

# Supplier Code of Conduct

InnoLight Technology (Suzhou) Ltd. (hereinafter referred to as "InnoLight Technology") is dedicated to promoting ethical business practices and social responsibility across the entire supply chain. The Supplier Code of Conduct (hereinafter referred to as the "Code") outlines InnoLight Technology's expectations towards its suppliers with respect to human rights, environmental protection, and social responsibility. We expect all suppliers, particularly long-term strategic partners, to fully comply with this Code. InnoLight Technology will give priority to cooperating with suppliers with good social responsibility practice based on their social responsibility management performance and social responsibility audits performance.

## 1 Integrity and Legal Compliance

Suppliers shall comply with this Code and all applicable local laws. In the event of a conflict between the provisions of this Code and local laws, the stricter standard shall prevail. In case of a conflict between the Code and local laws, suppliers shall adhere to the more stringent legal standard.

## 2 Human Rights

Suppliers shall respect internationally recognized human rights standards and ensure that these rights are not violated in any way. Suppliers shall respect the dignity, privacy, and basic rights of every individual.

## 3 Labor Standards

### 3.1 The right to freedom of association and collective bargaining

Suppliers shall recognize and support the right of employees (hereafter referred to as "employees", including both workers and staff) to freely associate and engage in collective bargaining, whereupon a reasonable proportion of employees reach a consensus. Suppliers shall not discriminate against employee representatives or union members, and they shall ensure that employees can exercise their rights to democratic management within the workplace.

When the right to freedom of association and collective bargaining is legally restricted, suppliers shall allow employees to freely choose their representatives.

### 3.2 Forced labor

Suppliers shall not engage in or support forced or compulsory labor, including but not limited to: debt bondage; contract-bound labor; involuntary prison labor; slavery; or trafficked labor. Suppliers shall ensure that the employment relationship is based on voluntary participation, free from coercion.

Employees shall have the right to resign with reasonable notice, and suppliers shall not require deposits, identification documents, or other similar items as a condition of employment.

### 3.3 Child labor

Suppliers shall not employ or otherwise utilize child labor. For the purposes of this Code, "children" refers to



individuals under the age of 16 in China, while in other countries, it refers to individuals under the age of 15. If local laws specify a higher minimum age for compulsory education or employment, the higher age requirement shall prevail. "Child labor" refers to work performed by children or adolescents, except in circumstances permitted by the International Labour Organization (ILO) Minimum Age Convention (C1973).

If child labor is discovered, suppliers shall immediately take corrective actions in the best interest of the child.

Suppliers shall also ensure that employees under the age of 18 do not perform work that jeopardizes their health or safety. "Work that jeopardizes health or safety", as outlined in this Code, refers to work environments where employees may face: physical, mental, or sexual abuse; working underground, underwater, at heights, or in confined spaces; the use of hazardous machinery, equipment, and tools, or the handling and transportation of heavy loads; exposure to harmful substances, chemicals, processes, extreme temperatures, noise, or vibrations; long working hours (including overtime), night shifts, or unreasonable restrictions, as well as other difficult working conditions.

### **3.4 Anti-discrimination**

Suppliers shall prevent any form of direct or indirect discrimination, and ensure equal and fair treatment for all employees. Discrimination based on race, color, age, gender, sexual orientation, disability, pregnancy, language, religion, political beliefs, union membership, marital status, national or social origin, social status, property, lineage, or any other status is not tolerated. Suppliers shall also ensure that employees or candidates are not required to undergo discriminatory medical tests. All forms of unacceptable or abusive behavior, including mental abuse, sexual harassment and discriminatory actions, as well as coercive, threatening, defamatory, or exploitative language and physical contact, are strictly prohibited.

### **3.5 Working hours, wages, and benefits**

Suppliers shall provide wages that meet or exceed the local minimum wage standards. Wages shall be paid on time, and the payment terms shall be clearly communicated to employees.

Working hours shall comply with local legal limits, and overtime shall be both voluntary and properly compensated.

Suppliers shall respect employees' right to rest and ensure that all employees are entitled to paid leave.

### **3.6 Employment conditions**

Suppliers shall provide written labor agreements with all employees, clearly outlining the terms of employment in an easily understandable manner.

## **4 Health and Safety**

Suppliers shall provide a work environment that meets internationally recognized health and safety standards.

Suppliers shall take proactive measures to control workplace hazards, and implement the necessary steps to prevent accidents and occupational diseases. Appropriate protective equipment and training shall be provided to employees as needed.



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Suppliers shall offer appropriate and regular training to ensure employees are aware of health and safety risks and best practices.

If the supplier provides housing, it shall be clean, safe, and meet the basic living needs of employees, including their families if applicable. If necessary, suppliers shall establish an occupational health and safety management system, and InnoLight Technology encourages suppliers to seek OHSAS 18001 certification.

## **5 Environmental Responsibility**

Suppliers shall take preventive actions to address environmental challenges, actively promote greater environmental responsibility, and encourage the development and adoption of environmentally friendly technologies.

Supplier activities shall comply with local laws and internationally recognized environmental standards.

Suppliers shall commit to minimizing their environmental impact as well as continually improving their environmental performance.

If necessary, suppliers shall establish an environmental management system. InnoLight Technology also encourages suppliers to seek ISO14001 certification.

## **6 Prohibited Business Practices**

### **6.1 Corruption and other prohibited practices**

Suppliers shall comply with all relevant laws and regulations concerning bribery, corruption, fraud, and other prohibited business practices. Suppliers shall not offer, promise, or otherwise provide any improper benefits, incentives, or advantages to government officials, international organizations, or third parties, whether directly or indirectly.

### **6.2 Gifts, hospitality, and expenses (for business etiquette)**

Suppliers shall not offer gifts, either directly or indirectly, to InnoLight employees, representatives, or any other individuals. Travel expenses for employees are to be borne by InnoLight Technology. Suppliers shall not offer or accept hospitality, expenses, or gifts during contract negotiations, bidding, or the awarding process.

### **6.3 Money laundering**

Suppliers shall firmly oppose all forms of money laundering and take measures to prevent their financial transactions from being used for money laundering purposes.

### **6.4 Competition**

Under no circumstances shall suppliers engage in or participate in any general or specific anti-competitive practices, including price-fixing, illegal market allocation, or any other unlawful conduct.