

AOC & MMD Suppliers Labor and OHS Annual Audit Summary

1. AOC, MMD suppliers labor audit

AOC, MMD has made the 4 suppliers facilities (which all locates in mainland China) audit which shows that all 4 facilities have passed SA 8000 audit and get SA 8000 certificate with some minor findings which need to corrected.

Audit Year	Total No. of supplier facilities audited	Geographic area	Aggregate no. being audited	Major Non-conformity	Minor Non-conformity	Non-conformity being corrected	Major categories according to below table	Repeated Non-conformities	% of Non-conformities	% of non-conformities being corrected	% of repeated Non-conformities
2021	4	Mainland China	104	0	1	0	b) 2)	0	0.96%(1/104)	0%(0/1)	0%(0/104)
2020	4	Mainland China	104	0	3	0	b) 2)	0	2.88%(3/104)	0%(0/1)	0%(0/104)

Major categories of labor doc.

a) Principles and Rights at Work and defined in the following Conventions:

- 1) Freedom of association and collective bargaining
- 2) Forced labor
- 3) Child labor and the worst forms of child labor
- 4) Discrimination (employment and occupation)

b) Domestic law in the legal jurisdiction regulating:

- 1) Minimum wages,
- 2) Working hours,
- 3) Overtime compensation,
- 4) Employment contractual relationships

c) Human trafficking as defined in The Protocol to Prevent, Suppress and Punish Trafficking in Persons Especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime.

2. AOC, MMD suppliers OHS audit

AOC, MMD has made the 4 suppliers facilities (which all locates in mainland China) audit which shows that all 4 facilities have built the OHS management system which have been implemented according to the standards requirements. Such audit shows that all 4 supplier facilities meet AOC, MMD OHS requirement and supplier code of conduct! Below is the supplier facilities audit summary.

Audit Year	Total No. of supplier facilities audited	Geographic area	Aggregate no. being audited	Major Non-conformity	Minor Non-conformity	Non-conformity being corrected	Major categories according to below table	Repeated Non-conformities	% of Non-conformities	% of non-conformities being corrected	% of repeated Non-conformities
2021	4	Mainland China	160	0	2	2	e	0	1.25%(2/160)	100%(2/2)	0%(0/160)
2020	4	Mainland China	160	0	4	4	e	0	2.5%(4/160)	100%(4/4)	0%(0/160)

Note: total aggregate no. being audited in 2020 shall be 160 but not 124, so here corrected.

Major categories of occupational health and safety (OHS) management System doc.

- a. OHS management system describing context of the organization.
- b. Leadership and worker participation including OHS Policy, Roles, Responsibilities, Accountabilities and Authorities.
- c. Risk and hazard identification and assessment and determination of applicable OHS legal requirements and other OHS requirements and risks, including related actions and objectives to address them.
- d. Provision of resources competence and awareness, information and communication and documented information.
- e. Operational planning and control including operational controls that apply to outsourcing, procurement and contractors, emergency preparedness and response and change management.
- f. Performance evaluation including internal audits, monitoring and measurement, analysis and evaluation and management review.
- g. Incidents, nonconformities and corrective action, continual improvement of objectives and processes.

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