

TMD-H102 Supplier Code of Conduct

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Reference: TMD-PTC100 TMD Purchase Order Standard Terms and Conditions

This Supplier Code of Conduct outlines TMD's expectations regarding workplace standards and business practices consistent with our company's values. We require our suppliers to adhere to this Code.

A) Code of Conduct

1. General Principle: Suppliers' plants shall operate in full compliance with the laws of their respective countries and with all other applicable laws, rules, and regulations.
2. Environment: Suppliers' plants must comply with all applicable environmental laws and regulations.
3. Child Labor: Suppliers shall employ only workers who meet the applicable minimum legal age requirement. Suppliers must also comply with all other applicable child labor laws.
4. Forced Labor: Suppliers shall not use any indentured or forced labor, slavery or servitude.
5. Wages and Hours: Suppliers' plants shall set working hours, wages and over-time pay in compliance with all applicable laws. Workers shall be paid at least the minimum legal wage or a wage that meets local industry standards, whichever is greater.
6. Discrimination: Suppliers shall employ workers on the basis of their ability to do the job, not on the basis of their personal characteristics or beliefs (including race, color, gender, nationality, religion, age, maternity or marital status).
7. Gifts and Gratuity: The offering or acceptance of kickbacks, bribes and other improper payments is prohibited.

B) Compliance Monitoring

The supplier will allow TMD and/or any of its representatives or agent's access to its facilities and all relevant records associated with the products and services provided to TMD for purposes of compliance auditing and verification.

C) Application to Sub-Contractors

This Code also applies to any sub-contractor(s) to the supplier, providing goods or services to the supplier. The supplier is fully responsible for ensuring compliance by any such sub-contractor(s) as if it were the supplier itself. TMD reserves the right to

audit the supplier's sub-contractors for compliance to TMD's Supplier Code of Conduct and supplier will accommodate TMD's audit as required.

D) Event of Violation

If the supplier does not comply with this TMD Code of Supplier Conduct, TMD requires that the supplier implement a corrective action plan to cure the non-compliance within a specified time period (furnished to TMD in writing). If the supplier fails to meet the corrective action plan commitment, TMD may terminate the business relationship, including suspending placement of future orders and potentially terminating current production. TMD reserves the right to hold supplier responsible for reasonable costs of investigating non-compliance.