

Supplier Code of Conduct

Article 1: AOC, MMD being as brand companies of TPV is committed to supports the aim of the International Labor Organization to arrive at universally accepted labor standards. AOC, MMD is committed to implementing systems and controls aimed at ensuring that modern slavery and human trafficking are not taking place anywhere within the organization or in any of our supply chains. AOC, MMD expect that our suppliers, contractors and business partners to adhere to the principles in this Code.

Article 2: AOC, MMD and its supply chain supports and respects the codes as below:

1. No forced labor

Under no circumstances will make use of forced or bonded labor – such as forced labor performed by persons placed in an institution, or compulsory labor including labor as a means of political coercion or education, or slave, trafficked or compulsory labor – to manufacture or assemble AOC, MMD products. All work must be carried out voluntarily. Unless required by local law, shall not be required to lodge financial deposits or to deposit original government-issued identification, passports or work permits as a condition of employment. Subject to local law requirements, employees will be free to terminate their employment upon reasonable notice.

2. No Child labor.

There shall be no use of child labor. Nobody shall be employed under the minimum age. Subject to the overriding prohibition on the use of child labor, if workers under the age of 18 are employed then particular care shall be taken as to the duties that they carry out and the conditions in which they are required to work to ensure that they come to no physical, mental or other harm as a direct or indirect result of their work or working conditions.

3. No discrimination

Does not engage in discrimination based on race, color, age, gender, sexual orientation, gender identity and expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, covered veteran status, protected genetic information or marital status in hiring and employment practices such as wages, promotions, rewards, and access to training.

4. Freedom of association and collective bargaining

Recognizes and respects the freedom of employees to choose whether or not to establish or to associate with any organization of their own choosing (including labor unions) without prior authorization. AOC, MMD and its supply chain shall not make the employment of a worker subject to the condition that he/she shall not join a union or shall relinquish trade union membership and shall not cause the dismissal of – or otherwise prejudice – a worker by reason of union membership.

5. Minimum wages and overtime compensation

Remuneration must be consistent with the provisions of all applicable wage laws, including those relating to minimum wages, overtime compensations and legally

mandated benefits.

6. Working Hours

Working weeks are not to exceed the maximum set by local law and should not be more than 60 hours, including overtime, except in emergency or exceptional circumstances to meet short-term business demand. Employees will be allowed at least one day off per seven-day period. Overtime work shall be voluntary, unless agreed in a collective labor agreement or union contract, or, in emergency or exceptional circumstances, to meet short-term business demand.

7. Employment contractual relationships

Workers shall have their terms of their employment or engagement set out in a written document (as contract) that is easily understandable to them and which clearly sets out their rights and obligations. This written document shall include, but not be limited to, transparent terms with respect to wages, overtime pay, payment periods, working hours and rights in respect of rest breaks and holiday. Such written terms shall be provided to the worker in advance of them starting work. Such contract shall be honored by the employer and shall meet industry standards and the minimum requirements of applicable laws and collective agreements where the work is carried out.

8. Anti-Bribery

AOC, MMD and its supply chain shall conduct its business in strict compliance with applicable laws and regulations, including national and international anti-bribery laws, and expects the same from its business partners. Bribes are illegal payments or other types of compensation made to influence and gain profit from an individual, company or government official.

9. Health and Safety

AOC, MMD and its supply chain shall maintain a safe and healthy work environment for its employees, contract labor and visitors, and which includes:

- a. OHS management system describing context of the organization.
- b. Leadership and worker participation including OHS Policy, Roles, Responsibilities, Accountabilities and Authorities.
- c. Risk and hazard identification and assessment and determination of applicable OHS legal requirements and other OHS requirements and risks, including related actions and objectives to address them.
- d. Provision of resources competence and awareness, information and communication and documented information.
- e. Operational planning and control including operational controls that apply to outsourcing, procurement and contractors, emergency preparedness and response and change management.
- f. Performance evaluation including internal audits, monitoring and measurement, analysis and evaluation and management review.
- g. Incidents, nonconformities and corrective action, continual improvement of objectives and processes.

Remark: Any concerns for such supplier code of conduct please feedback to:
Lissa.wang@mmd-p.com