



智原供應商行為準則

FARADAY SUPPLIER CODE OF CONDUCT

Faraday
QMD

Date.2024/12/20

Heading

Title

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本文件包含中英文版本, 修改文件時請同步修改

This document include both Chinese and English version, when modifying the document, please modify it simultaneously

Faraday Technology Co., Ltd. (hereinafter referred to as "Faraday"), in order to ensure the safety of the working environment, human rights, implementation of a green supply chain and compliance with ethics in the supply chain, Faraday has formulated this Supplier Code of Conduct. Faraday requires suppliers comply with this Code and comply with the laws and regulations of the locations where they operate. Faraday also encourages suppliers to require their suppliers, contractors, and service providers to recognize and adopt this Code.

The provisions of this Code are modeled on the Responsible Business Alliance (RBA, formerly EICC) Code of Conduct, and refer to the UN Guiding Principles on Business and Human Rights and other international Human rights regulations commonly adopted throughout the world include the "ILO Declaration on Fundamental Principles and Rights at Work" and the "Universal Declaration of Human Rights" and are formulated in the spirit of Full compliance with the regulations of the countries in which they operate is a fundamental requirement.

In order to comply with the UNGP framework, if domestic laws and international human rights standards differ, Faraday Future will follow the higher standard. If there is any conflict between the two, Faraday will abide by domestic laws and seek to abide by internationally recognized human rights principles. If domestic laws differ from Faraday's environmental, health and safety standards, Faraday will follow the higher standards.

Faraday will evaluate suppliers' compliance with this "Code" when making purchasing decisions or cooperating with suppliers, and hopes to promote continuous improvement through close cooperation, communication, and auditing with suppliers. If any behavior that violates this "Code" is discovered, and the supplier is unwilling to cooperate with Faraday or fails to cooperate with the deadline to complete all improvement requirements, the commercial relationship between the supplier and Faraday may be jeopardized, and the most serious case may include terminated relations. This standard applies to Faraday suppliers and their subsidiaries, affiliates, outsourcers and sub-tier suppliers (Each is referred to below as a supplier).

This Code consists of six parts. Parts A, B, and C outline labor, health and safety, and environmental standards respectively. Part D provides standards related to business ethics; Part E outlines the elements required for an appropriate management system to implement the Code. Part F is Faraday's additional requirements for suppliers.

A. Labor

Suppliers are committed to uphold the human rights of workers, and to treat 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 recognized standards, as set out in the References, were used in preparing the Code and may be useful sources of additional information.

The labor standards are:

1) Prohibition of Forced Labor

- a 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.
- b 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.
- c As part of the hiring process, all workers must be provided with a written employment agreement in their native language or in a language the worker can understand that contains a description of terms and conditions of employment. Foreign migrant workers must receive the employment agreement 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.
- d All work must be voluntary, and workers shall be free to leave work at any time or terminate their employment without penalty if reasonable notice is given as per worker's contract.
- e Employers, agents, and sub-agents' may not hold or otherwise destroy, conceal, or confiscate

identity or immigration documents, such as government-issued identification, passports, or work permits. Employers can only hold documentation if such holdings are required by law. In this case, at no time should workers be denied access to their documents.

- f Workers shall not be required to pay employers' agents or sub-agents' recruitment fees or other related fees for their employment. If any such fees are found to have been paid by workers, such fees shall be repaid to the worker.

2) Young Workers

- a Child labor is not to be used in any stage of manufacturing. The term "child" refers to any person under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest.
- b Suppliers shall implement an appropriate mechanism to verify the age of workers. The use of legitimate workplace learning programs, which comply with all laws and regulations, is supported.
- c Workers under the age of 18 (Young Workers) shall not perform work that is likely to jeopardize their health or safety, including night shifts and overtime.
- d Suppliers shall ensure proper management of Responsible Business Alliance Code of Conduct v7.0 3 student workers through proper maintenance of student records, rigorous due diligence of educational partners, and protection of students' rights in accordance with applicable laws and regulations.
- e 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.
- f If child labor is identified, assistance/remediation is provided.

3) Working Hours

- a Studies of business practices clearly link worker strain to reduced productivity, increased turnover,

and increased injury and illness. Working hours are not to exceed the maximum set by local law.

- b Further, a workweek should not be more than 60 hours per week, including overtime, except in emergency or unusual situations. All overtime must be voluntary. Workers shall be allowed at least one day off every seven days.

4) Wages and Benefits

- a Compensation paid to workers shall comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits.

b All workers shall receive equal pay for equal work and qualification.

- c 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.
- d 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.
- e All use of temporary, dispatch and outsourced labor will be within the limits of the local law.

5) Non-Discrimination/Non-Harassment/Humane Treatment

- a Suppliers should be committed to a workplace free of harassment and unlawful discrimination.
- b There is to be no harsh or inhumane treatment 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.
- c Companies shall not engage in discrimination or harassment 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.

- d Disciplinary policies and procedures in support of these requirements shall be clearly defined and communicated to workers.
- e Workers shall be provided with reasonable accommodation for religious practices.
- f In addition, workers or potential workers should not be subjected to medical tests, including pregnancy or virginity tests, or physical exams that could be used in a discriminatory way. This was drafted in consideration of ILO Discrimination (Employment and Occupation) Convention (No.111).

6) Freedom of Association and Collective Bargaining

- a In conformance with local law, 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.
- b 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, reprisal, intimidation, or harassment.

B. Health and Safety

Suppliers 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, consistency of production and worker retention and morale. Suppliers also recognize that ongoing worker input and education are essential to identifying and solving health and safety issues in the workplace. Relevant management and operation regulations must also comply with local laws and regulations.

Recognized management systems such as ISO 45001 and ILO Guidelines on Occupational Safety and Health were used as references in preparing the Code and may be useful sources of additional information.

The health and safety standards are:

1) Occupational Health and Safety

a 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.

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

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

2) Emergency Preparedness

a Potential emergency situations and events are to 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.

b Emergency drills must be executed at least annually or as required by local law, whichever is more stringent.

- c Emergency plans should also include appropriate fire detection and suppression equipment, clear and unobstructed egress, adequate exit facilities, contact information for emergency responders, and recovery plans.
- d Such plans and procedures shall focus on minimizing harm to life, the environment, and property.

3) Occupational injury and Illness

- a Procedures and systems are to be in place to prevent, manage, track and report occupational injury and illness
- b Including provisions to encourage worker reporting, classify and record injury and illness cases, provide necessary medical treatment, investigate cases and implement corrective actions to eliminate their causes, and facilitate the return of workers to work.
- c Participants shall allow workers to remove themselves from imminent harm, and not return until the situation is mitigated, without fear of retaliation.

4) Industrial Hygiene

- a Worker exposure to chemical, biological, and physical agents is to be identified, evaluated, and controlled according to the Hierarchy of Controls.
- b When hazards cannot be adequately controlled, workers shall be provided with and use appropriate, well-maintained, personal protective equipment free of charge.
- c Participants shall provide workers with safe and healthy working environments, which shall be maintained through ongoing, systematic monitoring of workers' health and working environments.
- d Participants 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.

5) Physically Demanding Work

- a Worker exposure to the hazards of physically demanding tasks.
- b Including manual material handling and heavy or repetitive lifting, prolonged standing, and highly repetitive or forceful assembly tasks is to be identified, evaluated, and controlled.

6) Machine Safeguarding

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

7) Sanitation, Food, and Housing

- a Workers are to be provided with ready access to clean toilet facilities, potable water and sanitary food preparation, storage, and eating facilities.
- b Worker dormitories provided by the Participant 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 and heat and ventilation, individually secured accommodations for storing personal and valuable items, and reasonable personal space along with reasonable entry and exit privileges.

8) Health and Safety Communication

- a 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.

b Health and safety related information shall be clearly posted in the facility or placed in a location identifiable and accessible by workers. Health information and training shall include content on specific risks to relevant demographics, such as gender and age, if applicable.

c Training is provided to all workers prior to the beginning of work and regularly thereafter.

d Workers shall be encouraged to raise any health and safety concerns without retaliation.

C.Environment

Suppliers recognize that environmental responsibility is integral to producing world-class products. Suppliers shall identify the environmental impacts and minimize adverse effects on the community, environment, and natural resources within their manufacturing operations, while safeguarding the health and safety of the public. Recognized management systems such as ISO 14001 and the Eco Management and Audit System (EMAS) were used as references in preparing the Code and may be a useful source of additional information.

The environmental standards are:

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.

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, is to be conserved by practices such as modifying production, maintenance and facility processes, materials substitution, re-use, conservation, recycling, or other means.

3) Hazardous Substances

Chemicals, waste, and other materials posing a hazard to humans or the environment are to be identified, labeled, and managed to ensure their safe handling, movement, storage, use, recycling or reuse, and disposal. Hazardous waste data shall be tracked and documented.

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.

5) Air Emissions

- a Air emissions of volatile organic chemicals, aerosols, corrosives, particulates, ozone depleting substances, and combustion byproducts generated from operations are to be characterized, routinely monitored, controlled, and treated as required prior to discharge.
- b Ozone depleting substances are to be effectively managed in accordance with the Montreal Protocol and applicable regulations.
- c Suppliers shall conduct routine monitoring of the performance of its air emission control systems.

6) Material Restrictions

Suppliers are to adhere to all applicable laws, regulations, and customer requirements regarding the prohibition or restriction of specific substances in products and manufacturing, including labeling for recycling and disposal.

7) Water Management

- a 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.
- b All wastewater is to be characterized, monitored, controlled, and treated as required prior to discharge or disposal.
- c Suppliers shall conduct routine monitoring of the performance of its wastewater treatment and containment systems to ensure optimal performance and regulatory compliance.

8) Energy Consumption and Greenhouse Gas Emissions

- a Suppliers shall establish and report against an absolute corporate-wide greenhouse gas reduction goal.
- b Energy consumption and all relevant Scopes 1 and 2, and significant categories of Scope 3 greenhouse gas emissions shall be tracked, documented, and publicly reported.
- c Suppliers shall look for methods to improve energy efficiency and to minimize their energy consumption and greenhouse gas emissions.

D. Ethics

To meet social responsibilities and to achieve success in the marketplace, suppliers and their agents are to uphold the highest standards of ethics including:

1) Business Integrity

- a The highest standards of integrity are to be upheld in all business interactions.
- b Suppliers shall have a zero-tolerance policy to prohibit any and all forms of bribery, corruption, extortion and embezzlement.

2) No Improper Advantage

- a Bribes or other means of obtaining undue or improper advantage are not to be promised, offered, authorized, given, or accepted.
- b 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.
- c Monitoring, record keeping, and enforcement procedures shall be implemented to ensure compliance with anti-corruption laws.

3) Disclosure of Information

- a All business dealings should be transparently performed and accurately reflected on the Participant's business books and records.
- b Information regarding participant's labor, health and safety, environmental practices, business activities, structure, financial situation, and performance is to be disclosed in accordance with applicable regulations and prevailing industry practices. Falsification of records or misrepresentation of conditions or practices in the supply chain are unacceptable.

4) Intellectual Property

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

5) Fair Business, Advertising and Competition

Standards of fair business, advertising, and competition are to be upheld.

6) Protection of Identity and Non-Retaliation

- a Programs that ensure the confidentiality, anonymity, and protection of supplier and employee whistleblowers² are to be maintained, unless prohibited by law.
- b Suppliers should have a communicated process for their personnel to be able to raise any concerns without fear of retaliation.

7) Responsible Sourcing and Minerals

- a Suppliers shall adopt a policy and exercise due diligence on the source and chain of custody of the cobalt, mica, tantalum, tin, tungsten, and gold 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.
- b Suppliers should conduct audits on the procurement and chain of custody of production and sales of these minerals, and provide information on audit standards when inquired by Faraday and its customers.

8) Privacy

- a Suppliers are to commit to protecting the reasonable privacy expectations of personal information of everyone they do business with, including suppliers, customers, consumers, and employees.
- b Suppliers are to comply with privacy and information security laws and regulatory requirements when personal information is collected, stored, processed, transmitted, and shared.

E. Management Systems

Suppliers shall adopt or establish a management system with a scope 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 participant's operations and products; (b) conformance with this Code; and (c) identification and mitigation of operational risks related to this Code. It should also facilitate continual improvement.

The management system should contain the following elements:

1) Company Commitment

Supplier shall establish human rights, health and safety, environmental and ethics policy statements affirming Participant's commitment to due diligence and continual improvement, endorsed by executive management. Policy statements shall be made public and communicated to workers in a language they understand via accessible channels.

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 systems on a regular basis.

3) Legal and Customer Requirements

A process to identify, monitor and understand applicable laws, regulations, and customer requirements, including the requirements of the Code.

4) Risk Assessment and Risk Management

a Company shall adopt or establish a process to identify the legal compliance, environmental, health and safety³, labor practice and ethics risks, including the risks of severe human rights and environmental impacts, associated with companies' operations.

b Company 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) Improvement Objectives

Written performance objectives, targets and implementation plans to improve the Participant's social, environmental, and health and safety performance, including a periodic assessment of Participant's performance in achieving those objectives.

6) Training

Programs for training managers and workers to implement Participant's policies, procedures, and improvement objectives and to meet applicable legal and regulatory requirements.

7) Communication

A process for communicating clear and accurate information about Participant's policies, practices, expectations, and performance to workers, suppliers, and customers.

8) Worker/Stakeholder Engagement and Access To Remedy

a Company 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 Code, and to foster continuous improvement.

b Workers shall be given a safe environment to provide grievance and feedback without fear of reprisal or retaliation.

9) Audits and Assessments

Periodic self-evaluations to ensure conformity to legal and regulatory requirements, the content of the Code, and customer contractual requirements related to social and environmental responsibility.

10) Corrective Action Process

A process for timely correction of deficiencies identified by internal or external assessments, inspections, investigations, and reviews.

11) Documentation and Records

Creation and maintenance of documents and records to ensure regulatory compliance and conformity to company requirements along with appropriate confidentiality to protect privacy.

12) Suppliers responsibility

Suppliers should formulate procurement-related policies and be committed to implementing supply chain sustainability, and should establish procedures to communicate the requirements of this Code to upstream suppliers and monitor upstream suppliers' compliance with this Code.

F. Additional Requirements

- 1) Suppliers should achieve the goal of reducing greenhouse gas emissions by 20% by 2030.
- 2) In Part C, in addition to the reporting objects stipulated in laws and regulations, suppliers should proactively provide Faraday's measures to reduce environmental impacts and impacts.
- 3) Suppliers must comply with the Faraday Conflict Minerals Procurement Management Policy. If the material composition information delivered by the supplier to Faraday contains tantalum, tin, tungsten and gold, the supplier must use a qualified smelter certified by EICC CFSP. If the supplier uses a smelting plant that has not passed CFSP certification, the supplier must complete the introduction of qualified smelting plants within the time limit required by Faraday.
- 4) Ensure biodiversity and zero deforestation commitments
 - A. Commitment not to conduct operations in or near important biodiversity locations in the future to fulfill commitments related to biodiversity and zero deforestation, and require relevant upstream and downstream key value chain/supplier partners to recognize and abide by them.
 - B. Encourage suppliers to provide products and services that meet zero-deforestation standards
 - C. If the supplier's current operations or products and services provided fall within the scope described in this commitment, impact mitigation measures must be proposed

References

1. RBA code of conduct
2. UN Guiding Principles on Business and Human Rights
3. Declaration on Fundamental Principles and Rights at Work
4. UN Universal Declaration of Human Rights
5. International Labor Organization (Employment and Occupation) Discrimination Convention (No. 111)
6. ISO 14001 Environment management system
7. Convention on Biological Diversity
8. Faraday Conflict-Free Minerals Management Procedure
9. Faraday Green Environmental Protection Policy and Procedure