ASE TECHNOLOGY HOLDING CO., LTD.
SUPPLIER CODE OF CONDUCT

We, ASE Technology Holding Co., Ltd., its subsidiaries and affiliates (collectively, "**ASEH**", "**We**", "**Us**" or "**Our**"), being a responsible corporate citizen, have taken proactive measures to ensure the highest standards of professional and ethical business conduct. We believe that ASEH's long-term operation and success shall rely on the corporate sustainability and realization of corporate social responsibilities. Since the supply chain is a critical extension of ASEH's business value chain, we are actively devoted to developing supply chain to ensure that our suppliers, contractors, service providers and subcontractors (collectively, "**Suppliers**", "**You**" or "**Your**") collectively achieve the goal of sustainability.

In order to ensure that working conditions in the supply chain are safe, workers are treated with respect and dignity, and business operations are environmentally responsible and conducted ethically, ASEH and its Suppliers, by taking OECD Guidelines for Multinational Enterprises, UN Guiding Principles on Business and Human Rights, UN Universal Declaration of Human Rights, ILO Declaration on Fundamental Principles and Rights at Work and ILO Fundamental Conventions as reference, adopts this Supplier Code of Conduct ("**Code**") which follows ASEH Technology Holding Co., Ltd. Code of Business Conduct and Ethics as well as the Responsible Business Alliance ("RBA", Formerly EICC) Code of Conduct , and we require Suppliers' business conducts to strictly comply with ASEH's Code as well as laws and regulations of countries/area where Suppliers' operations exist with respect to labor, health and safety, environmental, business ethics and the management system. ASEH also encourages Suppliers to require their suppliers, contractors, services providers and subcontractors to adopt and comply with this Code. Suppliers' status of compliance with this Code will be a prerequisite for ASEH's evaluation of qualified suppliers and purchasing decisions.

The Code is made up of five sections:

- Sections A, B, and C: Standards for Labor, Health and Safety, and the Environment, respectively.
- Section D: Standards relating to business ethics.
- Section E: Elements of an acceptable system to manage conformity to this Code.

A. LABOR

Suppliers should be 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 foregoing, were used as references in preparing this Code and may be useful sources of additional information.

The labor standards are:

(1). Prohibition of Forced Labor.

Forced labor in any form, including but not limited to, bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery or trafficking of persons is not permitted. This includes transporting, harboring, recruiting, transferring or receiving persons by means of threat, force, coercion, abduction or fraud for 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, or in a language the worker can understand, that contains a description of terms and conditions of employment. Foreign migrant workers must receive the employment agreement prior to the worker departing from his or her country of origin and there shall be no substitution or change(s) allowed in the employment agreement upon arrival in the receiving country unless these changes are made to meet local law and provide equal or better terms. 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, which shall be clearly stated in workers' contracts. Supplier shall maintain documentation on all leaving workers. Suppliers, their agents and sub-agent's may not hold or otherwise destroy, conceal, or confiscate identity or immigration documents, such as government-issued identification, passports, or work permits. Notwithstanding the foregoing, supplier can only hold documentation if necessary to comply with the local 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 16, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. Workers under the age of 18 (Young Workers) shall not perform work that is likely to mentally, physically, socially, or morally jeopardize their health, safety and development, including night shifts and overtime. Supplier shall ensure proper management of 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. Supplier 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. Suppliers shall provide appropriate support and training to all student workers. In the absence of local law, the wage rate for student workers, interns and apprentices shall be at least the same wage rate as other entry-level workers performing equal or similar tasks. If child labor is identified, the prompt assistance and remediation shall be provided by Suppliers.

(3). Working Hours.

Studies of business practices clearly link worker strain to reduced productivity, increased turnover and increased injury and illness. Working hours shall not 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 shall be voluntary. Workers shall be allowed at least one day off every seven days. Supplier shall establish rest periods and working schedules to comply with all local laws and registrations.

(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. All workers shall receive equal pay for equal jobs and qualification. 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 shall be within the limits of the local law.

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

Suppliers shall commit to providing a friendly workplace that fulfills employees' physical conditions and mental demands conditions, and a workplace free of harassment and unlawful discrimination. There shall 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. Companies shall not engage in discrimination or harassment based on race, color, age, gender, sexual orientation, gender identity or 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. Disciplinary policies and procedures in support of these requirements shall be clearly defined and communicated to workers. Workers shall be provided with reasonable accommodation for religious practices and disability. In addition, workers or potential workers should not be subjected to medical tests, including pregnancy or virginity tests, or physical exams that could be used in a discriminatory way. This was drafted in consideration of ILO Discrimination (Employment and Occupation) Convention (No.111).

(6). Freedom of Association and Collective Bargaining.

Open communication and direct engagement between workers and management are the most effective ways to resolve workplace and compensation issues. Workers and/or their representatives shall be able to openly communicate and share ideas and concerns with management regarding working conditions, terms of employment, relations between employers and workers, and management practices without fear of discrimination, reprisal, intimidation, or harassment. In alignment with these principles, Suppliers shall respect the right of all workers to form and join trade unions of their own choosing without prior authorization or interference by the state or any other entity, to bargain collectively and to engage in peaceful assembly as well as respect the right of workers to refrain from such activities. Where the right of freedom of association and collective bargaining is restricted by applicable laws and regulations, workers shall be allowed to elect and join alternate lawful forms of worker representations.

B. HEALTH AND SAFETY

Suppliers recognize that in addition to minimizing the incidence of work-related injuries and illnesses, a safe and healthy working environment enhances the quality of products and services, consistency of production and worker retention and morale.

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

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

The health and safety standards are as follows:

(1). Occupational Health and Safety.

Worker potential for exposure to health and safety hazards (chemical, electrical and other energy sources, fire, vehicles, and fall hazards ,etc.) shall be identified and assessed, mitigated using the Hierarchy of Controls, 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. Gender-responsive measures shall be taken, such as not having pregnant woman and nursing mothers in working conditions, which could be hazardous to them or their child and to provide reasonable accommodations for nursing mothers.

(2). Emergency Preparedness.

Potential emergency situations and events shall 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 shall be executed at least annually or as required by local law, whichever is more stringent. Emergency plans shall 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 shall 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 treatments, investigate cases and implement corrective actions to eliminate their causes, and facilitate the return of workers to work. Supplier shall allow workers to remove themselves from imminent harm, and not return until the situation is mitigated, without fear of retaliation.

(4). Industrial Hygiene.

Worker exposure to chemical, biological and physical agents shall be identified, evaluated, and controlled according to the Hierarchy of Controls. When hazards cannot be adequately controlled, workers shall be provided with and use appropriate, well-maintained, personal protective equipment free of charge. Supplier shall provide workers with safe and healthy working environments, which shall be maintained through ongoing, systematic monitoring of workers' health and working environments. Supplier shall provide occupational health monitoring to routinely evaluate if workers' health is being harmed from occupational exposures. The protective occupational health programs shall be ongoing and include educational materials about risks associated with exposure to workplace hazards. In accordance with the requirements of European, ASEH's and its customers' requirements and domestic regulations, Suppliers should actively seek materials with lower health hazards to replace high-risk chemical components that may cause carcinogenicity, mutagenesis, reproductive toxicity and bioaccumulation during the development and manufacturing process of raw materials in order to protect workers from occupational illness such as chemical exposure.

(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 shall be identified, evaluated and controlled.

(6). Machine Safeguarding.

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

(7). Sanitation, Food, and Housing.

Workers shall be provided with ready access to clean toilet facilities, potable water and sanitary food preparation, storage, and eating facilities. Worker dormitories provided by the Suppliers or a labor agent shall 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.

Suppliers shall provide workers with appropriate workplace health and safety information and training in the language of the worker or in a language the worker can understand for all identified workplace hazards that workers are exposed to, including but not limited to mechanical, electrical, chemical, fire, and physical hazards. Health and safety related information shall be clearly posted in the facility or placed in a location identifiable and accessible by workers. Health information and training shall include content on specific risks to relevant demographics, such as gender and age, if applicable. Training shall be 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

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

The environmental standards are as follows:

(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 shall be followed.

(2). Pollution Prevention, Resource Conservation, and Resource Efficiency.

Emissions and discharges of pollutants and generation of waste shall 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 air, water, land, fossil fuels,

minerals, virgin forest products, and any raw materials, shall be conserved and be more efficient by practices such as organizationally and technologically modifying the design of production and process, 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 shall be identified, labeled, and managed to ensure their safe handling, movement, storage, use, recycling or reuse, and disposal. Hazardous waste data shall be tracked and documented.

(4). Solid Waste.

Suppliers shall implement a systematic approach to identify, manage, reduce, and responsibly dispose of or recycle solid waste (including non-hazardous, land etc.). Waste data shall be tracked and documented.

(5). Air Emissions.

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

(6). Materials Restrictions.

Suppliers shall adhere to all applicable laws, regulations and ASEH's and its customers' requirements regarding the prohibition or restriction of specific substances in products and manufacturing, including labeling for recycling and disposal.

(7). Water Management.

Suppliers shall implement a water management program that documents, characterizes, and monitors water sources, use and discharge; establishes and monitors the water intake reduction goal, seeks opportunities to conserve water; and controls channels of contamination. All wastewater/ sewage shall be characterized, monitored, controlled, and treated as required prior to discharge or disposal. Supplier shall conduct routine monitoring of the performance of its

wastewater/ sewage treatment and containment systems to ensure optimal performance and regulatory compliance.

(8). Energy Consumption and Greenhouse Gas Emissions.

Suppliers should track, document, and publicly report energy consumption status and calculate all Scope 1, 2, and significant categories of Scope 3 greenhouse gas emissions in accordance with international standards. Suppliers shall establish and report against a science-based reduction target (SBT, Science-Based Target) or a reduction target with equivalent ambition. Suppliers shall look for the most feasible economic and technical methods to improve energy efficiency, maximize renewable energy usage (e.g., hydroelectric, wind, solar, geothermal, bioenergy), and minimize energy consumption and greenhouse gas emissions, including carbon dioxide (CO2), methane (CH4), nitrous oxide (N2O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF6), and other greenhouse gas announced by local authorities).

(9). Biodiversity, No Deforestation, and Land Conservation.

Supplier shall implement protection or promotion of natural habitats, biodiversity, or management of soil to avoid loss of nutrients, erosion, and land pollution. Supplier and its operations shall establish or contribute to a biodiversity, no deforestation and/or land conservation strategy that, at a minimum, commits to monitoring, preventing, mitigating (avoid, minimize, restore, and offset), and solving local ecosystem impacts.

D. ETHICS

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

(1). Business Integrity.

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

(2). Anti-Corruption.

Bribes or other means of obtaining undue or improper advantage shall not be promised, offered, authorized, given, or accepted in order to obtain or retain business, or direct business to any person, or otherwise gain an improper advantage. Suppliers shall not, directly or indirectly, by itself or through a third party, offer to ASEH personnel any undue or improper advantage, including but not limited to invitation to feasts, entertainments, tips, meals, travel expenses, bribes, kickbacks, commissions or other improper favors. Monitoring, record retention and enforcement procedures shall be implemented to ensure compliance with anti-corruption laws. Suppliers shall not deceive, coerce, or use any devious scheme to cause ASEH personnel to accept and/or jointly make up false bargain materials, or to improperly reveal business information that could affect trading price or trading conclusion, or to breach his/her duties to ASEH or undertake any other behavior which would cause detriment to ASEH. At the same time, Suppliers undertakes to actively resist and notify ASEH of any bribes requested or accepted by ASEH personnel. If Suppliers become aware of any ASEH personnel's request that is unreasonable and improper, or any unethical behavior, Suppliers undertakes to inform the superior of ASEH personnel to report on such request or unethical behavior. Supplier may report on an anonymous basis and an anonymous whistleblower shall however provide specific facts to assist ASEH in the investigation.

(3). Disclosure of Information.

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

(4). Intellectual Property.

Intellectual property rights shall be respected. Transfer of technology and know-how is to be done in a manner that protects intellectual property rights, and ASEH, ASEH's customer and supplier information is to be safeguarded.

(5). Anti-Competitiveness.

Standards of fair business, advertising, and competition shall be upheld. Suppliers shall be in compliance with all applicable antitrust laws, and shall not engage in

collusive bidding, price fixing, price discrimination, or other unfair trade practices in violation of antitrust laws.

(6). Protection of Identity and Non-Retaliation.

Programs that ensure the confidentiality, anonymity and protection of supplier and employee whistleblowers (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) shall be maintained, unless prohibited by law. Suppliers shall have a communicated process for their personnel to be able to raise any concerns without fear of retaliation.

(7). Responsible Sourcing of Minerals.

Gold, tin, tantalum, tungsten, cobalt and mica used for, or incorporated in the products provided by Suppliers to ASEH are sourced from a smelter or refinery that has been certified as conflict-free smelter by a industrially recognized organization, such as Responsible Minerals Initiative. Suppliers shall adopt a policy and exercise due diligence on the source and chain of custody of the gold, tin, tantalum, tungsten, cobalt and mica used for, or incorporated 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. And ensure in the products they supply does not finance, or benefit criminal armed groups, directly or indirectly, that commit serious abuse of human rights in the Conflict-Affected and High Risk Areas ("**Conflict-Free Minerals**"). Suppliers shall exercise due diligence on the purchasing and chain of custody of these minerals, and shall comply with ASE Technology Holding Co., Ltd. Corporate Policy for Sourcing Conflict Minerals and provide information relevant to the due diligence upon ASEH's or its customers' request. If any goods supplied by Suppliers contain minerals that are not Conflict-Free Minerals, Suppliers agree to promptly notify ASEH of the presence of such minerals.

(8). Privacy.

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

(9). Avoidance of Conflicts of Interest.

Any suspected conflicts of interest involved in the business activities between ASEH and Supplier shall be avoided. Suspected conflicts of interest include, but not limited to, situations where an ASEH's employee or his/her close relative (parent, child, spouse or sibling) is employed by Suppliers, or owns significant investment interest in Suppliers. Any unnecessary or over frequently social activities between Suppliers and the counterpart from ASEH might possibly constitute a concern with, or appearance of conflicts of interest. Therefore, any contact between Suppliers and ASEH's personnel shall observe the discipline for general business activities, and any conflicts of interest shall be reported to ASEH immediately once existed. If Suppliers become aware of any potential conflict of interest, Suppliers shall report such incident immediately to ASEH and take appropriate measures to prevent any possible improper conduct that could be possibly resulted therefrom.

(10). Comply with Import and Export Laws.

Suppliers shall acknowledge and comply with any and all laws and regulations related to the importation, exportation and transportation of products that are delivered to, or on behalf of ASEH, including laws and regulations on the export control or customs adopted by the country where the goods are originally exported, laws and regulations on the import and customs adopted by the country of destination, payment for custom duties or other mandatory taxes required by laws, and laws and regulations on local transportation. Operation procedures and training should be provided by Suppliers to their employees, suppliers, contractors, services providers and subcontractors to ensure their compliance with the foregoing laws and regulations.

(11). Confidentiality Obligations.

Suppliers undertakes that any and all unpublished information (including information of ASEH or ASEH's customers), whether in any form or through any medium, tangible or intangible, explicitly classified as confidential, restricted, or others with similar meaning related to ASEH's operations, production, sales, research and development, finance and management that is accessed, possessed or acquired by, or known to Suppliers in the process of business discussion, conclusion of contract or performance, shall be treated by Suppliers as confidential information. Suppliers undertake to strictly observe the confidentiality obligations, and shall never publish, reveal, leak or distribute confidential information to any 3rd party. Suppliers and their employees shall observe ASEH's regulations on

access and security management, including but not limited requirements of arrival time, route and location, and prohibition against photograph-taking, voice/video-taping, steal or smuggling of information and documents, and overtime, lingering or overnight stay. Suppliers and their employees also agree to be subject to the surveillance and inspection by security guards or other relevant personnel of ASEH.

(12). Honesty and Commitment Fulfillment.

Suppliers warrant that any and all information and documents provided to ASEH in the process of business discussions, conclusion of contract or performance, including but not limited to company registration records (special permission for operation included), company certificates, profile of company and its individuals, residence, product information, specifications, quality, service standards, commercial instruments, and warranties and limitation of rights thereof are true and correct in all aspects, and are not false, cheating or falsified . If there is any change of the documents, Suppliers shall notice ASEH as soon as possible within a reasonable time, and shall implement principles of good faith at all times throughout the performance of business contract.

E. MANAGEMENT SYSTEM

Suppliers shall adopt or establish a management system with a scope that is related to the content of this Code. The management system shall be designed to ensure: (a) compliance with applicable laws, regulations and ASEH's and its customers' requirements related to the Suppliers' 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 shall contain the following elements:

(1). Company Commitment.

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

(2). Management Accountability and Responsibility.

Suppliers shall clearly identify senior executive and company representative(s) responsible for ensuring implementation of the management systems and associated programs. Senior management reviews the status of the management systems on a regular basis.

(3). Legal and Customer Requirements.

Supplier shall adopt or establish 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.

Supplier shall adopt or establish a process to identify the legal compliance, environmental, health and safety (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) and labor practice and ethics risks, including the risks of human rights and environmental impacts, associated with Supplier's operations. Supplier shall determine the relative significance for each risk and implement appropriate procedural and physical controls to control the identified risks and ensure regulatory compliance.

(5). Improvement Objectives.

Supplier shall establish written performance objectives, targets and implementation plans to improve the Suppliers' social, environmental and health and safety performance, including a periodic assessment of Suppliers' performance in achieving those objectives.

(6). Training.

Supplier shall establish programs for training managers and workers to implement Suppliers' policies, procedures and improvement objectives and to meet applicable legal and regulatory requirements.

(7). Communication.

Supplier shall establish process for communicating clear and accurate information about Suppliers' policies, practices, expectations and performance to workers, suppliers, and customers.

(8). Worker/Stakeholder Engagement and Access To Remedy

Supplier shall establish processes for ongoing two-way communication with workers, their representatives, and other stakeholders where relevant or necessary. The process shall aim to obtain feedback on operational practices and conditions covered by this Code, and to foster continuous improvement. Workers shall be given a safe environment to provide grievance and feedback without fear of reprisal or retaliation.

(9). Audits and Assessments.

Supplier shall conduct periodic self-evaluations to ensure conformity to legal and regulatory requirements, the content of this Code and ASEH's contractual requirements related to social and environmental responsibility.

(10). Corrective Action Process.

Supplier shall establish a process for timely correction of deficiencies identified by internal or external assessments, inspections, investigations, and reviews.

(11). Documentation and Records.

Supplier shall create and maintain documents and records to ensure regulatory compliance and conformity to company requirements along with appropriate confidentiality to protect privacy.

(12). Supplier Responsibility.

Suppliers shall establish a process to communicate Code requirements to their suppliers and to monitor their suppliers' compliance with the Code.