

# SER Policy

The companies of Foxconn Group belong to global leading manufacturers in the area of information technologies. They are aware of the significance of their role in the market and the resulting responsibility they have towards the society and their employees. Therefore, they have created and implemented, to the best of their shared knowledge, expertise and experience, a unified management system of labour-law relations, health and safety at work, environmental protection, ethics, and business continuity in accordance with the Responsible Business Alliance Code of Conduct.

**The main principles and commitments of the integrated management system of the companies in Foxconn Group are as follows:**

- Respecting the employee's human rights and full compliance with the statutory working hours and rest times, fair payment of wages and bonuses to employees for their work performed in accordance with the law; respecting the employee's rights to freedom of movement and dignified treatment; ban on the use of any form of forced, bonded (including debt bondage) or indentured labour, involuntary or exploitative prison labour, slavery or trafficking of persons (including transporting, harbouring, recruiting, transferring, or receiving persons by means of threat, force, coercion, abduction or fraud for labour or services); ban on any child labour, discrimination, harassment, bullying or other cruel, violent and inhumane treatment; respecting the employee's rights to freedom of association and possibility to openly communicate and share ideas and concerns with the management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation, or harassment.
- Creating safe and healthy environment at the workplace, adopting measures to prevent work injuries and occupational illnesses with consideration to the character of risks and performed activities; implementing emergency plans and response procedures including emergency reporting, employee notification and evacuation procedures, worker training, and drills; providing employees with and use appropriate, well-maintained, personal protective equipment free of charge; providing ready access to clean toilet facilities, potable water and sanitary food preparation, storage, and eating facilities, providing clean and safe dormitories; improving employees' qualifications and their sense of responsibility for the work they perform; resolving health and safety matters at the workplace by regular inspections and encouraging employees' to raise any health and safety concerns without any fear of retaliation.
- Protecting the environment, recognizing, monitoring, and minimizing or completely eliminating sources of pollution; maintaining and updating all permits; implementing a systematic approach to identify, manage, reduce, and responsibly dispose of or recycle non-hazardous solid waste; implementing a responsible water management program; monitoring and regulating emissions; stipulating and regulating hazardous substances, observing statutory limits set for specific substances in products; and saving energy.
- Achieving compliance with the requirements of social responsibility and business success in the market while adhering to the highest standards of ethical conduct, including business integrity, intolerance of any infringement and any form of improper advantage including bribery and corruption, extortion, embezzlement, or money laundering; transparent disclosure of accurate information and intolerance of any falsification, misrepresentation, or misuse of information; protection of intellectual property, personal data and privacy of all collaborating parties; fair

business, advertising, and competition; protection of the identity of whistleblowers and the prohibition of any retaliation against them; and responsible sourcing of minerals.

- Cooperating with local communities, supporting projects and associations which focus primarily on helping the sick, the medically or socially handicapped, and organizations providing care and education for children and young people.
- Implementing the business continuity management system in order to ensure monitoring and complying with all national and international legal standards and regulations, relevant binding and other requirements related to Foxconn Group operations and identified risks and aspects, as well as the RBA Code of Conduct and customer requirements related to our operations and products; avoiding deficits in key services, creating a strategy for reducing the impact of interruptions in supplies of key services, protecting the physical infrastructure and the health of employees, and thus protecting the interests of all stakeholders of the companies in Foxconn Group.
- Maintaining awareness of all employees and other stakeholders, including suppliers of services and materials, of the SER Policy and at the same time requiring compliance with all its principles; communicating the SER Policy to other business partners, visitors, and the public.
- Regular identifying, assessing, and monitoring risk factors which could have an adverse impact on any aspect of the SER program, and checking whether the preventive and corrective measures adopted minimize the adverse impacts of the identified risks sufficiently.
- Performing regular internal audits and inspections at workplaces, providing employees with training and practical drills in order to check that all parts of the system are functional and to reveal any weaknesses in the management system.
- Collecting feedback from employees, suppliers' employees, and the public continuously through various channels (including the provision of the possibility to raise a complaint anonymously) in order to ensure continuous improvement and resolution of any inquiries, complaints/grievances, or notifications of any illegal activity.
- Involving employees and their representatives in the decision-making process in the development, planning, introduction, evaluation, and implementation of improvements (e.g. in the area of health and safety at work, improving working conditions and working environment, etc.).
- Reviewing the SER Policy regularly and setting targets and programs aimed at continuous improvement; keeping the management system documentation valid and up to date.

Thus done on 1st March 2022.