Catcher's Supplier Corporate Social Responsibility Requirements

可成供應商企業社會責任規範

Aligned with the Latest RBA Code of Conduct



Five Key Aspects of CATCHER's Corporate Social Responsibility Requirements for Suppliers

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Note:
CATCHER's corporate social responsibility requirements for suppliers are primarily based on the latest version of the Responsible Business Alliance (RBA) Code of Conduct.

A. Labor

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1. Prohibition of Forced Labor

2. Prohibition of Child Labor and Protection of Young Workers

3. Ensuring Reasonable Working Hours

4. Wages and Benefits

5. Humane Treatment, Non-Discrimination and Non-Harassment

6. Freedom of Association and Collective Bargaining



A. Labor

1. Prohibition of Forced Labor

- Forced labor in any form, including but not limited to, 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 the purpose of exploitation.
- All work shall be voluntary. Workers shall be free to leave work at any time or terminate their employment in accordance with the required notice period. Records relating to workers who have terminated their employment shall be properly retained.
- Employers and agents shall not hold, destroy, conceal, confiscate, or deny workers access to identity or immigration documents, such as government-issued identification, passports, or work permits, unless required by law.

2. Prohibition of Child Labor and Protection of Young Workers

- No person under the age of 16 shall be employed at any stage of manufacturing.
- Workers under the age of 18, referred to as young workers, shall not perform work that is likely to jeopardize their health or safety.

A. Labor

3. Ensuring Reasonable Working Hours

- Working hours, including overtime, shall not exceed the maximum limits set by applicable laws and relevant stakeholder requirements.
- Workers shall be allowed at least one day off every seven days.



4. Wages and Benefits

- Compensation paid to workers, including overtime pay, shall comply with all applicable wage laws and regulations.
- Deductions from wages as a disciplinary measure shall not be permitted.
- All workers shall be entitled to fair and reasonable compensation.

A. Labor



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5. Humane Treatment, Non-Discrimination and Non-Harassment

- Workers shall not be subjected to harsh or inhumane treatment, including any form of sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, or verbal abuse, nor shall they be threatened with any such treatment.
- The Supplier is committed to providing employees with a workplace free from harassment and unlawful discrimination.
- The Supplier shall not discriminate in hiring and employment practices, including promotion, rewards, and training opportunities, on the basis of race, color, age, gender, sexual orientation, gender identity or expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, veteran status, protected genetic information, marital status.
- Employees or potential employees shall not be subjected to discriminatory medical tests or physical exams, including pregnancy or virginity tests.
- Reasonable measures and appropriate facilities and accommodation shall be provided for workers with disabilities.

A. Labor

6. Freedom of Association and Collective Bargaining

- Workers' rights to form and join trade unions of their own choosing, bargain collectively, and participate in peaceful assembly shall be respected. Workers shall also have the right to choose not to participate in such activities.
- 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, retaliation, intimidation, or harassment.



B. Health and Safety

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1. Occupational Health and Safety

2. Emergency Preparedness

3. Occupational Injury and Illness

4. Industrial Hygiene

5. Physically demanding work

6. Machine Safeguarding

7. Sanitation, Food, and Housing

8. Health and Safety Communication



B. Health and Safety

1. Occupational Health and Safety

- Worker exposure to potential workplace safety hazards shall be controlled through proper design, engineering and administrative controls, preventive maintenance, safe work procedures, and ongoing safety training.
- Workers shall be provided with appropriate, well-maintained personal protective equipment and relevant educational materials.
- Appropriate measures shall be taken to prevent pregnant workers and nursing mothers from being exposed to high-risk working conditions, minimize any workplace health and safety risks they may face, and provide appropriate facilities for nursing mothers.



B. Health and Safety

2. Emergency Preparedness

- Potential emergency situations and events shall be identified and assessed, and their impact shall be minimized through the implementation of emergency plans and response procedures. These plans and procedures shall focus on minimizing harm to life, the environment, and property.
- Fire detection, alarm, and suppression systems shall be installed and properly maintained. Emergency exits and egress shall be sufficient in number, clearly marked, and kept unobstructed.
- Workers shall be provided with emergency response training, and drills shall be conducted at least annually or as required by local laws, whichever is more stringent.



B. Health and Safety

CATCHER

3. Occupational Injury and Illness

- Procedures and systems shall be in place to prevent, manage, track, and report occupational injuries and illnesses.
- Workers shall be allowed to remove themselves from imminent harm, and not return until the situation is mitigated, without fear of retaliation.

4. Industrial Hygiene

- Worker exposure to chemical, biological, and physical agents shall be identified, evaluated, and controlled.
- Engineering and administrative controls shall be used to prevent worker overexposure.
- workers shall be provided with appropriate personal protective equipment to protect their health.

5. Physically demanding work

- Worker exposure to ergonomic hazards, including manual material handling, repetitive tasks, prolonged standing, and other physically demanding work, shall be identified, evaluated, and controlled.

B. Health and Safety

CATCHER

6. Machine Safeguarding

- Production equipment and other machinery shall be evaluated for safety hazards. Physical guards, interlocks, and barriers shall be provided and properly maintained where machinery presents an injury hazard to workers.



7. 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 and utensils.
- Worker dormitories shall be maintained in a clean and safe condition and provided with appropriate emergency exits, hot water for bathing or showering, adequate heating and ventilation, reasonable personal space with reasonable entry and exit privileges.

B. Health and Safety

8. Health and Safety Communication

- Workers shall be provided with appropriate occupational health and safety information and training in the language of the worker or in a language the worker can understand. Relevant information shall be clearly posted in visible and accessible locations in the facilities.
- Health and safety information and training shall address risks relevant to specific demographics, such as gender and age, and other applicable characteristics.



C. Environment

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1. Environmental Permits and Reporting

2. Pollution Prevention and Resource Conservation

3. Hazardous Substances

4. Solid Waste

5. Air Emissions

6. Water Management

7. Energy Consumption and Greenhouse Gas Emissions

8. Biodiversity Conservation and No Deforestation



C. Environment

1. Environmental Permits and Reporting

- All required environmental permits, approvals, and registrations shall be obtained, maintained, and kept current, and their operational and reporting requirements shall be followed.

2. Pollution Prevention and Resource Conservation



- The consumption of natural resources, including water, fossil fuels, and energy, shall be reduced or eliminated at the source or through appropriate conservation practices.

3. Hazardous Substances

- Chemicals and other substances that may pose hazards if released to the environment shall be identified and controlled to ensure their safe handling, transportation, storage, use, recycling or reuse, and disposal.

C. Environment

CATCHER

4. Solid Waste



- A systematic approach shall be implemented to identify, manage, reduce, and responsibly dispose of or recycle solid waste. Hazardous waste data shall be tracked and recorded.

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 prior to discharge.
- The Supplier shall also periodically monitor the operation and effectiveness of air pollution control systems.

6. Water Management

- A water management program shall be implemented to document, characterize, and monitor water sources, use and discharge; seeks opportunities for water conservation; and control and prevent sources of water contamination.
- All wastewater shall be characterized, monitored, controlled, and treated as required prior to discharge or disposal.

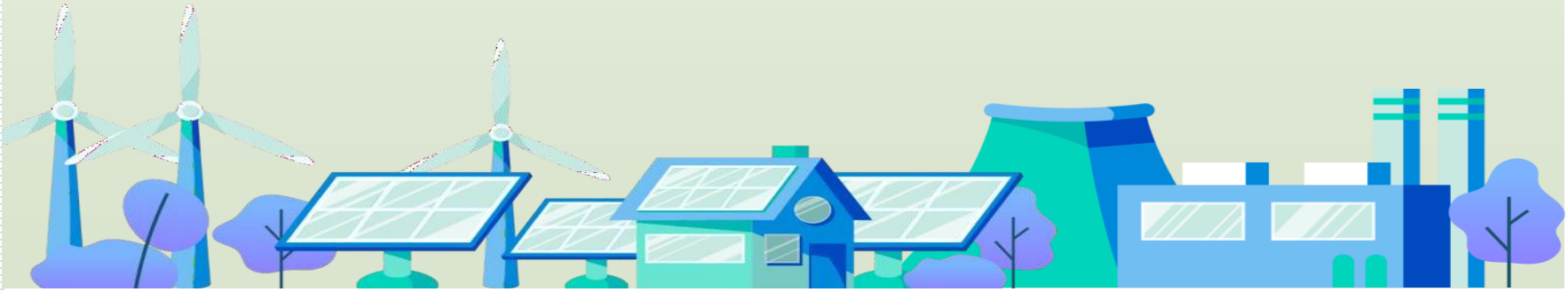
C. Environment

7. Energy Consumption and Greenhouse Gas Emissions

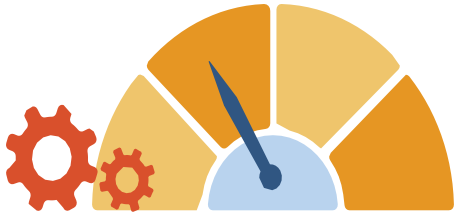
- Corporate-wide greenhouse gas reduction goal shall be established and reported. Energy consumption and all Scope 1 and Scope 2 emissions, as well as significant categories of Scope 3 greenhouse gas emissions, shall be tracked, documented, and publicly reported.
- The Supplier shall identify methods to improve energy efficiency and minimize energy consumption and greenhouse gas emissions.

8. Biodiversity Conservation and No Deforestation

- The Supplier shall actively support and fulfill commitments to biodiversity conservation and no deforestation.



D. Ethics



1.Business Integrity and No Improper Advantage

2. Disclosure of Information

3. Intellectual Property

4. Fair Business, Advertising and Competition

5. Protection of Whistleblower Identity and Non-Retaliation

6. Privacy

D. Ethics

1. Business Integrity and No Improper Advantage

- The highest standards of integrity shall be upheld in all business interactions. Any and all forms of bribery, corruption, extortion, and embezzlement shall be strictly prohibited. Monitoring mechanism and enforcement procedures shall be implemented to ensure compliance with ethical business requirements, including the prohibition of promising, offering, giving, or accepting anything of value as a bribe.
- Bribes or other means of obtaining undue or improper advantage shall not be offered or accepted.



D. Ethics

2. Disclosure of Information

- Information regarding labor, health and safety, environmental practices, business activities, organizational structure, financial situation, and operational performance shall be appropriately disclosed in accordance with applicable laws and regulations, prevailing industry practices, and the requirements of the ISO/IEC 27001 Information Security Management System. Customer information shall be properly protected to ensure the confidentiality, integrity, and availability of relevant information.

3. Intellectual Property

- Intellectual property rights shall be respected. The transfer of technology and know-how shall be conducted in a manner that protects intellectual property rights.



D. Ethics

4. Fair Business, Advertising, and Competition

- Standards of fair business, advertising, and competition shall be upheld. Appropriate measures shall be implemented to protect customer information.

5. Protection of Whistleblower Identity and Non-Retaliation



- Procedures shall be established to protect the confidentiality, anonymity, and identity of supplier and employee whistleblowers and to prevent retaliation.

6. Privacy

- Appropriate safeguards shall be implemented to prevent unauthorized disclosure of personal information. Monitoring and management procedures related to personal information protection shall be established to ensure that personal information is properly protected.

E. Management Systems

1. Company Commitment

2. Materials Restrictions



3. Responsible Sourcing of Minerals

4. Supplier Responsibility

E. Management Systems

1. Company Commitment

- Corporate social and environmental responsibility policy statements covering environmental protection, human rights, health and safety, ethics, and management systems shall affirm the Supplier's commitment to legal compliance and continual improvement. These policy statements shall be endorsed by executive management and communicated through transparent and publicly accessible channels.

2. Materials Restrictions

- The Supplier shall comply with all applicable laws and customer requirements regarding the prohibition or restriction of specific substances, including labeling requirements for recycling and disposal.



E. Management Systems

3. Responsible Sourcing of Minerals

- A policy shall be adopted, and due diligence on the source and chain of custody shall be conducted to reasonably assure that the 3TG+C minerals, including tantalum, tin, tungsten, gold, and cobalt, contained in manufactured products do not directly or indirectly finance or benefit armed groups responsible for serious human rights abuses Suppliers shall provide relevant information required by Catcher as supporting documents.

4. Supplier Responsibility

- A process shall be established to communicate corporate social responsibility requirements to next-tier suppliers and to monitor their compliance with such requirements.
- The Supplier shall establish a corporate social responsibility management system appropriate to its size and operational risks, designate a management representative, and ensure that senior management periodically reviews the system to verify compliance with these requirements. The management process shall cover risk assessment, stakeholder and worker engagement and access to remedy, improvement objectives, training, communication and grievance mechanisms, self-assessments, and corrective actions. The Supplier shall also properly maintain all relevant documents and records.



Thank You !