大限度地减少对社区、环境和自然资源的不利影响，同时保障社区和公众的健康与安全。我们强烈鼓励供应商建立、实施和维持符合 ISO 14001 或同等标准的环境管理体系，以确保持续改进并遵守环境义务。

1) Environmental Permits and Reporting 环境许可与报告

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

供应商应取得和维持所有必需的环境许可（如排放监测、用水许可）、批准文件和注册登记，保持其有效性，并遵守其运营和报告要求。

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

The use of resources and generation of pollutants and waste of all types, including water and energy, shall be minimized or eliminated at the source or by practices such as modifying production, maintenance and facility processes, materials substitution, conservation, recycling and re-using materials. 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, conservation, recycling and re-using materials.

供应商应通过源头控制，更改生产、维护和设施流程，材料替代，实施节约，材料回收和再利用等措施，最大限度地减少或杜绝各种资源（包括水和能源）的使用以及各类污染物和废物的产生。供应商应通过更改生产、维护和设施流程，材料替代，实施节约，材料回收和再利用等措施，节约自然资源（包括水、化石燃料、矿物和原生森林产品）的使用。

3) Hazardous Substances 有害物质

Chemicals, waste and other materials posing a hazard to humans or the environment if released to the environment, shall be identified, inventoried and managed to ensure their safe handling, movement, storage, use, recycling or reuse and disposal. Hazardous waste data shall be tracked and documented.

供应商应识别、管理那些一旦释放到环境中会对人类或环境构成危险的化学品、废物及其他物质，并建立清单，以确保该等物质的安全处理、转移、储存、使用、回收或再利用及处置。供应商应跟踪并记录有害废物数据。

4) Solid Waste 固体废物

Suppliers shall implement a systematic approach to identify, manage, reduce and responsibly dispose of or recycle solid waste (non-hazardous) to minimize waste to landfills from its operations. Waste data shall be tracked and documented. Suppliers are encouraged to implement circular economy principles such as product end-of-life planning, take-back programs, and closed-loop material flows.

供应商应实施系统性的方法，以识别、管理、减少并负责地处置或回收固体废物（非有害废物），从而最大限度地减少其运营产生的垃圾填埋量。供应商应跟踪并记录废物数据。我们鼓励供应商实施循环经济原则，如产品生命周期结束规划、回收计划以及闭环物料流。

5) Air Emissions 废气排放

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

运营过程中产生的挥发性有机化学品、气溶胶、腐蚀性物质、颗粒物、消耗臭氧层化学物质以及燃烧副产物等废气排放，应进行定性、常规监测、控制并在排放前按要求进行处理。消耗臭氧层物质应根据《蒙特利尔议定书》和适用法规进行有效管理。供应商应对其废气排放控制系统的性能进行常规监测。

6) Materials Restrictions 材料限制

Suppliers are to adhere to all applicable laws, regulations and customer requirements regarding prohibition or restriction of specific substances in products and manufacturing, including labeling for recycling and disposal.

供应商须遵守所有关于禁止或限制在产品 and 制造过程中使用特定物质（包括回收和处置标签）的适用法律、法规及客户要求。

7) Water and Wastewater Management 水资源与废水管理

Suppliers 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. Wastewater generated from operations, industrial processes and sanitation facilities shall be characterized, routinely monitored, controlled and treated as required prior to discharge or disposal. In addition, measures shall be implemented to reduce generation of wastewater. Suppliers shall conduct routine monitoring of the performance of their wastewater treatment and containment systems to ensure optimal performance and regulatory compliance. Suppliers shall implement a systematic approach to prevent contamination of storm water runoff. Suppliers shall prevent illegal discharges and spills from entering storm drains, the public water supply or public bodies of water.

供应商应实施水资源管理计划，对水源、用水及排放情况进行记录、定性及监测；尽可能地节约用水；并控制污染途径。运营、工业流程及卫生设施产生的废水，应进行定性、常规监测、控制并在排放或处置前按要求进行处理。此外，供应商应采取减少废水的产生；定期监测其废水处理和收集系统的性能，以确保最佳运行状态并符合监管要求；采用系统性方法防止雨水径流受到污染；防止非法排放和泄漏进入雨水排放系统、公共供水系统或公共水域。

8) Energy Consumption and Greenhouse Gas Emissions 能源消耗与温室气体排放

Suppliers shall establish and report against an absolute corporate-wide greenhouse gas reduction goal (e.g. absolute reduction, intensity-based reduction, or both). Energy consumption and all Scope 1, Scope 2, and significant categories of Scope 3 greenhouse gas emissions shall be tracked and documented at the facility and corporate level, and publicly reported. Suppliers shall look for cost-effective methods to improve energy efficiency and to minimize their energy consumption and greenhouse gas emissions. Suppliers shall conduct routine monitoring of the performance of its emissions control systems and submit its GHG emissions, targets, reductions, and progress with supporting documentation (as applicable) for review at least annually, or upon request. Suppliers are encouraged to assess climate-related risks to operations and develop adaptation strategies to ensure long-term resilience.

供应商应制定并报告整个公司范围内的绝对温室气体减排目标（如绝对减排量、基于强度的减排量，或两者兼有）；在工厂和公司层面跟踪、记录并公开报告能源消耗以及全部范围1、范围2和重要的范围3温室气体排放；寻求成本效益高的方法来提高能源效率，并最大限度地减少其能源消耗和温室气体排放；定期监测其排放控制系统的性能，并至少每年一次或应要求提交其温室气体排放量、目标、减排量及进展情况及支持文件（如适用）以供审查。我们鼓励供应商评估与气候相关的运营风险，并制定适应战略，以确保长期韧性。

9) **Boundary Noise** 厂界噪声

Suppliers shall identify, control, monitor and reduce noise generated by the facility that affects boundary noise levels.

供应商应识别、控制、监测和降低由设施产生的影响厂界噪声级别的噪声。

10) **Resource Consumption Management** 资源消耗管理

Suppliers shall regularly quantify, set targets, monitor progress and reduce consumption of fossil fuel, water, hazardous substances and natural resources through conservation, re-use, recycling, substitution, or other measures.

供应商应通过节约、再利用、回收、替代或其他措施，定期量化化石燃料、水、有害物质和自然资源的消耗量，设定目标，监测进展并减少消耗。

D. **ETHICS** 商业道德

To meet social responsibilities and to achieve success in the marketplace, Suppliers and their agents are to uphold the highest standards of ethics including:

为履行社会责任并在市场中获得成功，供应商及其代理商应恪守最高标准的商业道德，包括：

1) **Business Integrity** 商业诚信

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 and embezzlement. All business dealings shall be transparently performed and accurately reflected on Suppliers' business books and records. Monitoring and enforcement procedures shall be implemented to ensure compliance with anti-corruption laws and regulations of the countries in which it and AOS operates including, but not limited to, the U.S. Foreign Corrupt Practices Act (FCPA) and applicable international anti-corruption conventions.

在所有商业往来中，供应商应恪守最高标准的诚信原则。供应商应实行零容忍政策，禁止任何及一切形式的贿赂、腐败、勒索和贪污行为。所有商业交易应以透明的方式进行，并准确反映在供应商的业务账簿和记录中。供应商应实施监督与执行程序，以确保遵守其自身及 AOS 运营所在国家的反腐败法律和法规，包括但不限于美国《反海外腐败法》及适用的国际反腐败公约。

2) No Improper Advantage 禁止获取不当利益

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 (including cash or cash equivalents such as entertainment, gift cards, product discounts and non-business activities), 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. Suppliers shall have a process to investigate and report any violations. Monitoring, record-keeping and enforcement procedures shall be implemented to ensure compliance with anti-corruption laws. Supplier shall not seek to gain an advantage of any kind by acting fraudulently, deceiving people, making false claims, or allowing anyone else representing them to do so. This includes defrauding or stealing and any kind of misappropriation of property or information.

供应商不得承诺、提供、授权、给予或接受贿赂或采取其它获取不当或不正当利益的手段。这一禁止性规定涵盖直接或通过第三方间接承诺、提供、授权、给予或接受任何有价之物（包括现金或现金等价物，如款待、礼品卡、产品折扣及非业务活动），以获取或保留业务，将业务介绍给任何人，或以其他方式获取不正当利益。供应商应建立调查和报告任何违规行为的流程，并实施监督、记录保存和执行程序，以确保遵守反腐败法律。供应商不得试图通过欺诈行为、欺骗他人、作出虚假声明或允许其任何代表人员如此行事以获取任何形式的利益，包括欺诈或盗窃以及任何形式的侵占财产或信息。

3) Disclosure of Information 信息披露

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

所有商业交易均应以透明方式进行，并准确反映在供应商的业务账簿和记录中。供应商有关业务活动、供应商的劳工、健康与安全、环境实践、结构、财务状况和绩效的信息，应按照适用法规和现行行业惯例予以披露。伪造记录或虚报供应链中的情况或做法是不可接受的。

4) Intellectual Property 知识产权

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

供应商应尊重知识产权。技术转让应以保护知识产权的方式进行，并且客户信息应得到保护。

5) Conflict of Interest 利益冲突

Suppliers shall avoid all conflicts of interest or situations giving the appearance of a potential conflict of interest. Supplier will provide immediate notification to all affected parties in the event that an actual or potential conflict of interest arises. This includes a conflict between the interests of the supplier and / or its subcontractors and personal interests or those of close relatives, friends or associates.

供应商应避免所有利益冲突或可能产生潜在利益冲突的情形。若发生实际或潜在的利益冲突，供应商将立即通知所有受影响方，包括供应商及/或其分包商的利益与个人或近亲属、朋友或关联人员的利益之间的冲突。

6) Fair Business, Advertising and Competition 公平经营、宣传与竞争

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

供应商应恪守公平经营、宣传和竞争方面的标准。

7) Protection of Identity and Non-Retaliation 身份保护与禁止报复

Programs that ensure the confidentiality, anonymity and protection of Supplier and employee whistleblowers shall be maintained unless prohibited by law. Suppliers shall have a communicated process for their personnel to be able to raise any concerns without fear of retaliation.

除非法律禁止，供应商应持续落实相关制度，以保障举报人（包括供应商及其员工）的机密性、匿名性，并使其免受打击报复。同时，供应商应建立并向员工传达明确的申诉流程，确保其能够提出任何疑虑，而无需担心遭到报复。

8) Responsible Sourcing of Minerals 矿产责任采购

Suppliers shall develop particular due diligence policies and management systems in order to identify applicable risks and take appropriate steps to mitigate them. Specifically, Suppliers shall adopt a policy and exercise due diligence on the source and chain of custody of the tantalum, tin, tungsten, gold, mica and cobalt 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 or an equivalent (which include areas associated with conflict; worst forms of child labor, forced labor and human trafficking; indigenous peoples' and affected communities' rights impacts; gross human rights violations such as widespread sexual violence or other reasonably objective high risk activities, including severe health and safety risks and negative environmental impacts; and retaliatory threats, intimidation or attacks against human rights and environmental defenders) and recognized due diligence framework. Suppliers shall make their due diligence measures available to customers upon customer request.

供应商应制定专门的尽职调查政策和管理体系，以识别相关风险，并采取适当的风险缓解措施。具体而言，供应商应就其生产产品中所含钽、锡、钨、金、云母和钴的来源及监管链，采纳相应政策并开展尽职调查，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《关于来自受冲突影响和高风险区域的矿产责任供应链的尽职调查指南》或同等指南（该等指南涵盖与冲突相关的地区；最恶劣形式的童工、强迫劳动和人口贩卖；对原住民和受影响社区权利的影响；大规模性暴力等严重侵犯人权行为；或其他合理客观的高风险活动，包括严重的健康安全风险和负面环境影响；以及针对人权和环境捍卫者的报复性威胁、恐吓或攻击）及公认的尽职调查框架。供应商应根据客户要求向其提供自身的尽职调查措施。

AOS' Conflict Minerals policy is posted at <https://www.aosmd.com/our-social-responsibility> (under Supplier Partnerships section).

AOS 的冲突矿产政策发布于：<https://www.aosmd.com/our-social-responsibility>（位于“供应商合作关系”部分）。

9) Privacy 隐私

Privacy is considered to be a fundamental human right. Suppliers shall commit to protecting the reasonable privacy expectations of personal information of everyone they do business with, including suppliers, customers, consumers and employees. Suppliers shall comply with privacy, data protection, cybersecurity and information security laws and regulatory requirements when personal information is collected, stored, processed, transmitted and shared.

隐私被视为一项基本人权。供应商应承诺保护其所有业务往来方（包括其供应商、客户、消费者和员工）个人信息的合理隐私预期。在收集、存储、处理、传输和共享个人信息时，供应商应遵守隐私、数据保护、网络安全和信息安全方面的法律和监管要求。

10) Information Security 信息安全

Supplier shall maintain a security program that aligns with an industry standard such as NIST CSF, NIST 800-53, or ISO 27001/2. The program shall include technical and organizational measures to prevent misuse, compromise, loss, alteration or unauthorized disclosure, or acquisition of, or access to, confidential proprietary or protected information.

供应商应维护符合行业标准（如 NIST CSF、NIST 800-53 或 ISO 27001/2）的信息安全计划。该计划应包括技术和组织措施，以防止对机密、专有或受保护信息的滥用、泄露、丢失、篡改或未经授权的披露、获取或访问。

11) Community Engagement 社区参与

Suppliers are encouraged to help foster social and economic development and contribute to the sustainability of the communities in which they operate.

我们鼓励供应商帮助促进其运营所在社区的社会和经济发展，并为其社区的可持续发展作出贡献。

12) C-TPAT and other Trusted Trader Programs C-TPAT及其他可信贸易商计划

To the extent that Suppliers transport goods into the United States, Suppliers shall comply with the C-TPAT (Customs-Trade Partnership Against Terrorism) security procedures on the U.S. Customs website at www.cbp.gov or other website established for such purpose by the U.S. Government. To the extent that Supplier transports goods into countries other than the United States, Supplier shall comply with local programs and standards, as applicable, with the goal of facilitating compliant trade and securing the supply chain.

若供应商将货物运入美国，则应遵守美国海关网站 www.cbp.gov 或美国政府为此设立的其他网站上公布的 C-TPAT（海关-商贸反恐计划）安全程序。若供应商将货物运入美国以外的其他国家，则应遵守当地的计划和标准，以促进合规贸易和保障供应链安全。

13) Cross-border Legal Requirements and Sanctions 跨境法律要求与制裁

Supplier shall comply with all applicable laws and regulations in performing its obligations, including all applicable employment, labor and human rights, health and safety, tax, export control and environmental laws and regulations. Without limiting this requirement Supplier shall not export, re-export, sell, resell or transfer any customer data or any export-controlled commodity, technical data or software: in violation of any law, regulation, order, policy or other limitation (including requirements for export licenses or equivalent) imposed by the United States (including the United States Export Administration Regulations) or any other government authority with jurisdiction. Any such exports must have the necessary export licenses or governmental approval. Supplier agrees to retain all documentation and other information

reasonably necessary to support or confirm its compliance with this paragraph and to provide such evidence upon request. Prior to providing any information or materials not classified as EAR99 with an Export Control Classification Number (ECCN) to AOS subject to the United States Export Administration Regulation, Supplier shall obtain AOS's prior written consent. If there are changes to classifications, export licenses and any other determinations related to information or materials previously provided, Supplier shall provide written notice, with supporting information and reason for such change.

在履行其义务时，供应商应遵守所有适用的法律和法规，包括所有适用的雇佣、劳工和人权、健康与安全、税务、出口管制以及环境方面的法律和法规。在不限制前述要求的前提下，供应商不得以违反美国（包括美国《出口管理条例》）或任何其他具有管辖权的政府机构的任何法律、法规、命令、政策或其他限制（包括出口许可证或同等要求）的方式，出口、转口、销售、转售或转让任何客户数据或任何受出口管制的商品、技术数据或软件。任何此类出口必须取得必要的出口许可证或政府批准。供应商同意保留所有支持或证明其遵守本款规定所合理必需的文件和其他信息，并应要求提供此类证据。在向 AOS 提供任何受美国《出口管理条例》管辖、分类不属于 EAR99 且具有出口管制分类编号的信息或材料之前，供应商应事先获得 AOS 的书面同意。如果先前提提供的信息或材料的分类、出口许可证或任何其他相关决定发生变化，供应商应提供书面通知，并附上支持信息和变更原因。

E. MANAGEMENT SYSTEM 管理体系

Suppliers shall adopt or establish a management system appropriate to the size, nature, and context of their operations, including, at a minimum, (a) a commitment to respect human rights and the environment; (b) a due diligence process and (c) access to remedy for internal and external stakeholders where a Supplier caused, or contributed to, adverse human rights and environmental impacts, whose scope is related to the content of this Code. The management system shall be designed to ensure: (a) compliance with applicable laws, regulations and customer requirements related to the Supplier's operations and products; (b) conformance with this Code and (c) identification and mitigation of operational risks related to this Code. It should also facilitate continual improvement.

供应商应采用或建立与其运营规模、性质和背景相适应的管理体系。该体系至少应包括：(a) 尊重人权和环境的承诺；(b) 尽职调查流程；以及 (c) 在供应商造成或加剧了人权和环境方面的不利影响时，为内部和外部利益相关方提供补救的途径。该体系的范围应与本准则的内容相关，且其设计应旨在确保：(a) 遵守与供应商运营和产品相关的适用法律、法规及客户要求；(b) 符合本准则规定；以及 (c) 识别并减轻与本准则相关的运营风险。该体系还应推动持续改进。

The management system should contain the following elements:

管理体系应包含以下要素：

1) Company Commitment 公司承诺

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

供应商应制定关于人权、健康与安全、环境和商业道德的政策声明，确认其对尽职调查和持续改进的承诺，并经高级管理层批准。政策声明应对外公开，并通过便利的渠道以工人能够理解的语言传达给他们。

2) Management Accountability and Responsibility 管理问责与职责

Suppliers shall clearly identify senior executive and company representative(s) responsible for ensuring implementation of their management systems and associated programs. Suppliers shall have a Corporate Social Responsibility or Sustainability representative that reports directly to executive management and has the responsibility and authority to manage social and environmental compliance requirements for their business. Suppliers' senior management shall review the status of the management system on a regular basis.

供应商应明确指定负责确保其管理体系及相关计划得以实施的高级管理人员和公司代表。供应商应指定一位企业社会责任或可持续发展代表，该代表直接向管理层汇报，并拥有管理其业务中社会和环境合规要求的职责和权限。供应商的高级管理层应定期审查管理体系的执行情况。

3) **Legal and Customer Requirements** 法律与客户要求

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

供应商应建立相应流程，以识别、监测和理解适用的法律、法规及客户要求，包括本准则的要求。

4) **Risk Assessment and Risk Management** 风险评估与管理

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

供应商应建立相应流程，以识别与其运营相关的法律合规、环境、健康与安全、劳工与人权实践以及商业道德风险，包括对人权和环境造成严重影响的风险；确定各项风险的相对重要性；并实施适当的程序和物理控制措施，以管控已识别的风险，确保监管合规。

5) **Improvement Objectives** 改进目标

Suppliers shall use written standards, performance objectives, targets and implementation plans to improve the Suppliers' social and environmental, and health and safety performance, including a periodic assessment of Suppliers' performance in achieving those objectives.

供应商应制定书面标准、绩效目标、指标及实施计划，以提升其在社会、环境、健康与安全方面的表现，并定期评估自身在实现这些目标方面的进展。

6) **Training** 培训

Suppliers shall develop and maintain management and worker training programs to facilitate proper implementation of their policies and procedures, to fulfill Suppliers' improvement objectives and to meet applicable legal and regulatory requirements.

供应商应制定并维护管理层和工人培训计划，以促进其政策和程序的正确实施，实现供应商的改进目标，并满足适用的法律和监管要求。

7) **Communication** 沟通

Suppliers shall have a process, including an effective grievance mechanism, for communicating clear and accurate information about Suppliers' policies, practices, expectations and performance to workers, sub-

tier suppliers and customers.

供应商应建立相应流程（包括有效的申诉机制），向工人、下级供应商及客户传达关于其政策、做法、期望和绩效的清晰准确的信息。

8) Worker / Stakeholder Engagement and Access to Remedy 工人/利益相关方参与及补救途径

Suppliers shall have 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 Code (including in relation to wages and benefits, workplace conditions, healthcare, living conditions, health and safety, environment, and education and training), and to foster continuous improvement by taking action in response to feedback where appropriate. Workers shall be given a safe environment to provide grievance and feedback without fear of reprisal or retaliation.

供应商应在相关或必要时，建立与工人、工人代表及其他利益相关方进行持续双向沟通的流程，从而就本准则所涵盖的运营做法和状况（包括工资福利、工作场所状况、医疗保健、生活条件、健康与安全、环境以及教育和培训等）获取反馈，并在适当时根据反馈采取行动，以促进持续改进。供应商应为工人提供安全的环境，使其能够提出申诉和反馈，而无需担心遭到报复或打击。

9) Audits and Assessments 审核与评估

Suppliers shall conduct periodic self-evaluations of their facilities and operations, and audit the operations of their subcontractors and next-tier suppliers to ensure conformity to legal and regulatory requirements, the content of this Code, and customer contractual requirements related to social and environmental responsibility.

供应商应对其自身设施和运营定期进行自我评估，并对其分包商和下级供应商的运营进行审核，以确保符合法律和监管要求、本准则的内容以及与客户合同中关于社会和环境责任的约定。

Suppliers shall permit customers and a third party designated by a customer to periodically evaluate Suppliers' facilities and operations, and those of its subcontractors and next-tier suppliers, to the extent they are providing goods or services to a customer, for that customer's benefit, or for use in that customer's products.

供应商应允许客户及客户指定的第三方定期评估其设施和运营，以及其分包商和下级供应商的设施和运营（在其分包商和下级供应商向客户提供货物或服务、为客户利益提供货物或服务，或货物或服务用于客户产品的范围内）。

Suppliers shall not have manufacturing operations in, recruit labor directly or indirectly from, or source materials, products, or services directly or indirectly from, regions where such customers or their third-party designates cannot access and conduct a comprehensive, independent evaluation of each Supplier's compliance with this Code.

对于客户或其指定第三方无法进入且无法对其遵守本准则的情况进行全面、独立评估的区域，供应商不得在该区域内进行生产制造活动，直接或间接招录劳工，或直接或间接采购材料、产品或服务。

10) Corrective Action Process 纠正措施流程

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

供应商应建立相应流程，及时纠正内部或外部评估、检查、调查和审查中发现的问题。

11) Documentation and Records 文件与记录

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

供应商应创建并维护相关文件和记录，以确保符合监管要求及公司规定，并采取适当的保密措施以保护隐私。

12) Supplier Responsibility 供应商责任

Suppliers shall have a process to communicate Code requirements to their suppliers and to monitor compliance to this Code. Suppliers shall also ensure that Code requirements are incorporated into applicable contracts, purchase orders, terms and conditions, or other binding agreements with their suppliers. If Supplier becomes aware of any actual or potential contract violation, including any violation of this Code by Suppliers or their suppliers, Suppliers shall promptly notify AOS in writing, including corrective action, track closure, and maintain related records for review upon request by AOS.

供应商应建立相应流程，向其下级供应商传达本准则的要求，并监督下级供应商对本准则的遵守情况。供应商还应确保将本准则的要求纳入与其供应商签订的适用合同、采购订单、条款与条件或其他具有约束力的协议中。若供应商发现任何实际或潜在的合同违规行为，包括供应商自身或其供应商违反本准则的情况，供应商应及时以书面形式通知 AOS，并说明纠正措施、跟踪整改直至解决，并保存相关记录，以备 AOS 要求时审查。

This AOS Supplier Code of Conduct is written in Chinese and English. If there is any discrepancy or conflict between the Chinese and English version, the English version shall prevail.

本AOS供应商行为准则以中英文方式书写，如果中文和英文有任何差异或者矛盾，以英文版本为准。