

August 2022

Sierra Wireless Certificate Package



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MANAGEMENT SYSTEM CERTIFICATE

Certificate no.:
44443-2008-AQ-USA-ANAB

Initial certification date:
11 December, 2008

Valid:
21 July, 2022 – 08 December, 2023

This is to certify that the management system of
Sierra Wireless, Inc.
13811 Wireless Way, Richmond, BC, V6V 3A4, Canada
and the sites as mentioned in the appendix accompanying this certificate

has been found to conform to the Quality Management System standard:
ISO 9001:2015

This certificate is valid for the following scope:
**Design, development and fables manufacture of wireless communications solutions
including connectivity and cloud-based services and products.**

Place and date:
Katy, TX, 21 July, 2022



For the issuing office:
DNV - Business Assurance
1400 Ravello Drive, Katy, TX, 77449-5164, USA

A handwritten signature in blue ink.

Sherif Mekkawy
Management Representative

Lack of fulfillment of conditions as set out in the Certification Agreement may render this Certificate invalid.

ACCREDITED UNIT: DNV Business Assurance USA Inc., 1400 Ravello Drive, Katy, TX, 77449, USA - TEL: +1 281-396-1000. www.dnv.com



Certificate no.: 44443-2008-AQ-USA-ANAB
Place and date: Katy, TX, 21 July, 2022

Appendix to Certificate

Sierra Wireless, Inc.

Locations included in the certification are as follows:

Site Name	Site Address	Site Scope
Sierra Wireless, Inc.	13811 Wireless Way, Richmond, BC, V6V 3A4, Canada	Corporate Management, Quality Systems, Account Services, Product Life Cycle, Manufacturing Engineering, Project Development, Engineering Project Mgt & Services, Supply Chain Management, Facilities Management, Equipment Management, HR
Sierra Wireless, Inc. - Toulouse, France	Lake Park, ZAC de l'Hers - Allée du Lac, 31672 Labège Cedex, 31672, Toulouse, France	Product Life Cycle, Engineering Project and Development, Manufacturing, Services
Sierra Wireless, Inc. - Sophia-Antipolis, France	Parc de Haute Technologie, Font de L'Orme, 694-732 Avenue du Docteur, Maurice Donat (Bat. 6), 06250 Mougins, Nice, France	Engineering Project and Development, Account Services, Services
Sierra Wireless, Inc. - Taipei, Taiwan	7/F, No. 1, Yuangdong Rd. Banqiao Dist. New Taipei City 22063 Taiwan	Account Services, Product Life Cycle, Engineering Project and Development, Facilities Management
M2M One Pty Ltd.	1 Barrett Street, Kensington, Victoria, 3031, Australia	Design, development, and manufacture of wireless communications products through our contract manufacturing partners.

Lack of fulfillment of conditions as set out in the Certification Agreement may render this Certificate invalid.

ACCREDITED UNIT: DNV Business Assurance USA Inc., 1400 Ravello Drive, Katy, TX, 77449, USA - TEL: +1 281-396-1000. www.dnv.com



WEEE Regulations

Certificate of Compliance for 2021

Date Issued: 23rd May 2022

This is to certify that Sierra Wireless (UK) Ltd, Producer Registration number WEE/EK0050TZ, a Registered Member of B2B Compliance, a Registered Member of B2B Compliance, is legally compliant with the Waste Electrical and Electronic Equipment Regulations 2013 (Statutory Instrument No. 3113), and all subsequent amendments thereafter, for the 2021 Compliance Period.

A handwritten signature in blue ink, appearing to read "S Brambley", with a long horizontal line extending to the right.

S Brambley, Director

Scheme Approval Number: WEE/MP3338PT/SCH

B2B Compliance, Fermentation Building South, Hawkins Lane, Finzels Reach, Bristol, BS1 6JQ
Tel: 0117 301 8829 E-mail: membership@b2bcompliance.org.uk Web: www.b2bcompliance.org.uk

B2B Compliance is an approved producer compliance scheme operated by GAMBICA B2B Compliance Ltd, a Company Limited by Guarantee
Registered in England & Wales No. 5177060. Registered Office: Rotherwick House, 3 Thomas More Street, London, E1W 1YZ

		IECEX Quality Assessment Report Summary	
INTERNATIONAL ELECTROTECHNICAL COMMISSION IEC Certification System for Explosive Atmospheres for rules and details of the IECEx Scheme visit www.iecex.com			
QAR Ref. No.:	NO/DNV/QAR21.0006/00	Page 1 of 1	
QAR Free Ref. No.:	PRJN-234446-2021-PA-USA	Status: Issued	
Site(s) audited:	Sierra Wireless 13811 Wireless Way Richmond, BC V6V3A Canada	Date of issue: 2021-04-13 Valid until: 2024-03-29 Audit date: 2021-03-29	
Issuing ExCB:	DNV - DNV Product Assurance AS		
Manufacturer:	Sierra Wireless 13811 Wireless Way Richmond, BC V6V3A		
Location of Manufacturer:	Canada		
Product information:	RV 55 Intrinsically Safe Wireless Interface		
Protection concept:	Ex i, Ex e		
Related QARs:			
Related Certificates (manual insertion):			
Related Certificates (automatic linking):			
Related Certificates for previous versions:			
Comments:			

		IECEx Certificate of Conformity	
INTERNATIONAL ELECTROTECHNICAL COMMISSION IEC Certification System for Explosive Atmospheres for rules and details of the IECEx Scheme visit www.iecex.com			
Certificate No.:	IECEx ETL 21.0024X	Page 1 of 3	Certificate history:
Status:	Current	Issue No: 0	
Date of Issue:	2021-06-22		
Applicant:	Sierra Wireless 13811 Wireless Way Richmond, BC V6V3A Canada		
Equipment:	AirLink Router		
Optional accessory:			
Type of Protection:	Increased Safety "ec"		
Marking:	Ex ec IIC T6 Gc Ambient Temperature Range: -30°C ≤ Tamb ≤ +60°C		
Approved for issue on behalf of the IECEx Certification Body:		Todd L. Relyea	
Position:		Certification Officer	
Signature: (for printed version)			
Date: (for printed version)			
1. This certificate and schedule may only be reproduced in full. 2. This certificate is not transferable and remains the property of the issuing body. 3. The Status and authenticity of this certificate may be verified by visiting www.iecex.com or use of this QR Code.			
Certificate issued by: Intertek 3933 US Route 11 South Cortland NY 13045-2995 United States of America			



IECEx Certificate of Conformity

Certificate No.: **IECEx ETL 21.0024X**

Page 2 of 3

Date of issue: 2021-06-22

Issue No: 0

Manufacturer: **Sierra Wireless**
13811 Wireless Way
Richmond, BC V6V3A
Canada

Manufacturing
locations:

This certificate is issued as verification that a sample(s), representative of production, was assessed and tested and found to comply with the IEC Standard list below and that the manufacturer's quality system, relating to the Ex products covered by this certificate, was assessed and found to comply with the IECEx Quality system requirements. This certificate is granted subject to the conditions as set out in IECEx Scheme Rules, IECEx 02 and Operational Documents as amended

STANDARDS :

The equipment and any acceptable variations to it specified in the schedule of this certificate and the identified documents, was found to comply with the following standards

IEC 60079-0:2017 Explosive atmospheres - Part 0: Equipment - General requirements
Edition:7.0

IEC 60079-7:2017 Explosive atmospheres - Part 7: Equipment protection by increased safety "e"
Edition:5.1

This Certificate **does not** indicate compliance with safety and performance requirements other than those expressly included in the Standards listed above.

TEST & ASSESSMENT REPORTS:

A sample(s) of the equipment listed has successfully met the examination and test requirements as recorded in:

Test Report:

US/ETL/ExTR21.0026/00

Quality Assessment Report:

NO/DNV/QAR21.0006/00



IECEx Certificate of Conformity

Certificate No.: **IECEx ETL 21.0024X**

Page 3 of 3

Date of issue: 2021-06-22

Issue No: 0

EQUIPMENT:

Equipment and systems covered by this Certificate are as follows:

The product covered by this report is an advanced LTE Router. It is designed for connecting critical remote assets, infrastructure and vehicle fleets. The router's capabilities deliver up to 600 Mbps downlink speeds. The RV55 router is to be installed in a tool-secured enclosure with the appropriate type rating.

SPECIFIC CONDITIONS OF USE: YES as shown below:

- Equipment shall be installed in an Ex certified tool secured enclosure which provides a minimum ingress protection of IP54. It must be mounted with mounting screws on a flat surface, or optional DIN rail mounting bracket with the DIN rail clip to a horizontal DIN rail and the spring clip at the bottom.
- Equipment references the enclosure ground. The end user shall ensure that the installation adequately mitigates the risks of circulating earth currents and floating voltages.

Annex:

[G104606165-Annex for CoC IECEx ETL 21.0024X Issue 0_1.pdf](#)



Annex to IECEx Certificate of Conformity

Certificate No:	IECEX ETL 21.0024X	Issue No. 0
Annex No. 1		

Technical Documents			
Title:	Drawing No.:	Rev. Level:	Date:
RV55 Schematic	5303883	8	04/16/2021
BOTTOM ENCLOSURE, RV50 PRO	5303738	A	07/11/2018
ASSEMBLY DRAWING, RV55	5303741	7	01/16/2020
GASKET, BOTTOM ENCLOSURE, RV50 PRO	5303751	1	01/10/2018
SJxxA1 BUMPON	SJxxA1	A	01/07/2010
BOM	5303730	20	04/26/2021
Hardware user guide	41113042	3	April 2021
PRINT SPEC, RV55, TEMPLATE, DEVICE LABEL	5304428	11	04/19/2021

Certificate issued by:
intertek
Total Quality. Assured.

Intertek Testing Services NA, Inc.
3933 US Route 11, Cortland, NY
13045, USA

Page 1 of 1
SFT-IECEX-OP-19f (26 October 2018)

Factory Certificates

Universal Scientific Industrial (Shanghai) Co., Ltd.

ISO 9001: 2015



CERTIFICATE



This is to certify that

Universal Scientific Industrial (Shanghai) Co., Ltd.

No.1558 Zhangdong Road, Zhangjiang Hi-Tech Park, Pudong
201203, Shanghai
China

Unified Social Credit Code: 91310000745611834X

with the organizational units/sites as listed in the annex

has implemented and maintains a **Quality Management System**.

Scope:

The design and manufacture of system in packaging (SiP) module, circuit board and system assembly for communication applications, the design and manufacture of circuit board and system assembly for storage applications, hand-held mobile communication applications and computing peripheral equipment.

Through an audit, documented in a report, it was verified that the management system fulfills the requirements of the following standard:

ISO 9001 : 2015

Certificate registration no.	439190 QM15
Date of original certification	2004-08-07
Date of certification	2021-05-19
Valid until	2024-05-18



DQS Inc.

Brad McGuire
Managing Director

Accredited Body: DQS Inc., 1500 McConnor Parkway, Suite 400, Schaumburg, IL 60173 USA
Administrative Office: DQS AP Ltd., 906-907, Waterfront Place Block E, No.31, Lane 168, Daduhe Road,
Putuo District, Shanghai, China, Post Code: 200062
The certificate can be verified at www.dqs-cn.com as well as CNCA official website www.cnca.gov.cn.
The certificate will be valid only in case that the certified organization undergoes successful periodic surveillance audit.





**CERTIFICATE
OF REGISTRATION**

This is to certify that the management system of:

**Universal Scientific
Industrial (Shanghai)
Co.,Ltd.**

Main Site: No.1558, Zhang Dong Road, Zhangjiang HI-Tech Park, Pudong
Shanghai P.R.China

has been registered by Intertek as conforming to the requirements of:

ISO 14001:2015

The management system is applicable to:

Manufacture of new electronic parts and components (LED lighting
parts, EMS Parts), mainboard (SSD), communication electronic parts.

Unified Social Credit Identifier:
91310000745611834X

Certificate Number:
121610009

Initial Certification Date:
30 November 2016

Date of Certification Decision:
08 November 2019

Issuing Date:
08 November 2019

Valid Until:
29 November 2022



Intertek



Calin Moldovean
President, Business Assurance

Intertek Certification Limited, 10A Victory
Park, Victory Road, Derby DE24 8ZF, United
Kingdom

Intertek Certification Limited is a
UKAS accredited body under
schedule of accreditation no. 014.



In the issuance of this certificate, Intertek assumes no liability to any party other than to the Client, and then only, in accordance with the agreed upon Certification Agreement. The certificate's validity is subject to the obligation maintaining their system in accordance with Intertek's requirements for system certification. Validity may be confirmed via email at certification.validation@intertek.com or by scanning the code to the right with a smartphone. The certificate remains the property of Intertek, to whom it must be returned upon request.

The annual validity of the certificate can also be checked through the website <http://www.cma.gov.cn/> of CNCA in China.





CERTIFICATE OF REGISTRATION

This is to certify that the management system of:

Universal Scientific Industrial (Shanghai) Co., Ltd.

No.1338, Zhang Dong Road, Zhangjiang Hi-Tech Park, Pudong Shanghai
P. R. China

has been registered by Intertek as conforming to the requirements of:

ISO 45001:2018

The management system is applicable to:

Manufacture of new electronic parts and components (LED lighting parts,
EMS Parts), mainboard (SSD), communication electronic parts.

(Certified to OHSAS 18001:2007 from 30 November 2018 to 08 November
2019)

Unified Social Credit Identifier:

91310000743611834X

Certificate Number:

05151810005

Initial Certification Date:

30 November 2018

Date of Certification Decision:

08 November 2019

Issuing Date:

08 November 2019

Valid Until:

29 November 2022



Intertek

Calin Moldoveanu

Calin Moldoveanu

President, Business Assurance

Intertek Certification Limited, 10A Victory
Park, Victory Road, Derby DE24 8EP, United
Kingdom

Intertek Certification Limited is a
UKAS accredited body under
schedule of accreditation no. 034.



In the issuance of this certificate, Intertek assumes no liability to any party other than to the client, and then only in accordance with the agreed upon Certification Agreement. This certificate's validity is subject to the organisation maintaining their system in accordance with Intertek's requirements for systems certification. Validity may be performed via email at certificatevalid@intertek.com or by scanning the code to the right with a smartphone. The certificate remains the property of Intertek, to whom it must be returned upon request.
The annual validity of the certificate can also be checked through the website <http://www.intertek.com> or at 8000 in China.





IEC QUALITY ASSESSMENT SYSTEM (IECQ)
 covering Electronic Components,
 Assemblies, Related Materials and Processes
 For rules and details of the IECQ visit www.iecq.org

IECQ Certificate of Conformity Hazardous Substance Process Management

IECQ Certificate No.:	IECQ-H ULTW 08.0033	Issue No.:	9	Status:	Current
Supersedes:	IECQ-H ULTW 08.0033 Issue 8	Issue Date:	2021/06/02	Org Issue:	2007/07/03
CB Reference No.:	439190 QC	Expiration:	2024/07/02		

Applicable to:

- European Directive 2011/65/EU ("RoHS – Restriction of the use Of certain Hazardous Substances") in electrical and electronic equipment. Including all published amendments
- Other Identified Hazardous Substances

Universal Scientific Industrial (Shanghai) Co., Ltd.
 1558 Zhang Dong Road, integrated circuit Industrial Zone,
 Zhang Jiang hi tech park,
 Shanghai, 201203
 China

The organization has developed and implemented Hazardous Substance Process Management procedures and related processes which have been assessed and found to comply with the applicable requirements for IECQ HSPM organization approval which is in accordance with the Basic Rules IECQ 01 and Rules of Procedure IECQ 03-5 "IECQ Hazardous Substances Process Management" of the IEC Quality Assessment System for Electronic Components (IECQ), and with respect to the IECQ Specification:

- IECQ QC 080000:2017 - Hazardous Substance Process Management System Requirements

This Certificate is applicable to all electronic components, assemblies, related materials and processes for the following scope of activities:

The design and manufacture of system in packaging (SiP) module, circuit board and system assembly for communication, the design and manufacture of circuit board and system assembly for storage applications, hand-held mobile communication applications and computing peripheral equipment.

This certificate is based on audit by DQS AP Ltd. with CNCA registration and is used for overseas business confirmation. CNCA-RF-2008-18.

Issued by the Certification Body: DQS Group - DQS Taiwan Inc.

8th Fl., 23, Yuan Huan West Road,
 Feng Yuan Dist., Taichung City
 Taiwan

Authorized person:
 Rock Chang



The validity of this certificate is maintained through on-going surveillance audits by the IECQ CB issuing this certificate.
 This Certificate of Conformity may be suspended or withdrawn in accordance with the Rules of Procedure of the IECQ System and its Schemes.
 This certificate and any schedule(s) may only be reproduced in full.
 This certificate is not transferable and remains the property of the issuing IECQ CB.
 The Status and authenticity of this certificate may be verified by visiting www.iecq.org



CERTIFICATE



This is to certify that

Universal Scientific Industrial (Shanghai) Co., Ltd.

No.1558 Zhangdong Road, Zhangjiang Hi-Tech Park, Pudong
201203, Shanghai
China

with the organizational units/sites as listed in the annex

has implemented and maintains a **Quality Management System**.

Scope:

The design and manufacture of system in packaging (SiP) module, circuit board and system assembly for communication applications

Product Categories:

8.2.3 - High Complexity

Through an audit documented in a report, in accordance with QuEST Forum Code of Practice for TL 9000 Registrars and ISO/IEC 17021 Conformity Assessment - Requirements for bodies providing audit and certification of management systems, it was verified that the management system fulfills the requirements of the following standards:

TL 9000-H R6.2/R5.7

TL Id number	TL 4247
Certificate registration no.	439190 TLR6
Date of original certification	2005-04-25
Date of certification	2021-05-19
Valid until	2024-05-18



DQS Inc.

Brad McGuire
Managing Director

Accredited Body: DQS Inc., 1500 McConnor Parkway, Suite 400, Schaumburg, IL 60173 USA
Administrative Office: DQS AP Ltd., 906-907, Waterfront Place Block E, No.31, Lane 168, Daduhe Road,
Putuo District, Shanghai, China, Post Code: 200062



Annex to certificate
Registration No. 439190 TLR6

Universal Scientific Industrial (Shanghai) Co., Ltd.

No.1558 Zhangdong Road, Zhangjiang Hi-Tech Park, Pudong
201203, Shanghai
China

Location

Scope

50600146

**Universal Global Scientific Industrial Co.,
Ltd.**
No.330, Gongye Rd., Nantou City, Nantou
County
54065, Taiwan
China

The Design and Purchasing (Supplier
management-Sourcing) of system in
packaging (SiP) module, circuit board and
system assembly for communication
applications

This annex (edition: 2021-05-19) is only valid in connection
with the above-mentioned certificate.

2 / 2

Universal Global Technology (Kunshan) Co., Ltd.

ISO 9001: 2015

SGS

Certificate CN14/21137

The management system of

**Universal Global Technology
(Kunshan) Co., Ltd.**

Business Registration Address: Building 4, ASE Industrial Park, No. 497,
Huangpujiang Road, Qiandeng Town, Kunshan City, Jiangsu Province,
P. R. China
Business Operation Address: Building 4, ASE Industrial Park, No. 497,
Huangpujiang Road, Qiandeng Town, Kunshan City, Jiangsu Province,
P. R. China

Unified Social Credit Code 91320583581042961A

has been assessed and certified as meeting the requirements of

ISO 9001:2015

For the following activities

**Manufacture of printed circuit board assemblies
Manufacture of hand held mobile computers ,cradles, network
switches and network cards.**

This certificate is valid from 15 September 2021 until 14 September 2024
and remains valid subject to satisfactory surveillance audits.
Recertification audit due a minimum of 60 days before the expiration date.
Issue 5. Certified since 11 February 2014

Authorised by



SGS United Kingdom Ltd
Rosemore Business Park, Ellesmere Port, Cheshire, CH65 3EN, UK
t +44 (0)151 350-6666 f +44 (0)151 350-6600 www.sgs.com
The certification information can be verified on the web site of Certification and Accreditation
Administration of the People's Republic of China www.cnca.gov.cn


UKAS
MANAGEMENT
SYSTEMS
0005

HC SGS-001 2015 0118
Page 1 of 1

SGS

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Certification Services accessible at www.sgs.com/terms_and_conditions.htm.
Attention is drawn to the limitations of validity, recertification and jurisdictional
issues established therein. The authenticity of this document may be verified at
<http://www.sgs.com/en/certified-clients-and-products/certified-client-directory>. Any
unauthorised alteration, forgery or falsification of the content or appearance of
this document is unlawful and offenders may be prosecuted to the fullest extent
of the law.







此为证书 CN14/21137 译本

下述组织

环鸿电子(昆山)有限公司

注册地址: 中国江苏省昆山市千灯镇黄浦江路 497 号日月光工
业园 4 幢

经营地址: 中国江苏省昆山市千灯镇黄浦江路 497 号日月光工
业园 4 幢

统一社会信用代码 91320583581042961A

的管理体系已经过审核, 并被证明符合下述要求

ISO 9001:2015

所涉及的活动范围覆盖

印刷线路板组件的制造
手持式移动通信终端, 扩充座, 网络交换器和网卡制造

该证书的有效期限自 2021 年 09 月 15 日至 2024 年 09 月 14 日
组织必须定期接受监督审核并经审核合格此证书方继续有效
持续认证至少在证书失效前 60 天执行
版本号 5. 初始注册日期 2014 年 02 月 11 日

签署



SGS United Kingdom Ltd
Rossmore Business Park, Ellesmere Port, Cheshire CH65 3 EN UK
t +44 (0)151 350-6666 f +44 (0)151 350-6600 www.sgs.com
本证书信息可在国家认证认可监督管理委员会官方网站 www.cnca.gov.cn 上查询

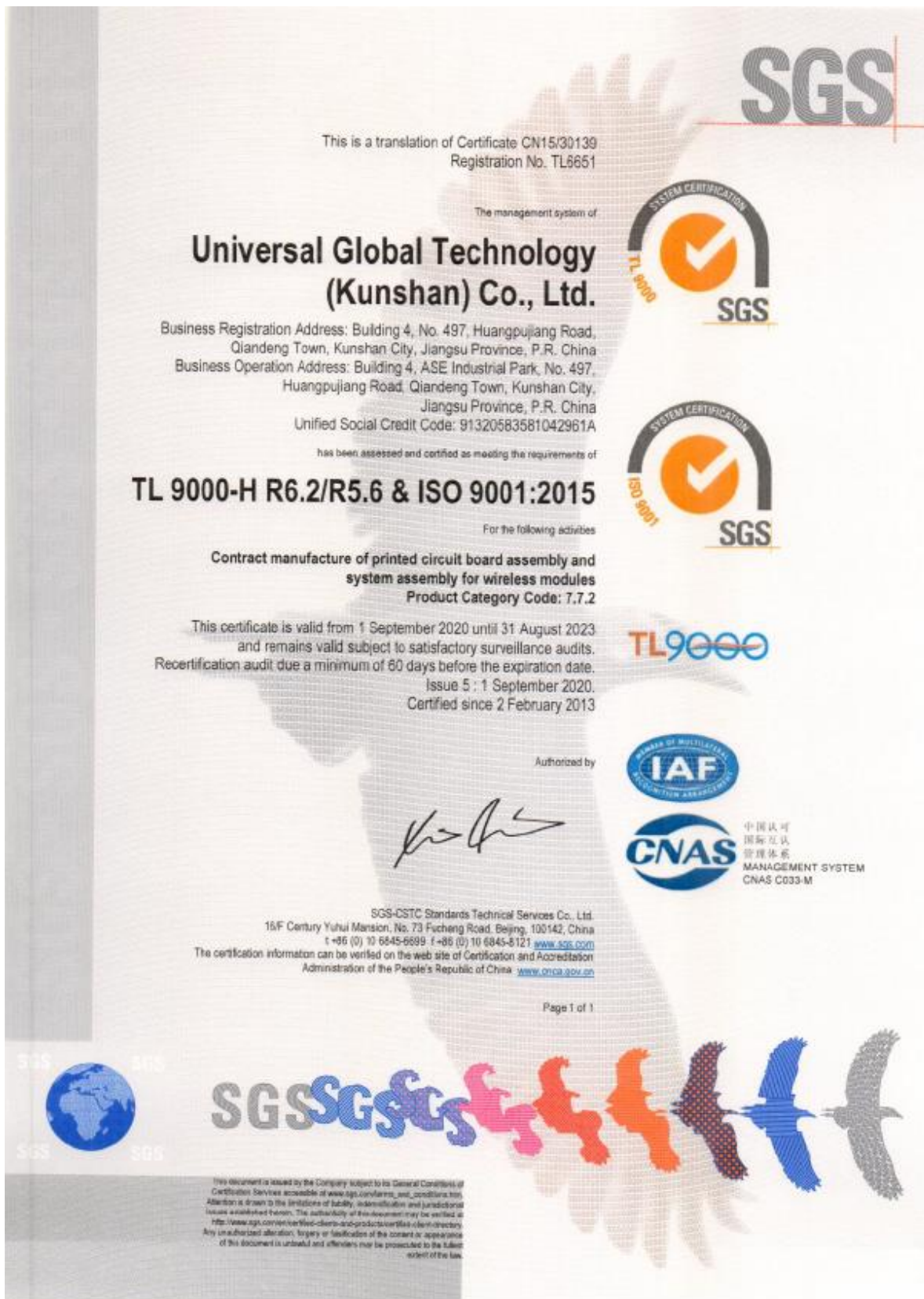
HC SGS 9001 2015 0118

第 1 页 共 1 页



本文件由本会网站公布在英网址 www.sgs.com/terms_and_conditions.htm
中的认证服务通用条款规定, 提请读者注意其中已确定的责任范围、赔偿
和司法管辖事项。本文件的真实性可在网站
<https://www.sgs.com/en/certified-clients-and-products/certified-client-directory> 中核
实。任何未经授权仿造此文件均有违本会的政策, 造成或造成损害
时, 本会将会依法追究。

		IEC QUALITY ASSESSMENT SYSTEM (IECQ) covering Electronic Components, Assemblies, Related Materials and Processes For rules and details of the IECQ visit www.iecq.org	
IECQ Certificate of Conformity Hazardous Substance Process Management			
IECQ Certificate No.:	IECQ-H SGSCN 20.0100	Issue No.:	1
Supersedes:		Issue Date:	2020/11/05
CB Reference No.:	CN20/21715	Org Issue:	2020/11/05
		Expiration:	2023/11/04
Applicable to: - European Directive 2011/65/EU ("RoHS – Restriction of the use Of certain Hazardous Substances") in electrical and electronic equipment, including all published amendments - Customer specified requirements			
Universal Global Technology (Kunshan) Co., Ltd. Building 4, ASE Industrial Park, No. 497, Huangpujiang Road, Qiandeng Town, Kunshan City, Jiangsu Province, P.R. China			
The organization has developed and implemented Hazardous Substance Process Management procedures and related processes which have been assessed and found to comply with the applicable requirements for IECQ HSPM organization approval which is in accordance with the Basic Rules IECQ 01 and Rules of Procedure IECQ 03-5 "IECQ Hazardous Substances Process Management" of the IEC Quality Assessment System for Electronic Components (IECQ), and with respect to the IECQ Specification:			
IECQ QC 080000:2017 - Hazardous Substance Process Management System Requirements			
This Certificate is applicable to all electronic components, assemblies, related materials and processes for the following scope of activities: Manufacture of printed circuit board assemblies used for electrical applications; Manufacture of hand held mobile computers, cradles, network switches and network cards			
Issued by the Certification Body: SGS-CSTC Standards Technical Services Co. Ltd. 16F Century YuHui Mansion, 73 Fucheng Road, Beijing China			
Authorized person: Tsang Ben		 	
		The validity of this certificate is maintained through on-going surveillance audits by the IECQ CB issuing this certificate. This Certificate of Conformity may be suspended or withdrawn in accordance with the Rules of Procedure of the IECQ System and its Schemes. This certificate and any schedule(s) may only be reproduced in full. This certificate is not transferable and remains the property of the issuing IECQ CB. The Status and authenticity of this certificate may be verified by visiting www.iecq.org	
– Attached Translation: – None –		IECQ-H Rev. 08	



SGS

证书 CN15/30139
注册号: TL6651

下述组织

环鸿电子(昆山)有限公司

注册地址: 中国江苏省昆山市千灯镇黄浦江路 497 号 4 幢

经营地址: 中国江苏省昆山市千灯镇黄浦江路 497 号

日月光工业园 4 幢

统一社会信用代码: 91320583581042961A

的管理体系已经过审核, 并被证明符合下述要求

TL 9000-H R6.2/R5.6 & ISO 9001:2015

所涉及的活动范围覆盖

用于无线通信模组的印刷线路板组件和系统装配的合同制造

产品类别代码: 7.7.2

该证书的有效期自 2020 年 09 月 01 日至 2023 年 08 月 31 日

并须经过符合要求的监督审核保持有效

持续认证至少在证书失效前 60 天执行

版本号 5: 2020 年 09 月 01 日

初始注册日期: 2013 年 02 月 02 日

签署



中国认可
国际互认
管理体系
MANAGEMENT SYSTEM
CNAS C033-M

通标标准技术服务有限公司

中国北京市阜成路 73 号世纪裕里大厦 14 层 100142

电话: +86 (0) 10 6845-6699 传真: +86 (0) 10 6845-8121 www.sgscn.com

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第1页 共1页



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SGS

此为证书 IATF 0424668
SGS CN14/20323 译本

下述组织

环鸿电子(昆山)有限公司

中国江苏省昆山市千灯镇黄浦江路 497 号日月光工业园 4 幢

的管理体系已经过审核，并被证明符合下述要求

IATF 16949:2016

版本 1

所涉及的活动范围覆盖

印刷线路板的制造

LED 发光模组的设计和制造

不包括：无

三年认证有效期自 2021-09-15 至 2024-09-14

并须经过符合要求的监督审核保持有效。

版本号:06 当前版本更新于 2021-09-15



签署



Veto Power Authority

Contracted Office: SGS United Kingdom Ltd, Station Road, Oldbury, B69 4LN, UK.
E-mail: Neil.Hall@sgs.com

SGS IATF16949 0417

第1页 共2页



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此为证书 IATF 0424668
SGS CN14/20323 译本

环鸿电子(昆山)有限公司

IATF16949:2016

版本 1



附加场所

Universal Global Scientific Industrial Co., Ltd.
No. 135, Lane 351, Taiping Road, Sec. 1, Tsao Tuen, 54261,
Nan-Tou, Taiwan

职能概要

合同评审, 市场, 产品设计, 采购

附加场所

环旭电子股份有限公司

中国上海浦东新区张江高科技园区集成电路产业区张东路

1558 号

职能概要

实验室, 客户服务



第2页 共2页

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造或篡改均属非法, 违者将依法追究。



Certificate IATF 0424668
Certificate SGS CN14/20323

The management system of

Universal Global Technology (Kunshan) Co., Ltd.

Building 4, ASE Industrial Park, No. 497, Huangpujiang Road,
Qiandeng Town, Kunshan City, Jiangsu Province, P. R. China



has been assessed and certified as meeting the requirements of

IATF 16949:2016

Edition 1

For the following activities

Manufacture of printed circuit board assemblies
Design and manufacture of LED lighting modules
EXCLUSIONS: None

3 Year certification is valid from 15 September 2021 until 14 September 2024
And remains valid subject to satisfactory surveillance audits.
Version no.06 Current version updated 15 September 2021

Authorised by



Veto Power Authority

Contracted Office: SGS United Kingdom Ltd, Station Road, Oldbury, B59 4LN, UK.
E-mail: Neil.Hall@sgs.com

SGS IATF16949 0417

Page 1 of 2



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Certificate IATF 0424668
Certificate SGS CN14/20323

Universal Global Technology (Kunshan) Co., Ltd.

IATF16949:2016

Edition 1



Additional facilities

Universal Global Scientific Industrial Co., Ltd.
No. 135, Lane 351, Taiping Road, Sec. 1, Tsao Tuen, 54261,
Nan-Tou, Taiwan

Summary of Activities

Contract Review, Marketing, Product Design, Purchasing

Additional facilities

Universal Scientific Industrial (Shanghai) Co., Ltd.
No.1558, Zhangdong Road, Zhangjiang Hi-Tech Park, Pudong,
Shanghai, P.R. China

Summary of Activities

Laboratory, Customer Service



Page 2 of 2

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America

CERTIFICATE

The Certification Body of
TÜV SÜD AMERICA INC.

hereby certifies that

JABIL
Jabil Inc.

Has implemented a Quality Management System in accordance with:

ISO 9001:2015

The scope of this Quality Management System includes:

Provision of Contract Design Services, Manufacture, Prototyping, Assembly, Injection Molding, Warehousing, Servicing, Repair and Distribution of Circuit Board Assemblies and related Accessories, System Assemblies, High Precision Mechanical Components, High-Level Assemblies and Finished Products for use in the Computer, Networking, Data Storage, Servers, Telecommunication, Consumer, Automotive, Defense, Aerospace, Instrumentation, Industrial and Medical sectors

Note: The QMS for the whole organization is certified

The participating location:

Jabil Vietnam
Ho Chi Minh, Vietnam, Lot I8-1, Saigon Hi-tech Park
District 9, HCM City, Vietnam

Has site specific activities that include:

Contract Manufacture, Assembly, Servicing, Repair and Distribution of Circuit Board Assemblies, System Assemblies and Finished Products

Certificate Expiry Date: August 17, 2023

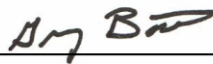
Certificate Registration No: 951 08 4837-D1
(In conjunction with certificate no: 951 08 4837)

Issue Date: January 30, 2021

Reissue Date: N/A

The validity of this certificate is dependent on the validity of the main certificate




Greg Bates
Director Business Assurance America



TÜV SÜD AMERICA INC • 10 Centennial Drive • Peabody, MA 01960 USA • www.TUVamerica.com TÜV®

Certificate

Standard **ISO 45001:2018**

Certificate Registr. No. **01 213 1535332**

Certificate Holder:

JABIL

JABIL VIETNAM COMPANY LIMITED
Lot I8-1, Sai Gon Hi-Tech Park, Long Thanh My Ward,
Thu Duc City, Ho Chi Minh City, Vietnam.

Scope: Contract Manufacture, Assembly, Servicing, Repair and
Distribution of Circuit Board Assemblies, System Assemblies and
Finished Products.

Proof has been furnished by means of an audit that the
requirements of ISO 45001:2018 are met.

Validity: The certificate is valid from 15.12.2021 until 14.06.2022.
First certification 2015

10.12.2021



TÜV Rheinland Cert GmbH
Am Grauen Stein · 51105 Köln

www.tuv.com





CERTIFICATE

The Certification Body of
TÜV SÜD AMERICA INC.

hereby certifies that

JABIL

Jabil Inc.

Has implemented an Environmental Management System in accordance with:

ISO 14001:2015

The scope of this Environmental Management System includes:

Provision of Contract Design Services, Manufacture, Prototyping, Assembly, Injection Molding, Warehousing, Servicing, Repair and Distribution of Circuit Board Assemblies and related Accessories, System Assemblies, High Precision Mechanical Components, High-Level Assemblies and Finished Products for use in the Computer, Networking, Data Storage, Sensors, Telecommunication, Consumer, Automotive, Defense, Aerospace, Instrumentation, Industrial and Medical Sectors

The participating location:

Jabil Vietnam
Ho Chi Minh, Vietnam, Lot I8-1, Saigon Hi-tech Park
District 9, HCM City, Vietnam

Has site specific activities that include:

Contract Manufacture, Assembly, Servicing, Repair and Distribution of
Circuit Board Assemblies, System Assemblies and Finished Products

Certificate Expiry Date: August 18, 2023

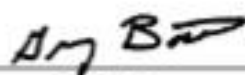
Certificate Registration No: 551 08 4838-D1
(in conjunction with certificate no: 551 08 4838)

Issue Date: December 4, 2020

Reissue Date: NA

The validity of this certificate is dependent on the validity of the main certificate




Greg Bates
Director Business Assurance America





2020/6/16

グリーンパートナー環境品質認定通知書

Notification of Green Partner Certification

Attn : (株) マクニカ 御中
MACNICA, Inc.

拝啓 貴社益々ご清栄のこととお慶び申し上げます。
平素は、弊社環境品質保証活動に多大なるご協力を賜り、お礼申し上げます。
貴社のグリーンパートナー環境品質認定手続きが完了しましたのでご通知申し上げます。
今後とも弊社環境品質保証活動にご協力を賜りますようお願い致します。
Thank you for your kind support on Sony Green Partner Activities.
We would like to inform you that Green Partner Certification has been authorized.
Your continuous cooperation on Sony environmental quality assurance activities is highly appreciated.

認定範囲 / Scope of Green Partner Certification

ファクトリー コード	マニュファクチャラー名称 (英文)	工場名称 (英文)	監査期限
Factory Code	MC Name	FC Name	Expiry Date

FC014627	JABIL VIETNAM COMPANY LIMITED	JABIL VIETNAM COMPANY LIMITED	20220630
FC013361	Universal Scientific Industrial (Shanghai) Co., Ltd.	(No Factory Name)	20220630

ソニーグローバルマニュファクチャリング&オペレーションズ(株)

Sony Global Manufacturing & Operations Corporation

グローバル調達部門 / Global Procurement Division

グリーンパートナー事務局 / Green Partner Secretariat

Flextronics Electronics Technology (Suzhou) Co., Ltd.

ISO 9001: 2015



Page 1 of 2

Administrative Office: 22/F, No. 958 Lujiazui Ring Road, China (Shanghai) Pilot Free Trade Zone, China

This approval is subject to the company maintaining its system to the required standard, which will be monitored by NQA, USA, 289 Great Road, Suite 105, Acton, MA 01720, an accredited organization under the ANSI National Accreditation Board.

Certificate of Registration



Appendix to Certificate Number: 16295

Includes Facilities Located at:

Flextronics Electronics Technology (Suzhou) Co., Ltd.
Certificate Number 16295/27
No.9 Suqian Road,
Suzhou Industrial Park,
Suzhou, Jiangsu Province 215021
the People's Republic of China

Manufacture of Printed Circuit Board Assemblies and
Box Build Assemblies.

Flextronics Electronics Technology (Suzhou) Co., Ltd.
Certificate Number 16295/27
No.268, Suhong Zhong Road
Suzhou Industrial Park
Suzhou City Jiangsu Province 215027
the People's Republic of China

Manufacture of Printed Circuit Board Assemblies and
Box Build Assemblies

Certified Since: December 5, 2015

Valid Until: December 4, 2024

Reissued: December 5, 2021

Cycle Issued: December 5, 2021

Page 2 of 2

Administrative Office: 22/F, No. 958 Lujiazui Ring Road, China (Shanghai) Pilot Free Trade Zone, China

This approval is subject to the company maintaining its system to the required standard, which will be monitored by NQA, USA, 289 Great Road, Suite 105, Acton, MA 01720, an accredited organization under the ANSI National Accreditation Board.



Certificate CN08/20758

The management system of

**Flextronics Electronics Technology
(Suzhou) Co., Ltd.**

Business Registration Address: No. 9, Suqian Road,
Suzhou Industrial Park

Business Operation Address: No. 268, Suhong Zhong Road,
Suzhou Industrial Park, Jiangsu Province, P.R. China

has been assessed and certified as meeting the requirements of

ISO 14001:2015

For the following activities

The scope of registration appears on page 2 of this certificate.

This certificate is valid from 1 February 2022 until 31 January 2025
and remains valid subject to satisfactory surveillance audits.
Recertification audit due a minimum of 60 days before the expiration date
Issue 8. Certified since 28 April 2008

This is a multi-site certification.
Additional site details are listed on subsequent pages.

Authorised by

KE

SGS United Kingdom Ltd
Rossmore Business Park, Ellesmere Port, Cheshire, CH65 3EN, UK
t +44 (0)151 350-6666 f +44 (0)151 350-6600 www.sgs.com

HC SGS 14001 2015 0118 M2



0005

Page 1 of 2



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Certificate CN08/20758, continued

Flextronics Electronics Technology (Suzhou) Co., Ltd.

ISO 14001:2015



Issue 8.

Detailed scope

Manufacture of printed circuit board assemblies and box build assembly

Additional facilities

Flextronics Electronics Technology (Suzhou) Co., Ltd.

**Business Registration Address: No. 9, Suqian Road,
Suzhou Industrial Park**

**Business Operation Address: No. 9, Suqian Road,
Suzhou Industrial Park, Jiangsu Province, P.R. China**



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Page 2 of 2



此为证书 CN08/20758 译本

下述组织

伟创力电子技术(苏州)有限公司

注册地址: 苏州工业园区苏茜路 9 号
经营地址: 中国江苏省苏州市工业园区苏虹中路 268 号



的管理体系已经过审核, 并被证明符合下述要求

ISO 14001:2015

所涉及的活动范围覆盖

证书的注册范围显示在第二页上

该证书的有效期限自 2022 年 02 月 01 日至 2025 年 01 月 31 日
并须经过符合要求的监督审核保持有效
持续认证至少在证书失效前 60 天执行
版本号 8. 初始注册日期 2008 年 04 月 28 日

该证书为多地址证书, 其它具体地址在后续页上列出



签署

SGS United Kingdom Ltd
Rosemore Business Park, Ellesmere Port, Cheshire, CH65 3EN, UK
t +44 (0)151 350-6666 f +44 (0)151 350-6600 www.sgs.com

HC SGS 14001 2015 01115 M2



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伟创力电子技术(苏州)有限公司

ISO 14001:2015

版本号 8.

认证范围

印刷电路板的组装和整机装配



附属机构

伟创力电子技术(苏州)有限公司

注册地址: 苏州工业园区苏茜路 9 号

经营地址: 中国江苏省苏州市工业园区苏茜路 9 号



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MANAGEMENT SYSTEM CERTIFICATE

Certificate no.:
10000457626-MSC-IATF-USA

Valid:
07 January, 2022 – 06 January, 2025

IATF Certificate No:

This is to certify that the management system of

Flextronics Electronics Technology (Suzhou) Co., Ltd.

No. 268, Suhong Zhong Road, Suzhou Industrial Park, Suzhou City, Jiangsu Province, China
215027

and, if applicable, the remote supporting locations as mentioned in the Appendix accompanying
this Certificate

has been found to conform to the Quality Management System standard:

IATF 16949:2016

This certificate is valid for the following scope:

MANUFACTURE OF PRINTED CIRCUIT BOARD ASSEMBLIES

Place and date:
Katy, TX, 07 January, 2022



For the issuing office:
DNV - Business Assurance
1400 Ravello Drive, Katy, TX, 77449-5164, USA

A handwritten signature in blue ink, appearing to read "Sherif Mekkawy".

Sherif Mekkawy
Management Representative

Lack of fulfilment of conditions as set out in the Certification Agreement may render this Certificate invalid.
ACCREDITED UNIT: DNV Business Assurance USA Inc., 1400 Ravello Drive, Katy, TX, 77449-5164, USA - TEL: +1 281-396-1000. www.dnv.com



Certificate no.: 10000457626-MSC-IATF-USA
IATF Certificate No:
Place and date: Katy, TX, 07 January, 2022

Appendix to Certificate

Flextronics Electronics Technology (Suzhou) Co., Ltd.

Remote Support Locations included in the certification are as follows:

Site Name	Site Address	RSL Activities	Certification Body
Flextronics	6201 America Center Drive, San Jose, CA, 95002, USA	Contract Review, Information Technologies, Policy Making, Quality System Management, Strategic Planning, Supplier Management, Training	DNV



Lack of fulfilment of conditions as set out in the Certification Agreement may render this Certificate invalid.

ACCREDITED UNIT: DNV Business Assurance USA Inc., 1400 Ravello Drive, Katy, TX, 77449-5164, USA - TEL: +1 281-396-1000. www.dnv.com

Page 2 of 2

Certificate of Registration

nqa global assurance

This is to certify that the Electrostatic Discharge Control Program for:

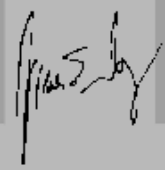
Flextronics Electronics Technology (Suzhou) Co., Ltd.
No.9 Suqian Road,
Suzhou Industrial Park,
Suzhou, Jiangsu Province, 215021
the People's Republic of China
(See appendix for additional locations)

applicable to:

Manufacture of printed circuit board assemblies and box build assemblies

has been assessed and registered by National Quality Assurance, USA against the provisions of:

ANSI/ESD S20.20-2014


For and on behalf of NQA, USA.



Certificate Number: ESD16611
First Issued: September 15, 2016
Valid Until: September 14, 2022
Reissued: September 15, 2021
Lead Auditor: Herd Wang
Approving NQA, USA Manager: Jerry Wilson
Client ESD Program Manager: Vicky Lu

Certificate of Registration

nqa

global assurance

Appendix to Certificate Number ESD16611

Includes Facilities Located at:

Flextronics Electronics Technology (Suzhou) Co., Ltd.

Certificate Number ESD16611

No.9 Suqian Road,
Suzhou Industrial Park,
Suzhou, Jiangsu Province 215021
the People's Republic of China

Manufacture of printed circuit board assemblies and
box build assemblies

Flextronics Electronics Technology (Suzhou) Co., Ltd.

Certificate Number ESD16611

No.16 Chengpu Rd, No.268 Suhong Zhong Rd,
Suzhou Industrial Park,
Jiangsu Province, P.R. 215126
the People's Republic of China

Manufacture of printed circuit board assemblies and
box build assemblies

First Issued: September 15, 2016

Valid Until: September 14, 2022

Reissued: September 15, 2021

Page 2 of 2

Administrative Office: 22/F, No. 958 Lujiazui Ring Road, China (Shanghai) Pilot Free Trade Zone, China

This approval is subject to the company maintaining its system to the required standard, which will be monitored by NQA-USA 289
Great Road, Suite 105, Acton, MA 01720

Flairmicro (Flaircomm Microelectronics, Inc.)

IATF 16949: 2016



Bureau Veritas Certification

Certificate of Approval

Awarded to

Flaircomm Microelectronics, Inc.

Building 6, Fuzhou Technology Institute, Pandu Town,
Lianjiang County, 350506, Fuzhou City, Fujian Province, China

Bureau Veritas Certification certify that the Quality Management System of the above organisation
has been audited and found to be in accordance with the requirements of

IATF 16949 - First Edition
and the applicable customer specific requirements



SCOPE

Design and manufacturing

PERMITTED EXCLUSION(S)

None

PRODUCT(S) DELIVERED

Telematics Unit & Blue Tooth/Wifi/GNSS Unit

Date Of Certification: 01-04-2021

Date Of Expiration: 31-03-2024

IATF Certificate N°: 392673

Bureau Veritas Certification Certificate N°: CN035824- IATF

Revision: 1

For Bureau Veritas Certification Holding, Le Triangle de l'Arche, 8 Cours du Triangle - 92800 Puteaux - France
(The official document is in English. Any translations of this document shall be used for reference only.)





Appendix to the Certificate of Approval

Awarded to

Flaircomm Microelectronics, Inc.

**Building 6, Fuzhou Technology Institute, Pandu Town,
Lianjiang County, 350506, Fuzhou City, Fujian Province, China**

REMOTE SUPPORT FUNCTION(S)

Name	Address	Scope
Flaircomm Microelectronics, Inc.	6F, No. 33 Wanghai Road, Software Park II, Siming District, 361000, Xiamen City, Fujian Province, China	Product Design
Flaircomm Microelectronics, Inc.	Unit A, Room 1101, Building 9, 99 Tianzhou Road, Xuhui District, 200233, Shanghai City, China	After sales, Sales, Customer Service
Flaircomm Microelectronics, Inc.	7F & 11F, Complex Building 1#, 116 East Jiangbin Ave, Mawei District, 350015, Fuzhou City, Fujian Province, China	Internal Audit Management, Management Review, Quality System Management, Product Design, Human Resource, Sales, Contract Review, Purchasing, Supplier Management, Process Design

Date Of Certification: 01-04-2021

Date Of Expiration: 31-03-2024

IATF Certificate N°: 392673

Bureau Veritas Certification Certificate N°: CN035824- IATF

Revision:1

For Bureau Veritas Certification Holding, Le Triangle de l'Arche, 8 Cours du Triangle - 92800 Puteaux - France

(The official document is in English. Any translations of this document shall be used for reference only.)





REGISTRATION ADDRESS: 7F, COMPLEX BUILDING 1#, 116 EAST JIANGBIN AVE, MAWEI
DISTRICT, 350015, FUZHOU CITY, FUJIAN PROVINCE, P. R. CHINA

This is a multi-site certificate, additional site(s) are listed on the next page(s).

ISO 9001:2015

Design and manufacturing of Telematics/Blue Tooth/Wifi/GNSS Module

Certificate No. : CNBJ314183-U Version: No.1, Revision date: 29 March 2021



Further clarifications regarding the scope of this certificate and the applicability of the management system requirements may be obtained by consulting the organisation.
To check this certificate validity please call: (+86 21 23180329)
Certified organisation has to accept and pass regular surveillance audits, then this certificate can be continuously valid. Information of this certificate may be obtained by visiting CNCA website (www.cnca.gov.cn).

BUREAU VERITAS
Certification



FLAIRCOMM MICROELECTRONICS, INC.

ISO 9001:2015

Scope of certification

Site Name/Location	Site Address	Site Scope
Registration address	7F, Complex Building 1#, 116 East Jiangbin Ave, Mawei District, 350015, Fuzhou City, Fujian Province, P. R. China	Design and manufacturing of Telematics/Blue Tooth/Wifi/GNSS Module
Operational address1	7F & 11F, Complex Building 1#, 116 East Jiangbin Ave, Mawei District, 350015, Fuzhou City, Fujian Province, P. R. China	Design of Telematics/Blue Tooth/Wifi/GNSS Module
Operational address2	Building 6, Fuzhou Institute of Technology 350506, Pandu Town, Lianjiang County, Fuzhou City, Fujian Province, P. R. China	Manufacturing of Telematics/Blue Tooth/Wifi/GNSS Module

Certificate No. : CNEBJ314183-U

Version: No.1, Revision date: 29 March 2021

Signed on behalf of BVCH SAS UK Branch



0008

Certification body address: 8th Floor, 88 Prescot Street, London E1 8HG, United Kingdom.

Local office address: Rm. B, F4, No.1288, Waimea Road, Huangpu District, Shanghai, China. 200011.

Further clarifications regarding the scope of this certificate and the applicability of the management system requirements may be obtained by consulting the organisation.

To check this certificate validity please call: (+86 21 23190329)

Certified organisation has to accept and pass regular surveillance audits, then this certificate can be continuously valid. Information of this certificate may be obtained by visiting CNCA website (www.cnca.gov.cn).



Appendix

RBA Code of Conduct



Responsible Business Alliance

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Version 7.0 (2021)

RESPONSIBLE BUSINESS ALLIANCE CODE OF CONDUCT

The Responsible Business Alliance (RBA), formerly the Electronic Industry Citizenship Coalition (EICC), Code of Conduct establishes standards to ensure that working conditions in the electronics industry, or industries in which electronics are a key component, and its supply chains are safe, that workers are treated with respect and dignity, and that business operations are environmentally responsible and conducted ethically.

Considered as part of the electronics industry for purposes of this Code are all organizations that may design, market, manufacture, or provide goods and services that are used to produce electronic goods. The Code may be voluntarily adopted by any business in the electronics sector and subsequently applied by that business to its supply chain and subcontractors, including providers of contract labor.

To adopt the Code and become a participant ("Participant"), a business shall declare its support for the Code and actively pursue conformance to the Code and its standards in accordance with a management system as herein.

Participants must regard the Code as a total supply chain initiative. At a minimum, Participants shall also require its next tier suppliers to acknowledge and implement the Code.

Fundamental to adopting the Code is the understanding that a business, in all of its activities, must operate in full compliance with the laws, rules, and regulations of the countries in which it operates.¹ The Code also encourages Participants to go beyond legal compliance, drawing upon internationally recognized standards, in order to advance social and environmental responsibility and business ethics. In no case can complying with the Code violate local laws. If, however, there are differing standards between the RBA Code and local law, the RBA defines conformance as meeting the strictest requirements. In alignment with the UN Guiding Principles on Business and Human Rights, the provisions in this Code are derived from and respect internationally recognized standards including the ILO Declaration on Fundamental Principles and Rights at Work and the UN Universal Declaration of Human Rights.

The RBA is committed to obtaining regular input from stakeholders in the continued development and implementation of the Code of Conduct.

The Code is made up of five sections. Sections A, B, and C outline standards for Labor, Health and Safety, and the Environment, respectively. Section D adds standards relating to business ethics. Section E outlines the elements of an acceptable system to manage conformity to this Code.

¹ The Code is not intended to create new and additional third-party rights, including for workers.



A. LABOR

Participants 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) Freely Chosen Employment

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, all workers must be provided with a written employment agreement in their native language 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. 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. 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. 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

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. Participants 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. 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. Participants shall ensure proper management of



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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. Participants 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.

3) Working Hours

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. 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

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. 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.

5) Humane Treatment

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

6) Non-Discrimination/Non-Harassment

Participants should be committed to a workplace free of harassment and unlawful discrimination. 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. Workers shall be provided with reasonable accommodation for religious practices. 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).

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7) **Freedom of Association**

In conformance with local law, participants 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. 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.



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B. HEALTH AND SAFETY

Participants 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. Participants also recognize that ongoing worker input and education are essential to identifying and solving health and safety issues in the workplace.

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 Safety

Worker potential for exposure to health and safety hazards (chemical, electrical and other energy sources, fire, vehicles, and fall hazards, etc.) are to be identified and assessed, mitigated using the Hierarchy of Controls, which includes eliminating the hazard, substituting processes or materials, controlling through proper design, implementing engineering and administrative controls, preventative maintenance and safe work procedures (including lockout/tagout), and providing ongoing occupational health and safety training. 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. Reasonable steps must also be taken to remove pregnant women and nursing mothers from working conditions with high hazards, remove or reduce any workplace health and safety risks to pregnant women and nursing mothers, including those associated with their work assignments, and provide reasonable accommodations for nursing mothers.

2) Emergency Preparedness

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. Emergency drills must be executed at least annually or as required by local law, whichever is more stringent. 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. Such plans and procedures shall focus on minimizing harm to life, the environment, and property.



3) Occupational Injury and Illness

Procedures and systems are to be in place to prevent, manage, track and report occupational injury and illness, 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.

4) Industrial Hygiene

Worker exposure to chemical, biological, and physical agents is to be identified, evaluated, and controlled according to the Hierarchy of Controls. If any potential hazards were identified, participants shall look for opportunities to eliminate and/or reduce the potential hazards. If elimination or reduction of the hazards is not feasible, potential hazards are to be controlled through proper design, engineering, and administrative controls. When hazards cannot be adequately controlled by such means, workers are to be provided with and use appropriate, well-maintained, personal protective equipment free of charge. Protective programs shall be ongoing and include educational materials about the risks associated with these hazards.

5) Physically Demanding Work

Worker 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 is to be identified, evaluated, and controlled.

6) 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.

7) Sanitation, Food, and Housing

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

Participants 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



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mechanical, electrical, chemical, fire, and physical hazards. Health and safety related information shall be clearly posted in the facility or placed in a location identifiable and accessible by workers. Training is 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.



C. ENVIRONMENT

Participants recognize that environmental responsibility is integral to producing world-class products. Participants 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 Reduction

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.

4) Solid Waste

Participants shall implement a systematic approach to identify, manage, reduce, and responsibly dispose of or recycle solid waste (non-hazardous).

5) Air Emissions

Air emissions of volatile organic chemicals, aerosols, corrosives, particulates, ozone depleting substances, and combustion byproducts generated from operations are to be characterized,



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routinely monitored, controlled, and treated as required prior to discharge. Ozone-depleting substances are to be effectively managed in accordance with the Montreal Protocol and applicable regulations. Participants shall conduct routine monitoring of the performance of its air emission control systems.

6) Materials Restrictions

Participants 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

Participants 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 is to be characterized, monitored, controlled, and treated as required prior to discharge or disposal. Participants 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

Participants are to establish a corporate-wide greenhouse gas reduction goal. Energy consumption and all relevant Scopes 1 and 2 greenhouse gas emissions are to be tracked, documented, and publicly reported against the greenhouse gas reduction goal. Participants are to look for methods to improve energy efficiency and to minimize their energy consumption and greenhouse gas emissions.



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D. ETHICS

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

1) Business Integrity

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

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, record keeping, and enforcement procedures shall be implemented to ensure compliance with anti-corruption laws.

3) Disclosure of Information

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



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6) Protection of Identity and Non-Retaliation

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

7) Responsible Sourcing of Minerals

Participants shall adopt a policy and exercise due diligence on the source and chain of custody of the tantalum, tin, tungsten, and gold in the products they manufacture to reasonably assure that they are sourced in a way consistent with the Organisation 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.

8) Privacy

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

² Whistleblower definition: Any person who makes a disclosure about improper conduct by an employee or officer of a company, or by a public official or official body.



E. MANAGEMENT SYSTEMS

Participants 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

Corporate social and environmental responsibility policy statements affirming Participant's commitment to compliance and continual improvement, endorsed by executive management, and posted in the facility in the local language.

2) Management Accountability and Responsibility

The Participant clearly identifies 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 this Code.

4) Risk Assessment and Risk Management

A process to identify the legal compliance, environmental, health and safety³ and labor practice and ethics risks associated with Participant's operations. Determination of the relative significance for each risk and implementation of appropriate procedural and physical controls to control the identified risks and ensure regulatory compliance.

³ Areas to be included in a risk assessment for environmental health and safety are production areas, warehouse and storage facilities, plant/facilities support equipment, laboratories and test areas, sanitation facilities (bathrooms), kitchen/cafeteria and worker housing/dormitories.



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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 Feedback, Participation and Grievance

Ongoing processes, including an effective grievance mechanism, to assess workers' understanding of and obtain feedback on or violations against practices and conditions covered by this Code and to foster continuous improvement. Workers must 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) Supplier Responsibility

A process to communicate Code requirements to suppliers and to monitor supplier compliance



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to the Code.



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REFERENCES

The following standards were used in preparing this Code and may be useful sources of additional information. The following standards may or may not be endorsed by each Participant.

Dodd-Frank Wall Street Reform and Consumer Protection Act

<http://www.sec.gov/about/laws/wallstreetreform-cpa.pdf>

Eco Management & Audit System http://ec.europa.eu/environment/emas/index_en.htm

Ethical Trading Initiative www.ethicaltrade.org/

ILO Code of Practice in Safety and Health

www.ilo.org/public/english/protection/safework/cops/english/download/e000013.pdf

ILO International Labor Standards

www.ilo.org/public/english/standards/norm/whatare/fundam/index.htm

ISO 14001 www.iso.org

National Fire Protection Association www.nfpa.org

OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas <https://www.oecd.org/daf/inv/mne/OECD-Due-Diligence-Guidance-Minerals-Edition3.pdf>

OECD Guidelines for Multinational Enterprises

<http://www.oecd.org/investment/mne/1903291.pdf>

Universal Declaration of Human Rights <https://www.un.org/en/universal-declaration-human-rights/>

United Nations Convention Against Corruption <https://www.unodc.org/unodc/en/treaties/CAC/>

United Nations Convention on the Rights of the Child

<https://www.ohchr.org/en/professionalinterest/pages/crc.aspx>

United Nations Convention on the Elimination of All Forms of Discrimination Against Women

<https://www.ohchr.org/EN/ProfessionalInterest/Pages/CEDAW.aspx>

United Nations Global Compact www.unglobalcompact.org

United States Federal Acquisition Regulation www.acquisition.gov/far/

SA 8000 <https://sa-intl.org/programs/sa8000/>

Social Accountability International (SAI) www.sa-intl.org



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DOCUMENT HISTORY

Version 1.0 – Released October 2004.

Version 1.1 – Released May 2005. Converted document to RBA format, minor page layout revisions; no content changes.

Version 2.0 – Released October 2005 with revisions to multiple provisions.

Version 3.0 – Released June 2009 with revisions to multiple provisions.

Version 4.0 – Released April 2012 with revisions to multiple provisions.

Version 5.0 – Released November 2014 with revisions to multiple provisions.

Version 5.1 – Released March 2015 with revision to A1 to take effect January 1, 2016.

Version 6.0 – Released January 2018 with revisions to multiple provisions.

Version 7.0 – (to be released) January 2021

The RBA Code of Conduct was initially developed by a number of companies engaged in the manufacture of electronics products between June and October 2004. Companies are invited and encouraged to adopt this Code. You may obtain additional information from:

<http://www.responsiblebusiness.org>