

SSMC Supplier Code of Conduct

1. Standards for Labor and Human Rights

Suppliers shall be committed to upholding the human rights of workers and to treating them with dignity and respect as understood by the international community. This applies to all workers, including temporary, migrant, student, contract, direct employees, and any other type of worker.

The labor standards are as follows:

1.1. Prohibition of Forced Labor

Forced, bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery or trafficking of persons is not permitted. This includes transporting, harboring, recruiting, transferring or receiving persons by means of threat, force, coercion, abduction or fraud for labor or services.

There shall be no unreasonable restrictions on workers' freedom of movement in the facility in addition to unreasonable restrictions on entering or exiting company-provided facilities including, if applicable, workers' dormitories or living quarters.

As part of the hiring process, workers must be provided with a written employment agreement in a language understood by the worker that contains a description of terms and conditions of employment prior to the worker departing from his or her country of origin and there shall be no substitution or change(s) allowed in the employment agreement upon arrival in the receiving country unless these changes are made to meet local law and provide equal or better terms.

All work shall be voluntary and workers shall be free to leave work at any time or terminate their employment without any penalty if reasonable notice is given, which shall be clearly stated in worker's employment contract. Suppliers, agents and sub-agents may not hold or otherwise destroy, conceal, confiscate to employees' identity or immigration documents, such as government-issued identification, passports or work permits. Notwithstanding the foregoing. Suppliers can only hold documentation if necessary to comply with the local law.

Workers shall not be required to pay employers', agents' or sub-agents' recruitment fees or other related fees for their employment. Such fees and expenses include, but are not limited to expenses associated with recruitment, processing, or placement of workers. If any such fees are found to have been paid by workers, Supplier shall be responsible that such fees shall be repaid to the worker.

1.2. Child Labor Avoidance and Young Workers

Child labor shall not be allowed in any stage of manufacturing. The term “child” refers to any person under the age of 15, under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greater. Suppliers shall implement an appropriate mechanism to verify the age of workers. The use of legitimate workplace apprenticeship programs, which comply with all laws and regulations, is supported. Workers under the age of 18 (Young Workers) shall not perform work that is likely to jeopardize their health or safety, including nightshift and overtime.

Suppliers shall ensure proper management of student workers through proper maintenance of student records, rigorous due diligence of educational partners, and protection of students’ rights in accordance with applicable law and regulations.

Suppliers shall provide appropriate support and training to all student workers. In the absence of local law, the wage rate for student workers, interns and apprentices shall be at least the same wage rate as other entry-level workers performing equal or similar tasks. If child labor is identified, assistance / remediation is provided.

1.3 Working Hours

Studies of business practices clearly link worker strain to reduced productivity, increased turnover, and increased injury and illness.

Working hours shall not exceed the maximum set by local law. Further, a work week shall not be more than 60 hours per week, including overtime, except in emergency or unusual situations. Workers shall have at least one day off every seven days. All overtime shall be voluntary.

1.4. Wages and Benefits

Compensation paid to workers shall comply with all applicable wage laws, including those relating to minimum wages, overtime hours, and legally mandated benefits. In compliance with local laws, workers shall be compensated for overtime at pay rates greater than regular hourly rates.

Deductions from wages as a disciplinary measure shall not be permitted. Suppliers shall offer vacation time, leave periods, and holidays consistent with applicable laws and regulations.

Suppliers shall pay workers in a timely manner. For each pay period, workers shall be provided with a timely and understandable wage statement that includes sufficient information to verify accurate compensation for work performed. All use of temporary, dispatch and outsourced labor will be within the limits of the local law.

1.5. Humane Treatment

Suppliers shall commit to a workplace free of harassment and unlawful discrimination. There is to be no harsh or inhumane treatment of workers including any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, or verbal abuse of workers; nor is there to be the threat of any such treatment.

Disciplinary policies and procedures in support of these requirements shall be clearly defined and communicated to workers.

1.6. Non-Discrimination

Suppliers shall be committed to a workplace free of harassment and unlawful discrimination. There shall be no harsh or inhumane treatment of workers including violence, gender-based violence, sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, bullying, public shaming or verbal abuse of workers; nor is there to be the threat of any such treatment.

Companies shall 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.

Disciplinary policies and procedures in support of these requirements shall be clearly defined and communicated to workers.

Workers shall be provided with reasonable accommodation for religious practices and disability. In addition, workers or potential workers should not be subjected to medical tests or physical exams that could be used in a discriminatory way.

1.7. Freedom of Association and Collective Bargaining

Open communication and direct engagement between workers and management are the most effective ways to resolve workplace and compensation issues. Workers and/or their representatives shall be able to openly communicate and share ideas, concerns with management regarding working conditions and management practices without fear of 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.

1.8. Diversity

SSMC furthers innovation and accelerates growth by fostering inclusive teams of diverse employees and recognizes that teams' varied backgrounds, experiences, and ideas are critical to SSMC's success. Suppliers (agents or recruitment companies) engaged by SSMC in recruiting employees for SSMC shall make every effort to present a diverse list of candidates for each position, without regard to race, gender, age, or other factors unrelated to their ability to perform in the position. Suppliers will document their efforts and provide evidence to SSMC upon SSMC's request.

1.9. Worker Engagement and Grievance Management

Supplier shall implement systems to collect workers' feedback, and identify worker needs, including in relation to wages and benefits, workplace conditions, healthcare, living conditions, health and safety, environment, and education and training.

Supplier shall take appropriate actions to respond to worker feedback and shall communicate regularly on the progress of the actions taken. Supplier shall ensure that Workers have an effective means of reporting Grievances that facilitates open communication between management and Workers..

2. Standards for Health and Safety

Suppliers shall 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, the consistency of production, and worker retention and morale. Suppliers shall also recognize that ongoing worker input and education are essential to identifying and solving health and safety issues in the workplace.

The health and safety standards are as follows:

2.1 Occupational Health and Safety

Worker potential for exposure to health and safety hazards (chemical, electrical and other energy sources, fire, vehicles, and fall hazards, etc) shall be identified and assessed, mitigated using the Hierarchy of Controls, prioritized in the order of Hazard elimination, substitution, engineering controls, administrative controls and Personal Protective Equipment, in addition to preventative maintenance, safe work procedures (including lockout/tag-out) and providing ongoing safety training.

Where hazards cannot be adequately controlled by these means, workers shall be provided with appropriate, well-maintained, personal protective equipment and educational materials about risks to them associated with these hazards.

Gender-responsive measures shall be taken, such as not having pregnant women and nursing mothers in working condition, which could be hazardous to them or their child and to provide reasonable accommodations for nursing mothers.

Workers shall not be disciplined for raising safety concerns and shall have the right to refuse unsafe working conditions without fear of reprisal until management adequately addresses their concerns.

2.2 Emergency Preparedness

Potential emergency situations and events shall be identified and assessed, and their impact minimized, by implementing emergency plans and response procedures, including emergency reporting, employee notification and evacuation procedures, worker training and drills.

Emergency drills shall be executed at least annually or as required by local law, whichever is more stringent. Emergency plans shall also include appropriate fire detection and suppression equipment, clear and unobstructed egress adequate exit facilities, contact information for emergency responders and recovery plans. Such plans and procedures shall focus on minimizing harm to life, the environment and property

2.3 Occupational Injury and Illness

Procedures and systems shall be in place to prevent, manage, track, and report occupational injury and illness including provisions to encourage workers to report, classify and record injury and illness cases, provide necessary medical treatment, investigate cases and implement corrective actions to eliminate their causes, and facilitate return of workers to work.

Suppliers shall allow workers to remove themselves from imminent harm, and not return until the situation is mitigated, without fear of retaliation.

2.4 Infectious Disease Preparedness and Response

Supplier shall develop and implement a program to take reasonable steps to prepare for, prevent, and respond to the potential for an infectious disease among its employees.

2.5 Incident Management

Supplier shall have a system for workers to report health and safety incidents and near-misses, as well as a system to investigate, track, and manage such reports. Supplier shall implement corrective action plans to mitigate risks, provide necessary medical treatment, and facilitate workers' return to work.

2.6 Industrial Hygiene

Worker exposure to chemical, biological and physical agents shall be identified, evaluated, and controlled according to the hierarchy of controls. When hazards cannot be adequately controlled by such means, workers shall be provided with and use appropriate, well-maintained, personal protective equipment free of charge.

Suppliers shall provide workers with safe and healthy working environments, which shall be maintained through the ongoing, systematic monitoring workers' health and working environments.

Suppliers shall provide occupational health monitoring to routinely evaluate if workers' health is being harmed from occupational exposures. Protective occupational health programs shall be ongoing and include educational materials about the risks associated with exposure to workplace hazards.

2.7 Physically Demanding Work

Workers exposure to the hazards of physically demanding tasks, including manual material handling and heavy or repetitive lifting, prolonged standing and highly repetitive or forceful assembly tasks shall be identified, evaluated, and controlled.

2.8 Machine Safeguarding

Production and other machinery shall be evaluated for safety hazards.

Physical guards, interlocks, and barriers are to be provided and properly maintained where machinery presents an injury hazard to workers.

2.9 Chemical Management

Supplier shall develop and implement a program to take reasonable steps to prevent adverse impacts to people and planet arising from processes and operations of chemicals.

Supplier shall comply with SSMC's Regulated Substances Specifications for all goods it manufactures for, or provides to, SSMC.

2.10 Fire Safety

Supplier shall develop and implement a program to ensure its fire safety during property design, construction, renovation, utilization, decommissioning processes, and perform fire risk assessment with proper emergency response plans to mitigate risks and harms to life, environment, and property.

2.11 Sanitation, Food, and Housing

Workers shall be provided with ready access to clean toilet facilities, potable water, and sanitary food preparation, storage, and eating facilities.

Worker dormitories, provided by the Supplier or a labor agent, are to be maintained to be clean and safe, and provided with appropriate emergency egress, hot water for bathing and showering, adequate lighting, heat and ventilation, individually secured accommodations for storing personal and valuable items, and reasonable personal space as well as reasonable entry and exit privileges.

2.12 Health and Safety Communication

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, including Safety Data Sheets, and warnings shall be clearly posted in the facility or placed in a location identifiable and accessible by workers. 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.

2.13 Worker Health and Safety Committees

Suppliers are encouraged to initiate and support worker health and safety committees to enhance ongoing health and safety education and to encourage worker input regarding health and safety issues in the workplace.

3. Standards for Environment

Suppliers shall recognize that environmental responsibility is integral to producing world class products. In manufacturing operations, adverse effects on the community, the environment, and natural resources are to be minimized while safeguarding the health and safety of the public.

The environmental standards are as follows:

3.1 Environmental Permits and Reporting

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.

3.2 Pollution Prevention and Resource Conservation

Emissions and discharges of pollutants and generation of waste are to be minimized or eliminated at the source or by practices 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 or by practices such as modifying production, maintenance and facility processes, materials substitution, re-use, conservation, recycling and or other means.

Suppliers should establish a biodiversity policy and consider local impact and risk assessments to avoid business operations that could negatively impact fragile habitats, ecosystems, endangered species and forests.

Supplier shall identify, control, monitor, and reduce noise generated by the facility that affects boundary noise levels.

3.3 Hazardous Substances

Chemicals, waste and other materials posing a hazard to humans or the environment shall be identified, labelled and managed to ensure their safe handling, movement, storage, use, recycling or reuse, and disposal with compliance to all applicable law or regulation. Hazardous waste data shall be tracked and documented.

3.4 Solid Waste

Suppliers shall implement a systematic approach to identify, manage, reduce, and responsibly dispose of or recycle solid waste (non-hazardous). Waste data shall be tracked and documented.

3.5 Air Emissions

Air emissions of volatile organic chemicals, aerosols, corrosives, particulates, ozone-depleting substances, and combustion by-products generated from operations shall be characterized, routinely monitored, controlled, and treated as required by applicable laws and regulations prior to discharge.

Ozone-depleting substances shall be effectively managed in accordance with the Montreal Protocol and applicable regulations. (Refer to RBA guideline for Montreal Protocol guideline: <https://www.responsiblebusiness.org/media/docs/RBA-VAP-Standard.pdf>)

Suppliers shall conduct routine monitoring of the performance of its air emission control systems.

3.6 Materials Restrictions

Suppliers shall comply with any applicable law or regulation prohibiting or restricting the use or handling of specific substances in products and manufacturing, including labelling for recycling and disposal.

To ensure safe handling, movement, storage, recycling, reuse, and disposal, Suppliers shall identify and manage substances that pose a hazard if released to the environment and shall comply with applicable labeling laws and regulations for recycling.

Additionally, Suppliers engaged in the manufacturing of materials that will be part of SSMC's end products and Suppliers engaged in the manufacturing of SSMC branded-products shall comply with the most recent version of [List of SSMC Banned Materials with Restriction](#).

Upon SSMC's request, the Supplier shall provide SSMC with Green Procurement declaration with full material content information and/or Safety Data Sheets.

SSMC requires Suppliers of product related materials to provide evidence of compliance with the European Union's Directive on the restriction of the use of certain hazardous substances in electrical and electronic equipment (RoHS) at least once a year. Evidence is required in the form of test reports.

Upon SSMC's request, the Supplier shall provide SSMC with full a material content declaration using the industry standard IPC-1752A XML Class D format. Additional evidence is required in the form of annual test reports for RoHS substances, Halogens, and Antimony, executed according to the IEC62321 standard and performed by a third-party laboratory certified to ISO/IEC 17025.

3.7 Water Management

Suppliers shall implement a water management program that documents, characterizes, and monitors water sources, use and discharge; seeks opportunities to conserve water; and controls channels of contamination

All wastewater shall be characterized, monitored, controlled, and treated as required prior to discharge or disposal.

Suppliers shall conduct routine monitoring of the performance of its wastewater treatment and containment systems to ensure optimal performance and regulatory compliance.

Upon SSMC's request, Supplier shall participate in the CDP Water Disclosure and/or the RBA Environmental Reporting.

3.8 Stormwater Management

Supplier shall implement a systematic approach to prevent contamination of stormwater runoff. Supplier shall prevent illegal discharges and spills from entering storm drains, the public water supply, or public bodies of water.

3.9 Energy Consumption and Greenhouse Gas Emissions

Suppliers shall establish and report against an absolute corporate-wide greenhouse gas reduction goal. Energy consumption and all relevant Scopes 1 and 2 greenhouse gas emissions shall be tracked and documented.

Suppliers shall look for methods to improve energy efficiency and minimize their energy consumption and greenhouse gas emissions.

Upon SSMC's request, Supplier shall participate in the CDP Supply Chain Disclosure and/or the RBA Environmental Reporting.

3.10 Certification

Suppliers engaged in the manufacture of materials that will be part of SSMC's end products and Suppliers engaged in the manufacture of SSMC-branded products shall have ISO14001 certification (or comparable), or a plan to become certified.

Alternatively, Supplier must provide documented objective evidence of an operational environmental management system and demonstrate equivalency.

4. Standards for Business Ethics

Suppliers shall be committed to the highest standards of ethical conduct when dealing with workers, suppliers, and customers.

The Business Ethics standards are as follows:

4.1 Business Integrity

The highest standards of integrity are to be upheld in all business interactions.

Suppliers shall have a "zero tolerance" policy to prohibit any and all forms of bribery, corruption, extortion, or embezzlement (including promising, offering, giving, or accepting any bribes).

4.2 No Improper Advantage

Bribes or other means of obtaining undue or improper advantage are not to be promised, offered, authorized, given or accepted.

This prohibition covers promising, offering, authorizing, giving or accepting anything of value, either directly or indirectly through a third party, in order to obtain or retain business, direct business to any person, or otherwise gain an improper advantage.

Monitoring and enforcement procedures shall be implemented to ensure compliance with anti-corruption laws.

4.3 Disclosure of Information

All business dealings shall be transparently performed and accurately reflected on Participant's business books and records.

Information regarding labour, health and safety, environmental practices, business activities, structure, financial situation, or performance shall be disclosed in accordance with applicable regulations and prevailing industry practices.

Falsification of records or misrepresentation of conditions or practices in the supply chain is unacceptable.

4.4 Intellectual Property

Intellectual property rights shall be respected, and the transfer of technology and know-how is to be done in a manner that protects intellectual property rights, and SSMC and supplier information shall be safeguarded.

4.5 Fair Business, Advertising and Competition

Standards of fair business, advertising, and competition shall be upheld.

4.6 Protection of Identity and Non-Retaliation

Suppliers shall maintain programs to ensure the confidentiality, anonymity and protection of supplier and worker whistle-blowers, unless prohibited by law.

Supplier shall prohibit retaliation against workers who participate in whistleblowing in good faith or who refuse an order that is in violation of the SSMC Supplier Code of Conduct.

Suppliers shall provide an anonymous complaint mechanism for workers to report workplace grievances in accordance with local laws and regulations.

Supplier shall have a formal communication program to ensure that every employee is fully informed of and understands the policy of non-retaliation.

4.7 Responsible Sourcing of Minerals, Conflict Minerals

Suppliers shall adopt a policy and exercise due diligence on the source and chain of custody of for the tantalum, tin, tungsten, gold and cobalt (3TG+C) in the products they manufacture to reasonably assure that they are sourced in a way consistent with the Organization for Economic Co-operation and Development (OECD) Guidance for Responsible Supply Chains of Minerals from Conflict Affected and High-Risk Areas or an equivalent and recognized due diligence framework.

Suppliers shall exercise due-diligence on the source and chain of custody of these minerals and shall make their due diligence measures available to SSMC upon request via the Responsible Minerals Initiative (RMI) Conflict Minerals Reporting Template (CMRT), Extended Minerals Reporting Template (EMRT), or Pilot Reporting Template (PRT).

4.8 Privacy

Suppliers shall commit to protect the reasonable privacy expectations for personal information of everyone they do business with, including suppliers, customers, consumers, and employees. Suppliers shall comply with privacy and information security laws and regulatory requirements when personal information is collected, stored, processed, transmitted, or shared.

4.9 Information Security

Supplier shall maintain a security program in accordance with SSMC's Information Security and Data Privacy requirements, which is inclusive of technical and organizational measures to prevent misuse, compromise, loss, alteration or unauthorized disclosure, acquisition of, or access to, confidential proprietary or protected information.

4.10 Whistleblower Protection and Anonymous Complaints

Suppliers shall create programs to ensure the protection of Supplier and Worker Whistleblower confidentiality and shall prohibit retaliation against workers who participate in such programs in good faith or refuse an order that is in violation of the SSMC Supplier Code of Conduct.

Suppliers shall provide an anonymous complaint mechanism for workers to report workplace grievances in accordance with local laws and regulations. Supplier shall have a formal communication program to ensure that every employee is fully informed of and understands the policy of non-retaliation.

5. Standards for Management System

Suppliers shall adopt or establish a management system that is related to the content of this Code. The management system shall be designed to ensure:

- a. Compliance with applicable laws, regulations, and customer requirements related to the Supplier's operations and products.
- b. Conformance to this Code
- c. Identification and mitigation of operational risks related to this Code. It shall also facilitate continual improvement.

The management system shall contain the following elements:

5.1 Company Commitment

Suppliers shall establish human rights, health and safety, environmental and ethics policy statements, affirming Supplier's commitment to due diligence and continual improvement, and endorsed by executive management.

Policy statements shall be made public and communicated to workers in a language or language[s] they understand via accessible channels.

5.2 Management Accountability and Responsibility

Supplier shall clearly identify senior executive and company representative[s] responsible for ensuring implementation of the management systems and associated programs. Senior management reviews the status of the management system on a regular basis.

5.3 Legal and Customer Requirements

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

5.4 Risk Assessment and Risk Management

Suppliers shall adopt or establish a process to identify legal compliance, environmental, health and safety, and labor practice and ethics risks associated with Supplier's operations.

Supplier shall determine the relative significance for each risk and implement appropriate procedural and physical controls to control the identified risks and ensure regulatory compliance.

5.5 Improvement Objectives

Suppliers shall establish written performance objectives, targets, and implementation plans to improve the Supplier's social and environmental performance, including a periodic assessment of Supplier's performance in achieving those objectives.

5.6 Training and Competencies

Suppliers shall establish programs for training managers and workers to implement Supplier's policies, procedures, and improvement objectives, and to meet applicable legal and regulatory requirements.

5.7 Communication

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

5.8 Worker/Stakeholder Engagement and Access to Remedy

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 Supplier Code of Conduct, and foster continuous improvement.

Employees must be given a safe environment to provide grievance and feedback without fear of reprisal or retaliation.

5.9 Audits and Assessments

Suppliers shall conduct periodic self-evaluations to ensure conformity to legal and regulatory requirements, the content of the Code, and customer contractual requirements relating to social and environmental responsibility

Supplier shall permit SSMC and/or a third party designated by SSMC to periodically evaluate Supplier's facilities and operations, and those of its subcontractors and sub-tier suppliers when requested..

5.10 Corrective Action Process

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

5.11 Change Management

Supplier shall establish a change management process defining a qualified change and the actions required for change response. Supplier shall ensure change management process and responsibilities have been communicated to all managers across all job functions.

Supplier shall ensure adequate resources are made available to support change management when needed.

5.12 Documentation and Records

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

5.13 Supplier Responsibility

Suppliers shall establish a process to communicate SSMC Supplier Code of Conduct (or comparable) requirements to their own, next-tier suppliers and to monitor supplier compliance to the requirements.

5.14 Cross-border Legal Requirement

Supplier shall comply with all applicable laws and regulations in performing its obligations under the Agreement, including all applicable employment, labor and human rights, health and safety, tax, export control and environmental laws and regulations. Without limiting this requirement Company shall not export, re-export, sell, resell or transfer any customer data or any export-controlled commodity, technical data or software.

6. Standards for Supply-Chain Risk Management

The Supply-Chain Risk Management standards are as follows:

6.1 Geographical Location

Suppliers in the supply-chain shall have assessed their risk based on its factories' geographical location.

6.2 Natural Disaster Risk Management

Suppliers shall have in place a Business Continuity Plan (e.g. reciprocal help arrangements) to support production demand, to minimize the impact of natural disaster (e.g. earthquake, flood, water scarcity and etc).

6.3 Fire Risk Management

Suppliers shall establish a flammable substances management, loss prevention and fire protection plan.

6.4 Pandemic Preparedness

Suppliers shall establish a corporate pandemic preparedness and response plan (e.g. employee pandemic awareness program, resources preparedness, case investigation, escalation and medical assistance, personal hygiene measures, such as hand cleaning, wearing of face mask, suppliers and visitors pandemic spread preventive measures, employee sick leave contingency plan, waste disposal management and etc).

6.5 Transportation Risk Management

Suppliers shall review and audit their own or outsourcing company's transportation management. Suppliers shall ensure that drivers transporting hazardous materials are competently trained in preventing and mitigating accidental releases.

6.6 Supply Chain Risk Management

Supplier shall manage their next-tiers suppliers' supply chain risk and review their business continuity plan.

6.7 Information Technology (IT) System Disruption Risk Management

Suppliers relying on IT system as a major part of production shall ensure that remote backup facilities are available.

IT server room shall be equipped with disaster protection (for e.g. fire, flood and earthquake) in order to minimize the impact of such incidents.

6.8 Business Continuity Plan

Suppliers shall establish business continuity response and procedure for operation disruption due to probable disasters (e.g. fire, earthquake, hurricane, flood, hazardous substance leak/spill, power outage, shortage of utilities resources, product contamination, mass product return by customer, supply shortage of key raw materials, strike, intimidation or violence attack, infectious diseases outbreak, IT system disruption and etc.) for continuation of business and to minimize the impact to SSMC.

References

The following standards were used in preparing this code and may be useful sources of additional information.

1. Responsible Business Alliance (RBA), formerly Electronic Industry Citizenship Coalition® (EICC®) Code of Conduct
2. Recognized standards, such as the Universal Declaration of Human Rights (UDHR), standards issued by organizations such as the International Labour Organization (ILO), Social Accountability International (SAI), and the Ethical Trading Initiative (ETI), have been used as references in preparing this Code and may be useful sources of additional information.
 - 2.1. Dodd-Frank Wall Street Reform and Consumer Protection Act (<http://www.sec.gov/about/laws/wallstreetreform-cpa.pdf>)
 - 2.2. Eco Management & Audit System (http://ec.europa.eu/environment/emas/index_en.htm)
 - 2.3. Responsible Minerals Initiative (RMI) (<http://www.responsiblemineralsinitiative.org/>)
 - 2.4. Responsible Business Alliance (RBA) Code of Conduct (<http://www.responsiblebusiness.org>)
 - 2.5. Ethical Trading Initiative (www.ethicaltrade.org)
 - 2.6. ILO Code of Practice in Safety and Health (<https://www.ilo.org/ilo-helpdesk-business-international-labour-standards/ilo-codes-practice-and-guidance-documents>)
 - 2.7. ILO International Labor Standards (<https://www.ilo.org/international-labour-standards>)
 - 2.8. ISO 14001 (<https://www.iso.org/standard/60857.html>)
 - 2.9. National Fire Protection Agency (<https://www.nfpa.org/en/for-professionals/codes-and-standards/list-of-codes-and-standards>)
 - 2.10. OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High Risk Areas (https://www.oecd.org/en/publications/oecd-due-diligence-guidance-for-responsible-supply-chains-of-minerals-from-conflict-affected-and-high-risk-areas_9789264252479-en.html)
 - 2.11. OECD Guidelines for Multinational Enterprises (https://www.oecd.org/en/publications/oecd-guidelines-for-multinational-enterprises-on-responsible-business-conduct_81f92357-en.html)
 - 2.12. Universal Declaration of Human Rights (<http://www.un.org/en/universal-declaration-human-rights/index.html>)
 - 2.13. United Nations Convention Against Corruption (<https://www.unodc.org/unodc/en/treaties/CAC/>)
 - 2.14. United Nations Global Compact (<https://www.unglobalcompact.org/>)
 - 2.15. United States Federal Acquisition Regulation (<https://www.acquisition.gov/?q=browsefar>)
 - 2.16. SA 8000 – International Standard by Social Accountability International (SAI) (www.sai-intl.org)
3. List of SSMC Banned Materials with Restriction to Use
4. Applicable laws and regulations