

Siliconware Precision Industries Co., Ltd.

SUPPLIER CODE OF CONDUCT

SPIL and its subsidiaries promoted the realization of corporate social responsibility, and in order to ensure business integrity, corporate governance, and concern for employee, green enterprise and social participation. Also, SPIL introduced RBA(Responsible Business Alliance) to be the standard for internal management. Therefore, this Supplier Code of Conduct (hereinafter referred to as "the Code") is based on the basis for compliance and we require Suppliers' business conduct to strictly comply with this Code.

The Code is made up of five sections. It outline standards for Labor, Health and Safety, the Sustainable Environment, and business ethics respectively. And also outline the elements of an acceptable system to manage conformity to this Code.

A. Labor

(A) Freely chosen employment :

- (1) Shall ensure that all work is voluntary. Shall not traffic persons or use any form of slave, forced, bonded, indentured, or prison labor. This includes the transportation, harboring, recruitment, transfer, or receipt of persons by means of threat, force, coercion, abduction, fraud, or payments to any person having control over another person for the purpose of exploitation.
- (2) According to the related Law, employees are free to resign upon reasonable notice.
- (3) Company and Private Employment Agency (PEA) shall not withhold employee's original identification documents/passport/bank passbook, and chop etc. employees shall keep them properly.
- (4) Employees can freely go in and out of plant area, dormitory occupants can also freely go in and out of dormitory, and also freely use the basic facilities needed on daily life like bathroom, toilet, water fountain, medical facilities.
- (5) Shall not collect fees from Foreign Contract Worker (FCW) in violation of the laws or break of contract, and also shall not have any indirect monetary loan or lending transactions with FCW. Workers shall not be required to pay employers' or 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.
- (6) Terms of contract are provided in writing and employee's own language prior to the key employment terms and conditions via employment letter/agreement/contract as required by law and explained verbally so employee understand what the contract states.

(B) Child labor Avoidance :

- (1) 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. Establish the policies of prevention and response of child labor.
- (2) Employees under the age of 18 shall not perform work that might jeopardize their health, safety, or morals, including work overtime or perform nighttime work.
- (3) Suppliers shall establish the employment policies and procedures of Apprentice,

Intern and Student, and then provide appropriate support and training.

(C) Working Hours :

- (1) Total working time shall not exceed the maximum hours set by local law.
- (2) 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.

(D) Wages and Benefits :

- (1) Benefits and all compensation including for overtime shall comply with all applicable laws.
- (2) It is not allowed to withhold salary as payment for breach of contract or compensation for expenses, or deduct from employees salary as disciplinary action.
- (3) The basis on which workers are being paid is to be provided in a timely manner via pay stub or specified information system.
- (4) Hire temporary, dispatch and outsourced workers in compliance with local laws.

(E) Humane Treatment :

- (1) The disciplinary policies and procedures shall be clearly defined and communicated to workers.
- (2) Shall commit to a workplace free of harassment and abuse, and shall not threaten workers with, or subject them to, harsh or inhumane treatment, including but not limited to verbal abuse and harassment, psychological harassment, mental and physical coercion, and sexual harassment.

(F) Anti-Discrimination /Anti-Harassment (including recruiting, hiring and during act work period) :

- (1) We should be committed to a workforce free of unlawful discrimination and workplace harassment.
- (2) Shall not discriminate or harass any employee based on ethnicity, race, class, language, thought, religion, political affiliation, province of origin, national origin, place of birth, gender, sexual orientation, gender identity, age, marital status, appearance, facial features, disability, pregnancy, disability, color, membership (e.g. union membership) or any other status protected by applicable national or local law, in hiring and other employment practices. Supplier shall not require

pregnancy or medical tests, except where required by laws and regulations or prudent for workplace safety, and shall not improperly discriminate based on test results.

- (3) Workers should not be subjected to medical tests, including pregnancy or virginity tests, or physical exams that could be used in a discriminatory way.
- (4) Provide reasonable accommodation for religious practices in dormitory. When employees proposed a requirement for a reasonable religious activity, the dormitory management dept. or supervisor should provide the necessary assistance to satisfy their requirement.
- (5) Response : When discrimination and harassment happened, shall perform the following response :
 - Stop inappropriate behavior : Immediately stop discrimination or harassment and take action.
 - Correct : Explain about “discrimination against or harassment” to supervisors or employees.
 - Counseling : Psychological counsel with supervisors or employees.
 - Safe back : If employees would not continue stay in company, should consult with him or her, and employees can leave.
 - Investigate : Have to investigate the reason discrimination or harassment.
 - For help : Given assistance for discrimination or harassment.

(G) Freedom of Association :

- (1) Employees and their representative shall be able to openly communicate and share their grievances with the management level regarding working conditions and management practices without fear of intimidation, discrimination, retribution, being threatened, harassed or other disadvantageous impacts. Shall respect the employee’s rights to voluntarily form and join associations, collective bargaining, peaceful gathering, as well as, employee’s rights to refuse to these kinds of activities. Also, shall maintain a sincere goodwill principle to interact with employees self-organized organizations. If there is a violation, the employees and their representatives can file a complaint.
- (2) Shall respect employee’s rights to form any kind of association. Company also shall not interfere in any way (including using of violence or sabotaging) during the establishment and operation of the association, also shall not control, finance

nor direct the movements of the organization. Employees and their representative who participates in any association shall have the right of using the facilities needed for regular functions; during the short break time and free time after work, they can freely gather inside the plant and discuss the work place matters.

- (3) Shall not deduct union membership fees or any other union fees from employees' wages without the express and written consent of individual employees, unless specified otherwise in freely negotiated and valid collective bargaining agreements.

B. Health and Safety

(A) Occupational Safety :

- (1) Workers exposure to potential safety hazards are to be controlled through appropriate safety measures and ongoing training.
- (2) Where hazards cannot be adequately controlled, workers are to be provided with appropriate personal protective equipment.
- (3) Shall remove pregnant women and nursing mothers from working conditions with high hazards, reduce any workplace health and safety risks, and provide reasonable accommodations for nursing mothers.

- (B) Emergency Preparedness : Procedures are to be in place to identify and assess the emergency situations and events, and to minimize related impacts by implementing the procedures, including : Emergency reporting, employee notification and evacuation, worker training and drills, appropriate fire detection and suppression equipment, adequate exit facilities and recovery plans. Emergency drills must be executed at least annually or as required by local law, whichever is more stringent. Implement plans and procedures to focus on minimizing harm to life, the environment and property.

- (C) Occupational Injury and Illness : Procedures are to be in place to prevent, manage, track, report and control occupational injury and illness including provisions of medical treatment and facilitate return of workers to work.

(D) Industrial Hygiene :

- (1) Workers exposure to chemical, biological, and physical agents is be identified, evaluated and controlled.
- (2) Engineering or administrative controls must be used to control overexposures.
- (3) Workers shall be provided with appropriate personal protective equipment when hazards cannot be adequately controlled.

- (4) In accordance with the requirements of European, Customer requirements and domestic regulations, Suppliers should actively seek materials with lower health hazards to replace high-risk chemical components during the development and manufacturing process of raw materials.
- (E) Physically Demanding Work : Worker exposure to physically demanding tasks, including manual handling and heavy lifting, prolonged standing and highly repetitive assembly tasks is to be identified, evaluated and controlled.
- (F) Machine Safeguarding : Production and other machinery is to be evaluated for safety hazards. Physical guards, interlocks and barriers are to be provided and properly maintained for machinery used by workers.
- (G) Dormitory and Canteen :
 - (1) Workers shall be provided with clean toilet facilities, potable water and sanitary food preparation, storage, and eating facilities.
 - (2) Dormitories are to be maintained clean and safe, and provide with appropriate emergency exits, hot water for bathing and showing, and adequate sufficient ventilation and reasonable personal space.
- (H) Health and Safety Communication : Provide workers with appropriate workplace health and safety training in their primary language. And clearly posted Health and safety related information in the facility. Encourage workers to raise healthy and safety concerns, and ensure no retaliation.

C. Sustainable Environment

- (A) Environmental Permits and Reporting : All environmental permits (e.g. discharge monitoring), approvals as required by local laws and regulations shall be obtained, maintained and kept current and their operational and reporting requirements are to be followed.
- (B) Pollution Prevent and Resource Reduction : Waste of all types, including water and energy, are to be reduced or eliminated at the source or by practices.
- (C) Hazardous Substance : Hazardous substances shall be identified and managed to meet local laws and regulations.
- (D) Solid waste : Solid waste generated from manufacturing operations shall be characterized, monitored, controlled and treated as required prior to discharge or disposal.
- (E) Air Emissions : Air emissions of volatile organic compound and corrosives generated

from manufacturing operations are to be characterized, monitored, controlled and treated as required prior to discharge, and implement routine monitoring of the performance of air emission control system. Ozone-depleting substances are to be effectively managed in accordance with the Montreal Protocol and applicable regulations.

- (F) **Materials Restrictions** : It should adhere to all applicable laws, regulations and customer requirements regarding prohibition or restriction of specific substance, in products and manufacturing, including labeling for recycling and disposal.
- (G) **Water Management** : Suppliers shall implement a water management program. All wastewater is to be characterized, monitored, controlled, and treated as required prior to discharge or disposal. In addition, Supplier shall take action to reduce production of wastewater and conduct routine monitoring of the performance of its wastewater treatment and containment systems.
- (H) **Energy Consumption and Greenhouse Gas Emissions** : Suppliers are to establish a corporate-wide greenhouse gas reduction goal. Energy consumption and greenhouse gas emissions are to be tracked and documented and publicly reported. Also to look for cost-effective methods to improve energy efficiency and to minimize their energy consumption and greenhouse gas emissions.

D. Ethic

(A) Business Integrity :

- (1) The highest standards of integrity are to be upheld in all business interactions.
- (2) Any and all forms of bribery, corruption, extortion and embezzlement (covering promising, offering, giving or accepting any bribes) are strictly prohibited resulting in immediate termination and legal actions.
- (3) Monitoring and enforcement procedures shall be implemented to ensure conformance.
- (4) All business dealings should be transparently performed and accurately reflected on business books and records.
- (5) Monitoring and enforcement procedures shall be implemented to ensure compliance with anti-corruption laws.

(B) No Improper Advantage :

- (1) Bribes or other means of obtaining undue or improper advantage are not to be offered or accepted.
- (2) Monitoring, record retention and enforcement procedures shall be implemented to

ensure compliance with anti-corruption laws.

- (3) Suppliers shall not deceive, coerce, or use any devious scheme to cause SPIL 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 SPIL or undertake any other behavior which would cause detriment to SPIL.
- (4) If Suppliers become aware of any SPIL personnel's request that is unreasonable and improper, or any unethical behavior, Suppliers undertakes to inform the superior of SPIL personnel to report on such request or unethical behavior.
- (C) Disclosure of Information : Information regarding 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.
- (D) Intellectual Property :
 - (1) Intellectual property rights are to be respected and protected.
 - (2) Transfer of technology and knowhow is to be done in a manner that protects intellectual property rights.
- (E) Fair Business, Advertising and Competition :
 - (1) Standards of fair business, advertising and competition are to be upheld to prohibit cartels, collusion, untruth advertising, and other anti-trust acts.
 - (2) Appropriate means to safeguard customer information should be available.
- (F) Protection of Identity : Procedures should be in place to ensure the protection of supplier and employee whistleblower.
- (G) Conflict Minerals : Commit to not directly or indirectly use the tantalum, tin, tungsten and gold in the products that are perpetrators of serious human rights abuses in the Democratic Republic of the Congo or an adjoining country. To trace the origins of the metals used in the products in order to meet customers' requirements. If any goods supplied by Suppliers contain minerals that are not Conflict-Free Minerals ("Conflict Minerals"), Suppliers agree to promptly notify SPIL of the presence of such Conflict Minerals.
- (H) Privacy : Commit to protecting the privacy of personal information of everyone they do business with, including suppliers, customers, consumers and employees. Comply with privacy and information security laws and regulatory requirements when personal

information is collected, stored, processed, transmitted, and shared.

(I) Avoidance of Conflicts of Interest :

- (1) Any suspected conflicts of interest between SPIL and Supplier shall be avoided. Suspected conflicts of interest include, but not limited to, situations where an SPIL's employee or his/her close relative (second degree of kinship (consanguinity)) is employed by Suppliers, or owns significant investment interest in Suppliers.
- (2) Any unnecessary or over frequently social activities between Suppliers and the counterpart from SPIL shall be avoided. Therefore, any contact between Suppliers and SPIL's personnel shall observe the discipline for general business activities, and any conflicts of interest shall be reported to SPIL immediately once existed.
- (3) If Suppliers become aware of any potential conflict of interest, Suppliers shall report immediately to SPIL and take appropriate measures to prevent any possible improper conduct that could be possibly resulted therefrom.

(J) Comply with Import and Export Laws :

- (1) 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 SPIL.
- (2) Operation procedures and training should be provided by Suppliers to their employees, suppliers, contractors, services providers and subcontractors.

(K) Confidentiality Obligations :

- (1) Suppliers undertakes that any and all unpublished information (including information of SPIL or SPIL's customers), shall be treated 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.
- (2) Suppliers and their employees shall observe SPIL's regulations on access and security management, and agree to be subject to the surveillance and inspection by security guards or other relevant personnel of SPIL.

(L) Honesty and Commitment Fulfillment :

- (1) Suppliers warrant that any and all information and documents provided to SPIL in the process of business discussions, conclusion of contract or performance are true and correct in all aspects, and are not false, cheating or falsified .
- (2) If there is any change of the documents, Suppliers shall notice SPIL as soon as

possible within a reasonable time, and shall implement principles of good faith at all times throughout the performance of business contract.

- (M) Non-Retaliation : Have a communicated process for their personnel to be able to raise any concerns without fear of retaliation.

E. Management Systems :

Shall adopt or establish a management system whose scope 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.

- (A) Company Commitment : A corporate social and environmental responsibility policy statements affirming Suppliers' commitment to compliance and continual improvement, endorsed by executive management and posted in the facility in the local language.
- (B) Management Accountability and Responsibility : The Suppliers 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 system on a regular basis.
- (C) Legal and Customer Requirements : A process to identify, monitor and understand applicable laws, regulations and customer requirements, including the requirements of this Code.
- (D) Risk Assessment and Risk Management : A process to identify the legal compliance, environmental, health and safety and labor practice and ethics risks associated with Suppliers' 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
- (E) Improvement Objectives : Written performance objectives, targets and implementation plans to improve the Suppliers' social and environmental performance, including a periodic assessment of Suppliers' performance in achieving those objectives.
- (F) Training : Programs for training managers and workers to implement Suppliers' policies, procedures and improvement objectives and to meet applicable legal and regulatory requirements.
- (G) Communication : A process for communicating clear and accurate information about Suppliers' policies, practices, expectations and performance to workers, suppliers and customers.

- (H) Worker Feedback, Participation and Grievance : Ongoing processes, including an effective grievance mechanism, to assess employees' understanding of and obtain feedback on or violations against practices and conditions covered by this Code and to foster continuous improvement.
- (I) 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.
- (J) Corrective Action Process : A process for timely correction of deficiencies identified by internal or external assessments, inspections, investigations and reviews.
- (K) 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.
- (L) Supplier Responsibility : A process to communicate Code requirements to suppliers and to monitor supplier compliance to the Code.