SER Policy

The companies of FOXCONN CZ s.r.o., Foxconn European Manufacturing Services s.r.o., Global Services Solutions s.r.o., Foxconn Technology CZ s.r.o., Foxteq CZ s.r.o. and SafeDX s.r.o. belong to global leading manufacturers in the area of information technologies or they cooperate with them closely. 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 pursuant to the Responsible Business Alliance Code of Conduct.

The main principles and commitments of the integrated management system of the aforementioned companies are as follows:

- Respecting the employee´s human rights and full compliance with the statutory working hours and rest times, equal pay for equal work and qualification, as well as 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; providing reasonable accommodation for religious practices and disability; respecting the employee´s rights to freedom of association and collective bargaining including a 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 appropriate and well-maintained personal protective equipment free of charge; providing access to clean toilet facilities, potable water and sanitary food preparation incl. storage, as well as catering 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; promoting circular economy with a focus on material and packaging minimization in line with PPWR regulation, increasing recycled content, and ensuring recyclability and reusability; monitoring and regulating emissions including active decarbonization and carbon footprint reduction within Scope 1, 2, and 3; implementing climate change adaptation measures to build operational resilience; stipulating and regulating hazardous substances, observing statutory limits set for specific substances in products; protecting biodiversity, ecosystems, and sustainable maintenance of green and outdoor areas at our sites, and saving energy.

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- 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; ensuring the confidentiality, anonymity, and protection of supplier, employee or any other informants / whistleblowers and prohibiting any retaliation against them.

- Responsible sourcing of minerals including adopting a policy and exercising due diligence on the source and chain of custody of the tantalum, tin, tungsten, gold, and cobalt in the products we manufacture.

- Cooperating with local communities, supporting projects and associations focusing 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 to ensure monitoring and complying with all national and international legal standards and regulations, , as well as the RBA Code of Conduct and customer requirements related to our operations and products; establishing a process to identify the legal compliance, environmental, health and safety, labour practice and ethics risks, including the risks of severe human rights and environmental impacts, associated with our operations, as well as determining the relative significance for each risk and implementing appropriate procedural and physical controls to control the identified risks and ensure regulatory compliance;

- 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.

- Establishing written performance objectives, targets and implementation plans to improve our social, environmental, and health and safety performance, including periodic assessments of our performance in achieving those objectives.

- Providing employees with training and practical drills, as well as maintaining awareness of all employees and other stakeholders, including suppliers of services and materials, of the SER Policy and at the same time requiring and monitoring compliance with all its principles; communicating the SER Policy to other business partners, visitors, and the public.

- Performing regular internal audits and inspections at workplaces in order to check that all parts of the system are functional, to reveal any weaknesses in the management system, and to ensure our compliance; establishing a process for timely correction of deficiencies identified by internal or external assessments, inspections, investigations, and reviews.

- Collecting feedback on operational practices and conditions covered by the SER Policy from our employees and their representatives, suppliers' employees, and the public continuously through various channels (including the provision of the possibility to raise a complaint/grievance 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 and keeping the management system documentation valid and up-to-date.

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