

SUPPLIER CODE OF CONDUCT

ROE VISUAL CO., LTD.

Supplier Code of Conduct

ROE Visual Co., Ltd. ("ROE") is a world-leading LED display manufacturer. We pursue innovation and insist on providing the best solutions only. Therefore, ROE attaches great importance to and requires the entire company, its subsidiaries, and its partners to strictly abide by the principles and norms of ethics, social responsibility, and environmental protection.

This Supplier Code of Conduct ("the Code") expresses our expectations and requirements for suppliers from the five aspects of laws and regulations, labor standards, health and safety, environmental protection, and business ethics. Any behavior that violates the Code may damage the cooperative relationship between the supplier and ROE and even lead to the termination of the cooperation.

LAWS AND REGULATIONS

1. Suppliers must strictly comply with all applicable laws and regulations of the countries/regions in which they operate in all their business activities, including but not limited to laws and regulations related to labor, health and safety, and the environment.
2. Suppliers shall comply with applicable international practices and conventions in all business activities.

LABOR STANDARDS

1. Suppliers must ensure that all employees are employed voluntarily. Supporting or participating in any form of human trafficking or forced labor, such as threats, force, or fraud, is prohibited. Suppliers shall not restrict personal freedom and shall not withhold identity documents.
2. Suppliers shall comply with all applicable laws and regulations regarding the minimum working age and prohibit any form of child labor.
3. Suppliers shall comply with applicable laws and regulations regarding working hours, overtime, and wage rates. Suppliers shall respect employees' right to rest and pay wages at or above the local legal minimum wage for all working hours. If overtime is required, overtime wages shall be paid in accordance with applicable laws and regulations.
4. Suppliers shall not use violence, including but not limited to verbal insults, threats, corporal punishment, sexual harassment, or mental or physical coercion of employees. They shall not conduct illegal body searches or body searches of the opposite sex nor threaten to implement such acts.
5. Suppliers shall not discriminate in recruitment and employment matters such as promotions, rewards, and training opportunities on the grounds of race, color, age, gender, sexual orientation, gender identity and gender expression, race or ethnicity, disability, pregnancy, religious belief, political affiliation, community membership, protected genetic information or marital status, etc.



HEALTH AND SAFETY

1. Suppliers shall identify and assess possible health and safety risks (including fire protection, industrial hygiene, machine protection, etc.), eliminate or reduce risks through hazard elimination, substitution, preventive maintenance, and safe work procedures, and provide appropriate personal protective equipment if necessary.
2. Suppliers shall provide employees with appropriate health and safety training and post health and safety-related information in the workplace.
3. Suppliers shall provide employees with clean toilet facilities and drinking water, and clean and hygienic food, storage, and dining facilities where necessary. Staff dormitories should keep clean and safe and as a reasonable living space.
4. Suppliers shall identify and assess possible emergencies, including but not limited to fires, explosions, fatal accidents, collective poisoning, etc., and implement emergency plans and response procedures, including emergency reporting, on-site first aid, notification and evacuation procedures, regular drills, etc., to minimize the impact on people, the environment, and property.

ENVIRONMENTAL PROTECTION

1. Suppliers shall obtain, maintain, and renew all required environmental permits (such as discharge monitoring), approvals, and registrations, and comply with their requirements for operations and reporting.
2. Suppliers shall comply with all applicable laws, regulations, and customer requirements on prohibited or restricted substances, such as RoHS, WEEE, etc., and take effective measures to prohibit or restrict the use of specific substances in products or/and the manufacturing process.
3. Suppliers shall comply with all applicable laws and regulations on pollutants (including wastewater, waste gas, and solid waste), including relevant manufacturing, transportation, storage, treatment, and discharge requirements, and reduce or eliminate pollution from the source and discharge, prohibit the illegal discharge of toxic and harmful pollutants, and prevent noise pollution.
4. Suppliers shall adopt conservation and substitution measures to reduce the consumption of energy, water, and natural resources, continuously promote energy conservation and emission reduction, and actively practice the concept of a green supply chain.

BUSINESS ETHICS

1. Suppliers shall be honest and trustworthy, and shall not engage in or allow any form of corruption, extortion, bribery, embezzlement, and other acts involving improper interests.
2. Suppliers shall respect intellectual property rights, and shall not conduct or participate in any form of infringement.
3. Suppliers shall compete fairly and avoid any form of vicious competition when conducting business.
4. Suppliers shall undertake to protect the personal and commercially confidential information of all business-related personnel, including suppliers, customers, consumers, and employees.

Chen Zhu
COO
ROE Visual
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