Assessment scope: **SONIM TECHNOLOGIES INC (GROUP)**

This theme has medium impact on your overall score
Theme: General
This section includes general questions that cover more than one theme: Environment, Labor & Human Rights, Ethics and Sustainable Procurement. For example, you'll be asked about adherence to sustainability principles and initiatives . We'll also ask you about your KPI reporting standards , third-party assurance and materiality analysis .
Endorsements indicator has a low impact on the General theme score
Indicator: Endorsements (ENDO)
Endorsements are:
 Your company's public adherence or commitment to meeting objectives and principles defined by a recognized third-party organization. Active participation in formal initiatives to advance sustainability.
Your endorsements must be publicly verifiable or have official documentation . An example of a well-recognized endorsement is the UN Global Compact.
Mandatory GEN300
United Nations Global Compact (UNGC)
An endorsement is the formal and public adherence by the company to an external CSR initiative or set of principles. Click on the "?" button above for more info on endorsement. Examples of documents to attach: company's formal public adherence letter, screenshot or weblink to the external CSR initiative's participant list, Annual Report, CSR/Sustainability Report, or any documentation that shows the company's participation status. To learn more about this endorsement, go to: https://www.unglobalcompact.org/
Science Based Targets initiative (SBTi)
An endorsement is the formal and public adherence by the company to an external CSR initiative or set of principles. Click on the "?" button above for more info on endorsement. Examples of documents to attach: company's formal public adherence letter, screenshot or weblink to the external CSR initiative's participant list, Annual Report, CSR/Sustainability Report, or any documentation that shows the company's participation status. To learn more about this endorsement, go to: https://sciencebasedtargets.org/
✓ Other external CSR initiative or set of principles
Please select this option only if the rest of the options listed do not apply and describe your own declaration in the open text field.
Please specify 依据客户要求建立CSR程序,满足客户第三方CSR审核要求,并通过审核认证
Selected document: CSR manual (Other) All
☐ No endorsement/Do not know

Certifications indicator has a **medium** impact on the **General** theme score

Indicator: Certifications (CERT)

This indicator refers to the certifications of your sustainability management system. It includes questions about:

- · Sustainability management certificates
- Ecolabels certifying products and services

Certifications confirm your **compliance with international standards** (for example, ISO 14001). They must be issued by an **external certification body**.

Mandatory

GEN5004

Medium impact on theme score

Has your company been audited by an independent external auditor regarding sustainability issue(s) (e.g. environment, labor & human rights, ethics, sustainable procurement), at one or more of your company's locations? If yes, upload the audit report and/or Corrective Action Plan Report that show the latest non-compliance result. Each report's publication date must be within two years of your questionnaire's submission date.

Yes, virtual audit

The document(s) should follow one of the following formats: an external virtual audit report and/or a Corrective Action Plan Report for compliance with sustainability audit protocols. The document(s) should demonstrate the following: 1) The audit report date is within 2 years of the questionnaire submission date; 2) It covers sustainability issue(s) (e.g. environment, labor and human rights, ethics, sustainable procurement); 3) It includes a formalized report with a list of non-compliances; 4) It is issued by an accredited independent external auditor. IMPORTANT: If the audit was conducted to obtain a management system certification (e.g. ISO 14001, ISO 45001, ISO 27001, ISO 50001, ISO 2000), DO NOT link it to this question. Instead, link it to the dedicated question on certifications. If the audit was done by internal employees, link it to the dedicated question on actions. Click on the "?" button above for more info on what an external on-site audit is.

Yes, on-site audit

The document(s) should follow one of the following formats: an external on-site audit report and/or a Corrective Action Plan Report for compliance with sustainability audit protocols. The document(s) should demonstrate the following: 1) The audit report date is within 2 years of the questionnaire submission date; 2) It covers sustainability issue(s) (e.g. environment, labor and human rights, ethics, sustainable procurement); 3) It includes a formalized report with a list of non-compliances; 4) It is issued by an accredited independent external auditor. IMPORTANT: If the audit was conducted to obtain a management system certification (e.g. ISO 14001, ISO 45001, ISO 27001, ISO 50001, ISO 22000), DO NOT link it to this question. Instead, link it to the dedicated question on certifications. If the audit was done by internal employees, link it to the dedicated question on actions. Click on the "?" button above for more info on what an external on-site audit is.

Selected document: CSR manual (Other)

All: 自2021年1月之后,Sonim选用ODM工厂生产活动,内部只设立办公室活动,2023年2月将安排ODM工厂JAC审核

O No audit

EcoVadis may contract an independent auditor to conduct a site verification on the assessed company as a complementary part of the document-based assessment. The audits are conducted for internal quality assurance and methodology verification purposes.

Reporting indicator has a medium impact on the General theme score

Indicator: Reporting (REPO)

Reporting is based on quantitative KPIs that measure your implementation of sustainability practices.

We'll ask you to attach documents that include your sustainability metrics. A valid **reporting document** includes the reporting **year** and the reporting **unit** (such as kWh or liters).

Make sure the latest reporting period is within the last 2 calendar years.

Learn more about the document requirements [2]

Mandatory GEN600 @ Medium impact on theme score
Which of the following applies to your company's reporting on quantitative indicators on CSR topics?
☐ The indicators are externally verified by an independent third party
Examples of documents to attach: third party assurance statement, Annual Report, CSR/Sustainability Report, etc. The document(s) should demonstrate the following: statement by an independent and recognized third party assuring the quality and credibility of the quantitative indicator(s) reported on environmental, social, labor, fair business practices issues.
The Key Performance Indicators are formally aligned with a sustainability reporting standard (e.g. GRI, SASB, other - please specify)
The document(s) should demonstrate the following: indication that the reporting indicators on environmental, social, labor, fair business practices issues are aligned with a formally recognized national or international reporting standard or framework (eg GRI, SASB). Examples of documents to attach: Annual Report, CSR/Sustainability Report, etc.
Please specify
✓ A materiality analysis was conducted to identify relevant indicators
The document(s) should demonstrate the following: a materiality analysis conducted to identify relevant indicators that the company reported on. Examples of documents to attach: materiality assessment document, presentation, Annual Report, CSR/Sustainability Report, etc.
Selected document: Sonim (Sustainability/Annual report) ALL
☐ My company reports on quantitative indicators on CSR but none of the above applies
☐ My company does not report on any quantitative CSR indicators/Do not know
Mandatory GEN4001
Does your company communicate progress towards the Sustainable Development Goals (SDGs)?
Yes, my company communicates progress towards the Sustainable Development Goals (SDGs)
The document(s) should demonstrate the following: public or internal reporting of the company's progress towards the Sustainable Development Goals (SDGs). Examples of documents to attach: minutes of meeting, presentation, Annual Report, CSR/Sustainability Report, etc.
Selected document: Sonim (Sustainability/Annual report) All
○ No
O Do not know

This theme has a high impact on your overall score. The impact is calculated based on the sustainability issues relevant for your company.

Theme: Theme: Labor & Human Rights

This theme focuses on two areas:

- Labor rights, such as health and safety, working conditions, structured social dialogue, career management and training.
- · Human rights, such as prevention of human trafficking, child and forced labor, as well as support of diversity, equity and inclusion.

Sustainability issues relevant for your company: Employee Health & Safety Working Conditions Social Dialogue Career Management & Training Child Labor, Forced Labor & Human Trafficking Diversity, Equity and Inclusion External Stakeholder Human Rights

- Based on your company's industry, size and location, we selected the most relevant sustainability issues.
- Selected sustainability issues define **what questions you receive** and the impact of this theme on your **overall score**.

② Policies indicator has a **high** impact on the **Labor & Human Rights** theme score

Indicator: Policies (POLI)

A policy is a set of objectives that addresses specific sustainability issues. It shows your **company's attention** to reduce impact, mitigate risk or improve performance. Policies are voluntary and go beyond national legal requirements.

Examples of policies:

- General principles, statements and qualititive objectives to improve sustainability.
- Specific **quantative targets** with a defined deadline in the future. You can submit both absolute and relative targets. <u>Get more examples and best practices for developing policies</u> [2]

Does your company have a policy regarding labor practices or human rights issues?

Employees health and safety (e.g. management of employees health and safety issues)

The document(s) should demonstrate the following: a set of principles, engagements, qualitative objectives and/or quantitative targets that address health and safety issues encountered by employees at work, for example physiological and psychological issues arising from, among others, dangerous equipment, work practices and hazardous substances. Examples of documents to attach: Company mission statement, Health and Safety policy/charter, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, etc.

Selected document: Intergrated Management Manual V4.1 (Other) $\,\,^{\odot}$ $\,\,$ All

Working Conditions (e.g. wages, benefits, working hours, two-way communication on working conditions)

The document(s) should demonstrate the following: a set of principles, engagements, qualitative objectives and/or quantitative targets that address various issues on working conditions such as work-life balance, right to disconnect, remunerations and social benefits granted to employees. Examples of documents to attach: Company mission statement, Working Conditions policy/charter, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, etc.

Selected document: Sonim Technologies Employee Handbook - USA (Employee handbook)

Selected document: 员工手册 (Other) ◎ All

✓ Labor Relations (e.g. structured relations with employee representatives / trade unions)

The document(s) should demonstrate the following: a set of principles, engagements, qualitative objectives and/or quantitative targets that address social dialogue deployed through recognized employee representatives and collective bargaining. Examples of documents to attach: Company mission statement, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, etc.

Selected document: Sonim Technologies Employee Handbook - USA (Employee handbook)

All

Selected document: 员工手册 (Other) ◎

Selected document: 工会会员的权利与义务 (Procedure) ◎

Career Management (e.g. management of recruitment, training & career development)

The document(s) should demonstrate the following: a set of principles, engagements, qualitative objectives and/or quantitative targets that address main career stages i.e. recruitment, evaluation, training and management of layoffs. Examples of documents to attach: Company mission statement, Career Development policy/charter, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, etc.

Selected document: Recruitment Instruction V2.3 (Other) $\,$

Selected document: Sonim Technologies Employee Handbook - USA (Employee handbook) © 27.36.39.62.69.86.93.99.105.111.118

Selected document: 员工手册 (Other) ◎

Child and Forced Labor (e.g. engagements or measures taken to prevent or eradicate child or forced labor)

The document(s) should demonstrate the following: a set of principles, engagements, qualitative objectives and/or quantitative targets that address child, forced or compulsory labor issues within the company owned operations. Examples of documents to attach: Company mission statement, Human Rights policy/charter, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, etc.

Selected document: Juvenile Worker Policy (Other) ⑤
All

Selected document: 人道待遇、不歧视、不骚扰管理办法 (Other) ⑥
All

Diversity, Equity & Inclusion

The document(s) should demonstrate the following: a set of principles, engagements, qualitative objectives and/or quantitative targets that prevent discrimination and physical, psychological and verbal abuse in the work environment and/or promote diversity, equity and inclusion of all employees. Examples of documents to attach: Company mission statement, Diversity policy/charter, Policy/charter against Discrimination and Harassment, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, etc.

Selected document: Sonim Technologies Employee Handbook - USA (Employee handbook) © All

Selected document: 员工手册 (Other) © All

Selected document: 人道待遇、不歧视、不骚扰管理办法 (Other) © All

External stakeholder human rights

The document(s) should demonstrate the following: a set of principles, engagements, qualitative objectives and/or quantitative targets that address direct and indirect human rights impacts of the company's operations on external stakeholders, such as rights to property/land, rights to self-determination, rights to safety/security etc. Examples of documents to attach: Company mission statement, Human Rights policy/charter, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, etc.

Selected document: Sonim Technologies Employee Handbook - USA (Employee handbook)

Selected document: 员工手册 (Other)

Selected document: Corporate Responsibility (Policy/Code of conduct)

Suppliers

■ No policies

Measures indicator has a high impact on the Labor & Human Rights theme score

Indicator: Measures (MESU)

This indicator is about your company's actions to support your sustainability policies and commitments.

The answer options in each question represent best practices for your company's size and industry. Select options that your company **has already implemented** and provide the documented proof of your actions.

Learn more about the document requirements [2]

Who pays recruitment fees?

\sim		
(•)	Com	pany

Recruitment fees (to obtain or retain employment) include any and all fees, charges, costs, assessments or other financial obligations associated with the recruitment process, regardless of when, how and whom they are collected. Select the option that applies to your organisation.

Job applicant

Recruitment fees (to obtain or retain employment) include any and all fees, charges, costs, assessments or other financial obligations associated with the recruitment process, regardless of when, how and whom they are collected. Select the option that applies to your organisation.

Ocompany & job applicant

Recruitment fees (to obtain or retain employment) include any and all fees, charges, costs, assessments or other financial obligations associated with the recruitment process, regardless of when, how and whom they are collected. Select the option that applies to your organisation.

\bigcirc	Direct	hiring	(no	fees	apply)
\sim					~ [[[]]

O Do not know

Wh	at actions are in place regarding employee health and safety?
~	Health and safety detailed risk assessment
	The document(s) should demonstrate the following: risk assessments systematically identify and evaluate potential impact of operational tasks or conditions on employees' health and safety. Examples of documents to attach: internal risk assessments, hazard analysis documents, safety analysis documents, Annual Report, CSR/Sustainability Report, etc.
	Selected document: OHS Hazard identification and assessment procedure (Other) $^{\odot}$ $$ All
	Selected document: Hazard identification&evaluation (Other) All
✓	Procedure in place to anticipate health & safety risks related to change of operations (e.g. start-up of new operations, change of operations)
	The document(s) should demonstrate the following: employee instructions or operational process to ensure health and safety risks and hazards are properly controlled when the company makes changes to its facilities or operations. Examples of documents to attach: standard operating procedures, work instructions, program implementation records, Annual Report, CSR/Sustainability Report, etc.
	Selected document: Hazard identification&evaluation (Other) All
	Selected document: OHS Hazard identification and assessment procedure (Other) $^{\odot}$ $$ All
	Provision of protective equipment to all impacted employees
	The document(s) should demonstrate the following: employee instructions or operational process on the deployment of personal protective equipment to reduce employee exposure to work-related health and safety hazards. Examples of documents to attach: standard operating procedures, work instructions, delivery records, Annual Report, CSR/Sustainability Report, etc.
	Specific procedures for handling of chemicals or hazardous substances
	The document(s) should demonstrate the following: employee instructions or operational process that allow them to handle chemicals or hazardous substances safely and protect themselves from exposure to those substances. Examples of documents to attach: standard operating procedures, work instructions, Annual Report, CSR/Sustainability Report, etc.
~	Health and Safety procedures translated in major languages spoken by employees
	The document(s) should demonstrate the following: employee instructions or operational process on health and safety in the languages that employees speak to ensure good understanding across all employees. Examples of documents to attach: standard operating procedures, work instructions, manual, Annual Report, CSR/Sustainability Report, etc.
	Selected document: Occupational Health and Safety Policy (Policy/Code of conduct) $$
_	
~]	Joint labor management health and safety committee in operation The document(s) should demonstrate the following: the existence of health and safety committee with representatives from both the employer and the employees. Examples of documents to attach: communication materials, minutes of meeting, announcement, letters, Annual Report, CSR/Sustainability Report, etc.
	Selected document: EHS committee and R&R (Policy) ◎ all
	Active preventive measures for stress and noise
	The document(s) should demonstrate the following: employee instructions, operational process, training, deployment of equipment, specific program or all other measures to prevent or mitigate employees' exposure to stress and noise. Examples of documents to attach: standard operating procedures, work instructions, program implementation records, Annual Report, CSR/Sustainability Report, etc.

The document(s) should demonstrate the following: training programs provided to employees to strengthen their knowledge on health and safety related to their job and/or to enhance their skills to perform their tasks safely. Examples of documents to attach: training materials and additional evidence of training execution (progress reports, certificates of completion, etc.), Annual Report, CSR/Sustainability Report, etc.
Selected document: HR&Training Management procedure 4.0 (Other) All
Selected document: Sonim Technologies Employee Handbook - USA (Employee handbook) ◎ 27,36,39,62,69,86,93,99,105,111,118
Selected document: 员工手册 (Other) ◎ 16
Mandatory health check up for all employees
The document(s) should demonstrate the following: employee instructions or operational process for employees to undergo health check-ups which allow early detection of occupational disease, ensure that employees remain fit for work, and help the company gauge whether existing control measures are effective. Examples of documents to attach: standard operating procedures, work instructions, program implementation records, health check-up reports, contracts, Annual Report, CSR/Sustainability Report, etc.
✓ Training on health and safety issues for subcontractors working on premises (if applicable)
The document(s) should demonstrate the following: training programs provided to subcontractors to strengthen their knowledge on health and safety related to their job on the company's site and working practices to help them perform their tasks safely at the company's site. Examples of documents to attach: training materials and additional evidence of training execution (progress reports, certificates of completion, etc.), Annual Report, CSR/Sustainability Report, etc.
Selected document: Supplier Management Procedure 2.1 (Other) All
Selected document: Supplier Assessment Questionnaire 3.0 (Other) ◎ sec 7
Regular inspection or audit to ensure safety of equipment
The document(s) should demonstrate the following: employee instructions or operational process on internal or external inspection/audit to evaluate the safety of existing equipment. Examples of documents to attach: standard operating procedures, work instructions, inspection/audit reports, Annual Report, CSR/Sustainability Report, etc.
Other actions on employee health & safety not included elsewhere in this question
Please select this option only if the rest of the options listed do not apply. The document(s) should demonstrate the following: actions other than those specified in the other options to address health and safety issues encountered by employees at work, for example physiological and psychological issues arising from, among others, dangerous equipment, work practices and hazardous substances. Examples of documents to attach: standard operating procedures, work instructions, Annual Report, CSR/Sustainability Report, etc.
Please specify
☐ No specific mechanisms in place

Training of all relevant employees on health and safety risks and good working practices

What actions are in place regarding working conditions?

▼ Two-way communication system in place to facilitate employee voice regarding working conditions

The document(s) should demonstrate the following: Deployment of two-way interactive communication sessions which allow employees to provide input and feedback on working conditions & benefits directly to the management while also allowing the management to directly respond to such input and feedback. Note that this excludes any negotiation, consultation or simply exchange of information between employee representatives (e.g. works council) and the management, which would be addressed under the criterion of Social Dialogue. Examples of documents to attach: standard operating procedures, work instructions, communication materials, presentation, minutes of meeting, Annual Report, CSR/Sustainability Report, etc.

Selected document: Sonim Technologies Employee Handbook - USA (Employee handbook) © 11: Open Door/Conflict Resolution

Selected document: 员工手册 (Other) © all

Compensation for extra or atypical working hours

The document(s) should demonstrate the following: provision of additional compensation to employees for overtime and/or all other forms of hours worked in excess of the normal hours. Examples of documents to attach: standard operating procedures, employee handbook, communication materials, letters, contracts, Annual Report, CSR/Sustainability Report, etc.

Selected document: 员工手册 (Other) ◎
7

Family Friendly programs (FFPs) implemented (e.g. parental or care leaves, childcare services or allowances)

The document(s) should demonstrate the following: Proactive initiatives put in place by the company to help workers balance their work and family lives. Those actions are not limited to working parents but should also be implemented for all workers to benefit from them. The actions could be in the form of paid parental and other care leaves, breastfeeding support (e.g. paid breastfeeding breaks during working hours), affordable and quality childcare services and/or allowances, flexible work arrangements for 'carers', access to minimum social protection measures (maternity protection from workplace risks, protection from dismissal). Under this option we consider the needs of (tele)workers with care responsibilities. We value support for taking care of partners, grandparents etc, therefore we focus on carers in general, which goes further than support provided to parents. Examples of documents to attach: program implementation records, Human Rights Report, Annual Report, CSR/Sustainability Report, etc.

Flexible organization of work (eg. remote work, flexi-time)

The document(s) should demonstrate the following: provision of flexible working arrangements (eg part-time, telecommuting, job-shares, variable work schedules) to employees with the aim to support the needs of employees in achieving a balance between their home and working lives. Examples of documents to attach: standard operating procedures, employee handbook, communication materials, letters, contracts, Annual Report, CSR/Sustainability Report, etc.

Selected document: Sonim Technologies Employee Handbook - USA (Employee handbook) © 21-22: USA - Leave Policy

Selected document: 员工手册 (Other) ◎ page 7

Health care coverage of employees in place

The document(s) should demonstrate the following: detailed coverage of company's specific health care plan(s) which provides medical care for employees or their dependents directly or through insurance, reimbursement, or otherwise. The term healthcare coverage would cover both work and non-work related injuries/accidents/illness as soon as the employee chooses to avail of medical care. Examples of documents to attach: detailed health care plan, program implementation records, employee handbook, communication materials, manual, presentation, Annual Report, CSR/Sustainability Report, etc.

Selected document: Sonim Technologies Employee Handbook - USA (Employee handbook) © 19, 20, 22: USA - Medical, Dental & Vision Benefits

Selected document: 员工手册 (Other) ◎ page 12

	The document(s) should demonstrate the following: company communication of details of remuneration system to employees (beyond HR personnel) which allows employees to understand and benchmark their remuneration. Examples of documents to attach: employee handbook, communication materials, letters, presentation, Annual Report, CSR/Sustainability Report, etc.
	Selected document: Sonim Technologies Employee Handbook - USA (Employee handbook) ◎ 11: USA - Performance Review
	Selected document: 员工手册 (Other) ◎ page 12
	Employee satisfaction survey
	The document(s) should demonstrate the following: survey used by companies to get feedback on employees about their engagement, morale and satisfaction at work. Examples of documents to attach: communication materials, presentation, survey questionnaire, survey result summary, Annual Report, CSR/Sustainability Report, etc.
~	Employee stock ownership plan (not restricted to executive level)
	The document(s) should demonstrate the following: employee-owner program/plan that provides a company's workforce with an ownership interest in the company. The program should apply to employees beyond C-suite (executives/directors). Examples of documents to attach: standard operating procedures, employee handbook, communication materials, letters, contracts, presentation, Annual Report, CSR/Sustainability Report, etc.
	Selected document: 2019 ESPP Offering Document (Policy) all
✓	Bonus scheme related to company performance
_	The document(s) should demonstrate the following: monetary remuneration for employees beyond base salary, linked to company performance. Examples of documents to attach: standard operating procedures, employee handbook, communication materials, letters, presentation, Annual Report, CSR/Sustainability Report, etc.
	Selected document: Sonim Technologies Employee Handbook - USA (Employee handbook)
	Selected document: 员工手册 (Other) ◎ page 13
	Other actions to ensure good working conditions not included elsewhere in this question
	Please select this option only if the rest of the options listed do not apply. The document(s) should demonstrate the following: actions other than those specified in the other options to address working conditions of employees (working hours, remunerations and social benefits granted to employees). Examples of documents to attach: standard operating procedures, work instructions, Annual Report, CSR/Sustainability Report, etc.
	Please specify
	No specific mechanisms in place
	Do not know

Communication to all employees of remuneration process (e.g. salary grid, procedure for salary advancement)

Mandatory LAB329
Which of the following measures (working conditions) have been implemented throughout your entire scope of operations?
Granting of special remuneration / time off for overtime worked (company wide)
Granting of paid annual vacation (company wide)
Employees receive 24 hours rest within a time frame of 7 consecutive days (company wide)
Employees are paid statutory minimum wages
Others (please specify)
Please select this option only if the rest of the options listed do not apply. The document(s) should demonstrate the following: actions other than those specified in the other options to address working conditions of employees (working hours, remunerations and social benefits granted to employees). Examples of documents to attach: standard operating procedures, work instructions, Annual Report, CSR/Sustainability Report, etc.
Please specify
☐ Do not know
Mandatory LAB3291
Has your company implemented a monitoring system to ensure its conformity with local laws and ILO requirements on maximum working hours (including requirements on overtime work)?
Yes
○ No
O Do not know

<u>~</u>	Employee representatives or employee representative body (e.g. works council)
	The document(s) should demonstrate the following: existence of any union, works council or other agency or representative body that the company recognized for the purposes of bargaining collectively on behalf of any employee. Examples of documents to attach: agreements, announcement, meeting minutes, document showing election result, Annual Report, CSR/Sustainability Report, etc.
	Selected document: 员工代表选举与管理程序 (Policy) ◎ all
	European Works Council in place
	The document(s) should demonstrate the following: existence of European Works Council (EWC) which is an information and consultation body representing employees in European multinational companies. The EWC can be established if the company has at least 1000 employees in the European Economic Area and at least 150 employees in two member states. Examples of documents to attach: agreements, communication materials, letters, presentation, Annual Report, CSR/Sustainability Report, etc.
	Collective agreement on employees' health & safety
	The document(s) should demonstrate the following: all agreements in writing regarding employees' health & safety (eg the establishment of joint labor-management health and safety committee, provision of protective clothing, compensation in case of injury, etc.) concluded between the company as an employer, on the one hand, and one or more representative workers' organizations, in accordance with national laws and regulations, on the other. The document(s) should also provide enough assurance that the agreement is being implemented at the company. Examples of documents to attach: agreements, Annual Report, CSR/Sustainability Report, etc.
	Collective agreement on working conditions
	The document(s) should demonstrate the following: all agreements in writing regarding working conditions and terms of employment (eg wages, working hours, vacation days, etc.) concluded between the company as an employer, on the one hand, and one or more representative workers' organizations, in accordance with national laws and regulations, on the other. The document(s) should also provide enough assurance that the agreement is being implemented at the company. Examples of documents to attach: agreements, Annual Report, CSR/Sustainability Report, etc.
	Collective agreement on training & career management
	The document(s) should demonstrate the following: all agreements in writing regarding training and career management (eg training opportunities, performance management, the availability of funds for training, etc.) concluded between the company as an employer, on the one hand, and one or more representative workers' organizations, in accordance with national laws and regulations, on the other. The document(s) should also provide enough assurance that the agreement is being implemented at the company. Examples of documents to attach: agreements, Annual Report, CSR/Sustainability Report, etc.
	Collective agreement on diversity, discrimination and/or harassment
	The document(s) should demonstrate the following: all agreements in writing regarding discrimination and/or harassment concluded between the company as an employer, on the one hand, and one or more representative workers' organizations, in accordance with national laws and regulations on the other, to prohibit discrimination in employment opportunities. The document(s) should also provide enough assurance that the agreement is being implemented at the company. Examples of documents to attach: agreements, Annual Report, CSR/Sustainability Report, etc.
	Collective agreement in place
	The document(s) should demonstrate the following: all agreements in writing regarding any employment-related issues concluded between the company as an employer, on the one hand, and one or more representative workers' organizations, in accordance with national laws and regulations, on the other. The document(s) should also provide enough assurance that the agreement is being implemented at the company. Examples of documents to attach: agreements, Annual Report, CSR/Sustainability Report, etc.
	Other actions to promote structured social dialogue not included elsewhere in this question
	Please select this option only if the rest of the options listed do not apply. The document(s) should demonstrate the following: actions other than those specified in the other options to address social dialogue deployed through recognized employee representatives and collective bargaining. Examples of documents to attach: standard operating procedures, work instructions, Annual Report, CSR/Sustainability Report, etc.
	Please specify
	No actions in place
	Do not know

What actions are in place regarding social dialogue?

What actions are in place regarding training and career management?

▼ Transparent recruitment process (communicated clearly and formally to all candidates)

The document(s) should demonstrate the following: company communication of details of recruitment process to all candidates. An open, transparent, and merit-based recruitment process ensures equal opportunities to the job applicants, free of any direct or indirect discrimination. Examples of documents to attach: communication materials, letters, presentation, Annual Report, CSR/Sustainability Report, etc.

Selected document: Recruitment Instruction V2.3 (Other) $\,\,^{\odot}$

ALL

Regular assessment (at least once a year) of individual performance

The document(s) should demonstrate the following: employee instructions or operational process to quantitatively and/or qualitatively assess and review employees' job performance on a regular basis. Examples of documents to attach: standard operating procedures, work instructions, employee evaluation documents, Annual Report, CSR/Sustainability Report, etc.

Selected document: 员工手册 (Other) ◎

page 13

Setting of Individual development and career plan for all employees

The document(s) should demonstrate the following: employee instructions or operational process to create an action plan for career and personal development with the aim to help employees reach short and long-term career goals, as well as improve current job performance. Examples of documents to attach: standard operating procedures, work instructions, individual development plan documents, Annual Report, CSR/Sustainability Report, etc.

Selected document: Goals & Objectives Template (Procedure) $\,\,^{\odot}$

ALL

Selected document: Goals & Objectives (Procedure)

o

ALL

Selected document: Sonim Technologies Employee Handbook - USA (Employee handbook) ®

ALL

Selected document: 员工手册 (Other) ◎

ALL

Official measures promoting career mobility

The document(s) should demonstrate the following: employee instruction, operational process, specific program or all other measures to promote internal career mobility within the organization based on employee's ability and potential. Examples of documents to attach: standard operating procedures, work instructions, program implementation records, employee handbook, communication materials, presentation, Annual Report, CSR/Sustainability Report, etc.

Selected document: 员工手册 (Other) ◎

page 16

Provision of skills development training

The document(s) should demonstrate the following: training programs provided to employees to strengthen their knowledge and skills specific for their work or for their career advancement. Examples of documents to attach: training materials and additional evidence of training execution (progress reports, certificates of completion, etc.), Annual Report, CSR/Sustainability Report, etc.

Selected document: HR&Training Management procedure 4.0 (Other)

ALL

	The document(s) should demonstrate the following: employee instructions, operational process, specific program or all other measures to minimize layoffs and mitigate associated negative impacts by providing employees with adequate notice in advance of a layoff and/or providing guidance, assistance and support to maximize their prospects for reemployment. Examples of documents to attach: standard operating procedures, work instructions, program implementation records, employee handbook, communication materials, presentation, Annual Report, CSR/Sustainability Report, etc.
	Selected document: 中华人民共和国劳动合同法 (Other) ◎ Chapter 46
\sqcup	Other actions on career management & training not included elsewhere in this question
	Please select this option only if the rest of the options listed do not apply. The document(s) should demonstrate the following: actions other than those specified in the other options to address main career stages i.e. recruitment, evaluation, training and management of layoffs. Examples of documents to attach: standard operating procedures, work instructions, Annual Report, CSR/Sustainability Report, etc.
	Please specify
	No specific mechanisms in place
	Do not know

Official measures to anticipate or reduce layoffs and associated negative impacts (e.g. financial compensation, outplacement service)

What actions are in place to address child labor, forced labor and/or human trafficking?

✓ Impact assessments identifying potential child labor, forced labor and/or human trafficking

The document(s) should demonstrate the following: assessments that identify potential and/or actual human rights risks and impact to the company's stakeholders such as their employees. Examples of documents to attach: human rights risk and impact assessments report, social impact assessment report, Annual Report, CSR/Sustainability Report, etc.

Selected document: 劳工 道德风险评估表 2.0 (Other) ◎ ALL

Stakeholder consultation with potentially affected groups or NGOs to address child labor, forced labor and/or human trafficking issues

The document(s) should demonstrate the following: engagement with (potentially) affected stakeholders in order to identify and address child labor, forced labor and/or human trafficking issues stemming from the company's operations. Examples of documents to attach: stakeholder engagement plans showing process for identification and engagement with groups at risk to be impacted by child and/or forced labor, minutes of meetings with stakeholder groups, worker voice surveys conducted to elicit information on these topics, Annual Report, CSR/Sustainability Report, etc.

Awareness training on child labor, forced labor and/or human trafficking

The document(s) should demonstrate the following: training programs in web-based or in-person format provided to employees to strengthen their knowledge on child labor, slavery and/or human trafficking issues within the company operations. Examples of documents to attach: training materials and additional evidence of training execution (progress reports, certificates of completion, etc.), Human Rights Report, Modern Slavery and Human Trafficking Report, Annual Report, CSR/Sustainability Report, etc.

Selected document: New employee training list (Other) $\,\,^{\odot}$ line 1

Selected document: New employee trainning record (Other)

Age verification of candidates before hiring

The document(s) should demonstrate the following: operational procedure in place to prevent hiring of underage workers. Examples of documents to attach: Employee handbook/manual, HR manual/procedural guidelines, child and forced labor prevention operational procedure, Annual Report, CSR/Sustainability Report, etc.

Selected document: Juvenile Worker Policy 未成年工政策 2.0 (Other) ◎ 5.1

Actions in place to protect young workers (if any employed)

The document(s) should demonstrate the following: specific measures on contracting working hours, onboarding and orientation, communication and ongoing health and safety checks aimed at young workers, a system to identify hazards and assess risks for a safe working environment for young workers. According to the International Labor Organization (ILO), a "young worker" refers to a person who has reached the minimum legal working age, usually 15 (13-14 in some regions), but under 18 years old (still a child), and thus requires dedicated workplace arrangements to ensure their wellbeing. Examples of documents to attach: standard operating procedures, work instructions, presentation, minutes of meeting, Annual Report, CSR/Sustainability Report, etc.

Selected document: Juvenile Worker Policy 未成年工政策 2.0 (Other) ◎ 5.2.5.3

Process in place to prevent the retention of employee identification documents

The document(s) should demonstrate the following: process to ensure that workers are never required to relinquish their personal identification documents and are provided with necessary means to safely store them, if necessary. Examples of documents to attach: new employee onboarding procedures, employment contracts, human resources procedures demonstrating that workers are ensured access to personal documents at all times, Annual Report, CSR/Sustainability Report, etc...

Selected document: 员工手册 (Other) ◎ page 5

~	Actions in place to prevent excessive use of force and limitation of freedom of movement of employees by security forces
	The document(s) should demonstrate the following: actions implemented that ensure security officers' use force to only when strictly necessary and prevent the excessive use of force. The UN defines "excessive force" as force that exceeds what is reasonable and necessary in the circumstances confronting the officer. Examples of documents to attach: a response plan or risk mitigation plan to prevent the excessive use of force, an employee handbook on the rules of engagement, use of force competency certificates or readiness standards, internal audits on the use of force, incident documentation specific to the use of force, Annual Report, CSR/Sustainability Report, etc.
	Solosted document: 防禁湿迫类了管理制度 (Othor)

Monitoring of internal controls and effectiveness of actions taken to prevent child labor, forced labor and/or human trafficking

The document(s) should demonstrate the following: regular monitoring of the effectiveness of the child and/or forced labor control systems, which can be done through internal testing and formal external auditing. Examples of documents to attach: formal audit reports, internal auditing procedures, Human Rights Report, Modern Slavery and Human Trafficking Report, Annual Report, CSR/Sustainability Report, etc.

Selected document: 內部审核管理办法 2.0 (Other) ◎
All

Grievance mechanism on child labor, forced labor and/or human trafficking

Selected document: Juvenile Worker Policy 未成年工政策 2.0 (Other) ◎

ΑII

5.2 5.3

No actions/Do not know

The document(s) should demonstrate the following: established mechanism for different parties to report child labor, forced labor and/or human trafficking issues. Elements of grievance mechanism to be credited include 1) communication to all stakeholders about the presence of grievance mechanism and the provision of support for those who may face particular barriers (ie. language, minority status) 2) non-retaliation to protect those who make use of the grievance mechanism 3) steps to maintain confidentiality of those who make use of the grievance mechanism. Examples of documents to attach: Code of Conduct, employee handbook/manual, grievance mechanism manual/reporting procedure, child and forced labor policy with reporting procedure section, Annual Report, CSR/Sustainability Report, etc.

Selected document: Grievance policy 申诉政策 2.0 (Other) ⑤
ALL

Selected document: Juvenile Worker Policy 未成年工政策 2.0 (Other) ⑥
5.5

Remediation procedure in place for identified victims of child labor, forced labor and/or human trafficking

The document(s) should demonstrate the following: operational process or evidence of remediation efforts/remediation programme to support victims of child and/or forced labor. Remedy is an operational-level, non-judicial process to help mitigate incidents of child labour, forced labour and/or human trafficking as it helps to identify and correct any harm caused to victims. The remediation process should include 1) identification of approriate responses to the violation 2) transparency in communication with stakeholders 3) measures to monitor effectiveness of the implemented remedy. Examples of documents to attach: Code of Conduct, employee handbook/manual, standalone grievance mechanism manual/reporting procedure, child and forced labor policy with reporting procedure section, Annual Report, CSR/Sustainability Report, etc.

Other actions to prevent child labor, forced labor and/or human trafficking not included elsewhere in this question

Please select this option only if the rest of the options listed do not apply. The document(s) should demonstrate the following: actions other than those specified in the other options to prevent child labor, forced labor and/or human trafficking. Examples of documents to attach: Human Rights Report, Modern Slavery and Human Trafficking Report, Annual Report, CSR/Sustainability Report or any other implementation evidence.

Please specify

What actions are in place to promote diversity, equity & inclusion?

Actions to prevent discrimination during recruitment phase

The document(s) should demonstrate the following: employee instructions or operational process to prevent discriminatory hiring practices and provide equal opportunities to all candidates entering the employee selection process. Examples of documents to attach: standard operating procedures, audits to ensure accessible job posting language, training materials for HR/recruiters, Annual report, CSR/Sustainability report, etc.

Please specify

所有新人入职都将会接受CSR所有内容培训

Selected document: New employee trainning list (Other)

I ine 1

Selected document: New employee trainning record (Other)

ΔΙΙ

Selected document: RBA 7.0 标准培训 (Other) ◎

A) 6.0

Selected document: 人道待遇、不歧视、不骚扰管理办法 (Other) ◎

al

Actions to prevent discrimination in professional development and promotion processes

The document(s) should demonstrate the following: employee instructions or operational process to prevent discrimination in promotion practices and provide equal opportunities to all employees regarding their professional development. Examples of documents to attach: standard operating procedures, audits to ensure accessible job posting language, training materials for HR/recruiters, Annual report, CSR/Sustainability report, etc.

Please specify

所有人员在职业发展和晋升过程中都是平等、公平、公正的

Selected document: 人道待遇、不歧视、不骚扰管理办法 (Other) ◎

ALL

Selected document: RBA 7.0 标准培训 (Other) ◎

A)6.0

Awareness training on diversity, discrimination and/or harassment issues

The document(s) should demonstrate the following: training programs in web-based or in-person format provided to employees to strengthen their knowledge on diversity, discrimination and harassment issues so that they have the ability to avoid any situations which could become hostile or discriminatory. Examples of documents to attach: training materials and additional evidence of training execution (progress reports, certificates of completion, etc.), Annual Report, CSR/Sustainability Report, etc.

Selected document: New employee trainning list (Other)

o

Line 1

Selected document: New employee trainning record (Other)

all

Selected document: RBA 7.0 标准培训 (Other) ◎

A)6.0

Actions to prevent workplace harassment

The document(s) should demonstrate the following: operational process, specific program or all other measures to prevent harassment in the workplace. Examples of documents to attach: standard operation procedures, program implementation records, communication materials, employee handbook, Annual Report, CSR/Sustainability Report or any other implementation evidence.

Please specify

在新人入职期间,都有对所有人员进行相关内容宣导,日常工作中会议宣导

Selected document: 人道待遇 、不歧视、不骚扰管理办法 (Other) ◎

ALL

Affinity or other support groups for minorities/vulnerable groups

The document(s) should demonstrate the following: operational process, specific program or any other actions towards the formation and continuity of affinity and support groups for minorities or vulnerable employees in the workplace, for example affinity groups for working parents, for employees of specific gender identities, or for dedicated ethnic, religious and cultural groups. Examples of documents to attach: operational procedures, program implementation records, communication materials, employee handbook, Annual Report, CSR/Sustainability Report or any other implementation evidence.

✓ Women's development, mentorship, and/or sponsorship programs in place

The document(s) should demonstrate the following: operational process, specific program or any other actions that provide development opportunities for female employees, for example dedicated mentorship and sponsorship programs for female talent development within the company. Examples of documents to attach: operational procedures, program implementation records, communication materials, employee handbook, Annual Report, CSR/Sustainability Report or any other implementation evidence.

Selected document: 人道待遇、不歧视、不骚扰管理办法 (Other) ◎

5.4

Actions to promote the inclusion of employees with disabilities

The document(s) should demonstrate the following: operational process to enable employees with a wide range of disabilities to perform their job duties, including physical and psychological adaptation (both working conditions and infrastructure). Examples of documents to attach: standard operation procedures, employee handbook, program implementation records, Annual Report, CSR/Sustainability Report or any other implementation evidence.

Selected document: 人道待遇 、不歧视、不骚扰管理办法 (Other) ◎

5.1

☑ Grievance mechanism on discrimination and/or harassment issues

The document(s) should demonstrate the following: established mechanism for different parties to report on discrimination and/or harassment issues. Elements of grievance mechanism to be credited include 1) communication to all stakeholders about the presence of grievance mechanism and the provision of support for those who may face particular barriers (ie. language, minority status) 2) non-retaliation to protect those who make use of the grievance mechanism 3) steps to maintain confidentiality of those who make use of the grievance mechanism. Examples of documents to attach: Code of Conduct, employee handbook/manual, grievance mechanism manual/reporting procedure, anti-harassment policy with reporting procedure section, Annual Report, CSR/Sustainability Report, etc.

Selected document: Grievance policy 申诉政策 2.0 (Other) ◎

ALL

Remediation procedure in place for victims of discrimination and/or harassment

The document(s) should demonstrate the following: operational process or evidence of remediation efforts/remediation programme to support victims of discrimination and/or harassment. Remedy is an operational-level, non-judicial process to help mitigate incidents of discrimination and/or harassment as it helps to identify and correct any harm caused to victims. The remediation process should include 1) identification of approriate responses to the violation 2) transparency in communication with stakeholders 3) measures to monitor effectiveness of the implemented remedy. Examples of documents to attach: Code of Conduct, employee handbook/manual, standalone grievance mechanism manual/reporting procedure, anti-harassment policy with reporting procedure section, Annual Report, CSR/Sustainability Report, etc.

Selected document: 人道待遇、不歧视、不骚扰管理办法 (Other) ◎

Αl

to the pay gap, and all other measures to eliminate the pay gap. Examples of documents to attach: pay gap report, pay gap audit, pay gap study, wage audits, wage monitoring reports, equal pay audit, Annual Report, CSR/Sustainability Report, etc.
Selected document: Sonim Technologies Employee Handbook - USA (Employee handbook) ◎ ALL
Selected document: 员工手册 (Other) ◎ page 12
Other actions to promote the inclusion of minority/vulnerable groups in the workplace
Please select this option only if the rest of the options listed do not apply and describe your own declaration in the open text field. Examples of actions include but are not limited to the promotion of inclusive language, the provision of gender-neutral washrooms, or dedicated support tools, such as helplines and well-being programs, provided for vulnerable employees.
Please specify
Other actions to promote gender inclusion in the workplace
Please select this option only if the rest of the options listed do not apply and describe your own declaration in the open text field. Examples of actions include but are not limited to dedicated community events to support gender groups, providing lactation and break rooms for working mothers, or providing safe transport options for all gender groups to and from the workplace.
Please specify
□ No actions/ Do not know
No actions/ Do not know Mandatory LAB383
Mandatory LAB383
Mandatory LAB383 Do workers have the right to join labor unions, workers' councils, or other collective bargaining organizations?
Mandatory LAB383 Do workers have the right to join labor unions, workers' councils, or other collective bargaining organizations? (a) Yes, the right to join labor unions, workers' councils, or other collective bargaining organizations is granted (b) Partially yes, the right to join labor unions, workers' councils, or other collective bargaining organizations is granted, but restricted in
Mandatory LAB383 Do workers have the right to join labor unions, workers' councils, or other collective bargaining organizations? Yes, the right to join labor unions, workers' councils, or other collective bargaining organizations is granted Partially yes, the right to join labor unions, workers' councils, or other collective bargaining organizations is granted, but restricted in compliance with applicable law No, the right to join labor unions, workers' councils, or other collective bargaining organizations is not granted, but the company

The document(s) should demonstrate the following: monitoring and/or auditing of remuneration practices to identify unequal pay, analysis of factors that contribute

Indicator: Certifications (CERT)

This indicator refers to the certifications of your sustainability management system. It includes questions about:

Actions to promote wage equality in the workplace (e.g. equal pay monitoring)

- Sustainability management certificates
- Ecolabels certifying products and services

Certifications confirm your **compliance with international standards** (for example, ISO 14001). They must be issued by an **external certification body**.

Mandatory LAB710 Medium impact on theme score Has your company obtained any labor and human rights management system certification? ISO 45001/OHSAS 18001 Examples of documents to attach: Certificate issued by an accredited certification body, Certificate Audit Report and/or proof of certificate in progress issued by an accredited certification body in case the certificate is not issued yet, Annual Report and/or CSR/Sustainability Report with external 3rd party assurance on CSR data. Click on the "?" button above for more info. Selected document: ISO45001 Certificate (Certificate) ◎ ■ MASE Examples of documents to attach: Certificate issued by an accredited certification body, Certificate Audit Report and/or proof of certificate in progress issued by an accredited certification body in case the certificate is not issued yet, Annual Report and/or CSR/Sustainability Report with external 3rd party assurance on CSR data. Click on the "?" button above for more info. Fair Wage Network (Fair Wage Certification or Living Wage Certification) Examples of documents to attach: Living Wage Certificate or Fair Wage Certificate, Certificate Audit Report and/or proof of certificate in progress issued by Fair Wage Network in case the certificate is not issued yet, Annual Report and/or CSR/Sustainability Report with external 3rd party assurance on CSR data. Others Examples of documents to attach: Certificate issued by an accredited certification body, Certificate Audit Report and/or proof of certificate in progress issued by an accredited certification body in case the certificate is not issued yet, Annual Report and/or CSR/Sustainability Report with external 3rd party assurance on CSR data. Click on the "?" button above for more info. Please specify

Indicator: Reporting (REPO)

■ No/Do not know

 $Reporting \ is \ based \ on \ \textbf{quantitative KPIs that measure your implementation of sustainability practices}.$

@ Reporting indicator has a medium impact on the Labor & Human Rights theme score

We'll ask you to attach documents that include your sustainability metrics. A valid **reporting document** includes the reporting **year** and the reporting **unit** (such as kWh or liters).

Make sure the latest reporting period is within the **last 2 calendar years**.

Learn more about the document requirements [2]

On which of the following topics does your company report Key Performance Indicators (KPIs)?

Employee Health & Safety

The document(s) should demonstrate the following: public or internal reporting of consolidated data on employee health and safety at work, such as number of physiological and psychological incidents from company operations, number of employees trained on health and safety issues. Examples of documents to attach: annual safety incident report, annual health and safety training summary report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Selected document: 员工手册 (Other) ◎ 18	
Selected document: ISO KPI tracking 2022 (Other) Item 17, 18	

✓ Working Conditions

The document(s) should demonstrate the following: public or internal reporting of consolidated data on remunerations and social benefits granted to employees, such as number of employees covered with healthcare, etc. Examples of documents to attach: annual employee benefits report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Selected document: 员工手册 (Other) ◎ 18-20

Social Dialogue

The document(s) should demonstrate the following: public or internal reporting of consolidated data on social dialogue mechanisms such as number of employees covered by employee representatives, number of employees covered by collective agreements. Examples of documents to attach: annual labor union report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Career Management & Training

The document(s) should demonstrate the following: public or internal reporting of consolidated data on employee career development, such as number of skills trainings provided, number of employees with personal development plans, number of internal recruitment cases, etc. Examples of documents to attach: annual training report, annual employee development report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Selected document: 员工手册 (Other) ◎

Selected document: HR&Training Management procedure 4.0 (Other) ◎

all

Child Labor, Forced Labor and Human Trafficking (if applicable)

The document(s) should demonstrate the following: public or internal reporting of consolidated data on child, forced or compulsory labor issues within the company-owned operations, such as number of child or forced labor incidents reported, number of inspections per year to audit factories for child or forced labor, etc. Examples of documents to attach: annual human rights report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Diversity, Equity & Inclusion

The document(s) should demonstrate the following: public or internal reporting of consolidated data on workforce diversity, the prevention of discrimination and physical, psychological and verbal abuse in the workplace and/or the number of whistleblower cases of discrimination or harassment incidents, number of employees trained on discrimination or harassment issues. Examples of documents to attach: annual social report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Selected document: 人道待遇 、不歧视、不骚扰管理办法 (Other) ◎ All

External Stakeholder Human Rights (if applicable)

The document(s) should demonstrate the following: public or internal reporting of consolidated data on direct and indirect human rights impacts of the company's operations on external stakeholders, such as rights to property/land, rights to self-determination, rights to safety/security etc. Examples of documents to attach: annual human right report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

■ None of the above/Do not know

Mandatory LAB610 Medium impact on theme score Please report on the following KPIs related to employee health & safety (please specify the year) Answers to this question will be shown in a dedicated section in your EcoVadis platform - Metrics. This useful tool helps you store all relevant quantitative data and track your sustainability progress. Reporting year $Please\ provide\ the\ calendar\ year(s)\ the\ declared\ reporting\ data\ covers.\ Reporting\ for\ a\ partial\ scope\ or\ outside\ of\ company\ operations\ (e.g.\ from\ a\ subsidiary,\ provide\ the\ provide\ the$ parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum $period\ of\ one\ year.\ The\ latest\ reporting\ period\ should\ not\ be\ older\ than\ the\ last\ two\ calendar\ years.$ 2022 Lost time injury (LTI) frequency rate for direct workforce - (total number of lost time injury events) x 1,000,000 / total hours worked The document(s) should demonstrate the following: public or internal reporting of consolidated data on the number of work-related incidents that result in direct employees being unable to return to work (lost time injuries) per 1 million hours worked. The reporting should cover a minimum period of two months and should not be older than the last two calendar years. Examples of documents to attach: annual safety incident report, annual health and safety training summary report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years. Year Value 2022 0 Selected document: ISO KPI tracking 2022 (Other) Item 17 🔽 Lost time injury (LTI) severity rate for direct workforce - (number of days lost due to injuries) x 1,000 / total hours worked 📈 The document (s) should demonstrate the following: public or internal reporting of consolidated data on employee accident severity rate, which represents the following and the following of thnumber of days lost due to injuries multiplied by 1,000 per total hours worked. The reporting should cover a minimum period of two months and should not be older than the last two calendar years. Examples of documents to attach: employee health and safety report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years. Year Value 2022 0 Selected document: ISO KPI tracking 2022 (Other) Item 17

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Not monitored/Do not know

М	Mandatory LAB620
Ple	ease report on the following KPI related to career management & training (please specify the year)
	Answers to this question will be shown in a dedicated section in your EcoVadis platform - Metrics. This useful tool helps you store all relevant quantitative data and track your sustainability progress.
✓	Reporting year
	Please provide the calendar year(s) the declared reporting data covers. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.
	Please specify
	2022
~	Average hours of training provided per employee 🛷
	Training is refered to all types of vocational training and instruction and/or external education which is paid fully or partly by the company. The document(s) should demonstrate the following: public or internal reporting of consolidated data on the number of hours each employee is trained on average. Examples of documents to attach: training report, training materials Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Value

11

☐ Not monitored/Do not know

hours/employee (H/employee)

Selected document: Training hour record (Other) $\,\,^{\odot}$

2022

Please report on the following KPIs related to workplace diversity Answers to this question will be shown in a dedicated section in your EcoVadis platform - Metrics. This useful tool helps you store all relevant quantitative data and track your sustainability progress. Reporting year $Please\ provide\ the\ calendar\ year(s)\ the\ declared\ reporting\ data\ covers.\ Reporting\ for\ a\ partial\ scope\ or\ outside\ of\ company\ operations\ (e.g.\ from\ a\ subsidiary,\ provide\ the\ provide\ the$ parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years. 2022 Percentage of workers from minority groups and/or vulnerable workers employed in relation to the whole organization (if applicable) The document(s) should demonstrate the following: public or internal reporting of consolidated data on the percentage of workers from minority groups and/or vulnerable groups employed in the company. A minority group is usually defined as a group of people with common interests or characteristics (e.g. ethnicity, race, religion, sexual orientation, disability, or gender identity) which distinguish them from the majority of the population. Vulnerable workers are those with some specific physical, social, political, or economic condition or charateristic that places them at higher risk of suffering a burden (e.g. children and youth, the elderly, people with disabilities, refugees, etc). The reporting should cover a minimum period of two months and should not be older than the last two calendar years. Note that the availability of data on percentage of workers from minority groups and/or vulnerable workers depends on national regulations. There is no negative repercussion on the EcoVadis rating if the KPIs are not available. Examples of documents to attach: human resource report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years. Please specify Percentage of workers from minority groups and/or vulnerable workers in top executive positions (excluding boards of directors) (if applicable) The document(s) should demonstrate the following: public or internal reporting of consolidated data on the percentage of workers in top executive positions (company's own definition, excluding the company's board of director members) from minority groups and/or vulnerable groups in the company. A minority group is usually defined as a group of people with common interests or characteristics (e.g. ethnicity, race, religion, sexual orientation, disability, or gender identity) which distinguish them from the majority of the population. Vulnerable workers are those with some specific physical, social, political, or economic condition or characteristic that places them at higher risk of suffering a burden (e.g. children and youth, the elderly, people with disabilities, refugees, etc). The reporting should cover a minimum period of two months and should not be older than the last two calendar years. Note that the availability of data on percentage of workers from minority groups and/or vulnerable workers depends on national regulations. There is no negative repercussion on the EcoVadis rating if the KPIs are not available. Examples of documents to attach: human resource report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years. Please specify Percentage of women employed in relation to the whole organization 🥕 The document(s) should demonstrate the following: public or internal reporting of consolidated data on the percentage of female employees in the company. Examples of documents to attach: human resource report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years. Year 2022 50 percent (%)

Mandatory

LAB561

Selected document: 组织架构 (Other) ◎

ALL

Medium impact on theme score

✓ Percentage o	f w	omen in top executive positions (excluding bo	oard	s of directors) 🚜
(company's own CSR/Sustainabili guaranteed to h	def ty Ri ave	inition, excluding the company's board of director mer eport, etc. Reporting for a partial scope or outside of co	mbers ompa	of consolidated data on the percentage of women in top executive positions s). Examples of documents to attach: human resource report, Annual Report, ny operations (e.g. from a subsidiary, parent company, sister company, etc.) is not be specified and cover a minimum period of one year. The latest reporting period
Year		Unit		Value
2022	. !	percent (%)	~	15
Selected d	ocu	ment: Sonim Leadship Team (Other) 🏽 🗇		
Percentage o	f w	omen within the organization's board 🚜		
the company. The top executive po Reporting for a p	ne bo ositio oarti oarti	oard encompasses the administrative, management or ons. Examples of documents to attach: human resource al scope or outside of company operations (e.g. from a	supe repo	of consolidated data on the percentage of board members identifying as women in ervisory board of a company. It does not include positions in mid-management and ort, annual general meeting minutes, Annual Report, CSR/Sustainability Report, etc. sidiary, parent company, sister company, etc.) is not guaranteed to have an impact on in period of one year. The latest reporting period should not be older than the last
Year		Unit		
2022		percent (%)	~	Value
male employees pay gap, the una others. Example scope or outside	and adjust sof	d of employees identifying as women as a percentage sted gender pay gap does not factor in any differences documents to attach: human resource report, pay gap company operations (e.g. from a subsidiary, parent cor	of av s in p repo npan	of consolidated data on the difference between average gross hourly earnings of erage gross hourly earnings of male employees. As opposed to the adjusted gende ay due to varying years of experience, position titles, contract types, or roles, among rt, payroll data, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial y, sister company, etc.) is not guaranteed to have an impact on the assessment. The The latest reporting period should not be older than the last two calendar years.
Year		Unit		
2022	_ !	percent (%)	_	Value
	me l ex	nts regarding Labor and Human Rights to ternal recognition obtained by your com		s of your company's management system. Please also indicate y within the last five years, such as CSR-related awards, or
Please specify PASS JAT CSR audit	201	8.		

This theme has a medium impact on your overall score. The impact is calculated based on the sustainability issues relevant for your company.

Theme: D Environment

This theme focuses on two areas:

- Environmental management of operations, such as energy use in offices, water and materials used during manufacturing, air pollution and threats to biodiversity.
- Environmental management of products and services. It includes:
 - **Product use and product end-of-life**, such as energy efficiency of electronics or take-back programs.
 - Customer health and safety, such as the hygiene and safety of products for consumption and use.
 - Environmental service and advocacy, such as programs or services to encourage sustainable consumption.

Sustainability issues relevant for your company:

Energy consumption & GHGs Water Materials, Chemicals & Waste Product Use

Product End-of-Life

- Based on your company's industry, size and location, we selected the most relevant sustainability issues.
- Selected sustainability issues define what questions you receive and the impact of this theme on your overall score.

Policies indicator has a high impact on the Environment theme score

Indicator: Policies (POLI)

A policy is a set of objectives that addresses specific sustainability issues. It shows your **company's attention** to reduce impact, mitigate risk or improve performance. Policies are voluntary and go beyond national legal requirements.

Examples of policies:

- General **principles**, **statements** and **qualititive objectives** to improve sustainability.
- Specific **quantative targets** with a defined deadline in the future. You can submit both absolute and relative targets. <u>Get more examples and best practices for developing policies</u>

M	andatory ENV100
	es your company have a formalized environmental policy? (for suppliers environmental issues, see section SUSTAINABLE DCUREMENT)
~	Energy Consumption and Greenhouse gases
	The document(s) should demonstrate the following: a set of principles, engagements, qualitative objectives and/or quantitative targets that address energy consumption and greenhouse gases-related issues during company operations. Examples of documents to attach: Company mission statement, Environmental Policy/Charter, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, CDP Climate Change Report, etc.
	Selected document: CDP Report (Reporting (KPI) document/CDP report) All
	Selected document: CDP (Reporting (KPI) document/CDP report) All
	Water
	The document(s) should demonstrate the following: a set of principles, engagements, qualitative objectives and/or quantitative targets that address water consumption and discharge issues in the company. Examples of documents to attach: Company mission statement, Water Policy, Environmental Policy/Charter, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, etc.
	Selected document: Energy and Water Management Procedure (Procedure) © all
	Biodiversity
	The document(s) should demonstrate the following: a set of principles, engagements, qualitative objectives and/or quantitative targets that address impacts from company operations on animals, endangered species, land protected areas and on ecosystems. Examples of documents to attach: Company mission statement, Biodiversity Policy, Environmental Policy/Charter, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, etc.
	Air Pollution
	The document(s) should demonstrate the following: a set of principles, engagements, qualitative objectives and/or quantitative targets that address impacts resulting from hazardous and non-hazardous air emissions other than GHGs (e.g. SOx, NOx, VOC, PM, dust) and other emissions polluting the local environment such as odor, noise, and light, including efforts to reduce and mitigate such emissions, as well as qualitative objectives and/or quantitative targets that address pollution caused due to road congestion and traffic resulting from company's operations. Examples of documents to attach: Company mission statement, Accident Prevention Policy, Environmental Policy/Charter, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, etc.
	Materials, Chemicals and Waste
	The document(s) should demonstrate the following: a set of principles, engagements, qualitative objectives and/or quantitative targets that reflect on company's management of raw materials, chemicals, non-hazardous and hazardous waste generated from operations. Examples of documents to attach: Company mission statement, Accident Prevention Policy, Waste Policy/Charter, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, etc.
<u>~</u>	Environmental impacts from use of products
	The document(s) should demonstrate the following: a set of principles, engagements, qualitative objectives and/or quantitative targets that reflect on the company's management of environmental impacts generated from the direct use of products by customers and clients. Examples of documents to attach: Company mission statement, Environmental Policy/Charter, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, etc.
	Selected document: Hazardous Substances Control Procedure (Procedure) All
~	Environmental impacts from Products End-of-Life (e.g. recycling of products)
	The document(s) should demonstrate the following: a set of principles, engagements, qualitative objectives and/or quantitative targets that reflect on company's management of environmental impacts generated from the end-of-life of the products, such as hazardous, non-hazardous waste generated, emissions and accidental pollution. Examples of documents to attach: Company mission statement, Product Life-cycle Policy, Environmental Policy/Charter, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, etc.

Selected document: Waste Management Process (Procedure) $\,\,^{\odot}$

Customer Health and Safety

The document(s) should demonstrate the following: a set of principles, engagements, qualitative objectives and/or quantitative targets that mitigate negative health and safety impacts of products and services on customers or consumers. Examples of documents to attach: Company mission statement, Customer health and safety policy, Environmental Policy/Charter, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, etc.

	Selected document: UL110 Certificate (Certificate) © all
	Promotion of Sustainable Consumption
	The document(s) should demonstrate the following: a set of principles, engagements, qualitative objectives and/or quantitative targets that promote the sustainable consumption of company's own products or services among their customer base. Examples of documents to attach: Company mission statement, Environmental Policy/Charter, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, etc.
	No Policies
(Measures indicator has a high impact on the Environment theme score

Indicator: Measures (MESU)

This indicator is about your company's actions to support your sustainability policies and commitments.

The answer options in each question represent best practices for your company's size and industry. Select options that your company **has already implemented** and provide the documented proof of your actions.

Learn more about the document requirements 🗷

~	Training of employees on energy conservation/climate actions
	The document(s) should demonstrate: employee awareness/training programs related to energy conservation or GHG emissions reduction which educate employees on their roles in saving energy and reducing GHG emissions. This training may involve new processes, energy saving guidelines, best practices, etc. Examples of documents to attach: training materials and additional evidence of training execution (progress reports, certificates of completion, etc.), CDP Climate Change Report, Annual Report, CSR/Sustainability Report, etc.
	Selected document: CDP Report (Reporting (KPI) document/CDP report) ◎ All
	Selected document: CDP (Reporting (KPI) document/CDP report) All
	Purchase(s) and/or generation of renewable energy
	The document(s) should demonstrate: evidence that the company purchases or generates energy from renewable sources, such as solar, wind, water, etc. Examples of documents to attach: invoice, contractual agreement, standard operating procedures, work instructions, program implementation records, CDP Climate Change Report, Annual Report, CSR/Sustainability Report, etc.
	Purchase(s) of verified carbon offset credits
	The document(s) should demonstrate: evidence that the company purchases verified carbon offset credits which allow the company to compensate its own GHG emissions. Afforestation or power generated from renewable energy sources are common carbon offset projects. Examples of documents to attach: invoice, contractual agreement, evidence of registration with a reputable carbon offset program (Verified Carbon Standard, Gold Standard, Climate Action Reserve, American Carbon Registry, etc.), verification report for the offset credits, CDP Climate Change Report, Annual Report, CSR/Sustainability Report, etc.
	Energy and/or carbon audit
	The document(s) should demonstrate: energy and/or carbon audit conducted to assess the energy consumption and/or GHG emissions of the company's facilities, including office building, manufacturing sites, and transportation. It helps a company to identify potential reduction associated with energy consumption or GHG emissions. Examples of documents to attach: energy audit report, carbon audit report, standard operating procedures, work instructions, assessment reports, CDP Climate Change Report, Annual Report, CSR/Sustainability Report, etc.
	Improvement of energy efficiency through technology or equipment upgrades
	The document(s) should demonstrate: the use of certain technology or equipment to improve energy efficiency and reduce energy consumption. The company selects an equipment or technology that would reduce energy consumption compared to the usual process implemented by its industry/sector peers. Equipment upgrades ensure that future energy consumption will decrease across company operations where these upgrades are made. Examples of documents to attach: standard operating procedures, work instructions, equipment/technology installation records, CDP Climate Change Report, Annual Report, CSR/Sustainability Report, etc.
	Use of waste heat recovery system(s) or combined heat and power unit(s)
	The document(s) should demonstrate: installation of waste heat recovery system, combined heat and power (CHP) unit, or cogeneration system. These systems can continuously and simultaneously generate at least two different forms of energy from a single fuel source. Examples of documents to attach: standard operating procedures, work instructions, equipment/technology installation records, CDP Climate Change Report, Annual Report, CSR/Sustainability Report, etc.
	Reduction of the use or emissions of fluorinated greenhouse gases (e.g. HFCs, PFCs, SF6)
	The document(s) should demonstrate: implementation of measures to reduce the use or emissions of fluorinated greenhouse gases. For example, conducting leak checks, regular maintenance of equipment, recovery at end of life, using less harmful alternatives, etc. Examples of documents to attach: standard operating procedures, work instructions, equipment/technology installation records, program implementation records, CDP Climate Change Report, Annual Report, CSR/Sustainability Report, etc.
	Reduction of energy consumption of IT infrastructure
	The document(s) should demonstrate: implementation of measures to reduce energy consumption of IT infrastructure, such as data centers, server rooms, etc. Examples can be deployment of energy efficient equipment, energy-saving cooling systems, data virtualization, etc. Examples of documents to attach: standard operating procedures, work instructions, program implementation records, CDP Climate Change Report, Annual Report, CSR/Sustainability Report, etc.
	Other actions to reduce energy consumption/GHG emissions not included elsewhere in this question
	Please select this option only if the rest of the options listed do not apply. The document(s) should demonstrate the following: actions other than those specified in the other options to manage energy consumption during operations and transport and/or to manage GHG direct and indirect emissions. Examples of documents to attach: standard operating procedures, work instructions, Annual Report, CSR/Sustainability Report, etc.
	Please specify

What actions are in place regarding the reduction of energy consumption and the emissions of GHG?

	No actions/Do not know			
M	andatory	ENV3233	High impact on theme score	
Wh	at action	s are in pla	ace regarding water management?	
	Technolo	gies or pract	tices to recycle or reuse water	
	reuse it inte	rnally (e.g. for	demonstrate: operational processes or deployment of technologies to reclaim water (with or without treatment) from different sources a production, irrigation, cooling). Examples of documents to attach: standard operating procedures, work instructions, stallation records, Annual Report, CSR/Sustainability Report, etc.	ind
~	Water ac	counting or a	auditing performed	
	can be redu		demonstrate: evidence that water accounting or audit is conducted to assess water consumption efficiency and identify where water use e company. Examples of documents to attach: water account or auditing report, standard operating procedures, work instructions, Annual r Report, etc.	
			t: Energy and Water Management Procedure (Procedure) ly washroom use water	
	Selecto		t: ISO KPI tracking 2022 (Other) ◎	
	Adoption	of cooling s	ystems with reduced or recycled water consumption	
	The docum	ent(s) should o	demonstrate: evidence that the company adopts such cooling methods that minimize water consumption or enable recycling of cooling ures include the use of air cooled, dry or hybrid cooling systems, implementation of closed loop water cooling systems etc. Examples of dard operating procedures, work instructions, technology installation records, Annual report, CSR/Sustainability report, etc.	
	Reduction	of water co	onsumption through technology or equipment not mentioned above	
	are conside	red water-effi	demonstrate: upgrades of current technology or equipment to significantly reduce water consumption or purchase of new machinery th icient. Select this option only when the options mentioned above are not applicable. Examples of documents to attach: standard operatin tions, equipment/technology purchase invoices or installation records, analysis report, Annual Report, CSR/Sustainability Report, etc.	
	On-site o	r off-site wa	astewater treatment facilities	
	contents; o	(ii) a partners	demonstrate: (i) on-site wastewater treatment facilities or deployment of technologies that can significantly reduce wastewater pollutant hip with third parties to treat wastewater in centralized facilities. Examples of documents to attach: standard operating procedures, work echnology installation records, wastewater treatment contract, Annual Report, CSR/Sustainability Report, etc.	
	Wastewa	ter quality a	issessment	
	compliance	with legal requ	demonstrate: evidence that the company has performed wastewater quality tests or monitoring to ensure the effluent discharge is in uirements. Examples of documents to attach: wastewater quality testing reports or records, service agreement signed with third parties, dures, work instructions, Annual Report, CSR/Sustainability Report, etc.	
	Impleme	ntation of a	rainwater harvesting system	
			demonstrate: implementation of rainwater harvesting systems that enable rainwater capturing and utilization in daily operations. Exampl tandard operating procedures, work instructions, equipment/technology installation records, Annual Report, CSR/Sustainability Report, e	
	Removal	of heavy me	etals from wastewater	
	metals in in	dustrial wastev	demonstrate: operational processes or technologies in place that are specifically designed to significantly reduce discharges of heavy water. Examples of documents to attach: standard operating procedures, work instructions, equipment/technology installation records, inability Report, etc.	
	Other act	ions to man	age water efficiency or wastewater discharge not included elsewhere in this question	
	the other o	otions to mana	only if the rest of the options listed do not apply. The document(s) should demonstrate the following: actions other than those specified age water consumption and wastewater from the operation. Examples of documents to attach: standard operating procedures, work rt, CSR/Sustainability Report, etc.	in
	Please spe	cify		
	No action	s/Do not kn	ow	

Ma	andatory ENV3527
Wh	at actions are in place regarding hazardous materials?
~	Reduction of material consumption through process optimization
	The document(s) should demonstrate: evidence that the company adopts such methods, technologies and processes to minimise the amount of materials being consumed in the operations. Examples of measures would include such material selection processes and product development techniques e.g. lightweighting techniques, combining several product functions in a single part like integrated cricuits, optimising material cutting area etc in order to reducing the quantity of metals, plastics and other materials/components being used in the manufacturing process. Also includes initiatives to make use of reused/reconditioned parts/components. Examples of documents: standard operating procedures, work instructions, program implementation records, technological change records, Annual Report, CSR/Sustainability Report, etc.
	Selected document: Corporate Responsibility (Policy/Code of conduct) Environmental
✓	Use of recovered input materials
	The document(s) should demonstrate: evidence that the company adopts such methods to recover input materials for other purposes, such as reuse and recovery of scrap metal, equipment and electronic components. Examples of documents to attach: equipment specification, standard operating procedures, work instructions, equipment/technology purchase invoices or installation records, Annual Report, CSR/Sustainability Report, etc.
	Selected document: Corporate Responsibility (Policy/Code of conduct) Environmental
<u>~</u>	Use of eco-friendly or bio-based input materials
	Selected document: Corporate Responsibility (Policy/Code of conduct) Environmental
<u>~</u>	Environmental emergency measures in place
	The document(s) should demonstrate: evidence that the company implements certain measures or procedures to prevent the release of chemicals used during operational activities into the environment. Examples of measures include emergency prepareness and response procedure in case of heavy metals, chlorinated, brominated or other hazardous substances spills. Examples of documents to attach: emergency response procedures, work instructions, equipment/technology installation records, Annual Report, CSR/Sustainability Report, etc.
	Selected document: EHS-25-00-00 Emergency response management procedure 应急响应及准备 3.0 (Other) ◎ all
	Actions for labeling, storing, handling and transporting hazardous substances
	Examples of documents to attach: standard operating procedures, work instructions, equipment/technology installation records, etc. The document(s) should demonstrate: evidence that the company implements specific protocols to label, store, handle and transport hazardous substances to minimize environmental impact or exposure.
	Training employees to safely handle and manage hazardous substances
	Specialized treatment and safe disposal of hazardous substances
✓	Use of alternative, less hazardous substances in operations
	The document(s) should demonstrate: efforts that the company is making towards minimizing the use of hazardous substances by opting for alternative and less hazardous materials used during operations. Examples of measures include substituting the use of toxic electronic materials including heavy metals, chlorinated or brominated substances etc. by greener materials like biodegrable electronics, lead-free electronics, recyclable components, eco-friendly flame retardants etc. Aslo includes measures to substitute other chemicals and solvents used in the processess by safer ones. Examples of documents to attach: operating processes/procedures describing reduction in use of hazardous materials, initiatives described in Annual Report, CSR/Sustainability Report, etc.
	Selected document: Corporate Responsibility (Policy/Code of conduct) Environmental
	Actions to reduce or eliminate the use and release of Persistent Organic Pollutants (if applicable)
	Actions to reduce or eliminate the use of mercury (if applicable)
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	Other actions to ensure safe management of hazardous substances not included elsewhere in this question
	Please select this option only if the rest of the options listed do not apply. The document(s) should demonstrate the following: actions other than those specified in the other options to ensure safe management of handling, storage, transport and use of hazardous chemicals and substances, including efforts to prevent and respond to environmental emergencies that might occur during operations with hazardous substances. Examples of documents to attach: standard operating procedures, work instructions, Annual Report, CSR/Sustainability Report, etc.
	Please specify
	No positions (Do most law out
	No actions/Do not know
M	andatory ENV362
Wh	at actions are in place to reduce the environmental impacts from the use of products?
~	Integration of ecodesign features in product design (e.g. improving energy efficiency)
	The document(s) should demonstrate the following: design of the product with special consideration for the environmental impacts during product use phase, such as improving energy efficiency options. Examples of documents to attach: design specifications, user manuals, Annual Report, CSR/Sustainability Report, etc.
	Selected document: UL110 Certificate (Certificate) © all
	Carbon footprint study performed on key products
	The document(s) should demonstrate the following: carbon footprint study on products or services to measure, manage, and communicate greenhouse gas (GHG) emissions. Common product carbon footprint standards are PAS 2050 (Publicly Available Specifications 2050), GHG Protocol Product Standard, ISO/TS 14067. Examples of documents to attach: carbon footprint studies, carbon footprint calculations, Annual Report, CSR/Sustainability Report, etc.
	Life Cycle Analysis implemented on key products
	The document(s) should demonstrate the following: Life Cycle Assessment (LCA) on products or services to assess environmental impacts associated with all the stages of a product's life from raw material extraction through materials processing, manufacture, distribution, use, repair and maintenance, and disposal or recycling. It is also known as also ecobalance or cradle-to-grave analysis. Examples of documents to attach: inventory analysis, product impact assessment, Annual Report, CSR/Sustainability Report, etc.
	Ecolabel or Eco-certification obtained (e.g. ISO14040, ISO14025, Environmental Product Declaration) (please specify)
	Please specify
	Other actions to manage environmental impacts generated from the direct use of the company's products not included elsewhere in this question
	Please select this option only if the rest of the options listed do not apply. The document(s) should demonstrate the following: actions other than those specified in the other options to manage environmental impacts generated from the direct use of products by customers and clients. Examples of documents to attach: standard operating procedures, work instructions, Annual Report, CSR/Sustainability Report, etc.
	Please specify
	Other actions to manage environmental impacts generated from the direct use of the company's products not included elsewhere in this question
	Please select this option only if the rest of the options listed do not apply. The document(s) should demonstrate the following: actions other than those specified in the other options to manage environmental impacts generated from the direct use of products by customers and clients. Examples of documents to attach: standard operating procedures, work instructions, Annual Report, CSR/Sustainability Report, etc.
	Please specify
	No enocific machanisms
	No specific mechanisms
	Do not know

Wh	at actions are in place regarding waste management?
~	Reduction of internal wastes through material reuse, recovery or repurpose
	The document(s) should demonstrate: evidence that the company adopts such methods that reduce internal waste generation, such as reuse and recovery of scrap metal, equipment and electronic components, or repurposing used equipment and infrastructure. Examples of documents to attach: equipment specification, standard operating procedures, work instructions, equipment/technology purchase invoices or installation records, Annual Report, CSR/Sustainability Report, etc.
	Selected document: Waste Management Process (Procedure) All
	Selected document: Corporate Responsibility (Policy/Code of conduct) Environmental
	Selected document: ISO KPI tracking 2022 (Other) ◎ Item 13
<u>~</u>	Actions or training to raise employee awareness on waste reduction & sorting
	Selected document: 垃圾分类培训 (Other) ◎ ALL
✓	Internal sorting & disposal of waste according to waste streams
	The document(s) should demonstrate: evidence that waste is being sorted according to waste streams to facilitate waste disposal. Examples of measures include using waste sorting divided into electronic waste, chemicals, metals, glass, plastics and/or potentially hazardous waste, and appropriate waste handling methods, such as donating, reusing and recycling. Examples of documents to attach: standard operating procedures, work instructions, Annual Report, CSR/Sustainability Report, etc.
	Selected document: 垃圾分类处理图片1 (Other) ◎ ALL
	Mapping of waste streams
	Refurbishing and remanufacturing of IT hardware (i.e. laptops)
	Implementation of traceability process for the company's own e-waste
	Other actions to manage waste not included elsewhere in this question
	Please select this option only if the rest of the options listed do not apply. The document(s) should demonstrate the following: actions other than those specified in the other options to manage waste generated as a result of the company's activities involved in the production of its products and services (e.g. extraction, processing, procurement of materials, product or service design, production, distribution, etc.). Examples of documents to attach: standard operating procedures, work instructions, Annual Report, CSR/Sustainability Report, etc.
	Please specify

■ No actions/Do not know

Wh	at actions are in place to reduce the environmental impacts from your product end of life?
~	Products and packaging designed for easy dismantling and recyclability
	The document(s) should demonstrate the following: design for easy disassembly or recycling to ensure the product or packaging could be taken apart efficiently and safely with a minimum amount of human and equipment resources. Examples of documents to attach: product or packaging specifications, dismantling/ recycling instructions, Annual Report, CSR/Sustainability Report, etc.
	Selected document: Corporate Responsibility (Policy/Code of conduct) Environmental Responsibility
	Selected document: UL110 Certificate (Certificate) all
✓	Company specific take back programs, and/or company specific collection facilities (e.g. free collection infrastructure for ink and cartridges)
	The document(s) should demonstrate the following: take-back program at the end of the products' useful life to collect used products or materials from consumers. Examples of documents to attach: work instructions, user manual, implementation records of collection infrastructure, contract with a third party, Annual Report, CSR/Sustainability Report, etc.
	Selected document: 打印机环保协议书 (Other) ② All: There is only Office work activities
	Company specific recycling infrastructure or formal partnership established
	The document(s) should demonstrate the following: recycling or reuse program to collect used products or materials from consumers at the end of the products' useful life and reintroduce them to the original processing and manufacturing cycle. Examples of documents to attach: work instructions, implementation records of recycling infrastructure, contract with a third party, Annual Report, CSR/Sustainability Report, etc.
~	Provision of specific information regarding product(s) end-of-life (e.g. end-of-life manual)
	The document(s) should demonstrate the following: Information available to the customers on product disposal, recycling, and the environmental benefits of engaging in these end-of-life actions. Examples of documents to attach: disposal or recycling instructions, end-of-life manual, Annual Report, CSR/Sustainability Report, etc.
	Selected document: Corporate Responsibility (Policy/Code of conduct) recycle program
	Selected document: UL110 Certificate (Certificate) all
	Other actions to manage direct environmental impacts generated from the end-of-life of the company's products not included elsewhere in this question
	Please select this option only if the rest of the options listed do not apply. The document(s) should demonstrate the following: actions other than those specified in the other options to manage environmental impacts generated from the end-of-life of the company's products, such as hazardous, non-hazardous waste generated, emissions and accidental pollution. Examples of documents to attach: standard operating procedures, work instructions, Annual Report, CSR/Sustainability Report, etc.
	Please specify
	No specific mechanism in place
	Do not know

Ma	andatory ENV3780
Are	your products compliant with the European RoHS Directive 2011/65/EU (RoHS 2)?
0	Products are not subject to RoHS 2
	The RoHS Directive restricts the use of certain heavy metals and brominated flame retardants to reduce the environmental impact of electrical and electronic waste which is landfilled or incinerated: If your products are not subject to the RoHS Directive, please select this option.
•	All relevant products meet RoHS 2 requirements
	The RoHS Directive restricts the use of certain heavy metals and brominated flame retardants to reduce the environmental impact of electrical and electronic waste which is landfilled or incinerated. If all of your relevant products are compliant with RoHS Directive, please select this option.
0	Not all relevant products are RoHS 2 compliant yet
	The RoHS Directive restricts the use of certain heavy metals and brominated flame retardants to reduce the environmental impact of electrical and electronic waste which is landfilled or incinerated. If only some of your relevant products are compliant with RoHS Directive, then please select this option and specify the products that are RoHS-compliant in the open text field.
0	Do not know
Ma	andatory ENV3789
Are	your products subject to the European Waste Electrical and Electronic Equipment Directive II (WEEE Directive)?
•	Yes
0	No
\bigcirc	Do not know

What actions are in place to ensure compliance with the Waste Electrical and Electronic Equipment (WEEE) (Recast) Directive 2012/19/EU?			
~	Company has joined a Producer Compliance Scheme (PCS) (please specify) or has an approved individual waste management plan		
	The document(s) should demonstrate the following: partnership with a Producer Compliance Scheme (PCS) organization or an individual waste management plan relating to the proper and efficient collection and recycling of WEEE products from consumers to minimize adverse impacts from contained chemical substances on human health and the environment. Examples of documents to attach: waste management contract with a third party, monitoring record of the recycled electronic products from customers, Annual Report, CSR/Sustainability Report, etc.		
	Sonim signed product recycling with Litong		
	Selected document: Sonim Agreement_Li Rising_Recycle (Other) all		
	Company provides quarterly sales information towards the compliance scheme (e.g. weight of EEE placed on market)		
	The document(s) should demonstrate the following: quarterly sales information on the collection and recycling of electronic waste from consumers to minimize adverse impacts from contained chemical substances on human health and the environment. Examples of documents to attach: sales information from a third party, monitoring record of the recycled electronic products from customers, Annual Report, CSR/Sustainability Report, etc.		
	Marks all EEE products with the crossed-out wheeled bin symbol and a producer identification mark (PIM) / producer registration details		
	The document(s) should demonstrate the following: electronical and electronic equipment (EEE) producer marking with the crossed out wheeled bin symbol, a date mark and producer identification mark (PIM) to signify environmentally sound disposal of separately collected EEE. Examples of documents to attach: product label, user manual, Annual Report, CSR/Sustainability Report, etc.		
	Makes available technical information to ease WEEE treatment and reprocessing facilities / Information to assist treatment and recycling		
	The document(s) should demonstrate the following: information publicly available to assist the waste treatment and recycling process of electrical and electric equipment (EEE). Examples of documents to attach: waste recycling instructions, user manual, Annual Report, CSR/Sustainability Report, etc.		
	Other actions to ensure compliance with the Waste Electrical and Electronic Equipment (WEEE) Directive 2012/19/EU not included elsewhere in this question		
	Please select this option only if the rest of the options listed do not apply. The document(s) should demonstrate the following: actions other than those specified in the other options to ensure compliance with the Waste Electrical and Electronic Equipment (WEEE) Directive 2012/19/EU . Examples of documents to attach: standard operating procedures, work instructions, Annual Report, CSR/Sustainability Report, etc.		
	Please specify		
	No actions in place		
	Do not know		
M	andatory ENV6313		
	es your company have sites/operations located in or near to biodiversity-sensitive areas where your activities negatively ect those areas?		
•	My company doesn't have sites/operations located in or near biodiversity-sensitive areas		
0	My company has sites/operations located in or near biodiversity-sensitive areas but my activities do not negatively affect those areas		
0	My company have sites/operations located in or near biodiversity-sensitive areas and my activities negatively affect those areas		
0	Do not know		

Mandatory

Certifications indicator has a medium impact on the Environment theme score Indicator: Certifications (CERT) This indicator refers to the certifications of your sustainability management system. It includes questions about: Sustainability management certificates Ecolabels certifying products and services Certifications confirm your compliance with international standards (for example, ISO 14001). They must be issued by an external certification body. ENV7101 Mandatory Medium impact on theme score Has your company obtained any environmental management system certification? **ISO 14001** Examples of documents to attach: Certificate issued by an accredited certification body, Certificate Audit Report and/or proof of certificate in progress issued by an accredited certification body in case the certificate is not issued yet, Annual Report and/or CSR/Sustainability Report with external 3rd party assurance on CSR data. Click on the "?" button above for more info. Selected document: ISO14001 Certificate (Certificate) ΑII EMAS Examples of documents to attach: Certificate issued by an accredited certification body, Certificate Audit Report and/or proof of certificate in progress issued by an accredited certification body in case the certificate is not issued yet, Annual Report and/or CSR/Sustainability Report with external 3rd party assurance on CSR data. Click on the "?" button above for more info. Others (please specify) Examples of documents to attach: Certificate issued by an accredited certification body, Certificate Audit Report and/or proof of certificate in progress issued by an accredited certification body in case the certificate is not issued yet, Annual Report and/or CSR/Sustainability Report with external 3rd party assurance on CSR data. Click on the "?" button above for more info.

Please specify

■ No/Do not know

Reporting indicator has a medium impact on the Environment theme score

Indicator: Reporting (REPO)

 $\label{lem:continuous} \textbf{Reporting is based on } \textbf{quantitative KPIs that measure your implementation of sustainability practices}.$

We'll ask you to attach documents that include your sustainability metrics. A valid **reporting document** includes the reporting **year** and the reporting **unit** (such as kWh or liters).

Make sure the latest reporting period is within the last 2 calendar years.

Learn more about the document requirements 🗷

On which of the following topics does your company report Key Performance Indicators (KPIs)?

The document(s) should demonstrate the following: public or internal reporting of consolidated data on energy consumption and greenhouse gas emissions from company operations. Examples of documents to attach: annual energy consumption report, annual greenhouse gas emissions report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should be specified and cover a minimum period of one year. The latest reporting period should be specified and cover a minimum period of one year. The latest reporting period should be specified and cover a minimum period of one year. The latest reporting period should be specified and cover a minimum period of one year. The latest reporting period should be specified and cover a minimum period of one year. The latest reporting period should be specified and cover a minimum period of one year. The latest reporting period should be specified and cover a minimum period of one year. The latest reporting period should be specified and cover a minimum period of one year. The latest reporting period should be specified and cover a minimum period of one year. The latest reporting period should be specified and cover a minimum period of one year. The latest reporting period should be specified and cover a minimum period of one year. The latest reporting period should be specified and cover a minimum period of one year. The latest reporting period should be specified and cover a minimum period of one year. The latest reporting period should be specified and cover a minimum period of the latest reporting period should be specified and cover a minimum period of the latest reporting period should be specified and cover a minimum period of the latest reporting period should be specified and cover a minimum period of the latest reporting period should be specified and cover a minimum period of the latest reporting period should be specified and cover a minimum period of the latest reporting period should be specified and cover a minimum period of the latest reporting period should be specified and cover a minimum period of the latest reporting period should be specified and cover a minimum period of the latest reporting period of the latest reporting period of the latshould not be older than the last two calendar years.

Selected document: CDP Report (Reporting (KPI) document/CDP report) ◎

✓ Water

The document(s) should demonstrate the following: public or internal reporting of consolidated data on water consumption, volume and pollutant levels of wastewater from company operations as examples. Examples of documents to attach: annual water consumption report, annual wastewater report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period period and cover a minimum period of one year. The latest reporting period period of the periodshould not be older than the last two calendar years.

Selected document: Energy and Water Management Procedure (Procedure) Selected document: ISO KPI tracking 2022 (Other) Item 14

Biodiversity

The document(s) should demonstrate the following: public or internal reporting of consolidated data on biodiversity and ecosystem rehabilitation progress from $company\ operations.\ Examples\ of\ documents\ to\ attach:\ annual\ biodiversity\ impact\ report,\ annual\ rehabilitation\ program\ report,\ Annual\ Report,\ CSR/Sustainability\ report,\ annual\ report,\ repo$ Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older and over a minimum period of one year. The latest reporting period should not be older and over a minimum period of one year. The latest reporting period should not be older and over a minimum period of one year. The latest reporting period should not be older and over a minimum period of one year. The latest reporting period should not be older and over a minimum period of one year. The latest reporting period should not be older and over a minimum period of one year. The latest reporting period should not be older and over a minimum period of one year. The latest reporting period should not be older and over a minimum period of one year. The latest reporting period should not be older and over a minimum period of one year. The latest reporting period should not be of the period ofthan the last two calendar years.

Air Pollution

The document(s) should demonstrate the following: public or internal reporting of consolidated data on company operation's impact resulting from hazardous and non-hazardous air emissions other than GHGs (e.g. SOx, NOx, VOC, PM, dust) and other emissions polluting the local environment such as odor, noise, and light, including efforts to reduce and mitigate such emissions, as well as pollution caused due to road congestion and traffic resulting from the company's operation. Examples of documents to attach: annual local pollution report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be $specified \ and \ cover \ a \ minimum \ period \ of \ one \ year. \ The \ latest \ reporting \ period \ should \ not \ be \ older \ than \ the \ last \ two \ calendar \ years.$

■ Materials, Chemicals & Waste

The document(s) should demonstrate the following: public or internal reporting of consolidated data on company's consumption of raw materials and chemicals, non-hazardous and hazardous waste and air emissions other than greenhouse gases. Examples of documents to attach: annual raw material consumption report, annual chemicals consumption report, annual waste management report, annual waste recycling report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

☐ Product Use

The document(s) should demonstrate the following: public or internal reporting of consolidated data on energy, water or other resource savings due to more resource-efficient product designs. Examples of documents to attach: product life cycle assessment report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g., from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Product End-of-Life

The document(s) should demonstrate the following: public or internal reporting of consolidated data on the progress of environmental impacts generated from product end-of-life actions, such as product takeback programs. Examples of documents to attach: annual product takeback program report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Customer Health & Safety
The document(s) should demonstrate the following: public or internal reporting of consolidated data such as number of product recalls, numbers of customer health and safety incidents. Examples of documents to attach: annual product recall report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.
Environmental Services & Advocacy
The document(s) should demonstrate the following: public or internal reporting of consolidated data on progress of the promotion of sustainable consumption of company's own products or services among their customer base, such as amount of greenhouse gas emissions offsetted for clients, etc. Examples of documents to attach: annual client carbon offsetting program report, annual environmental services program report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.
Selected document: Corporate Responsibility (Policy/Code of conduct)
☐ None of the above/Do not know
Mandatory ENV6001
Is your company a respondent to CDP's Climate Change Questionnaire? If so, please upload the latest response you have provided to CDP.
Is your company a respondent to CDP's Climate Change Questionnaire? If so, please upload the latest response you have
Is your company a respondent to CDP's Climate Change Questionnaire? If so, please upload the latest response you have provided to CDP.
Is your company a respondent to CDP's Climate Change Questionnaire? If so, please upload the latest response you have provided to CDP. Yes
Is your company a respondent to CDP's Climate Change Questionnaire? If so, please upload the latest response you have provided to CDP. Yes Selectif your company is a respondent to CDP's Climate Change questionnaire. The date of the report provided should be within the last two calendar years. Selected document: CDP (Reporting (KPI) document/CDP report)
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Is your company a respondent to CDP's Climate Change Questionnaire? If so, please upload the latest response you have provided to CDP. Yes Selectif your company is a respondent to CDP's Climate Change questionnaire. The date of the report provided should be within the last two calendar years. Selected document: CDP (Reporting (KPI) document/CDP report) all Selected document: CDP Report (Reporting (KPI) document/CDP report) all

Please report on the following KPIs regarding GHG emissions Answers to this question will be shown in a dedicated section in your EcoVadis platform - Metrics. This useful tool helps you store all relevant quantitative data and track your sustainability progress. ■ Total Scope 1 GHG emissions in metric tons CO2e The document(s) should demonstrate the following: public or internal quantitative and consolidated reporting on total gross Scope 1 GHG emissions from company operations in metric tons of CO2 equivalent. Scope 1 emission is the GHG emissions from sources the company owns or controls, which includes the generation of heat, steam or electricity, physical or chemical processing, etc. Company can refer to the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard for the accounting principles of scope 1 emissions. Examples of documents to attach: energy audit report, annual greenhouse gas emissions report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years. Unit 2022 tons of CO2 equivalent (tCO2eq) Value ■ Baseline year for Scope 1 GHG emissions Baseline year for scope 1 GHG emissions is the year which scope 1 GHG emissions reduction target is referencing to. For example, company A committed to reduce n% of scope 1 GHG emissions by 2030 from the emissions level of 2020, 2020 is said to be the baseline year. Please specify ■ Baseline scope 1 GHG emissions in metric tons CO2e Scope 1 GHG emissions (metric tons of CO2eq) in baseline year. Please specify ▼ Total Scope 2 GHG emissions in metric tons CO2e The document(s) should demonstrate the following: public or internal quantitative and consolidated reporting on total gross Scope 2 GHG emissions from company operations in metric tons of CO2 equivalent. Scope 2 emission is the GHG emissions from the generation of purchased electricity consumed by the company. Purchase electricity regards as the electricity that is purchased or otherwise brought into the operation of the company. Different from scope 1 emission, the scope 2 emission physically occurs at the facility where the electricity is generated. Company can refer to the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard for the accounting principles of scope 2 emission. Examples of documents to attach: energy audit report, annual greenhouse gas emissions $report, Annual \, Report, \, CSR/Sustainability \, Report, \, etc. \, Reporting \, for \, a \, partial \, scope \, or \, outside \, of \, company \, operations \, (e.g. \, from \, a \, subsidiary, \, parent \, company, \, sister \, a \, partial \, scope \, or \, outside \, of \, company, \, operations \, (e.g. \, from \, a \, subsidiary, \, parent \, company, \, sister \, a \, partial \, scope \, or \, outside \, of \, company, \, operations \, (e.g. \, from \, a \, subsidiary, \, parent \, company, \, sister \, a \, partial \, scope \, or \, outside \, of \, company, \, operations \, (e.g. \, from \, a \, subsidiary, \, parent \, company, \, sister \, a \, partial \, scope \, or \, outside \, of \, company, \, operations \, (e.g. \, from \, a \, subsidiary, \, parent \, company, \, sister \, a \, partial \, scope \, or \, outside \, of \, company, \, operations \, (e.g. \, from \, a \, subsidiary, \, parent \, company, \, sister \, a \, partial \, scope \, or \, outside \, of \, company, \, operations \, (e.g. \, from \, a \, subsidiary, \, parent \, company, \, operations \, (e.g. \, from \, a \, subsidiary, \, parent \, company, \, operations \, (e.g. \, from \, a \, subsidiary, \, parent \, company, \, operations \, (e.g. \, from \, a \, subsidiary, \, parent \, company, \, operations \, (e.g. \, from \, a \, subsidiary, \, parent \, company, \, operations \, (e.g. \, from \, a \, subsidiary, \, parent \, company, \, operations \, (e.g. \, from \, a \, subsidiary, \, parent \, company, \, operations \, (e.g. \, from \, a \, subsidiary, \, parent \, company, \, operations \, (e.g. \, from \, a \, subsidiary, \, parent \, company, \, operations \, (e.g. \, from \, a \, subsidiary, \, parent \, company, \, operations \, (e.g. \, from \, a \, subsidiary, \, parent \, company, \, operations \, (e.g. \, from \, a \, subsidiary, \, parent \, company, \, operations \, (e.g. \, from \, a \, subsidiary, \, operations \, (e.g. \, from \, a \, subsidiary, \, operations \, (e.g. \, from \, a \, subsidiary, \, operations \, (e.g. \, from \, a \, subsidiary, \, operations \, (e.g. \, from \, a \, subsidiary, \, operations \, (e.g. \, from \, a \, subsidiary, \, operations \, (e.g. \, from \, a \, subsidiary, \, operations \, (e.g. \, from \,$ company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latestreporting period should not be older than the last two calendar years. Year Value 2022 tons of CO2 equivalent (tCO2eq) 25.65 Selected document: 组织温室气体排放量汇总 (Other) ◎ all ■ Baseline year for Scope 2 GHG emissions Baseline year for scope 2 GHG emissions is the year which scope 2 GHG emissions reduction target is referencing to. For example, company A committed to reducing n% of Scope 2 GHG emissions by 2030 from the emissions level of 2020. 2020 is said to be the baseline year. Please specify ■ Baseline scope 2 GHG emissions in metric tons CO2e Scope 2 GHG emissions (metric tons of CO2eq) in baseline year. Please specify

Mandatory

ENV6331

Medium impact on theme score

Total gros	s Sco	ppe 3 GHG emissions 💉		
tons of CO2 emissions r company, si	equiva eport, a ster co	alent. These include emissions from purchased goods a Annual Report, CSR/Sustainability Report, etc. Reporting	and se for a asses	of consolidated data on total Scope 3 GHG emissions from the supply chain in metric ervices. Examples of documents to attach: energy report, energy audit report, GHG partial scope or outside of company operations (e.g. from a subsidiary, parent sament. The reporting period should be specified and cover a minimum period of indar years.
Year		Unit		
2022	~	tons of CO2 equivalent (tCO2eq)	~	Value
Total gros	s Sco	ppe 3 Upstream GHG emissions 🚜		
metric tons goods and s and energy commuting positively in CSR/Sustair guaranteed	of CO2 service related and up npact yn ability to hav	Requivalent. According to the GHG protocol, Scope 3 Upsizes. Scope 3 Upstream emissions includes the following of discription activities (not included in scope 1 or 2), upstream transpostream leased assets. This option requires the reporting our sustainable procurement score. Examples of docum Report, etc. Reporting for a partial scope or outside of controls.	atego porta g on ! nents	of consolidated data on total Scope 3 Upstream emissions from the supply chain in memissions includes all indirect GHG emissions related to purchased or acquired bries (as defined by GHG Protocol): purchased goods and services, capital goods, fuel tion and distribution, waste generated in operations, business travel, employee Scope 3 Upstream emissions. If valid evidence is provided for this option, it could to attach: energy report, energy audit report, GHG emissions report, Annual Report, ny operations (e.g. from a subsidiary, parent company, sister company, etc.) is not be specified and cover a minimum period of one year. The latest reporting period
Year		Unit		
2022	~	tons of CO2 equivalent (tCO2eq)	~	Value
The documin metric tor services. So sold product this option, Report, CSR not guarant	ent(s) s ns of Co ope 3 l ets, use it could /Susta eed to	O2 equivalent. According to the GHG protocol, Scope 3 D Downstream emissions includes the following categorie e of sold products, end-of-life treatment of sold product d positively impact your environment score. Examples of sinability Report, etc. Reporting for a partial scope or outs	onwr s (as s, dov docu side o	of consolidated data on total Scope 3 Downstream emissions from the supply chain instream emissions includes all indirect GHG emissions related to sold goods and defined by GHG Protocol): downstream transportation and distribution, processing of wastream leased assets, franchises and investments. If valid evidence is provided for ments to attach: energy report, energy audit report, GHG emissions report, Annual f company operations (e.g. from a subsidiary, parent company, sister company, etc.) is build be specified and cover a minimum period of one year. The latest reporting
Year		Unit		
2022		tons of CO2 equivalent (tCO2eq)	~	Value
Please de including j			nissi	ons and indicate any changes to the methodology or baseline,
		nould be consistently applied throughout the commitmen , significant facility addition or exclusion, please describe		riod. In case there are any changes to the methodology, scope of boundary, baseline, a for transparency.
Please spe	cify			
Not monit	ored/	/Do not know		

■ Total weight of pollutants emitted to water

The document(s) should demonstrate the following: public or internal reporting of consolidated data on weight of pollutants emitted to the wastewater streams by the company operations. The quantity of water pollutants is an indicator of wastewater quality and it reflects the effectiveness of wastewater treatment systems and potential impacts to the environment. Examples of documents to attach: wastewater monitoring report, wastewater test report, water report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

 Year
 Unit

 2022
 * metric ton (T)
 * Value

Total weig	ght of	hazardous waste in tor	ns 💉		
reused, rece effect on hu report, Annu company, et	overed uman h ual Rep cc.) is no	, transported, exported, impo ealth or the environment (e.c ort, CSR/Sustainability Repor	orted, and treated by the compa g. hazardous chemicals, electron rt, etc. Reporting for a partial sco pact on the assessment. The rep	tive and consolidated reporting on weight of hazardous wany operations in tons. Hazardous waste is dangerous or on ic waste, corrosive and toxic metals, etc.). Examples of doupe or outside of company operations (e.g. from a subsidial porting period should be specified and cover a minimum p	capable of having a harmful cuments to attach: waste ary, parent company, sister
Year		Unit			
2022	~	metric ton (T)	~	Value	
The docum recycled, re all other was (e.g. agricult scope or ou	ent(s) s used, r stes that tural wa	ecovered, transported, expo at do not fit the definition of l aste, mining overburden, etc f company operations (e.g. f	wing: public or internal quantitat orted, imported, and treated by th hazardous wastes. This includes .). Examples of documents to att rom a subsidiary, parent compar	tive and consolidated reporting on weight of non-hazardo the company operations in tons and date of reporting. Nor s wastes that are insoluble, do not react with other materia tach: waste report, Annual Report, CSR/Sustainability Repo ny, sister company, etc.) is not guaranteed to have an impa .The latest reporting period should not be older than the	n-Hazardous wastes include als, and do not decompose rt, etc. Reporting for a partial ct on the assessment. The
Year		Unit			
2022	~	metric ton (T)	~	Value	
The docume subject to reother recover municipality Examples of Reporting for	ent(s) secovery ery ope canno f docur or a par ment. T	treatment at the end of its list erations. Waste that is not so be included in the quantity nents to attach: waste invoice tial scope or outside of comp he reporting period should b	ife. Waste for recovery is waste rted on site but which would be of waste recovered unless the secondary operations (e.g. from a subpany operations (e.g. from	g of consolidated data on weight of waste (hazardous and that undergoes one of the following treatments: reusing, nefit from recovery through the treatment of ordinary ind site is able to demonstrate the effective recovery achieved waste treatment providers, waste report, Annual Report, Cs osidiary, parent company, sister company, etc.) is not guara um period of one year. The latest reporting period should	recycling, composting, and ustrial waste (OIW) by the d by the municipality. 5R/Sustainability Report, etc. inteed to have an impact on
Voor		Unit			
Year 2022	~	metric ton (T)	~	Value	
		meene con (1)		rand	_
Not monit	ored/	Do not know			

Mandatory ENV6791 Medium impact on theme score Please report on the following KPIs regarding Waste of Electrical and Electronic Equipment (WEEE) (please specify the year) Answers to this question will be shown in a dedicated section in your EcoVadis platform - Metrics. This useful tool helps you store all relevant quantitative data and track your sustainability progress. Reporting year $Please\ provide\ the\ calendar\ year(s)\ the\ declared\ reporting\ data\ covers.\ Reporting\ for\ a\ partial\ scope\ or\ outside\ of\ company\ operations\ (e.g.\ from\ a\ subsidiary,\ provide\ the\ provide\ the$ parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum $period\ of\ one\ year.\ The\ latest\ reporting\ period\ should\ not\ be\ older\ than\ the\ last\ two\ calendar\ years.$ Please specify ■ Weight of WEEE collected (in kg) ✓ The document(s) should demonstrate the following: public or internal reporting of consolidated data on the weight of Waste Electrical and Electronic Equipment $(WEEE)\ collected.\ The\ reporting\ should\ cover\ a\ minimum\ period\ of\ one\ year\ and\ should\ not\ be\ older\ than\ the\ last\ two\ calendar\ years.\ Examples\ of\ documents\ to\ period\ of\ documents\ to\ period\ of\ documents\ to\ period\ of\ documents\ to\ period\ of\ documents\ documen$ attach: waste report, Annual Report, CSR/Sustainability Report, etc. Year 2022 metric ton (T) Value ✓ Weight of EEE placed on the market (in kg) ✓ The document(s) should demonstrate the following: public or internal reporting of consolidated data on the amount of electrical and electronic equipments (EEE) $placed \ on \ market \ in \ kilograms. \ Examples \ of \ documents \ to \ attach: \ waste \ report, \ Annual \ Report, \ CSR/Sustainability \ Report, \ etc. \ Reporting \ for \ a \ partial \ scope \ or \ outside$ of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years. Value 2022 53078 metric ton (T) Selected document: 2022年出货量 (Other) ◎ ALL Not monitored/Do not know

Optional ENV800

Additional comments regarding environmental topics of your company's management system. Please also indicate any CSR-related external recognition obtained by your company within the last five years, such as CSR-related awards, or listing in CSR rankings or indexes.

Please specify

Sonim PASS JAT CSR audit 2018

This theme has a low impact on your overall score. The impact is calculated based on the sustainability issues relevant for your company.

Theme: DE Ethics

This theme focuses on managing business ethics issues, such as:

- Corruption, including bribery, fraud, conflict of interest and money laundering.
- · Anticompetitive practices, including cartels, abuse of dominant position, illegal mergers and acquisitions.
- Poor information management, including violation of information security.

Sustainability issues relevant for your company:

Corruption Anticompetitive Practices

- Based on your company's industry, size and location, we selected the most relevant sustainability issues.
- Selected sustainability issues define **what questions you receive** and the impact of this theme on your **overall score**.

Policies indicator has a high impact on the Ethics theme score

Indicator: Policies (POLI)

A policy is a set of objectives that addresses specific sustainability issues. It shows your **company's attention** to reduce impact, mitigate risk or improve performance. Policies are voluntary and go beyond national legal requirements.

Examples of policies:

- General **principles**, **statements** and **qualititive objectives** to improve sustainability.
- Specific **quantative targets** with a defined deadline in the future. You can submit both absolute and relative targets. Get more examples and best practices for developing policies 🗷

Has your company implemented a formal policy covering any of the following topics?

Corruption

The document(s) should demonstrate the following: a set of principles, engagements, qualitative and/or quantitative objectives that prevent offering, promising, giving, accepting or soliciting an advantage as an inducement for an action which is illegal, unethical or a breach of trust. Examples of documents to attach: Company mission statement, Anti-corruption policy, Business Ethics Policy/Charter, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, etc.

Selected document: Anti-Corruption Policy (Policy) ◎ 1-3

✓ Conflict of interest

The document(s) should demonstrate the following: a set of principles, engagements, qualitative and/or quantitative objectives that prevent occurance of a situation where an individual or the entity for which they work is confronted with choosing between the duties and demands of their position and their own private interests. Examples of documents to attach: Company mission statement, Business Ethics Policy/Charter, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, etc.

Selected document: Code of Business Conduct & Ethics (Code of ethics / code of conduct) © page 1-3

Selected document: 员工手册 (Other) ® page 20

✓ Fraud

The document(s) should demonstrate the following: a set of principles, engagements, qualitative and/or quantitative objectives that prevent offences that intentionally deceive someone in order to gain an unfair or illegal advantage. Examples of documents to attach: Company mission statement, Business Ethics Policy/Charter, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, etc.

Selected document: Anti-Fraud, Anti-Money Laundering and Counter Terrorist Policy (Policy) © 1-6

Money laundering

The document(s) should demonstrate the following: a set of principles, engagements, qualitative and/or quantitative objectives that prevent concealing the origin, ownership or destination of illegally or dishonestly obtained money by hiding it within legitimate economic activities to make them appear legal. Examples of documents to attach: Company mission statement, Business Ethics Policy/Charter, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, etc.

Selected document: Anti-Fraud, Anti-Money Laundering and Counter Terrorist Policy (Policy) $\, \odot \, 2-6 \,$

✓ Anti-competitive practices

The document(s) should demonstrate the following: a set of principles, engagements, qualitative and/or quantitative objectives that ensure the company does not restrict competition, maintain or increase their relative market position in an abusive and dominant way. Examples of documents to attach: Company mission statement, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, etc.

Selected document: Code of Conduct and Business Ethics (Code of ethics / code of conduct) \odot pages 1-3

Information security

The document(s) should demonstrate the following: a set of principles, engagements, qualitative and/or quantitative objectives that ensure the secure collection, processing or storage of third-party information for business purposes. Examples of documents to attach: Company mission statement, Data Protection or Information Security Policy, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, etc.

Selected document: SONIM POLICY FOR INFORMATION MANAGEMENT (Procedure) $\,\,^{\odot}$ $\,^{\circ}$

☐ No policy
(i) Measures indicator has a high impact on the Ethics theme score

Indicator: Measures (MESU)

 $This \ indicator \ is \ about \ your \ company's \ \textbf{actions to support your sustainability policies and commitments.}$

The answer options in each question represent best practices for your company's size and industry. Select options that your company **has already implemented** and provide the documented proof of your actions.

<u>Learn more about the document requirements</u> ☑

What actions are in place to prevent corruption and bribery?

Awareness training performed to prevent corruption and bribery

The document(s) should demonstrate the following: training programs in web-based or in-person format provided to employees to strengthen their knowledge on prevention of corruption and bribery-related issues. Examples of documents to attach: training materials and additional evidence of training execution (attendance sheets, progress reports, certificates of completion, etc.), Annual Report, CSR/Sustainability Report, etc.

Selected document: New employee trainning record (Other) © all
Selected document: RBA 7.0 标准培训 (Other) ③ all
Selected document: New employee trainning list (Other) ◎ Line 1

Anti-corruption due diligence program on third parties in place

The document(s) should demonstrate the following: detailed and concrete steps to investigate third-parties the company engages with (ie suppliers, vendors, commission agents, brokers, sales representatives, distributors, contractors, customs brokers, consultants) to ensure anti-corruption compliance and prevent third-party corruption incidents. Examples of documents to attach: standard operating procedures, work instructions, program implementation records, Annual Report, CSR/Sustainability Report, etc.

Whistleblower procedure for stakeholders to report corruption and bribery

The document(s) should demonstrate the following: established mechanism for different parties to report corruption issues and include 1) confidentiality guarantee 2) non-retaliation guarantee and 3) dedicated reporting channel (ie internal or third-party email, phone/hotline, contact person). Examples of documents to attach: Code of Conduct, employee handbook/manual, standalone whistleblower/reporting procedure, anti-corruption policy with reporting procedure section, Annual Report, CSR/Sustainability Report, etc.

Selected document: Code of Business Conduct & Ethics (Code of ethics / code of conduct)
9-10

Corruption risk assessments performed

The document(s) should demonstrate the following: assessment of corruption-related risks across the company operations to prioritize risk management efforts. Examples of documents to attach: standard operating procedure, third-party risk assessments, internal monitoring system documents, Annual Report, CSR/Sustainability Report, etc.

Selected document: 劳工 道德风险评估表 2.0 (Other) ◎ all

Audits of control procedures (e.g. accounting, purchasing etc.) to prevent corruption and bribery

The document(s) should demonstrate the following: regular monitoring of the effectiveness of ethics and compliance control systems performed through internal testing and/or formal external auditing. Examples of documents to attach: formal audit reports, internal auditing procedures, Annual Report, CSR/Sustainability Report, etc.

Selected document: 10K - Report of Independent Registered Public Accounting Firm (Other) ©
F-1 or Page 56: Link to 10K on SEC.gov

Selected document: 商业行业准则及道德规范 (Other) ◎

10-12

Specific approval procedure for sensitive transactions (e.g. girts, traver)
The document(s) should demonstrate the following: process in place for employees to report or obtain approval for sensitive transations which normally involve external stakeholders and could be perceived or implied as favors. Approval items could include but are not limited to a range of value, types of items accepted, etc. Examples of documents to attach: standard operating procedures, work instructions, program implementation records, Annual Report, CSR/Sustainability Report, etc.
Selected document: 硕尼姆工会财务制度 (Other) ◎ All
Other actions to prevent any form of corruption not included elsewhere in this question
Please select this option only if the rest of the options listed do not apply. The document(s) should demonstrate the following: actions other than those specified in the other options to prevent any form of corruption. Examples of documents to attach: Standard operating procedures, work instructions, program implementation records, Annual Report, CSR/Sustainability Report, etc.
Please specify
No actions in place/Do not know

Wh	at actions are in place regarding information security?
~	Awareness training to prevent information security breaches
	The document(s) should demonstrate the following: training programs in web-based or in-person format provided to employees to strengthen their knowledge on information security-related issues. Examples of documents to attach: training materials and additional evidence of training execution (attendance sheets, progress reports, certificates of completion, etc.), Annual Report, CSR/Sustainability Report, etc.
	Selected document: New employee trainning list (Other) line 11
	Information security due diligence program on third parties in place
	The document(s) should demonstrate the following: detailed and concrete steps to evaluate and/or investigate the third-parties the company engages with which process personal data or handle stakeholder information on its behalf (i.e. suppliers, vendors, contractors, IT service providers, consultants) to ensure third-party compliance with the company's internal information security and/or data privacy practices. Examples of documents to attach: standard operating procedures, work instructions, program implementation records, Annual Report, CSR/Sustainability Report, etc.
~	Whistleblower procedure for stakeholders to report information security concerns
	The document(s) should demonstrate the following: established mechanism for different parties to report information security breaches and related concerns and include 1) confidentiality guarantee 2) non-retaliation guarantee and 3) dedicated reporting channel (ie internal or third-party email, phone/hotline, contact person). Examples of documents to attach: Code of Conduct, employee handbook/manual, standalone whistleblower/reporting procedure, information security policy with reporting procedure section, Annual Report, CSR/Sustainability Report, etc.
	Selected document: Sonimtech (Other) all
_	
	Information security risk assessments performed
	The document(s) should demonstrate the following: assessment of information security-related risks across the company operations to prioritize risk management efforts. Examples of documents to attach: standard operating procedure, third-party risk assessments, internal monitoring system documents, Annual Report, CSR/Sustainability Report, etc.
~	Audits of control procedures to prevent information security breaches
	The document(s) should demonstrate the following: regular monitoring of the effectiveness of information security control systems performed through internal testing and/or formal external auditing. Examples of documents to attach: formal audit reports, internal auditing procedures, Annual Report, CSR/Sustainability Report, etc.
	Selected document: ISMS-02-00-00 Vulnerability Management Procedure 漏洞管理程序 (Other) ◎ all
	Incident response procedure (IRP) to manage breaches of confidential information
	The document(s) should demonstrate the following: employee instructions or procedure to detect, respond to and limit the impact of information security breaches to prevent further damage and reassure affected parties. Examples of documents to attach: standard operating procedures (internal or third-party), work instructions, Annual Report, CSR/Sustainability Report, etc.
	Implementation of a records retention schedule
	The document(s) should demonstrate the following: formalized and detailed schedule indicating the length of time each type of third-party data must be retained for. Examples of documents to attach: standard operating procedures, work instructions, employee handbook/manual, document retention records, Annual Report, CSR/Sustainability Report, etc.
	Measures to protect third party data from unauthorized access or disclosure
	The document(s) should demonstrate the following: internal controls to restrict physical or digital access to third party data by unauthorized employees/an or parties. Examples of documents to attach: work instructions, standard operating procedures, subject access request procedure, description of functioning of firewalls, Annual Report, CSR/Sustainability Report, etc.
	Measures for gaining stakeholder consent regarding the processing, sharing and retention of confidential information
	The document(s) should demonstrate the following: employee instructions or operational process to consult and inform the customers/clients on the particulars of collection and storage of their personal data, for example the type of data collected, data sharing with third parties, etc. Examples of documents to attach: standard operating procedure, work instructions, Annual Report, CSR/Sustainability Report, etc.

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Other actions to ensure information security not included elsewhere in this question
Please select this option only if the rest of the options listed do not apply. The document(s) should demonstrate the following: actions other than those specified in the other options to ensure information security. Examples of documents to attach: Standard operating procedures, work instructions, program implementation records, Annual Report, CSR/Sustainability Report, etc.
Please specify
No actions in place/Do not know
Certifications indicator has a medium impact on the Ethics theme score

Indicator: Certifications (CERT)

 $This \ indicator \ refers \ to \ the \ certifications \ of \ your \ sustainability \ management \ system. \ It \ includes \ questions \ about:$

- Sustainability management certificates
- Ecolabels certifying products and services

Certifications confirm your **compliance with international standards** (for example, ISO 14001). They must be issued by an **external certification body**.

	Has your company obtained external certifications related to business ethics issues (e.g. anti-corruption, information security)?			
	ISO 27000			
	Examples of documents to attach: Certificate issued by an accredited certification body, Certificate Audit Report and/or proof of certificate in progress issued by an accredited certification body in case the certificate is not issued yet, Annual Report and/or CSR/Sustainability Report with external 3rd party assurance on CSR data. Click on the "?" button above for more info.			
	Other anti-corruption certification schemes (e.g. Ethic Intelligence, Trace, etc)(please specify)			
	Examples of documents to attach: Certificate issued by an accredited certification body, Certificate Audit Report and/or proof of certificate in progress issued by an accredited certification body in case the certificate is not issued yet, Annual Report and/or CSR/Sustainability Report with external 3rd party assurance on CSR data. Click on the "?" button above for more info.			
	Please specify			
~	Other information security certification schemes (e.g. Cyber Essentials etc.)(please specify) Examples of documents to attach: Certificate issued by an accredited certification body, Certificate Audit Report and/or proof of certificate in progress issued by an accredited certification body in case the certificate is not issued yet, Annual Report and/or CSR/Sustainability Report with external 3rd party assurance on CSR data. Click on the "?" button above for more info. Please specify 没有通过相关认证,但是内部有制订相关文件进行管控			
	Selected document: 网络安全管理手册 (Other) ◎ ALL			
<u>~</u>	Others (please specify)			
	Examples of documents to attach: Certificate issued by an accredited certification body, Certificate Audit Report and/or proof of certificate in progress issued by an accredited certification body in case the certificate is not issued yet, Annual Report and/or CSR/Sustainability Report with external 3rd party assurance on CSR data. Click on the "?" button above for more info.			
	Please spedfy 没有通过相关认证,但是内部有制订相关文件进行管控			
	Selected document: CSR manual (Other) ◎ All			
	No business ethics certification			
	Do not know			
(Reporting indicator has a medium impact on the Ethics theme score			
Indi	cator: Reporting (REPO)			
Rep	orting is based on quantitative KPIs that measure your implementation of sustainability practices .			

We'll ask you to attach documents that include your sustainability metrics. A valid **reporting document** includes the reporting **year** and the reporting **unit** (such as kWh or liters).

Make sure the latest reporting period is within the ${\bf last~2~calendar~years}.$

Learn more about the document requirements $\[\[\]$

Mandatory

FB450 Medium impact on theme score

Percentage or number of employees trained on ethics The document(s) should demonstrate the following: public or internal reporting of consolidated data on percentage of employees trained on business ethics related issues in forms of e-learning, in-person training, workshops, etc. The reporting should cover a minimum period of two months and should not be older than the last two calendar years. Examples of documents to attach: business ethics report, internal control report, risk assessment report, Annual Report, $CSR/S ustain ability \ Report, \ etc. \ Reporting \ for \ a partial \ scope \ or \ outside \ of \ company \ operations \ (e.g. \ from \ a \ subsidiary, \ parent \ company, \ sister \ company, \ etc.) \ is \ not$ guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years. Selected document: New employee trainning list (Other) Selected document: RBA 7.0 标准培训 (Other) ◎ ΑII KPIs related to whistle blowing procedure The document(s) should demonstrate the following: public or internal reporting of consolidated data on number of reported cases of business ethics related violations through internal or external whistleblower procedure. The reporting should cover a minimum period of two months and should not be older than the last two calendar years. Examples of documents to attach: business ethics report, whistleblower report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years. Number of confirmed corruption incidents The document(s) should demonstrate the following: public or internal reporting of consolidated data on number of lawsuits against the company on business ethics related violations. A confirmed corruption incident is defined as the corruption incident that has been found to be a substantiated violation of the corruption related code of conduct, company policies or law. Incident that is still under investigation during the reporting period is not regarded as a confirmed incident. Examples of documents to attach: business ethics report, internal control report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of $company\ operations\ (e.g.\ from\ a\ subsidiary,\ parent\ company,\ sister\ company,\ etc.)\ is\ not\ guaranteed\ to\ have\ an\ impact\ on\ the\ assessment.\ The\ reporting\ period\ period$ $should be specified and cover a \,minimum \,period \,of \,one \,year. \,The \,latest \,reporting \,period \,should \,not \,be \,older \,than \,the \,last \,two \,calendar \,years.$ Number of confirmed information security incidents The document(s) should demonstrate the following: public or internal reporting of consolidated data on number of lawsuits against the company on business ethics related violations. A confirmed information security incident is defined as the information security incident that has been found to be a substantiated violation of the information security related code of conduct, company policies or law. It includes unauthorized access to company networks, data and/or applications, breaches of customer privacy, etc. Incident that is still under investigation during the reporting period is not regarded as a confirmed incident. Examples of documents to attach: business ethics report, internal control report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover $a\,minimum\,period\,of\,one\,year.\,The\,latest\,reporting\,period\,should\,not\,be\,older\,than\,the\,last\,two\,calendar\,years.$ Other KPIs on ethics (please specify) Please select this option only if the rest of the options listed do not apply and describe your own declaration in the open text field. Please specify None of the above/Do not know Optional FB800 Additional comments regarding Ethics of your company's management system. Please also indicate any CSR-related external recognition obtained by your company within the last five years, such as CSR-related awards, or listing in CSR rankings or indexes. Please specify Please see our business code of conduct and ethics practices.

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FBP600

Medium impact on theme score

On which of the following topics does your company report Key Performance Indicators (KPIs)?

This theme has a low impact on your overall score. The impact is calculated based on the sustainability issues relevant for your company.

Theme: Sustainability procurment

The theme focuses on the management of sustainability risks in your supply chain. The key questions relate to:

- the materials you buy
- the services you hire
- your actions to promote sustainable practices and operations among your supplier base
- your actions to support **sustainable procurement**

Sustainability issues relevant for your company:

Supplier Environmental Practices Supplier Social Practices

- Based on your company's industry, size and location, we selected the most relevant sustainability issues.
- Selected sustainability issues define what questions you receive and the impact of this theme on your overall score.

Policies indicator has a high impact on the Sustainability procurment theme score

Indicator: Policies (POLI)

A policy is a set of objectives that addresses specific sustainability issues. It shows your **company's attention** to reduce impact, mitigate risk or improve performance. Policies are voluntary and go beyond national legal requirements.

Examples of policies:

- General principles, statements and qualititive objectives to improve sustainability.
- Specific **quantative targets** with a defined deadline in the future. You can submit both absolute and relative targets. Get more examples and best practices for developing policies 🗷

~	Sustainable procurement policy on environmental issues The document(s) should demonstrate the following: a set of principles, engagements, qualitative and/or quantitative objectives that integrate environmental issues in company's supply chain management alongside conventional procurement considerations (e.g. price, quality, reliability). Examples of documents to attach: Company mission statement, Sustainable procurement Policy/Charter, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, etc.
	Selected document: Sustainability Declaration 4.0 (Other) all
	Selected document: Supplier Management Procedure 2.1 (Other) all
~	Sustainable procurement policy on labor practices and human rights The document(s) should demonstrate the following: a set of principles, engagements, qualitative and/or quantitative objectives that integrate labor and human rights issues (e.g. working hours, wages) in supply chain management alongside conventional procurement considerations (e.g. price, quality, reliability). Examples of documents to attach: Company mission statement, Sustainable procurement Policy/Charter, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, etc.
	Selected document: Supplier Management Procedure 2.1 (Other) all
	Selected document: Supplier Assessment Questionnaire 3.0 (Other) all
	No policies
Ma	andatory SUP101
Do	es your company have a policy in place addressing issues related to "conflict minerals" (tin, tungsten, tantalum, gold)?
•	Yes, my company has a policy on conflict minerals in place
	The document(s) should demonstrate the following: a set of principles, engagements, qualitative and/or quantitative objectives that promote sustainable conflict minerals (tin, tungsten, tantalum and gold) management in supply chain alongside conventional procurement considerations (e.g. price, quality, reliability). Examples of documents to attach: Company mission statement, Conflict Minerals Policy, Sustainable procurement Policy/Charter, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, etc.
	Selected document: Conflict Minerals Policy 2.0 (Policy/Code of conduct) all
0	No/ Do not know
(2 Endorsements indicator has a low impact on the Sustainability procurment theme score

Does your company have a formal policy covering any of the topics below (please select from the options provided)?

Indicator: Endorsements (ENDO)

Endorsements are:

Mandatory

- Your company's **public adherence or commitment** to meeting objectives and principles defined by a recognized third-party organization.
- Active ${\bf participation}$ in ${\bf formal}$ initiatives to advance sustainability.

Your endorsements must be **publicly verifiable** or have **official documentation**. An example of a well-recognized endorsement is the UN Global Compact.

Do	Does your company formally and publicly adhere to any external CSR initiatives or sets of principles?	
~	Responsible Minerals Initiative (RMI, formerly CFSI)	
	An endorsement is the formal and public adherence by the company to an external CSR initiative or set of principles. Click on the "Need help?" button above for more info.	
	Selected document: RMI_CMRT_6.22 (Other) all	
	World Gold Council (Conflict-Free Gold Standard)	
	An endorsement is the formal and public adherence by the company to an external CSR initiative or set of principles. Click on the "Need help?" button above for more info.	
	Public-Private Alliance for Responsible Mineral Trade (PPA)	
	An endorsement is the formal and public adherence by the company to an external CSR initiative or set of principles. Click on the "Need help?" button above for more info.	
	Association Connecting Electronics Industries (IPC)	
	An endorsement is the formal and public adherence by the company to an external CSR initiative or set of principles. Click on the "Need help?" button above for more info.	
	JEITA's Responsible Minerals Trade Working Group	
	An endorsement is the formal and public adherence by the company to an external CSR initiative or set of principles. Click on the "Need help?" button above for more info.	
	Responsible Jewellery Council	
	An endorsement is the formal and public adherence by the company to an external CSR initiative or set of principles. Click on the "Need help?" button above for more info.	
	ITRI's Tin Supply Chain Initiative (iTSCi)	
	An endorsement is the formal and public adherence by the company to an external CSR initiative or set of principles. Click on the "Need help?" button above for more info.	
	The London Bullion Market Association	
	An endorsement is the formal and public adherence by the company to an external CSR initiative or set of principles. Click on the "Need help?" button above for more info.	
	Responsible Artisanal Gold Solutions Forum (RAGS)	
	An endorsement is the formal and public adherence by the company to an external CSR initiative or set of principles. Click on the "Need help?" button above for more info.	
	European Partnership for Responsible Minerals	
	An endorsement is the formal and public adherence by the company to an external CSR initiative or set of principles. Click on the "Need help?" button above for more info.	
	Others (please specify)	
	Please select this option only if the rest of the options listed do not apply and describe your own declaration in the open text field.	
	Please specify	

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■ No specific endorsement/ Do not know

 ${\color{red} { \underline{\mathcal{O}}}}$ Measures indicator has a **high** impact on the **Sustainability procurment** theme score

Indicator: Measures (MESU)

This indicator is about your company's actions to support your sustainability policies and commitments.

The answer options in each question represent best practices for your company's size and industry. Select options that your company **has already implemented** and provide the documented proof of your actions.

Learn more about the document requirements [2]

What actions are in place regarding the integration of social or environmental factors within procurement?

Supplier CSR code of conduct in place

The document(s) should demonstrate the following: expectations for the company's suppliers to follow in order to be socially and environmentally responsible. A supplier code of conduct should exist in a separate document from a company's sustainable procurement policy as each serves a different purpose (the former is external for suppliers and the latter is internal for the procurement team or other purchasing employees). Examples of documents to attach: supplier code of conduct, Annual Report, CSR/Sustainability Report, etc.

Selected document: Supplier Management Procedure 2.1 (Other) © chapter 8.3

Selected document: Supplier Assessment Questionnaire 3.0 (Other) © all

✓ Integration of social or environmental clauses into supplier contracts

The document(s) should demonstrate the following: provisions/clauses in business contracts that cover social & environmental issues which are not directly connected to the subject matter of the specific contract with the aim to set the expectations on sustainability. Examples of documents to attach: standard operating procedures, work instructions, contracts, terms and conditions documents, Annual Report, CSR/Sustainability Report, etc.

Selected document: Frame purchase Agreement 2.0 (Other)

12

Selected document: Supplier Management Procedure 2.1 (Other)

chapter 8.3

CSR risk analysis (i.e. prior to supplier assessments or audits)

The document(s) should demonstrate the following: a process to identify which suppliers, products or purchasing categories expose the company to CSR risk. Examples of documents to attach: standard operating procedures, work instructions, risk assessment documents, manual, presentation, Annual Report, CSR/Sustainability Report, etc.

Selected document: Sustainability Declaration 4.0 (Other)
all

Selected document: Supplier Management Procedure 2.1 (Other)
chapter 8.2

Supplier assessment (e.g. questionnaire) on environmental or social practices

The document(s) should demonstrate the following: questionnaire-based review of a supplier's CSR practices which is remote, ie without going to a supplier site, done either by a third party or directly by the supplier without verification (ie self-assessment). Examples of documents to attach: standard operating procedures, work instructions, questionnaires, checklists, Annual Report, CSR/Sustainability Report, etc.

Selected document: Supplier Assessment Questionnaire 3.0 (Other)
all

Selected document: Supplier Management Procedure 2.1 (Other)
all

✓ Training of buyers	on social and environmental issues within the supply chain	
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The document(s) should demonstrate the following: training programs provided to procurement professionals on sustainable purchasing to ensure their understanding of social and environmental issues and their integration into the procurement function. Examples of documents to attach: training materials and additional evidence of training execution (progress reports, certificates of completion, etc.), Annual Report, CSR/Sustainability Report, etc.

Selected document: RBA 7.0 标准培训 (Other) ◎ all	
Selected document: 垃圾分类培训 (Other) ② all	
Selected document: Rohs REACH 法规培训 (Other) ◎ All	

On-site audits of suppliers on environmental or social issues

The document(s) should demonstrate the following: employee instructions or operational process on on-site audit of the company's supplier to identify non-conformances to the mandatory CSR requirements. Examples of documents to attach: standard operating procedures, work instructions, inspection/audit reports, Annual Report, CSR/Sustainability Report, etc.

Selected document: Supplier Assessment Questionnaire 3.0 (Other)

Selected document: Supplier Management Procedure 2.1 (Other)

all

Capacity building of suppliers on environmental or social issues (e.g. corrective actions, training)

The document(s) should demonstrate the following: training programs (eg in-person training, participation to 3rd party training programs, formal sharing of best practices and performance, hosting of supplier-focused events, etc) provided to suppliers covering sustainability issues. Examples of documents to attach: training materials and additional evidence of training execution (progress reports, certificates of completion, etc.), Annual Report, CSR/Sustainability Report, etc.

Selected document: EHS information Management Procedure (Other) all
Selected document: Internal and external EHS Communication Consultant & Suggestion (Other) $^{\odot}$
Selected document: Incident Response,investigation and action (Other) $ \odot $ all

Performing suppliers on environmental and social issues have access to unique incentives (e.g. supplier awards, preferred supplier program, access to RFPs)

The document(s) should demonstrate the following: process or mechanism in place to reward suppliers who performs well in terms of CSR by giving awards, access to RFPs, or any other preferential treatment. Examples of documents to attach: standard operating procedures, work instructions, program implementation records, letters, communication materials, presentation, Annual Report, CSR/Sustainability Report, etc.

Sustainable procurement objectives integrated into buyer performance reviews

The document(s) should demonstrate the following: process or mechanism that integrates CSR performance of suppliers into the performance appraisal of buyers. Examples of documents to attach: standard operating procedures, work instructions, employee evaluation documents, Annual Report, CSR/Sustainability Report, etc.

Worker voice surveys or other advanced supplier monitoring practices (e.g. second tier audits)

The document(s) should demonstrate the following: supplier performance monitoring solution designed to obtain anonymous worker feedback as an input for buyers to verify risks. Technology is deployed to enable workers to access surveys via text messages, phone calls, proprietary applications. Examples of documents to attach: standard operating procedures, work instructions, program implementation records, presentation, manual, Annual Report, CSR/Sustainability Report, etc.

	Other actions to promote sustainable procurement not included elsewhere in this question
	Please select this option only if the rest of the options listed do not apply. The document(s) should demonstrate the following: actions other than those specified in the other options to promote sustainable procurement by integrating environmental and labor and human rights issues in supply chain management alongside conventional procurement considerations (e.g. price, quality, reliability). Examples of documents to attach: Standard operating procedures, work instructions, program implementation records, Annual Report, CSR/Sustainability Report, etc.
	Please specify
	No actions in place/ Do not know
M	andatory SUP320
Do	you have a supplier diversity program in place or other actions designed to advance diversity in the supply chain?
	Actions to work with women-owned businesses in the supply chain
	The document(s) should demonstrate the following: operational process/efforts to promote inclusion of women-owned businesses (WBE) in their supply chain. Examples of actions can be (but are not limited to) to sourcing diverse suppliers from certified bodies and/or associations for women-owned businesses, supplier selection processes that consider local and/or global women-owned companies. Examples of documents to attach: Supplier Diversity Classifications, supplier diversity program, standard operation procedures, program implementation record, supplier data bases with information on ownership, Annual Report, CSR/Sustainability Report or any other implementation evidence.
	Actions to work with businesses owned by minorities/vulnerable groups in the supply chain
	The document(s) should demonstrate the following: operational process/efforts to promote inclusion of diverse suppliers, such as minority-owned (MBE), disability-owned (DBE), veteran-owned (VBE), disabled veteran- owned (DVBE), lesbian/gay/bisexual/transgender-owned (LGBTBE), black owned, and any other business which ownership is held by members of underrepresented groups in their supply chain. Examples of actions can be (but are not limited to) sourcing diverse suppliers from certified bodies/associations for minority-owned businesses. Examples of documents to attach: Supplier Diversity Classifications, supplier diversity program, standard operation procedures, program implementation record, Annual Report, CSR/Sustainability Report or any other implementation evidence.
✓	Actions to advance diversity, equity and inclusion in the workforce of suppliers
	The document(s) should demonstrate the implementation of actions to advance diversity, equity and inclusion within the workforce and operations of the company's suppliers. For example (but not limited to) provision of training program on diversity for suppliers, monitoring of implementation of diversity actions in the suppliers operations, monitoring diversity representation in the workforce, ensuring suppliers are certified in diversity topics, linking procurement-management compensation to supplier diversity goals. Examples of documents to attach: on-site audit records for suppliers, standard operation procedures, program implementation record, training materials and additional evidence of training execution (progress reports, certificates of completion, etc.), Annual Report, CSR/Sustainability Report or any other implementation evidence.
	Selected document: Supplier Management Procedure 2.1 (Other) © chapter 8.2.10
	Other actions designed to advance diversity in the supply chain not included elsewhere in this supplies
	Other actions designed to advance diversity in the supply chain not included elsewhere in this question Please select this option only if the rest of the options listed do not apply. The document(s) should demonstrate the following: actions other than those specified in the other options to advance diversity in the supply chain. Examples of documents to attach: Standard operating procedures, work instructions, program implementation records, Annual Report, CSR/Sustainability Report, etc.
	Please specify
	No actions/Do not know

Has your company performed a formal assessment of its suppliers progress with regards to the REACH regulation?	
•	Yes, my company assesses its suppliers' progress with regards to the REACH requirements
	The document(s) should demonstrate the following: either an on-site inspection of suppliers' REACH compliance, (e.g. audit/inspection reports), or a remote questionnaire-based review (i.e. conducted without going to a supplier site) done either by a third party or directly by a supplier without verification (i.e. self-assessment). Examples of documents to attach: standard operating procedures, work instructions, questionnaires, checklists, Annual Report, CSR/Sustainability Report, etc.
	Selected document: Restricted Substances list and Declaration 4.0 (Other) all
0	No
0	Not applicable (no article or substance impacted by the REACH regulation used in processes) (please specify)
	Please specify
0	Not applicable (e.g. company located outside of the EU and no business with the EU) (please specify)

Mandatory

Please specify

O not know

Wh	at actions are implemented to identify and/or assess conflict mineral risk in the supply chain and mitigate such risk?
	Detailed conflict minerals risk analysis (per product or purchasing category) for downstream companies(e.g. manufacturers)
	The document(s) should demonstrate the following: a process to identify the potential risk related to conflict minerals in the products per product or purchasing category. Examples of documents to attach: standard operating procedures, work instructions, risk assessment documents, manual, presentation, Annual Report, CSR/Sustainability Report, etc.
~	Selected suppliers required to fill Conflict Minerals Reporting Template (CMRT)/other customized conflict mineral-related questionnaire
	The document(s) should demonstrate the following: requirement for certain suppliers to fill out the conflict minerals reporting template published by RMI or other types of documents facilitating data collection in order to identify traceability of minerals used in the supply chain. Examples of documents to attach: standard operating procedures, work instructions, questionnaires, letters, manual, presentation, Annual Report, CSR/Sustainability Report, etc.
	Selected document: RMI_CMRT_6.22 (Other) all
_	
	Investigation or traceability system of upstream actors (smelters, trades, mines) on conflict minerals due diligence (e.g. third party on-site audit in place)
	The document(s) should demonstrate the following: a traceability program or a due diligence process to identify if there are any upstream companies using minerals from conflict zone. Examples of documents to attach: standard operating procedures, work instructions, program implementation record, presentation, Annual Report, CSR/Sustainability Report, etc.
	Procedure to disengage with a non responding supplier (after several attempts) on conflict minerals issues (i.e. escalation steps)
	The document(s) should demonstrate the following: an escalation process to mitigate the risk in the supplier chain when the suppliers who potentially use the conflict minerals identified by the company do not reply to request on conflict minerals issues. Examples of documents to attach: standard operating procedures, work instructions, program implementation record, presentation, Annual Report, CSR/Sustainability Report, etc.
	Grievance mechanism allowing any interested parties to voice and record concerns
	The document(s) should demonstrate the following: provision of a communication channel allowing any interested party (affected persons or whistle-blowers) to voice concerns regarding the circumstances of mineral extraction, trade, handling and export in a conflict-affected and high-risk area. It could be either to provide information from upstream companies (eg Smelters, mine) or to report any issues related to conflict minerals. Examples of documents to attach: standard operating procedures, work instructions, manuals, communication materials, emails, Annual Report, CSR/Sustainability Report, etc.
	Formal project or partnership with NGOs regarding conflict minerals (e.g. Enough Project, Pact, Global Witness)
	The document(s) should demonstrate the following: partnership with NGO(s) or participation in the projects to mitigate the risk related to conflict minerals in the supply chain. Examples of documents to attach: contracts, presentation, communication materials, Annual Report, CSR/Sustainability Report, etc.
	Other actions on conflict minerals not included elsewhere in this question
	Please select this option only if the rest of the options listed do not apply. The document(s) should demonstrate the following: actions on conflict minerals other than those specified in the other options. Examples of documents to attach: Standard operating procedures, work instructions, program implementation records, Annual Report, CSR/Sustainability Report, etc.
	Please specify
	No actions in place/ Do not know
(Certifications indicator has a medium impact on the Sustainability procurment theme score

Indicator: Certifications (CERT)

Mandatory

 $This \ indicator \ refers \ to \ the \ certifications \ of \ your \ sustainability \ management \ system. \ It \ includes \ questions \ about:$

- Sustainability management certificates
- Ecolabels certifying products and services

Certifications confirm your **compliance with international standards** (for example, ISO 14001). They must be issued by an **external certification body**.

Has your company obtained any certification regarding sustainable procurement?	
Yes (please specify)	
Examples of documents to attach: Certificate issued by an accredited certification body, Certificate Audit Report and/or proof of certificate in progress issued by an accredited certification body in case the certificate is not issued yet, Annual Report and/or CSR/Sustainability Report with external 3rd party assurance on CSR data. Click on the "?" button above for more info.	
Please specify	
No/Do not know	
Coverages indicator has a low impact on the Sustainability procurment theme score	
Indicator: Coverage (COVE)	
Coverage means the level of deployment of measures and certifications throughout your company. This indicator includes questions about:	
 Implementation level of sustainability actions (for example, the percentage of the total workforce across all locations who received career training). Operational sites certified throughout your company's locations (for example, the percentage of sites that are ISO 14001 certified). 	
Make sure the latest reporting period on coverage is within the last 2 calendar years . If you don't include the percentage of coverage, we'll make an approximate calculation from the total number of employees or operational sites.	
Mandatory SUP714	
What is the percentage of suppliers for which information regarding conflict minerals is available?	
Information regarding conflict minerals is available for less than 50% of suppliers	
Select the range of coverage that applies to your company. Click on the "Need help?" button above for more info.	
Information regarding conflict minerals is available for at least 50% of suppliers	
Select the range of coverage that applies to your company. Click on the "Need help?" button above for more info.	
Selected document: Supplier Management Procedure 2.1 (Other) ◎ ALL: 100%的从供应商获得有关冲突矿物的信息(OEM FIH and Tinno)	
O No information/Do not know	
Reporting indicator has a medium impact on the Sustainability procurment theme score	
Ladines - Depositing (DEDO)	

Indicator: Reporting (REPO)

Mandatory

SUP450 Medium impact on theme score

 $\label{lem:reporting} \textit{Reporting is based on } \textbf{quantitative KPIs that measure your implementation of sustainability practices}.$

We'll ask you to attach documents that include your sustainability metrics. A valid **reporting document** includes the reporting **year** and the reporting **unit** (such as kWh or liters).

Make sure the latest reporting period is within the last 2 calendar years.

Learn more about the document requirements [2]

Mandatory SUP710		
Is there any tin, tantalum, tungsten, or gold remaining in the product that your company manufactures, subcontracts, or sells?		
○ Yes		
Tin, tantalum, tungsten or gold only originate from scrap or recycled sources		
The document(s) should demonstrate the following: public or internal reporting on the use of tin, tantalum, tungsten, or gold that only originates from scrap or recycled sources in the product that the company manufactures, subcontracts, or sells. Examples of documents to attach: Conflict Minerals Reporting Template (CMRT), SD form and/or conflict minerals report as per SEC requirements (USA), conflict minerals report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.		
Selected document: RMI_CMRT_6.22 (Other) ALL		
No tin, tantalum, tungsten, or gold remaining in any product		
O Do not know		
Mandatory SUP621 (7) Medium impact on theme score		
Has your company published a due diligence report on conflict minerals?		
Yes, my company has published a due diligence report on conflict minerals		
The document(s) should demonstrate the following: public or internal reporting on due diligence measures used to track the source of the tin, tantalum, tungsten, or gold from the Democratic Republic of the Congo (DRC). Examples of documents to attach: Conflict Minerals Reporting Template (CMRT), SD form and/or conflict minerals report as per SEC requirements (USA), conflict minerals report, ad hoc report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.		
Selected document: Sonim (Sustainability/Annual report) Environmental		
○ No / Do not know		

M	andatory SUP600
On	which of the following topics does your company report Key Performance Indicators (KPIs)?
~	Percentage of targeted suppliers who have signed the supplier code of conduct
	The document(s) should demonstrate the following: public or internal reporting of consolidated data on the percentage of targeted suppliers (e.g. by purchasing category, strategic suppliers, or other targeting factors) who have signed the supplier code of conduct during the reporting period. Examples of documents to attach: procurement management report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.
	Selected document: Sustainability Declaration 4.0 (Other) ◎ all: 2023年初,ODM供应商都将依据客户要求,通过CSR第三方认证机构认证,(FIH:JAC审核)
	Selected document: ODM FIH JAC audit plan (Other) ◎ all: 100% FIH JAC audit was completed on Feb.13.2023
	Percentage of targeted suppliers with contracts that include clauses on environmental, labor, and human rights requirements
	The document(s) should demonstrate the following: public or internal reporting of consolidated data on the percentage of targeted contracts (e.g. by purchasing category, strategic suppliers, or other targeting factors) that include clauses on environmental, labor, human rights, and ethical requirements during the reporting period. Examples of documents to attach: procurement management report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.
	Percentage or number of targeted suppliers covered by a CSR assessment
	The document(s) should demonstrate the following: public or internal reporting of consolidated data on the percentage or number of targeted suppliers (e.g. by purchasing category, strategic suppliers, or other targeting factors) that are covered by an assessment on their environmental and/or social practices. Examples of documents to attach: procurement management report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.
✓	Percentage or number of targeted suppliers covered by a CSR on-site audit
	The document(s) should demonstrate the following: public or internal reporting of consolidated data on the percentage or number of targeted suppliers (e.g. by purchasing category, strategic suppliers, or other targeting factors) that are covered by an on-site audit of their environmental and/or social practices. Examples of documents to attach: procurement management report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.
	Selected document: ODM FIH JAC audit plan (Other) © all: 100% FIH JAC audit was completed on Feb.13.2023
	Percentage or number of all buyers who received training on sustainable procurement
	The document(s) should demonstrate the following: public or internal reporting of consolidated data on the percentage or number of the company's procurement staff (buyers) who received training on sustainable procurement to ensure understanding of social and environmental issues and how to integrate them into their procurement function. Examples of documents to attach: procurement management report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.
	Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity building
	The document(s) should demonstrate the following: public or internal reporting of consolidated data on the percentage or number of audited/assessed suppliers that are engaged in corrective actions or capacity building on environmental or social issues. Examples of documents to attach: procurement management report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.
	Other CSR KPIs on suppliers
	The document(s) should demonstrate the following: public or internal reporting of consolidated data on any other CSR KPIs on suppliers not listed above. Examples of documents to attach: procurement management report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.
	Please specify
	None of the above/Do not know

Optional

SUP800

Additional comments regarding Sustainable Procurement of your company's management system. Please also indicate any CSR-related external recognition obtained by your company within the last five years, such as CSR-related awards, or listing in CSR rankings or indexes.

Please specify

PASS JAT CSR audit 2018.