

KMD PRECISE COPPER STRIP (HENAN) CO., LTD.

CODE OF CONDUCT



Preface

KMD Precise Copper Strips (Henan) Co., LTD. (hereinafter referred to as “KMD”), follows all national and local laws and regulations, as well as industrial standards (e.g. SA8000) applicable. If there is any conflict between the requirements of the law and the current industrial standards, the priority should be given to compliance with the law and regulations.

KMD establishes a code of business ethics and policies on labor and employment, in accordance with regulations and industry standards, and complies with its terms and conditions.

Environmental ordinance

KMD's product supplies and business practices comply with the relevant provisions of national and local laws and regulations on environmental protection and maintenance.

Product

KMD abides by all national and local laws and regulations that restrict or prohibit the use of certain chemicals or heavy metals as compositions, such as lead and cadmium.

Recycling

KMD complies with all national laws and regulations regarding labeling, recycling, and handling of chemicals and materials, especially materials deemed hazardous waste.

Employment Ordinance

Child Labor

KMD prohibits the employment of employees below the legal employment age in the host country. If the local law does not specify the minimum employment age, the minimum employment age shall be compulsory education age.

Prison Worker/Forced Labor

KMD prohibits the use of forced prison workers or forced labor in the production of its products.

Discipline

KMD prohibits any use of corporal punishment or other forms of mental or physical oppression, e.g. the use of physical, sexual or verbal abuse or abuse as a means of discipline or control.

Working time

KMD abides by all applicable national and local laws and regulations regarding working days and hours. Specific working hours shall be executed in accordance with the provisions of the labor contract and relevant attendance documents.

Wages and benefits

KMD provides employees with fair remuneration in accordance with applicable national and local laws on wages and benefits, including national and local laws on overtime pay and other compensation (e.g., public holidays). To pay social security fund and other relevant benefits to employees in accordance with applicable national and local laws and regulations.

Discrimination

KMD recognizes and respects cultural differences and believes that employees should be recognized for their competence and not for their

personality or beliefs. Therefore, the company prohibits discrimination based on race, sex, color, religion, age or other factors in employment.

Health and safety

KMD provides its employees with a good, safe and healthy working environment, including living conditions. The workplace shall ensure adequate lighting, clearly marked fire access, regular inspection and maintenance of normal fire control and safety facilities, and the workplace shall comply with the requirements of national and local laws and regulations.

Staff Informed

KMD informs employees of the relevant terms and conditions, and displays labor and environmental regulations in the workplace for all employees to understand.