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LuxsharePrecisionSupplierCodeof Conduct

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follow the higher standard. Where they are in conflict, we respect national law, while seeking to respect the principles of internationally recognized human rights.

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next tier suppliersto acknowledgeandimplementthe Code.

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Fundamentato adoptingthe Codeis the understandingthat a businessjn all of its activities,must operate in full compliancewith the laws,rules,and regulationsof the countriesin which it operates.The Codealso encouragesSuppliersto go beyondlegal compliance,drawingupon internationallyrecognizedstandards,in order to advancesocialand environmentalresponsibilityand businessethics.In no casecan complyingwith the Code







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ageof 15,or underthe agefor completingcompulsoryeducation,or underthe minimumagefor employment in the country,whicheveris greatest.Workersunder the ageof 18 (YoungWorkers)shall not perform work that is likely to jeopardizetheir health or safety,includingnight shifts and overtime. Suppliershall ensure proper managementof student workers through proper maintenanceof student records,rigorous due diligenceof educationalpartners,andprotection of students' rightsin accordancewith applicablelawsand regulations.Suppliershall implement an appropriate mechanismto verify the age of workers. The use of legitimate workplacelearningprograms,which complywith all laws and regulations,is supported.Supplier shallprovide appropriatesupport and training to all student workers.In the absenceof locallaw, the wage rate for student workers,interns, and apprenticesshall be at leastthe samewagerate asother entry level workersperformingequalor similitasks.If childlaboris identified,assistance/remediationshallbe provided.

### OE &L\$ WorkingHours

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Workinghoursshallnot exceedthe maximumsetby locallaw. Further,a workweekshallnot be more than 60 hoursper week,includingovertime,exceptin emergencyor unusualsituations.All overtime shallbe voluntary.Workersshallbe allowedat leastone dayoff everysevendays.

### Ct ¼/¿ Y WagesandBenefits

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Compensationpaid to workersshallcomplywith all applicablewagelaws,includingthose relatingto minimumwages,overtime hoursand legallymandatedbenefits.All workersshallreceiveequalpay for equal work andqualification.Workersshallbe compensatedfor overtime at payratesgreaterthan regularhourly rates.Deductionsfrom wagesasa disciplinarymeasureshallnot be permitted. Foreachpayperiod,workers shallbe providedwith a timely and understandablewagestatementthat includessufficientinformation to



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verify accurate compensation for work performed. All use of temporary, dispatch and outsourced labor shall be within the limits of the local law.

=!—?ö =PÊ êFf µFwNon Discrimination/NonHarassment/Humane

Treatment

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Opencommunicationanddirectengagementbetweenworkersandmanagementare the most effective ways to resolve workplace and compensation issues. Workers and/or their representatives shall be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation, or harassment. In alignment with these principles, suppliers shall respect the right of all workers to form and join trade unions of their own choosing to bargain collectively, and to engage in peaceful assembly as well as respect the right of workers to refrain from such activities. 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.

## B. • ç > 1 ~ HEALTH AND SAFETY

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Suppliers recognize that in addition to minimizing the incidence of work related injury and illness, a safe and healthy work environment enhances the quality of products and services, consistency of production and worker retention and morale. Suppliers also recognize that ongoing worker input and education are essential to identifying and solving health and safety issues in the workplace.

Recognized management systems such as ISO 45001 and ILO Guidelines on Occupational Safety and Health management system were used as references in preparing the Code and may be useful sources of additional information.

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# Occupational Health and Safety

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The health and safety standards are:

## Occupational Health and Safety

Worker potential for exposure to health and safety hazards (chemical, electrical and other energy sources, fire, vehicles and fall hazards,

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## j f È » œ PhysicallyDemandingWork

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Workerexposureto the hazardsof physicallydemandingtasks,includingmanualmaterialhandlingandheavy or repetitive lifting, prolongedstanding,and highly repetitive or forceful assemblytasksis to be identified, evaluated,andcontrolled.

## j ~ 1 ~Lb Ô MachineSafeguarding

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Productionandother machineryshallbe evaluatedfor safetyhazardsPhysicalguards,interlocks,andbarriers shallbe providedandproperly maintainedwheremachinerypresentsan injury hazardto workers.

## œ j ›+O ÃOžO ¼ • ï Sanitation,Food,andHousing

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Workers shall be provided with ready accessto clean toilet facilities, potable water and sanitary food preparation,storage,andeatingfacilities.Workerdormitoriesprovidedby the suppliersor a labor agentshall be maintainedto be cleanand safe,andprovidedwith appropriateemergencyegresshot water for bathing and showering, adequate lighting, and adequate conditioned ventilation, individually secured accommodationsfor storing personal and valuable items, and reasonablepersonal space along with reasonableentry andexit privileges.

## • ç > 1 ~"IFJ HealthandSafetyCommunication

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Suppliers shall provide workers with appropriate workplace health and safety information and training in the language of the worker or in a language the worker can understand 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 facility or placed in a location identifiable and accessible by workers. Health information and training shall include content on specific risks to relevant demographics such as gender and age, if applicable. Training shall be provided to all workers prior to the beginning of work and regularly thereafter. Workers shall be encouraged to raise any health and safety concerns without retaliation.

C. )ß ³woer



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

## N´Lb" ¼8²4ÖCt\$À Pollution Prevention and Resource Reduction

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Emission and discharges of pollutants and generation of waste shall be minimized or eliminated at the source or by practice such as adding pollution control equipment; modifying production, maintenance and facility processes or by other means. The use of natural resources including water, fossil fuels, minerals, and virgin forest products, shall be conserved by shall shall



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recyclesolidwaste(non hazardous)Wastedata shallbe trackedand documented.

## Ï"D Â n Air Emissions

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Air emissions of volatile organic chemicals, aerosols, corrosives, particulates, ozone depleting substances, and combustion byproducts 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



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disposal.Suppliersshall conduct routine monitoring of the



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Legal and Customer Requirements

Suppliers shall adopt or establish a process to monitor and understand applicable and customer requirements including the legal and customer requirements of this Code.

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## Risk Management

Suppliers shall adopt or establish a process to monitor and understand applicable and customer requirements including the legal and customer requirements of this Code.

Suppliers shall adopt or establish a process to monitor and understand applicable and customer requirements including the legal and customer requirements of this Code.

### "İFJ Communication

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Suppliers shall establish process for communicating clear and accurate information about suppliers' policies, practices, expectations and performance to workers, suppliers, and customers.

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#### Access To Remedy

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Suppliers shall establish 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, and to foster continuous improvement. Workers shall be given a safe environment to provide grievance and feedback without fear of reprisal or retaliation.

### Ñ h >Aô ` Audits and Assessments

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Suppliers shall conduct periodic self evaluation to ensure conformity to legal and regulatory requirements, the content of the Code, and customer contractual requirements related to social and environmental responsibility.

### 4Đ!“ Ú í#q0; Corrective Action Process

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

### • & ¼Aà ... Documentation and Records



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

## È Ä vCS + SupplierResponsibility

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Suppliers shall establish a process to communicate Code requirements to sub-suppliers and to monitor sub-suppliers' compliance to the Code.