

# **Code of Conduct for Suppliers and Business Partners of Foxconn Slovakia**

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## Home

Foxconn Slovakia is a leading Slovak manufacturer of electrical products of various world brands. Its production portfolio consists of final production of consumer electronics and printed circuit boards using SMT technology, which belong to the key components of electronic products. Printed circuit boards manufactured in Foxconn Slovakia are used in consumer electronics and in components in the automotive industry.

Foxconn Slovakia is part of the Foxconn Technology Group, the world's largest electronics manufacturer.

The Code of Conduct is one of the Company's key documents that emphasizes its commitment to act and behave ethically at all times. Foxconn Slovakia expects the same approach from its suppliers and business partners, as well as their employees and associates.



Peter Hřčka

Executive Director

Foxconn Slovakia

## 1. Basic rules

The Code of Conduct for Suppliers and Business Partners of Foxconn Slovakia (hereinafter also referred to as the "Code of Conduct") is a summary of the Code of Conduct of Foxconn Slovakia. It contains the basic ethical requirements that should be observed by suppliers and business partners. It applies to companies that provide suppliers of goods and services, intermediaries, consultants, including their employees, associates and subcontractors (hereinafter referred to as "Suppliers").

This Code of Conduct is part of the contract that governs the commercial contractual relationship between Foxconn Slovakia and the Suppliers. In the event of a conflict between the Code of Conduct and the Supplier's contract, the contract shall prevail, unless otherwise stated in the contract.

The Code of Conduct does not modify or abrogate rights and obligations arising from legal regulations and requirements, compliance with which shall always take precedence over the Code of Conduct and the contract with the Supplier.

This Code of Conduct was approved by the Management Committee on 26 September 2024 and is valid from 1 October 2024. The Code of Conduct will be updated regularly.

The Code of Conduct of Foxconn Slovakia is in accordance with the Foxconn parent company's regulation "FOXCONN GLOBAL CODE OF CONDUCT POLICY", which is based, among other things, on the Code of the Responsible Business Alliance (RBA).

## 2. General standards of Code of Conduct

### 2.1 Compliance with legislation and internal rules

Suppliers must comply with applicable laws and regulations and conduct their business activities in an honest and ethical manner.

### 2.2 Business integrity

Foxconn Slovakia is committed to the highest standards of integrity in all business relationships and Foxconn Slovakia expects the highest standards of integrity from Suppliers. Foxconn Slovakia has a zero-tolerance policy towards all forms of serious anti-social activity, including bribery, corruption, extortion and embezzlement. These activities will result in immediate termination of cooperation with the Supplier. The Supplier must prevent and avoid conflicts of interest between the Supplier and Foxconn Slovakia, including its employees.

### 2.3 Confidentiality

Suppliers must keep their business relationship with Foxconn Slovakia confidential unless disclosure is expressly permitted.

### 2.4 No undue advantage, bribery, corruption

Suppliers shall not engage in corruption, bribery or kickbacks, and shall not, directly or through an intermediary, accept, give, offer, broker, arrange, solicit, promise or procure for themselves or for another person a bribe or other improper advantage.

Suppliers must have policies in place for giving and receiving gifts and benefits in business relationships.

### 2.5 Business integrity, advertising and competition

Suppliers must adhere to standards of fair business conduct, advertising and competition. They must also comply with all applicable laws protecting competition, competition and fair dealing, in particular they must not use participation in competition to engage in unfair competitive practices and unlawful restraint of competition.

### 2.6 Protection of intellectual property

Suppliers must respect intellectual property rights.

### 2.7 Privacy and personal data

Suppliers are obliged to protect confidential information belonging to Foxconn Slovakia and to use it only to the extent permitted by Foxconn Slovakia.

Suppliers are required to comply with privacy, information security and personal data protection legislation when processing personal data, including Regulation (EU) 2016/679 of the European Parliament and of the Council on the protection of natural persons with regard to the processing of personal data and on the free movement of such data (GDPR).

## 2.8 Protection and prevention of money laundering, terrorist financing and violations of international sanctions

Foxconn is committed to and fully complies with legislation, and international conventions to protect and prevent the laundering of the proceeds of crime (known as money laundering), the financing of terrorism and compliance with applicable national and international sanctions regimes.

Suppliers shall not engage in, support or condone any activity that violates or circumvents applicable laws and international conventions against money laundering or terrorist financing, relevant international sanctions or otherwise interpreted illegal activity.

Suppliers must comply with applicable restrictions on the export or re-export of goods, software, services and technology, as well as applicable restrictions on trade with certain countries, regions, companies or entities and individuals. In addition, Suppliers must not conduct business in connection with persons, countries or organizations on sanctions lists issued by the European Union (EU), the United Nations (UN), the U.S. Office of Foreign Assets Control (OFAC), and any other locally and regionally applicable similar sanctions lists. Suppliers must not be associated with criminal activity.

## 2.9 Responsible sourcing of minerals

Suppliers must ensure that they do not use conflict minerals containing tantalum, tin, tungsten and gold in products manufactured directly or indirectly by them.

### 3. Labor and human rights

Suppliers are committed to respecting the human rights of their employees and treating them with dignity and respect. This applies to all employees of suppliers, including permanent, temporary, seconded, migrant, freelance, and student employees. Suppliers are obliged to regulate labor and human rights by internal regulations in accordance with applicable law and to ensure compliance. Suppliers shall regularly review their supply chains for human rights risks.

#### 3.1 Equal employment opportunity, non-discrimination

In hiring, Suppliers shall consider qualifications, abilities, skills, and performance only, without discrimination based on race, religion, color, age, sex, sexual orientation, gender identity, ethnic or national origin, disability, marital status, pregnancy, political affiliation, or other similar factors. Employees and prospective employees may not be subjected to medical tests or physical examinations that could be used in a discriminatory manner.

#### 3.2 Prohibition of forced labor, fees/compulsions and free movement of employees

Suppliers must not use any form of forced or involuntary labor, or any form of modern slavery or human trafficking. They must also not, under any circumstances, employ children who have not completed compulsory schooling and introduce methods to verify the age of employees. Workers under the age of 18 must not carry out work that could endanger their health or safety.

Suppliers may not require their employees to pay or provide any undue or improper payments or services as part of their employment. Suppliers must allow their employees to leave or terminate their employment at any time in accordance with the provisions of the relevant legislation.

The Supplier shall not withhold or retain the originals of officially issued personal documents issued by public authorities, or deface, conceal or deny employees access to such documents, unless such confirmation is required by law.

#### 3.3 Protecting the health of women workers

Suppliers must protect the rights and health of their female employees. Pregnant women and nursing mothers cannot be discriminated against.

### 3.4 Prohibition of harassment

Suppliers must strive to provide a work environment that is free from harassment of any kind or other offensive or disrespectful behavior.

### 3.5 Intolerance of violence

Suppliers cannot tolerate violence in the workplace. Any activity that could cause individuals to feel threatened or unsafe is unacceptable. This includes verbal attacks, threats or other acts of hostility, intimidation, aggression or bullying.

### 3.6 Freedom of association

Suppliers must respect the right of workers to form and join unions and trade unions of their choice, to bargain collectively and to assemble, as well as the right of workers to refrain from such activities. We support open and credible cooperation with employee representatives.

### 3.7 Wages

Suppliers are obliged to comply with legislation on labor law, remuneration and working time. Suppliers undertake to provide employees with wages, remuneration and benefits at least to the extent and in accordance with the law or collective bargaining agreements.



## 4. Health and safety

Suppliers are committed to providing a safe and healthy working environment for their employees. Suppliers shall take and maintain measures to continuously ensure and improve the protection of employees.

### 4.1 Securing machinery

Suppliers must regularly assess production and other machinery for safety risks and carry out maintenance on it.

### 4.2 Hygiene

Suppliers are required to identify employees who are potentially exposed to safety hazards (e.g. chemicals, electrical or other energy sources, fire, risk of falling) and assess the impact of these hazards. If it is not possible to adequately control these risks, the Supplier shall provide the affected employees with appropriate protective equipment.

### 4.3 Safety at work

Suppliers are required to identify employees exposed to safety hazards in the workplace (e.g. by electrical and other energy sources, fire, or slip, trip and fall hazards), assess these hazards and control them in a targeted manner. Suppliers must provide employees with adequate, well-maintained personal protective equipment.

### 4.5 Occupational accidents and diseases

Suppliers shall establish procedures and systems for the management, tracking and reporting of occupational injuries and illnesses, including provisions to encourage reporting by employees; classify and record cases of injuries and illnesses; provide necessary treatment; investigate cases and implement corrective action; eliminate their causes; and facilitate the return of employees to work.

### 4.7 Sanitation and catering

Suppliers shall provide employees with clean toilet facilities, access to potable water, and hygienic food preparation and dining options.

## 5. Environment

Suppliers must conduct their activities with respect for the environment and implement sustainability principles. Suppliers shall adopt and comply with measures for the responsible and economical use of resources, the sustainable use of raw materials and materials, as well as sustainable production processes and the use of environmentally friendly technologies.

### 5.1 Product content restrictions

Suppliers are required to comply with all legislation and requirements to prohibit or restrict specific substances in products and manufacturing, including labelling for recycling and disposal.

### 5.2 Hazardous materials

Suppliers must control the safe handling, transfer, use, recycling or reuse and disposal of chemicals, and other materials that are hazardous to people or the environment.

### 5.3 Waste

Suppliers shall implement a systematic approach to the identification, operation, reduction and responsible disposal of solid waste (non-hazardous).

Suppliers strive to reduce or eliminate all types of waste at source or through practices that include modifying production, maintenance and equipment processes.

### 5.4 Emissions

Suppliers will classify, monitor, control and treat their emissions appropriately before discharge.

### 5.5 Environmental permits and reporting

Suppliers are required to keep all required environmental permits up-to-date and comply with the conditions required in those permits.

### 5.6 Water resources

Suppliers shall implement a water management program that documents and monitors water resources, their use and discharge, and looks for opportunities to conserve water as well as control opportunities for water contamination.

## 5.7 Energy consumption

Suppliers are expected to track and document energy consumption and GHG emissions, and to seek cost-effective methods to improve energy efficiency and minimize energy consumption and GHG emissions.

## 6. Filing complaints, suggestions and notifications

Questions regarding this Code of Conduct, as well as unethical behavior, may be reported to: [oznamenie@foxconn.com](mailto:oznamenie@foxconn.com)

Foxconn Slovakia is committed to ensuring the confidentiality, anonymity and protection of whistleblowers who report a concern in good faith, raise an issue related to compliance with the Code of Conduct or seek advice regarding a practice, decision or action.

Personal data and sensitive information provided by them is considered confidential.

The submission should contain as much information and detail as possible about the situation or problem. The more information the complainant/whistleblower provides, the more likely it is that the problem will be resolved more quickly. Each submission will be investigated. For a thorough and objective investigation, it is necessary to have enough information, facts, possible examples with specific details such as names, titles and dates.