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<td>51</td>
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<td>ANSI/ESD S20.20-2014</td>
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<td>Flairmicro (Flaircomm Microelectronics, Inc.)</td>
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<td>IATF 16949: 2016</td>
<td>55</td>
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</tr>
<tr>
<td>RBA Code of Conduct</td>
<td>60</td>
</tr>
</tbody>
</table>
Sierra Wireless Inc.
ISO 9001: 2015

MANAGEMENT SYSTEM CERTIFICATE

Certificate no.: 44443-2008-AO-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 fabless 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

Sherif Mekkawy
Management Representative

Lack of fulfilment of conditions as set out in the Certification Agreement may render this Certificate invalid.
ACCREDED UNIT: DNV Business Assurance USA Inc., 1400 Ravello Drive, Katy, TX, 77449, USA - TEL: +1.281-366-1000, www.dnv.com
Appendix to Certificate

Sierra Wireless, Inc.
Locations included in the certification are as follows:

<table>
<thead>
<tr>
<th>Site Name</th>
<th>Site Address</th>
<th>Site Scope</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sierra Wireless, Inc. - Toulouse, France</td>
<td>Lake Park, ZAC de l'Hers - Allée du Lac, 31672 Labega Cedex, 31672, Toulouse, France</td>
<td>Product Life Cycle, Engineering Project and Development, Manufacturing, Services</td>
</tr>
<tr>
<td>Sierra Wireless, Inc. - Sophia-Antipolis, France</td>
<td>Parc de Haute Technologie, Font de l'Ome, 694-732 Avenue du Docteur, Maurice Donat (Bat. 6), 06250 Mougins, Nice, France</td>
<td>Engineering Project and Development, Account Services, Services</td>
</tr>
<tr>
<td>M2M One Pty Ltd</td>
<td>1 Barrett Street, Kensington, Victoria, 3031, Australia</td>
<td>Design, development, and manufacture of wireless communications products through our contract manufacturing partners.</td>
</tr>
</tbody>
</table>
WEEE Certificate of Compliance

WEEE Regulations

Certificate of Compliance for 2021

Date Issued: 23rd May 2022

This is to certify that Sierra Wireless (UK) Ltd, Producer Registration number WEEE/EK00507Z, 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.

S Brambley, Director
Scheme Approval Number: WEE/MP3338/P7/SCH

B2B Compliance, Fermentation Building South, Hawkins Lane, Finzels Reach, Bristol, BS1 6JQ
Tel: 0117 301 6829 E-mail: membership@b2bcompliance.org.uk Web: www.b2bcompliance.org.uk

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

<table>
<thead>
<tr>
<th>QAR Ref. No.</th>
<th>NOIDNV/QAR21 0006/01</th>
</tr>
</thead>
<tbody>
<tr>
<td>QAR Free Ref. No.</td>
<td>PRJN-234446-2021-PA-USA</td>
</tr>
<tr>
<td>Details of change</td>
<td>Surveillance audit, dropped Ex from protection method list, added RX55 to product list</td>
</tr>
<tr>
<td>Site(s) audited</td>
<td>Sierra Wireless 15011 Wireless Way Richmond, BC V6V1A Canada</td>
</tr>
<tr>
<td>Issue Date</td>
<td>Status: Issued</td>
</tr>
<tr>
<td>Data of issue</td>
<td>Date of issue: 2022-11-16</td>
</tr>
<tr>
<td>Valid until</td>
<td>Valid until: 2024-03-29</td>
</tr>
<tr>
<td>Audit date</td>
<td>Audit date: 2022-11-15</td>
</tr>
<tr>
<td>Issuing ExCB</td>
<td>DNV - DNV Product Assurance AS</td>
</tr>
<tr>
<td>Manufacturer</td>
<td>Sierra Wireless 15011 Wireless Way Richmond, BC V6V1A</td>
</tr>
<tr>
<td>Location of Manufacturer</td>
<td>Canada</td>
</tr>
<tr>
<td>Product information</td>
<td>Product information: RV55 and RX55 Intrinsically Safe Wireless Interface</td>
</tr>
<tr>
<td>Protection concept</td>
<td>Protection concept: Et e</td>
</tr>
<tr>
<td>Related QARs</td>
<td>Related QARs: NOIDNV/QAR21 0000/00</td>
</tr>
<tr>
<td>Related Certificates</td>
<td>Related Certificates (manual insertion):</td>
</tr>
<tr>
<td>(manual insertion)</td>
<td>Related Certificates (automatic linking):</td>
</tr>
<tr>
<td>Related Certificates</td>
<td>Related Certificates for previous versions:</td>
</tr>
<tr>
<td>for previous versions</td>
<td>IECEx ETL 21.0024X Issue: 0</td>
</tr>
<tr>
<td>Comments</td>
<td>Comments:</td>
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</table>
# 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

<table>
<thead>
<tr>
<th>Certificate No.:</th>
<th>IECEx ETL 22.0035X</th>
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</thead>
<tbody>
<tr>
<td>Status:</td>
<td>Current</td>
</tr>
<tr>
<td>Date of Issue:</td>
<td>2023-01-04</td>
</tr>
<tr>
<td>Applicant:</td>
<td>Sierra Wireless</td>
</tr>
<tr>
<td></td>
<td>13811 Wireless Way</td>
</tr>
<tr>
<td></td>
<td>Richmond, BC V6V3A</td>
</tr>
<tr>
<td></td>
<td>Canada</td>
</tr>
<tr>
<td>Equipment:</td>
<td>LTE-A Router</td>
</tr>
<tr>
<td>Optional accessory:</td>
<td></td>
</tr>
<tr>
<td>Type of Protection:</td>
<td>increased safety “ec”</td>
</tr>
<tr>
<td>Marking:</td>
<td>Ex ec IIC T6 Gc</td>
</tr>
<tr>
<td></td>
<td>-30°C ≤ Tamb ≤ +60°C</td>
</tr>
<tr>
<td></td>
<td>Voltage: 7 to 36VDC, Current: 1000mA</td>
</tr>
</tbody>
</table>

Approved for issue on behalf of the IECEx Certification Body: Todd L. Relyea  
Position: Certification Officer

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 22.0035X
Date of issue: 2023-01-04
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 Edition 7.0 Explosive atmospheres - Part 0: Equipment - General requirements
IEC 60079-7:2017 Edition 5.1 Explosive atmospheres - Part 7: Equipment protection by increased safety "e"

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/ExTR22.0031:00

Quality Assessment Report:
NO/DNV/IGAR21.0006/01
IECEx Certificate
of Conformity

Certificate No.: IECEx ETL 22.0035X
Page 3 of 3
Date of issue: 2023-01-04

EQUIPMENT:
Equipment and systems covered by this Certificate are as follows:

The product covered by this report is an advanced LTE-A Router. The AirLink RX55 high-performance LTE-Advanced Pro router. It is designed for connecting critical remote assets, infrastructure and vehicle fleets. The router’s capabilities deliver up to 300 Mbps downlink speeds.

The RX55 router is to be installed in an Ex certified tool-secured enclosure which provides a minimum ingress protection of IP54.

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.

Annex:

Annex to IECEx ETL 22.0035X Issue 00.pdf
Annex to IECEx Certificate of Conformity

Certificate No: IECEx ETL 22.0035X
Annex No. 1

Issue No. 0

Conditions of Manufacture:

NA
Annex to IECEx Certificate of Conformity

Certificate No: IECEx ETL 22.0035X
Annex No. 1

Scheduled Drawings:

<table>
<thead>
<tr>
<th>Technical Documents</th>
<th>Drawing No.:</th>
<th>Rev. Level:</th>
<th>Date:</th>
</tr>
</thead>
<tbody>
<tr>
<td>RV55 / RX55 Schematic</td>
<td>5306497</td>
<td>12</td>
<td>2022/04/02</td>
</tr>
<tr>
<td>BOTTOM ENCLOSURE BLACK, RX55</td>
<td>5306537</td>
<td>1</td>
<td>2021/07/05</td>
</tr>
<tr>
<td>TOP ENCLOSURE BLACK, 5 SMA, RX55</td>
<td>5306536</td>
<td>1</td>
<td>2021/07/05</td>
</tr>
<tr>
<td>DOOR, SIM.RX55</td>
<td>5306610</td>
<td>1</td>
<td>2021/07/07</td>
</tr>
<tr>
<td>GASKET, BOTTOM ENCLOSURE, RV50 PRO-IECEx</td>
<td>5306404</td>
<td>1</td>
<td>2021/04/05</td>
</tr>
<tr>
<td>RV50 BULKHEAD GASKET</td>
<td>1304077</td>
<td>6</td>
<td>2016/03/10</td>
</tr>
<tr>
<td>MACAN LIGHTPIPE GASKET</td>
<td>1304089</td>
<td>4</td>
<td>2016/03/10</td>
</tr>
<tr>
<td>RV50 SIM DOOR GASKET</td>
<td>1304125</td>
<td>2</td>
<td>2015/08/27</td>
</tr>
<tr>
<td>CABLE CLAMP, RV50 PRO</td>
<td>5303739</td>
<td>2</td>
<td>2018/01/02</td>
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<tr>
<td>1104927-RX55_NAM_Non-WiFi_Date</td>
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<td>08/17/2022</td>
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<td>1104933</td>
<td>6</td>
<td>08/17/2022</td>
</tr>
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</table>

Certificate issued by:
Intertek Testing Services NA, Inc.
3933 US Route 11 South; Cortland, NY, 13045; USA

Page 2 of 3

SFT-IECEx-OP-191 (26 October 2018)
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: 91310000074561834X
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 CM15
Date of original certification: 2004-06-07
Date of renewal: 2021-05-19
Valid until: 2024-05-18

DQS Inc.

Brad McGuire
Managing Director

Authorized Body: DQS Inc., 1900 McDermott Parkway, Suite 400, Schaumburg, IL 60173 USA
Administrative Office: DQS AP Ltd., 904-907, Waterfront Place, 89.0, Lina 186, Estufa Road, Putuo District, Shanghai, China, Post Code: 200092

The certificate can be verified at www.dqsinc.com as well as DQS official website www.dqs.com. The certificate will be valid only in case that the certified organization undergoes successful periodic surveillance audits.
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:
913100000745611834X
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

Calin Moldovean
President, Business Assurance
Intertek Certification Limited, 10A Victory Park, Victory Road, Derby DE24 6DF, United Kingdom

Intertek Certification Limited is a UKAS accredited body under schedule of accreditation no. 014.
管理体系认证
注册证书

兹证明，以下组织：

环旭电子股份有限公司
中国上海市张江高科技园区集成电路产业区张东路1558号

的管理体系，符合以下标准要求并予以注册：

ISO 45001:2018

此管理体系适用于：
新型电子元器件（LED 线灯模组、EMS 电装模组）、计算机高性能主板
（固态硬盘模组）、通信模块的制造

( 于 2016年11月30日 至 2019年11月08日 已获得 OHSAS 18001:2007 认证 )

统一社会信用代码：
9131000748611884XK

证书编号：
051S1161000S

首次认证日期：
2016年11月30日

认证完成日期：
2019年11月08日

颁发日期：
2019年11月08日

有效期至：
2022年11月29日

Calin Moldovean
President, Business Assurance

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

Intertek Certification Limited
获 UKAS 认可的认证机构，
注册号为 064
This is to certify that the management system of:

Universal Scientific Industrial (Shanghai) Co., Ltd.

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 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 01 November 2018 to 01 November 2021)

Unified Social Credit Identifier: 91310000074861334A

Certificate Number: 081508100000

Initial Certification Date: 30 November 2018

Date of Certification Decision: 08 November 2018

Issuing Date: 08 November 2019

Valid until: 29 November 2021

Calin Moldovean
President, Business Assurance

Intertek Certification Limited, 1DA Victory Park, Victory Road, Orpington DA14 5XY, United Kingdom

Intertek Certification Limited is an UKAS accredited body under schedule of accreditation no. 034.
IECQ QC 08000: 2017

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
Supersedes: IECQ-H ULTW 08.0033 Issue 8
C8 Reference No.: 439150 QC

Issue No.: 9 Status: Current
Issue Date: 2021/06/02 Org Issue: 2007/07/03
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.
1588 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 HSPLM 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 IECQ 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 ongoing surveillance audits by the IECQ GS issuing the 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.
The certificate is not transferable and remains the property of the issuing IECQ GS.
The Status and authenticity of this certificate may be verified by visiting www.iecq.org

--- Attached Translation: 439150 QCZH.pdf ---
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.: 438190 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 McConno Parkway, Suite 400, Schaumburg, IL 60173 USA
Administrative Office: DQS AP Ltd., 906-901, Waterfront Place Block E, No.31 Lane 168, Daduhe Road, Putuo District, Shanghai, China. Post Code: 200052
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

<table>
<thead>
<tr>
<th>Location</th>
<th>Scope</th>
</tr>
</thead>
</table>
| 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.
Universal Global Technology (Kunshan) Co., Ltd.

ISO 9001:2015

Certificate CN:421137

The management system of

Universal Global Technology (Kunshan) Co., Ltd.

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

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

Unified Social Credit Code 9132058353581042961A

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 computer cradles, rework 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 90 days before the expiration date.

Issue 5, Certified since 11 February 2014

Authorized by

SGS United Kingdom Ltd.
Rowberry Business Park, Ellesmere Port, Cheshire CH65 3EN, UK
+44 (0)151 350 6668 +44 (0)151 200 6620 www.sgs.com

The certification information can be found on the website of Certification and Accreditation Administration of the People's Republic of China www.ccc.org.cn
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 467 号日月光工业区 A 馆

经营地址：中国江苏省昆山市千灯镇黄浦江路 467 号日月光工业区 A 馆

统一社会信用代码 91320583681342931A

符合标准要求，现予以公示

ISO 9001:2015

所涉及的活动范围是

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证书方维持有效

持证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

935 Ultraflextech Ltd
Roxmore Business Park, Belconnen, ACT 2617, Australia
044 (0) 91 360 440 + (0) 91 360 440 www.sgs.com

本证书可在国家认证认可监督管理委员会官方网站上查询

HC SGS 9001 2011 01 18

SGSSGS
IECQ QC 08000: 2017

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
Supersedes:
CB Reference No.: CN20/21715

Issue No.: 1
Issue Date: 2020/11/05
Org Issue: 2020/11/05
Expiration: 2023/11/04

Status: Current

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, Huanghaiang Road, Qianfeng 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 the 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

IECQ H Rev. 08
Universal Global Technology (Kunshan) Co., Ltd.

Business Registration Address: Building 4, No. 497, Huangpujiang Road, Qiantong Town, Kunshan City, Jiangsu Province, P.R. China
Business Operation Address: Building 4, ASE Industrial Park, No. 497, Huangpujiang Road, Qiantong Town, Kunshan City, Jiangsu Province, P.R. China
Unified Social Credit Code: 91320583510049961A

has been assessed and certified as meeting the requirements of


For the following activities:

Contract manufacture of printed circuit board assembly and system assembly for wireless modules

Product Category Code: 7.7.2

This certificate is valid from 1 September 2020 until 31 August 2023 and remains valid subject to satisfactory surveillance audits. Recertification audit due a minimum of 60 days before the expiration date.

Issue 6: 1 September 2020
Certified since 2 February 2013

Authorized by:

[Signature]

SGS-INTC Standards Technical Services Co., Ltd.
16/F Century Yuhe Mansion, No. 73 Fucheng Road, Beijing, 100142, China

+86 (0) 10 6486-0899 +86 (0) 10 6486-8327 www.sgsg.com

The certification information can be verified on the website of Certification and Accreditation Administration of the People's Republic of China www.cnca.gov.cn

Page 1 of 1
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

统一社会信用代码：913205830429542


用于无线通信模块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09月01日
必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30天执行
版本号：2020年09月01日
初始注册日期：2013年02月02日

SGS

中国认证认可监督管理委员会
管理委员会

泰尔认证技术服务股份有限公司
中国北京顺义区京顺西外交联大厦1203室
电话：010-8145-5555

本证书信息可在国家认证认可监督管理委员会官网查询：www.cnca.gov.cn

第1页  页/页
Universal Global Technology (Kunshan) Co., Ltd.

Building 4, ASE Industrial Park, No. 497, Huangpujiang Road,
Qiaodeng 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 16 September 2021 until 14 September 2024
And remains valid subject to satisfactory surveillance audits.
Version no.06 Current version updated 16 September 2021

Authorised by

[Signature]

[Logo]

SGS

[Logo]

United Kingdom Authority

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

SGS IATF 16949 0117
Page 1 of 2
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, Taoyuan, 34281,
Hsin-Tien, Taiwan
Summary of Activities
Contract Review, Marketing, Product Design, Purchasing

Additional facilities
Universal Scientific Industrial (Shanghai) Co., Ltd.
No. 1655, Zhangdong Road, Zhangjiang Hi-Tech Park, Pudong,
Shanghai, P.R. China
Summary of Activities
Laboratory, Customer Service

This document is subject to the terms and conditions of the SGS Certificate Terms and Conditions.
Jabil Vietnam Co., Ltd.

ISO 9001: 2015

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:


Note: The QMS for the whole organization is certified

The participating location:

Jabil Vietnam
Ho Chi Minh, Vietnam, Lot 8-1, 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

30
Certificate

Standard: ISO 45001:2018
Certificate Regist. No. 01 213 1536332

Certificate Holder:
JABIL
JABIL VIETNAM COMPANY LIMITED
Lot IS-1, 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:
First certification 2015

27.02.2022

TÜV Rheinland Cert GmbH
Am Grauen Stein - 51109 Köln

www.tuv.com  IAF  Dakks
TÜVRheinland®
Precisely Right.
CERTIFICATE

The Certification Body of
TUV 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:


The participating location:

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

Has site specific activities that include:

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

Certificate Expiry Data: 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

[Signature]
Greg Bates
Director Business Assurance America

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


Note: The QMS for the whole organization is certified

The participating location:
Jabil Circuit de Chihuahua, S. De R.L. de C.V.
Av. Alejandro Dumas 11341, Complejo Industrial Chihuahua
Chihuahua, Chihuahua; Mexico; CP. 31136

Has site specific activities that include:

- Contract Manufacture, Assembly, Servicing, Repair and Distribution of Circuit Board Assemblies and System Assemblies for use, but not limited to the Consumer, Automotive, Medical, Instrumentation and Industrial Sectors

Certificate Expiry Date: August 17, 2023
Certificate Registration No: 951 08 4837 J
(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 Bailes
Director Business Assurance America

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


Note: The QMS for the whole organization is certified.

The participating location:

Jabil Inc.
Retorno Antonio Caso 333,
Complejo Industrial Chihuahua
Chihuahua, Chihuahua; México, CP. 31136

Has site specific activities that include:

 Receiving, Verification, and Storage of Raw Material

Certificate Expiry Date: August 17, 2023
Certificate Registration No: 951 08 4837-1
(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
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 Inc.
Av. Oscar Wilde 11372
Complejo Industrial Chihuahua
Chihuahua, Chihuahua; México. CP. 31136

Has site specific activities that include:

- Receiving, Verification, Storage, and Distribution of Electronic Products

Certificate Expiry Date: August 17, 2023
Certificate Registration No: 951 08 4837-I
(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

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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:


Note: The QMS for the whole organization is certified.

The participating location:
Jabil Inc.
Av. Homero 345
Complejo Industrial Chihuahua
Chihuahua, Chihuahua; México, CP. 31136

Has the specific activities that include:
Receiving, Verification, Incoming Inspection, Storage of Raw Material, and Manufacturing of Mechanical Sub-Assemblies

Certificate Expiry Date: August 17, 2023
Certificate Registration No: 951 08 4837 1
(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

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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, Manufacturers, 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 Inc.
Av. Miguel de Cervantes Saavedra 110
Complejo Industrial Chihuahua
Chihuahua, Chihuahua; México, CP. 31136
Has site specific activities that include:
- Receiving, Verification, Storage of Raw Material

Certificate Expiry Date: August 17, 2023
Certificate Registration No: 951 08 4837-1
Certificate Registration No: 951 08 4837-1
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
CERTIFICATE

Jabil Circuit de Chihuahua, S. De R.L. de C.V.
Av. Alejandro Dumas 11341,
Complejo Industrial Chihuahua
Chihuahua, Chihuahua 31136 Mexico

Scope – Central Function, Manufacturing of PC Boards and Electronic Assemblies

Jabil Circuit de Chihuahua, S. De R.L. de C.V.
Nicolas Gogol #11363, Complejo Industrial Chihuahua
Chihuahua, Chihuahua 31136 Mexico

Scope – Receiving and Receiving Inspection

Certificate Expiry Date: September 25, 2023
Certificate Registration No: E951 18 4805
Original Issue Date: September 26, 2018
Issue Date: September 26, 2022
Reissue Date: N/A

Greg Bates
Director Business Assurance America

TÜV SÜD America Inc. • 401 Edgewater Place, Suite 500 • Wakefield, MA 01880 USA • www.TUVSUD.com

The validity of this certificate is contingent on the company maintaining its management system to the requirements of the indicated standard and is subject to regular monitoring by TÜV SÜD America.
CERTIFICATE

The Certification Body of TÜV SÜD AMERICA INC.

hereby certifies that

JABIL

Jabil Circuit de Chihuahua, S. De R.L. de C.V.
Av. Alejandro Dumas 11341, Complejo Industrial Chihuahua
Chihuahua, Chihuahua 31136 Mexico
(see page 2 for additional locations)

has implemented an Electrostatic Discharge Control program in accordance with:

ANSI/ESD S20.20-2014

The scope of this Electrostatic Discharge Control program includes:

Manufacturing of PC Boards and Electronic Assemblies

The Lead Auditor responsible for this certification is Mario Jacques

The Certification Body Manager is Michael Fernald

The ESD Program Manager is Johan Gonzalez

Certificate Expiry Date: September 25, 2023
Certificate Registration No: E951 18 4805
Original Issue Date: September 26, 2018
Issue Date: September 26, 2022
Reissue Date: N/A

Greg Bates
Director Business Assurance America
Page 1 of 2
TÜV SÜD America Inc. • 401 Edgewater Place, Suite 500 • Wakefield, MA 01880 USA • www.TUVUSUB.com

The validity of this certificate is contingent on the company maintaining its management system to the requirements of the indicated standard and is subject to regular monitoring by TÜV SÜD America.
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, Servers, Telecommunication,
- Consumer, Automotive, Defense, Aerospace, Instrumentation, Industrial and Medical Sectors

The participating location:

Jabil Circuit de Chihuahua, S. De R.L. de C.V.
Av. Alejandro Dumas 11341, Complejo Industrial Chihuahua
Chihuahua, Chihuahua; México. CP. 31136

Has site specific activities that include:

- Contract Manufacture, Assembly, Servicing, Repair and Distribution of Circuit Board Assemblies and System
- Assemblies for use, but not limited to the Consumer, Automotive, Medical, Instrumentation and Industrial Sectors

Certificate Expiry Date: August 18, 2023
Certificate Registration No: 951 08 4838-i
(In conjunction with certificate no: 951 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

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

The Certification Body
of TÜV SÜD Management Service GmbH

certifies that

Jabil Circuit de Chihuahua
Alejandro Dumas 11341, Complejo Industrial Chihuahua
31136 Chihuahua
Mexico

has established and applies
a Quality Management System for

Manufacturing of
PC Boards and Electronic Assemblies
(without Product Design as per Chapter 8.3).

An audit was performed and has furnished proof
that the requirements according to

IATF 16949
First Edition 2016-10-01

are fulfilled.
Issue date: 2021-04-26
Expiry date: 2024-04-25
Certificate Registration No.: 12 111 20179 TMS
IATF Certificate No.: 0396489
Part of the certificate is an appendix.

[Signature]
Head of Certification Body
Munich, 2021-04-27

Page 1 of 2
Appendix of Certificate Registration No.:
12 111 20179 TMS
IATF Certificate No.: 0396489

Jabil Circuit de Chihuahua
Alejandro Dumas 11341, Complejo Industrial Chihuahua
31136 Chihuahua
Mexico

The site is supported by the following remote locations:

<table>
<thead>
<tr>
<th>Address</th>
<th>Supporting functions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jabil Inc</td>
<td>Contract review, Policy making,</td>
</tr>
<tr>
<td>10560 Dr. Martin Luther King Jr. St. N</td>
<td>Quality system management, Supplier management</td>
</tr>
<tr>
<td>St. Petersburg, FL 33716</td>
<td></td>
</tr>
<tr>
<td>USA</td>
<td></td>
</tr>
</tbody>
</table>

Head of Certification Body
Munich, 2021-04-27
ISO 13485:2016

Certificate US20819943900

The management system of

Jabil Circuit de Chihuahua,
S. de R.L. de C.V.

Av. Alejandro Dumas 11341; Complejo Industrial Chihuahua
Chihuahua, Chihuahua, 31316, Mexico

has been assessed and certified as meeting the requirements of

ISO 13485:2016
EN ISO 13485:2016

For the following activities

Contract Manufacture, Packaging, and Shipping of Printed Circuit
Board Assemblies (PCBA) and Contract Assembly for Active Non
Implantable Medical Devices.

This certificate is valid from 23 June 2022 until 23 June 2025
and remains valid subject to satisfactory surveillance audits.
Recertification audit due a minimum of 60 days before the expiration date.

Certified since 24 June 2019 by former certification body.

Authorized by

SGS United Kingdom Ltd
Rosmore Business Park, Elterwater Port, Chester, CH6 0RN, UK
Tel: +44 (0)151 355 6600 Fax: +44 (0)151 355 6600
www.sgs.com

21HC-13485-2016-0421
Page 1 of 1

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reproduced without the express written permission of SGS. Any misuse,
alteration, forgery or falsification is unlawful.
Flextronics Electronics Technology (Suzhou) Co., Ltd.

ISO 9001: 2015

This is to certify that the Quality Management System of:

Flextronics Electronics Technology (Suzhou) Co., Ltd.

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

(Central function listed above. See appendix for additional locations)

This certificate is part of a multi-site registration. Refer to certificate 16295 for additional info. The validity of this certificate depends on the validity of the main certificate.

applicable to:

Manufacture of Printed Circuit Board Assemblies and Box Build Assemblies.

has been assessed and approved by

National Quality Assurance, U.S.A., against the provisions of:

ISO 9001:2015

Certificate Number: 16295/27
EAC Code: 19
Certified Since: December 5, 2015
Valid Until: December 4, 2024
Reissued: December 5, 2021
Cycle Issued: December 5, 2021

For and on behalf of NQA, USA

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.
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

Administrative Office: 22/F, No. 958 Lujiangzi Bing 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, 269 Great Road, Suite 105, Acton, MA 01720, an accredited organization under the ANSI National Accreditation Board.
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, Shuhong 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.

Re-certification audit due a minimum of 60 days before the expiration date
Issue 8, Certified since 26 April 2018

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

Authorized by

SGS United Kingdom Ltd.
Rutland Business Park, Rutland, Rutland, LE15 3PF, UK
Tel: +44 (0) 130 958 4384 Fax: +44 (0) 130 958 6000
www.sgs.com

HC ECO 14001 2015 Issue 8

Page 1 of 2
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, Sugian Road, Suzhou Industrial Park
Business Operation Address: No. 9, Sugian Road, Suzhou Industrial Park, Jiangsu Province, P.R. China
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

Sherif Mekawy
Management Representative
### Appendix to Certificate

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

Remote Support Locations included in the certification are as follows:

<table>
<thead>
<tr>
<th>Site Name</th>
<th>Site Address</th>
<th>RSL Activities</th>
<th>Certification Body</th>
</tr>
</thead>
<tbody>
<tr>
<td>Flextronics</td>
<td>6501 America Center Drive, San Jose, CA, 95052, USA</td>
<td>Contract Review, Information Technologies, Policy Making, Quality System Management, Strategic Planning, Supplier Management, Training</td>
<td>DNV</td>
</tr>
</tbody>
</table>

Lack of fulfillment of conditions as set out in the Certification Agreement may render the Certificate invalid.
This is to certify that the Electrostatic Discharge Control Program for:

Flextronics Electronics Technology (Suzhou) Co., Ltd.
No.3 Suden 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

Certificate Number: ESD18911
First Issued: September 15, 2016
Valid Until: September 14, 2022
Reissued: September 15, 2021

Lead Auditor: Heng Wang
Approving NQA, USA Manager: Jerry Wilson
Client ESD Program Manager: Yuky Lu

For and on behalf of NQA, USA.
Appendix to Certificate Number ESD16611

Includes Facilities Located at:

**Electronics Electronics Technology (Suzhou) Co., Ltd.**
Certificate Number ESD16611
No. 9 Susun Road,
Suzhou Industrial Park,
Suzhou, Jiangsu Province, 215021
the People’s Republic of China

Manufacture of printed circuit board assemblies and box build assemblies

**Electronics Electronics Technology (Suzhou) Co., Ltd.**
Certificate Number ESD16611
No. 18 Changhui Rd, No. 286 Suhong Zhong Rd,
Suzhou Industrial Park,
Jiangsu Province, P.R. 215128
the People’s Republic of China

Manufacture of printed circuit board assemblies and box build assemblies
Certificate of Approval

Awarded to
Flaircomm Microelectronics, Inc.

Building 6, Fuzhou Technology Institute, Pandu Town, Lianjiang County, 35006, 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°: CN038824-IATF
Revision: 1
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)

<table>
<thead>
<tr>
<th>Name</th>
<th>Address</th>
<th>Scope</th>
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</thead>
<tbody>
<tr>
<td>Flaircomm Microelectronics, Inc.</td>
<td>6F, No. 33 Wanghai Road, Software Park II, Siming District, 391000, Xiamen City, Fujian Province, China</td>
<td>Product Design</td>
</tr>
<tr>
<td>Flaircomm Microelectronics, Inc.</td>
<td>Unit A, Room 1101, Building 9, 39 Tianzhu Road, Xuhui District, 200233, Shanghai City, China</td>
<td>After sales, Sales, Customer Service</td>
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Date Of Certification: 01-04-2021
Date Of Expiration: 31-03-2024
IATF Certificate N°: 392679
Bureau Veritas Certification Certificate N°: CN035824-IATF Revision 1

For Bureau Veritas Certification Noting, La Triangle de l’Arche, II Cours du Triangle - 92800 Puteaux - France
(The official document is in English. Any translations of this document shall be used for reference only.)
ISO 2015

FLAIRCOMM MICROELECTRONICS, INC.
REGISTRATION ADDRESS: 1F, COMPLEX BUILDING 1#, 115 EAST JANGBEI AVE, WAVEI DISTRICT, 350015, FUZHOU CITY, FUJIAN PROVINCE, P. R. CHINA

Unfilled social credit code: 9135000076571158E
This is a multi-site certificate, additional site(s) are listed on the next page(s).

Bureau Veritas Certification Holding SAS - UK Branch certifies that the Management System of the above organisation has been audited and found to be in accordance with the requirements of the management system standards detailed below.

ISO 9001:2015

Scope of certification

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

Original cycle start date: 23 February 2017
Expiry date of previous cycle: NA
Certification / Recertification audit due: NA
Certification / Recertification cycle start date: 29 March 2021

Subject to the continued satisfactory operation of the organisation's Management System, this certificate applies on:
22 February 2024

Certificate No.: CNBJ311813-U Version: No.1, Revision date: 29 March 2021

Signed on behalf of BUCH SAS UK Branch

Certification body address: 8th Floor, 66 Peacet Street, London E1 8HE, United Kingdom.
Local office address: Rm. 8, F4, No. 1269, Weimao Road, Huangpu District, Shanghai, China. 200001.

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 validly please call: (+86 21 20190639)
Certified organisation has to accept and pass regular surveillance audits, then this certificate can be continuously valid. Information of this certificate can be obtained by visiting CNCA website (www.cnca.gov.cn).
FLAIRCOMM MICROELECTRONICS, INC.

ISO 9001:2015

Scope of certification

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<th>Site Address</th>
<th>Site Scope</th>
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<tbody>
<tr>
<td>Registration address</td>
<td>7F, Complex Building 1#, 116 East Jiangbin Ave, Mawei District, 356015, Fuzhou City, Fujian Province, P. R. China</td>
<td>Design and manufacturing of Telematics/Blue Tooth/Wifi/GNSS Module</td>
</tr>
<tr>
<td>Operational address1</td>
<td>7F &amp; 11F, Complex Building 1#, 116 East Jiangbin Ave, Mawei District, 356015, Fuzhou City, Fujian Province, P. R. China</td>
<td>Design of Telematics/Blue Tooth/Wifi/GNSS Module</td>
</tr>
<tr>
<td>Operational address2</td>
<td>Building 6, Fuzhou Institute of Technology 350006, Pansu Town, Lianjiang County, Fuzhou City, Fujian Province, P. R. China</td>
<td>Manufacturing of Telematics/Blue Tooth/Wifi/GNSS Module</td>
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</table>

Certificate No.: CNEJ314183-J

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

Signed on behalf of BVCI SAS UK Branch

Certification body address: 5th Floor, 69 Prescot Street, London E1 8HG, United Kingdom.

Local office address: Room 8, F4, No.1298, Waima 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 the certificate validity please call: +44 20 23190029.

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).

Page 2 of 2
CERTIFICATE

The Certification Body
of TÜV SÜD Asia Pacific TÜV SÜD Group
certifies that

FLAIRCOMM MICROELECTRONICS, INC.
1F, 2F, Building 6, Fuzhou Technology Institute, Pandu Township,
Lianjiang County, Fuzhou City, Fujian Province, P. R. China
Post Code: 350015

has established and applies
an Environmental Management System for

Manufacture and Service of Vehicle Communication Unit

An audit was performed, Report No. 7484141668.
Proof has been furnished that the requirements according to

ISO 14001:2015

are fulfilled. The certificate is valid from 2020-03-31 until 2023-03-30.
Certificate Registration No.: TUV/104 04 4315
2020-01-15

[Signature]

Certification Body
of TÜV SÜD Asia Pacific
TÜV SÜD Group
Appendix
RBA Code of Conduct

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. 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 conformance 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, harborizing, 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

Responsible Business Alliance Code of Conduct v7.0 2
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).
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.
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

Responsible Business Alliance Code of Conduct v7.0
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,
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.
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.
6) Protection of Identity and Non-Retaliation
Programs that ensure the confidentiality, anonymity, and protection of supplier and employee whistleblowers 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.

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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 safety\(^2\) 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.

\(^2\) 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.
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.
to the Code.
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  

ILO International Labor Standards  

ISO 14001  www.iso.org

National Fire Protection Association  www.nfpa.org


OECD Guidelines for Multinational Enterprises  


United Nations Convention on the Rights of the Child  

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

Responsible Business Alliance Code of Conduct v7.0
DOCUMENT HISTORY

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