



<b>Company</b>	<b>Amphenol Corporation</b>
<b>Facility</b>	<b>AISS - AST (Xiamen)</b>
<b>Facility Address</b>	<b>39 Qianpu Industrial Estate, (Standard Factory Building B, Lianban Industrial Park), Siming District</b>
<b>SAQ Version</b>	<b>Facility SAQ - February 2023</b>
<b>Released Date</b>	<b>03/02/2023 22:25</b>

**Overall Score**

<div style="background-color: #92d050; padding: 10px; display: inline-block;"> <p><b>Low Risk</b></p> </div>	<p><b>94.4%</b></p>	<p><b>Applicable Questions:</b> <b>350</b></p> <p><b>Possible Points:</b> <b>1638.5</b></p> <p><b>Points Received:</b> <b>1547.5</b></p>
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**Section Scores**

Section Name	Score	Assessment	Questions	Possible Points	Points Received
General Facility Info	N/A - Not Scored	Not Applicable	65	0.0	0.0
FI - Facility Information & Contact	N/A - Not Scored	Not Applicable	17	0.0	0.0
FC-Facility Characteristics	N/A - Not Scored	Not Applicable	31	0.0	0.0
FOS - Onsite-Location Services	N/A - Not Scored	Not Applicable	17	0.0	0.0
<b>Labor</b>	<b>96.4</b>	<b>Low Risk</b>	<b>104</b>	<b>645.5</b>	<b>622.5</b>
FLBR - Labor Risk Elements	92.9	Low Risk	41	282.0	262.0
FLBC - Labor Control Elements	100.0	Low Risk	47	270.5	270.5
FLBM - Labor Management Systems	96.8	Low Risk	16	93.0	90.0
<b>Health &amp; Safety</b>	<b>91.5</b>	<b>Low Risk</b>	<b>61</b>	<b>354.0</b>	<b>324.0</b>
FHSR - Health & Safety Risk Elements	84.9	Moderate Risk	27	159.0	135.0
FHSC - Health & Safety Control Elements	96.2	Low Risk	25	159.0	153.0
FHSM - Health & Safety Management Systems	100.0	Low Risk	9	36.0	36.0
<b>Environmental</b>	<b>89.9</b>	<b>Low Risk</b>	<b>67</b>	<b>347.0</b>	<b>312.0</b>
FENR - Environmental Risk Elements	84.2	Moderate Risk	27	165.0	139.0
FENC - Environmental Control Elements	94.2	Low Risk	32	155.0	146.0
FENM - Environmental Management Systems	100.0	Low Risk	8	27.0	27.0
<b>Ethics</b>	<b>99.0</b>	<b>Low Risk</b>	<b>53</b>	<b>292.0</b>	<b>289.0</b>
FETR - Ethics Risk Elements	100.0	Low Risk	8	48.0	48.0
FETC - Ethics Control Elements	100.0	Low Risk	29	151.0	151.0

Section Name	Score	Assessment	Questions	Possible Points	Points Received
FETM - Ethics Management Systems	96.8	Low Risk	16	93.0	90.0

### FI - Facility Information & Contact

FI1.1	Company Name: Amphenol AssemblTech(xiamen)Co,Ltd
FI1.2	Facility Name (Business License Name): 安费诺电子装配(厦门)有限公司
FI1.3	Facility Address: 39B QianPu Industrial Estate
FI1.4	Facility City: Xiamen
FI1.5	Facility State or Province: 福建省
FI1.6	Facility Country: Eric Wang
FI1.7	Facility Postal Code: Operation Director
FI1.8	Please choose your PRIMARY Deliverables: Both Products and Services
FI1.9	Main Contact name for RBA audit: Eric.Wang@amphenol-ast.com
FI1.10	Contact Telephone Number: 05925936666-5555
FI1.11	Contact Email: Eric.Wang@amphenol-ast.com
FI1.12	Social and Environmental Responsibility Contact Name: Lisalyn Lin
FI1.13	Contact Position or Title: EHS Specialist
FI1.14	Contact Telephone Number: 05925936666-5185
FI1.15	Contact Email: lisalyn.lin@amphenol-ast.com
FI1.16	Company Headquarters Address (if different from above)(Enter N/A if not applicable): N/A
FI1.17	Notes and Comments on any question in this section: (answer required, If none enter N/A) N/A

### FC-Facility Characteristics

FC1.1	What are the principal Product based activities performed at your facility? (To select multiple rows hold down the Ctrl key and click additional choices): Other Manufacturing
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FC1.2	Please describe Other Manufacturing: 数据连接器
FC1.5	How many males are directly employed at your facility? 1267
FC1.6	How many direct male workers, including both local and foreign or migrant workers (please exclude supervisors/executive/ management/professional)? 1117
FC1.7	How many male production supervisors? 59
FC1.8	How many male executive/ management / professionals? 150
FC1.9	How many females are directly employed at your facility? 1940
FC1.10	How many direct female workers including both local and foreign or migrant workers (please exclude supervisors/executive/ management/professional)? 1812
FC1.11	How many female production supervisors? 73
FC1.12	How many female executive/ management / professionals? 128
FC1.13	How many male workers employed at your facility are under the age of 18? 0
FC1.14a	How many female workers employed at your facility are under the age of 18? 0
FC1.14b	What is the procedure to confirm the age of workers, to determine if are under the age of 18? RBA-001 Rev.1 惩罚性措施控制政策及程序 RBA-002 Rev.1 核对年龄政策及程序
FC1.14c	What is the procedure to remove children from working, and provide assistance and remedy ? RBA-009 Rev2禁止使用童工政策及童工救济程序
FC1.15	How many male indirect, contract or dispatch workers are employed at your facility (both local and foreign, persons not under a direct contract to the facility and not management level)? 0
FC1.16	How many female indirect, contract or dispatch workers are employed at your facility (both local and foreign, persons not under a direct contract to the facility and not management level)? 0
FC1.17	How many male foreign or migrant workers are employed at your facility? Please exclude foreign employees working at supervisory, executive or management level. 0
FC1.18	How many female foreign or migrant workers are employed at your facility? Please exclude foreign employees working at supervisory, executive or management level. 0
FC1.19	How many student workers are employed at your facility? (refer to guidance text for the full definition) 0
FC1.20	How many interns are employed at your facility? (refer to guidance text for the full definition) 0

FC1.21	How many apprentices are employed at your facility? (refer to guidance text for the full definition)	0
FC1.22	Is your facility site owned or leased?	Leased
FC1.23	Please include the year your company began operations at this location.	09-26-2003
FC1.24	During the last 12 months, were there any public demonstrations, protests, or adverse media reports involving your facility's operations or business conduct?	No
FC1.26	How many buildings do you have at this facility?	4
FC1.27	What is the total property size in square meters (SQM)?	11873.06
FC1.28	What is the total floor space (under roof, including all floors) in square meters (SQM)?	34003
FC1.29	Notes and Comments on any question in this section: (answer required, if none enter N/A)	N/A
FC1.30	How many people are employed onsite at your facility (under the business license, NOT limited to one customer)?	3207
FC1.31	List the number of foreign or migrant workers by nationality: (example: 45 from country A, 60 from country B, etc.). Note that the the total number should equal the total of FC1.17 plus FC1.18.	0
FC1.32	List the main languages spoken by workers (including migrant workers). Please exclude foreign employees working at supervisory, executive or management level.	中文

#### FOS - Onsite-Location Services

FOS1.1	Do any of your processes include the use or storage of polychlorinated biphenyls (PCB)?	No
FOS1.2	Do your onsite-location services include a Clean Room?	No
FOS1.4	Do your onsite-location services include Waste Water or Solid Waste Treatment or Processing?	Yes
FOS1.5	Please describe: 1、生活废水：市排污管道排放 2、固体废物：A，一般固废，暂存转有资质供应商回收；B，危险废物，暂存交有资质（环保部门审批）供应商回收处理	
FOS1.6	Do you have an onsite Emergency Response team?	Yes
FOS1.7	Please describe: 由运营总监领导，各部门经理辅助，基层主管配合的兼职应急响应团队	
FOS1.10	Do your onsite-location services include a fire brigade?	No
FOS1.12	Do your onsite-location services include power generation?	No

FOS1.14	Do your onsite-location services include a hospital/infirmary? No
FOS1.16	Do your onsite-location services include a Crèche/Nursery? No
FOS1.18	Are there any other onsite-location services? No
FOS1.20	How many canteen/catering personnel does your facility have? 29
FOS1.21	Notes and Comments on any question in this section: (answer required, if none enter N/A) 保安、保洁、餐厅为外包服务
FOS1.22	Do you have any on-site combustion? (gas or coal-fired boilers, on-site electricity or steam generation, gas or coal-fired incinerators, etc.) No
FOS1.24	Do you use diesel fuel, gasoline, or propane in a vehicle fleet you own? No
FOS1.26	Does your facility have on-site service providers? Yes
FOS1.27	Please describe: 保安、保洁、餐厅

#### FLBR - Labor Risk Elements

FLBR1.1	What percentage of the workers employed at your facility have a written and signed employment agreement, offer letter or contract? 100%
FLBR1.1a	What percentage of these workers with contracts have contracts which are in their native language? 100%
FLBR1.1b	What percentage of these workers with contracts were provided before leaving their country of origin? 100%
FLBR1.2	What percentage of the workers employed at your facility are contract or dispatch workers? 0% - 5%
FLBR1.3	Does your facility use third-party workforce recruiters or labor agents in any way to provide foreign or migrant workers? N/A no foreign or migrant workers
FLBR1.4	Who pays the recruiting, hiring, transportation and other fees including any initial and ongoing fees such as transportation, testing, training, passports, levy's, etc.? Company/Facility
FLBR1.4a	Are all initial and ongoing fees related to recruiting hiring, transportation for transportation, testing, training, passports, levy's etc. which are paid by the foreign or local workers reimbursed by the company? Yes
FLBR1.6	Are any workers required to deposit money or to turn over / hand in valuables or their personal identity documents (example: passports) for the company to store? No
FLBR1.7	How are your employees paid?

Combination of the above

FLBR1.8	During the last 12 months, has your facility hired or utilized any young workers (under 18) or persons under an apprenticeship, internship, or as a student worker? No
FLBR1.10	Does your facility employ young workers (over the local legal minimum age but under 18)? No
FLBR1.11	What percentage of your total workforce is under 18? 0%
FLBR1.13	What are the average weekly work hours of the busiest workers in your facility? (please exclude employees working at supervisory/executive/ management or professional level) >48 - 60 hours
FLBR1.14	Do all your workers have regular rest days (at least one day off every seven-days)? Yes, as required by our policy
FLBR1.14a	Please attach your applicable policies <a href="#">RBA-027 Rev 4 工时和加班时间管理程序.doc</a>
FLBR1.15	Do all of your workers have regular breaks or are they allowed to rest when they choose during their working hours? Yes, as required by our policy
FLBR1.15a	Please attach your applicable policies <a href="#">RBA-027 Rev 4 工时和加班时间管理程序.doc</a>
FLBR1.16	On what basis do workers accept overtime work? Voluntary
FLBR1.17	Are the wages and benefits for ANY worker at your facility less than the legal minimums OR if there is no legal minimum is it less than industry standard? No
FLBR1.18	Are any of your workers paid according to a piece rate? No
FLBR1.19	Do you pay workers for overtime hours above the base wage rate? Yes
FLBR1.20	Do you have procedures to ensure that base wage, overtime, and other wages are calculated correctly, AND only lawful deductions are made? Yes
FLBR1.21	Are wage calculations clearly communicated to workers using a pay stub or similar documentation? Yes
FLBR1.22	Does your facility use fines or pay deductions as a disciplinary measure? No
FLBR1.23	Does your facility investigate causes of employee misconduct and apply such remedies as discussion, explanation, training, progressive discipline, etc.; before using job or grade demotion, suspension, or termination as a disciplinary method? No
FLBR1.24	Are workers permitted time off for medical needs? Yes
FLBR1.26	Do your facility's job postings include statements of non-discrimination and are they free from any criteria which would be discriminatory? Yes

FLBR1.27	Is your facility equipped with accommodations for Disabled persons (e.g. access to worksites, use of toilets, elevators, cafeteria, etc.)? Partial
FLBR1.28	Does your facility conduct medical testing of job applicants prior to hiring or promotions, other than for local legal requirements or routine drug tests? No
FLBR1.28a	Does your facility allow pregnancy or virginity testing of job applicants ? No
FLBR1.29	During the last 12 months, were any workers asked to leave the company, fired, moved to a lower paying job, or demoted due to medical or maternity leave? No
FLBR1.30	Are there any facility imposed restrictions or prohibitions, other than by the requirements of country or local laws, concerning workers creating or joining any labor organizations in your facility? No
FLBR1.31	Do workers at your facility participate democratically in the selection of representatives for labor organizations? Yes
FLBR1.32	During the last 12 months, were any workers disciplined or in any way penalized for joining, refusing to join, or quitting any organization? No
FLBR1.33	Do you have any of these types of labor organizations present: Independent Trade Union, Government Union, other external employee representation organization? Yes
FLBR1.34	Notes and Comments on any question in this section: (answer required, if none enter N/A) N/A
FLBR1.36	Who is responsible for safekeeping of travel documents (e.g. passport or visa) for foreign and migrant workers at your facility? All Workers hold their own
FLBR1.37	Prior to hiring and/or job offering does your facility require job applicants to provide or disclose ANY of the following: Ethnic Origin, Religion, Political Affiliation, Marital Status, Pregnancy Status, Sexual Orientation, Gender Identity and Expression, National Origin, Covered Veteran's Status, Protected Genetic Information, Medical History, Physical Disability, Union Membership Information? No
FLBR1.38	Does your facility allow workers the right to peaceful assembly? Yes
FLBR1.39	Does your facility allow employees to Bargain Collectively? Yes
FLBR1.40	Does your Facility have a Collective Bargaining Agreement in place? Yes

#### FLBC - Labor Control Elements

FLBC1.1	Is a management representative assigned responsibility for assuring and facilitating compliance with current LABOR laws, regulations and codes for this facility? Yes
FLBC1.2	Name of management representative: Nancy.Huang

FLBC1.3	Position or Title: Director of HR & Admin
FLBC1.4	Email: Nancy.Huang@amphenol-ast.com
FLBC1.5	Does your facility adhere to a written LABOR policy (or statement of commitment) endorsed by senior management that includes all the RBA Code LABOR elements: Freely Chosen Employment, Child Labor Avoidance, Working Hours, Wages & Benefits, Humane Treatment, No Violence, Non-Discrimination and Freedom of Association? Yes - includes ALL RBA Code LABOR elements
FLBC1.6	How will you make the LABOR policy available? Available in attachment form
FLBC1.7	Please attach the LABOR policy or statement of commitment: <a href="#">RBA责任商业联盟行为准则和企业社会责任原则.pdf</a>
FLBC1.10	Has your facility implemented a SUPPLIER code of conduct that covers LABOR standards including all the RBA Code LABOR elements: Freely Chosen Employment, Child Labor Avoidance, Working Hours, Wages & Benefits, Humane Treatment, Non-Discrimination, and Freedom of Association? Yes - includes ALL RBA Code LABOR elements
FLBC1.11	Do you place a contractual requirement on your SUPPLIERS (including labor agencies) to be in compliance with current LABOR laws, regulations, or codes of conduct? Yes
FLBC1.12	Has your facility implemented a policy stating that government issued identification and personal documentation are not to be held by the company? Policy states we do not hold any original documents
FLBC1.12a	Please attach your applicable policies <a href="#">RBA-011Rev.2 禁止强迫劳工管理程序.doc</a>
FLBC1.12b	If required by law to hold identification, has your facility implemented a procedure to return identification to workers immediately upon request? Not Applicable
FLBC1.13	Has your facility implemented a program to monitor your supply chain for forced or bonded labor (including debt bondage) or exploitative indentured labor, involuntary prison labor, slavery, or trafficking of persons? In Place
FLBC1.13a	Do you monitor your supply chain for the use of any workers that are seeking asylum? Yes
FLBC1.13b	Please provide information about the nationality of the asylum seeking workers 目前没有
FLBC1.14	Has your facility implemented a policy and procedure allowing workers to resign without penalty after giving no more than 30 days notice? Yes
FLBC1.15	Do you review or require copies of documentation from workers to verify that they are of Legal working age before they begin work? Yes
FLBC1.16	Does your facility have a system or documented procedure for discovering workers that may be below minimum age and taking corrective actions (Including policy to assist underage workers found working in the facility)? In Place



FLBC1.17	Is there a policy and procedure in place at your facility to ensure access to educational needs for workers below the age for compulsory education?
	Yes
FLBC1.18	Has your facility implemented a policy prohibiting the employment of workers under the age of 15 (or older per your or your customers local regulatory requirements)?
	Yes
FLBC1.19	Has your facility implemented a system and/or documented procedure to verify that your suppliers do not use under-age workers under the age of 15 (or older per your or your customers or regulatory requirements)?
	In Place
FLBC1.20	Does your facility place a limit on the number of hours that workers can work for the following: Per Day / Week / Month?
	Yes - ALL (day, week and month)
FLBC1.21	Is there a policy on legal regular hours, overtime, and facility working hours that is communicated to all workers?
	Yes
FLBC1.21a	Please attach your applicable policies <a href="#">RBA-027 Rev 4 工时和加班时间管理程序.doc</a>
FLBC1.22	Do you have a process to track and act accordingly when workers are approaching the legal working hour limits or 60 hours/week (whichever is lower)?
	Yes track and review with HR or Management for all workers
FLBC1.23	Are records on workers' regular and overtime working hours kept on a daily basis and retained for at least 12 months?
	Yes
FLBC1.24	Do your workers review for accuracy and approve the hours they worked for each pay period in the native language(s) of the workers or language(s) which the workers understand
	Yes
FLBC1.25	Do you provide all workers upon hire in a language(s) that they can easily understand, a written description of employment policies including: method for calculating wages, terms of payment and government deductions, employer-provided housing and meals, and disciplinary fines?
	Yes
FLBC1.26	Do you have a method for establishing worker wages to be based on the type of work, consistent with market wages, and compliant with the legal minimum wage?
	In Place
FLBC1.27	Do you have procedures to ensure that payment to workers and government programs is not delayed or withheld AND proof of payment records are maintained?
	Yes
FLBC1.28	Do you have procedures for verifying and continually monitoring the workforce recruiter's or employment agencies'™ compliance to ensure that they are not charging or deducting fees from workers, not holding passports, providing safe housing where applicable, and wages and deductions conform to local and national laws?
	In Place
FLBC1.29	Has your facility implemented and does it communicate in the native language(s) of the workers or language(s) which the workers understand, policies that describe acceptable worker conduct, expectations, and disciplinary measures where those principles are not complied with?
	Yes

FLBC1.29a	Do you have a policy that prohibits contract substitution or change(s) allowed in the employment agreement upon arrival in the receiving country unless these changes are made to meet local law and provide equal or better terms?
	Yes
FLBC1.30	Are managers and supervisors trained on the acceptable worker practices and disciplinary measures?
	Yes
FLBC1.31	If employees or workers violate company policies, does your facility management have a procedure for issuing warnings to them, taking a progressive approach?
	Yes
FLBC1.32	Has your facility implemented procedures for prevention of harassment, coercion, threatening behavior, physical abuse or punishment, sexual abuse, violence (including gender-based violence), or verbal abuse towards workers?
	In Place
FLBC1.33	Does your facility have a process for workers to confidentially report cases of harassment, coercion, threatening behavior, physical punishment or abuse, sexual or verbal abuse and are these recorded and investigated?
	In Place
FLBC1.35	Are records kept and periodically reviewed to confirm adherence to these guidelines?
	Yes
FLBC1.36	Do you communicate and conduct training on non-discrimination guidelines to all workers, supervisors, and managers?
	Yes
FLBC1.37	Is there a policy permitting employees to perform religious obligations without restriction AND is it practiced / allowed?
	Yes
FLBC1.38	Other than through a labor organization, does your facility have an active ongoing process for workers to communicate openly with each other and with management regarding their collective views and interests?
	In Place
FLBC1.39	Is there a policy, that is communicated and trained on, stating that workers at your facility are free to join labor organizations or trade unions or other collective bargaining organizations of their choice, where country or local laws do not prohibit it?
	Yes
FLBC1.40	Is there a policy in place prohibiting the facility from interfering with or attempting to control the labor organization or trade union in any way?
	Yes
FLBC1.41	Are workers informed if they are automatically enrolled in a labor organization or trade union?
	Yes
FLBC1.42	Notes and Comments on any question in this section: (answer required, if none enter N/A)
	N/A
FLBC1.43	Do you have written policies and guidelines to prevent discrimination in hiring, promotion, equal pay, benefits, and training based on race, color, age, gender, sexual orientation, gender identity and expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, covered veteran status, protected genetic information or marital status?
	Yes, we cover all of these in our policies
FLBC1.20a	Is all overtime (outside of the Collective Bargaining Agreement or CBA) voluntary?
	Yes

FLBM - Labor Management Systems	
FLBM1.1	Does your facility utilize a management systems approach (including policies, programs, procedures, and review processes) to assure proper management of LABOR practices? Management System in place but not 3rd party certified
FLBM1.4	On what system or standard is it modeled? RBA管理体系
FLBM1.5	To what extent are your LABOR management system(s) documented? All elements documented
FLBM1.6	When was the most recent LABOR management systems reviewed for current status and possible improvement opportunities? Within the past 12 months
FLBM1.7	Does your facility monitor LABOR laws and regulations that apply to your facility? Yes
FLBM1.8	Does your facility have written performance objectives for LABOR practices, including metrics and targets with implementation plans for achieving those objectives? Yes
FLBM1.9	When did your facility review performance against LABOR objectives and targets? Within the past 12 months
FLBM1.10	When did your facility conduct a risk assessment to identify (including root cause determination), prioritize, and mitigate the potential LABOR risks associated with your operations and activities? Within the past 12 months
FLBM1.11	When did your facility conduct an audit of LABOR practices in order to assess conformance with regulatory requirements, internal facility requirements, appropriate external codes of conduct and other requirements? Within the past 12 months
FLBM1.12	Are LABOR records maintained according to a documented record retention schedule that aligns with applicable regulations and company policy? Yes
FLBM1.13	When was the last training of ALL employees on acceptable LABOR practices in a language(s) all workers can easily understand? Within the past 12 months
FLBM1.14	Has your facility implemented a program to assess risks and manage the identified risks relating to the LABOR practices of your SUPPLIERS (including any contractors or labor agents)? In Place
FLBM1.15	Is information about the facility LABOR performance practices and expectations communicated to workers, customers, and suppliers? Yes
FLBM1.17	Notes and Comments on any question in this section: (answer required, if none enter N/A) N/A
FLBM1.18	When was the last time your facility received a LABOR practices audit or assessment by a customer or other external organization at this facility? Within the past 12 months
FLBM1.19	Has your company identified a senior executive and company representatives to ensure implementation of your LABOR policy and achievement of LABOR objectives? Yes

FHSR - Health & Safety Risk Elements	
FHSR1.1	During the past 3 years, has the facility received a notification of, been prosecuted, or cited for any HEALTH and SAFETY violations resulting in penalties or corrective actions mandated by a court or government authority? No
FHSR1.3	Are all required permits, licenses and required testing for HEALTH and SAFETY In Place and current? Yes all current
FHSR1.4	Does the potential exist that your workers come in contact with flammable or corrosive substances, chemical or biological agents, harmful emissions or lasers? Yes
FHSR1.4a	How many production workers handle GHS classified hazardous chemicals (Physical and Health) for operations or production (e.g. exclude lab use)? 无
FHSR1.4b	List the ingredient names and Chemical Abstracts Service (CAS) Registry Numbers. 无
FHSR1.6	Does the potential exist for your workers to come in direct contact with unprotected energized electrical circuits? No
FHSR1.7	Do your workers need to work on or around high-pressure vessels, powered industrial vehicles or dangerous machinery? Yes
FHSR1.8	Does the potential exist for your workers to enter a confined space (an area whose enclosed conditions and limited access would make an emergency exit difficult)? No
FHSR1.9	Does the potential exist for workers to be working from heights? No
FHSR1.10	Are all your permits, test reports, certificates and licenses related to Occupational Safety and Machine Safeguarding current and in full compliance? Yes
FHSR1.11	Are the emergency exits clearly and properly marked, maintained, unlocked, and free from blockage at all times? Yes
FHSR1.12	Has your facility installed and maintained effective emergency detection and alarm systems to address all building areas? Yes
FHSR1.13	Are all emergency supplies placed in proper locations at the facility for immediate use? Yes
FHSR1.14	During the last 12 months, were there any fires, explosions, industrial accidents, hazardous releases outside of secondary containment at your facility that resulted in serious injury, fatality, environmental releases, or property damage? No
FHSR1.16	Do you have operations in a multi story building? Yes
FHSR1.17	Is there a warehouse, manufacturing assembly, or storage of any kind above the ground floor? Yes

FHSR1.17a	Is there manufacturing assembly, manufacturing machinery or heavy storage of any kind above the ground floor level ?	No
FHSR1.18	Are any of your workers performing physically demanding work?	Yes
FHSR1.19	Does your facility have a program, providing appropriate tools and equipment, etc., to control worker exposure to physically demanding work to prevent work-related INJURIES?	Yes
FHSR1.20	Does your facility have written guidance that defines and classifies different types of work-related INJURIES or ILLNESSES?	Yes
FHSR1.22	In the last 12 months did any work-related INJURIES/ILLNESSES occur at your facility?	No
FHSR1.23	In the last 12 months did any work-related FATALITIES occur at your facility?	No
FHSR1.24	Does your facility provide housing for its workers (dormitory or worker housing, hostels, apartments or any other form of living quarters) directly or through the government, a labor agent, contractor or other 3rd party?	No housing or living quarters are provided
FHSR1.37	Does your facility provide or contract for canteen services for workers?	No
FHSR1.43	Notes and Comments on any question in this section: (answer required, if none enter N/A)	N/A
FHSR1.44	Does the potential exist for your workers to be exposed to extreme temperatures?	No
FHSR1.45	Does the potential exist for your workers to be exposed to extreme noise?	No

#### FHSC - Health & Safety Control Elements

FHSC1.1	Is a management representative at this facility assigned responsibility for assuring compliance with current HEALTH and SAFETY laws, regulations and codes?	Yes
FHSC1.2	Name of management representative:	Eric Wang
FHSC1.3	Position or Title:	Operation Director
FHSC1.4	Email:	Eric.Wang@amphenol-ast.com
FHSC1.5	Has your facility implemented written HEALTH & SAFETY policies and procedures which is endorsed by senior management that includes all the RBACode HEALTH & SAFETY elements: Occupational Safety; Emergency Preparedness; Occupational Injury and Illness; Industrial Hygiene; Physically Demanding Work; Machine Safeguarding; Sanitation, Food and Housing?	Yes - includes ALL RBA Code HEALTH & SAFETY elements
FHSC1.6	Are your HEALTH and SAFETY policies and procedures posted and communicated clearly to workers in the language(s) understood by the workers?	Yes

FHSC1.7	How will you make the HEALTH and SAFETY policies available? Available in attachment form
FHSC1.8	Please attach your HEALTH and SAFETY policies: <a href="#"> RBA-019 Rev1RBA责任商业联盟行为准则和企业社会责任原则.pdf (EHS Policy)环境健康安全管理制度.doc</a>
FHSC1.11	Has your facility implemented a SUPPLIER code of conduct that covers HEALTH & SAFETY standards including all the RBA Code HEALTH & SAFETY elements: Occupational Safety; Emergency Preparedness; Occupational Injury and Illness; Industrial Hygiene; Physically Demanding Work; Machine Safeguarding; Sanitation, Food and Housing, Health and Safety Communication? Yes - includes ALL RBA Code HEALTH & SAFETY elements
FHSC1.11a	Do you have an ongoing process to identify, assess and control potential worker exposure to safety hazards (e.g. chemical, electrical and other energy sources, fire, vehicles, and fall hazards)? Yes
FHSC1.11b	Does it follow the Hierachy of Controls approach to focus first on proper design, then engineering and finally administrative controls (including PPE), preventative maintenance and safe work procedures (including lockout/tag out)? Yes
FHSC1.12	Do you place a contractual requirement on your SUPPLIERS (including any contractors or labor agents) to be in compliance with current HEALTH and SAFETY laws, regulations, or codes of conduct? Yes
FHSC1.16	You noted that your workers need to work on or around high-pressure vessels, powered industrial vehicles, or dangerous machinery. Do you have documented and implemented procedures in place for safeguarding workers from potential hazards related to ALL of the conditions occurring at your facility? Yes
FHSC1.19	Do you provide mandatory occupational and process safety instructions to workers, including operating machines safely, proper machine maintenance, materials handling, understanding MSDS / SDS (Material Safety Data Sheets) in a language that all workers can easily understand? Yes
FHSC1.20	Has your facility identified, assessed, and implemented preparedness systems/procedures for potential emergencies such as process failures, accidents, storms, floods, or other events that could pose a threat to workers, the community, and the environment? Yes
FHSC1.21	Are all employees instructed in a way they can understand on how to respond in case of fire or other emergencies including an annual drill of all shifts in all buildings? Yes
FHSC1.22	Is your facility equipped with fire and or chemical emergency detection and suppression system? Yes
FHSC1.23	Are fire and emergency instructions for workers posted in convenient locations at the facility in a language(s) that all workers can easily understand? Yes
FHSC1.24	Does your management encourage workers to report all work-related INJURIES or ILLNESSES? Yes
FHSC1.25	Are there properly trained and equipped medical emergency responders at your facility? Yes

FHSC1.26	Does your facility have a program to provide regular medical examinations for workers to detect any symptoms of work-related ILLNESSES or INJURIES?
	Yes
FHSC1.30	Does your facility utilize or have on site HEALTH and SAFETY technical specialists such as industrial hygienists?
	No
FHSC1.32	Notes and Comments on any question in this section: (answer required, if none enter N/A)
	N/A
FHSC1.33	You noted that the potential exists for your workers to be exposed to flammable or corrosive substances, biological agents, lasers or harmful emissions. Does your facility provide adequately maintained engineering controls AND is Personal Protective Equipment (PPE) provided for free to these workers and is it in good working condition?
	Yes, properly maintained engineering controls are in place AND PPE is provided for free to these workers and is in good working condition
FHSC1.24a	Does your management encourage workers to report all concerns without fear of retaliation?
	Yes

### FHSM - Health & Safety Management Systems

FHSM1.1	Does your facility utilize a management systems approach (including policies, programs, procedures, and review processes) to assure proper management of HEALTH and SAFETY practices?
	Management System is 3rd party certified
FHSM1.2	Please name, explain or describe the type of certificate and certifying body:
	ISO45001:2018 认证机构 : DNV
FHSM1.3	Expiration Date:
	05/23/2025
FHSM1.3a	Please attach your applicable certification
	<a href="#">ISO45001 New.pdf</a>
FHSM1.13a	When is initial training provided to ALL employees on acceptable HEALTH and SAFETY practices in a language(s) all workers can easily understand?
	Prior to the beginning of beginning a new role or job
FHSM1.15	Does your facility communicate information about its HEALTH and SAFETY performance practices and expectations to external groups?
	Yes
FHSM1.17	Notes and Comments on any question in this section: (answer required, if none enter N/A)
	N/A
FHSM1.18	When was the last time your facility received a HEALTH and SAFETY practices audit or assessment by a customer or other external organization at this facility?
	Within the past 12 months
FHSM1.19	Has your company identified a senior executive and company representatives to ensure implementation of your HEALTH and SAFETY policy and achievement of HEALTH and SAFETY objectives?
	Yes

### FENR - Environmental Risk Elements

FENR1.1	During the past 3 years, has the facility received a notification of, been prosecuted, or cited for any ENVIRONMENTAL violations resulting in penalties or corrective actions mandated by a court or government authority?	No
FENR1.2	Does your facility perform activities or handle materials that require an environmental permit (i.e., wastewater, hazardous waste, air emissions, treatment, storage, disposal, etc.)?	Yes
FENR1.2a	During the last 12 months, was your facility required to self-disclose exceedances or excursions to a government agency? (i.e., wastewater, hazardous waste, air emissions, treatment, storage, disposal, etc.)?	No
FENR1.3	During the last 12 months, was your facility cited or warned by a government agency regarding regulatory or permit/license non-compliance?	No
FENR1.5	Does your facility store and/or use hazardous materials (flammable, corrosive, toxic, reactive, etc.) for any reason?	Yes
FENR1.5a	Does your facility store and/or use Globally Harmonized System of Classification and Labelling of Chemicals (GHS) classified hazardous chemicals (Physical and Health) for operations or production (e.g. exclude lab use)?	No
FENR1.5b	Does your facility ship, by transportation, any dangerous goods that are listed or regulated as a hazardous material by the International Civil Aviation Organization (ICAO) or International Maritime Dangerous Goods (IMDG) Code?	No
FENR1.6	Does your facility use any hazardous materials in volumes that require storage or use permits?	No
FENR1.11	Does your facility generate hazardous wastes in volumes that require storage or use permits?	No
FENR1.16	What type of wastewater is generated at your facility?	Sanitary
FENR1.17	Does your facility treat wastewater onsite in any way?	No
FENR1.18	In the last 2 years, did you receive any notice of violation from authorities regarding waste water treatment, discharge or release?	No
FENR1.19	Does your facility dispose of non-hazardous waste at your facility?	No
FENR1.20	Does your facility dispose of non-hazardous waste at a public non-hazardous waste facility?	No
FENR1.21	Does your facility dispose of non-hazardous waste using properly licensed third party waste management / disposal firms, approved by local authorities?	Yes
FENR1.22	How does your facility handle excess or obsolete non-hazardous materials and/or parts?	Send/sell to recycler
FENR1.23	Does your facility generate air emissions?	



	Yes
FENR1.23a	Does your facility use/track/label Ozone Depleting Substances? No
FENR1.24	Are all air emissions currently within the regulated discharge limits? Yes
FENR1.25	Are all noise levels at the facility currently within regulatory limits? Yes
FENR1.26	Has your facility implemented programs and/or procedures to phase out controlled materials from its product within a specified time period, consistent with international legislation on restriction of hazardous substances? Yes
FENR1.27	During the last 12 months, have any of your facility's products been rejected by the buyer or banned from any market as a result of the use of controlled materials? No
FENR1.29	Has your facility implemented programs and/or procedures to assure proper information disclosure for your products, including material composition and product safety information? Yes
FENR1.30	Does your facility have a program to facilitate recovery of discarded products, components, or materials at the end of their useful life (product take-back)? Yes
FENR1.31	Notes and Comments on any question in this section: (answer required, if none enter N/A) N/A
FENR1.32	Does your facility release any Chlorofluorocarbons (CFCs), Sulfur Hexafluoride (SF6) or other significant non-hydrocarbon greenhouse gas emissions from your facility? No
FENR1.33	Does your facility store and/or use any substances listed in the Annexes of the Montreal Protocol or GHS Category 1 Hazardous to the Ozone Layer? No

<b>FENC - Environmental Control Elements</b>	
FENC1.1	Is a management representative at this facility assigned responsibility for assuring and facilitating compliance with current ENVIRONMENTAL laws, regulations and codes? Yes
FENC1.2	Name of management representative: Nancy Huang
FENC1.3	Position or Title: Director of HR & Admin
FENC1.4	Email: Nancy.Huang@amphenol-ast.com
FENC1.5	Does your facility adhere to a written ENVIRONMENTAL policy (or statement of commitment) endorsed by senior management that includes all the RBA Code ENVIRONMENTAL elements: Environmental Permits & Reporting; Pollution Prevention and Resource Reduction; Hazardous Substances; Solid Waste; Air Emissions; Materials Restrictions, Water Management, and Energy Consumption and Greenhouse Gas Emissions? Yes - includes ALL RBA Code ENVIRONMENTAL elements

FENC1.6	Are your ENVIRONMENTAL policies and procedures communicated clearly to workers in a language(s) that all workers can easily understand?
	Yes
FENC1.7	How will you make the ENVIRONMENTAL policy available?
	Available in attachment form
FENC1.8	Please attach your ENVIRONMENTAL policy:
	<a href="#"> (EHS Policy)环境健康安全管理制度.doc</a>
FENC1.11	Has your facility implemented a SUPPLIER code of conduct that covers ENVIRONMENTAL standards including all the RBA Code ENVIRONMENTAL elements: Environmental Permits & Reporting; Pollution Prevention and Resource Reduction; Hazardous Substances; Solid Waste; Air Emissions; Materials Restrictions, Water Management, and Energy Consumption and Greenhouse Gas Emissions?
	Yes - includes ALL RBA Code ENVIRONMENTAL elements
FENC1.12	Do you place a contractual requirement on your SUPPLIERS (including contractors) to be in compliance with current ENVIRONMENTAL laws, regulations, or codes of conduct?
	Yes
FENC1.13	Does your facility have a program and/or procedures for obtaining environmental permits/approvals and managing compliance with the permit requirements?
	Yes
FENC1.14	Are your facility operations currently in compliance with all local and national monitoring, reporting, and permit/approval requirements?
	Yes
FENC1.15	Does your facility have a program and/or procedures including record keeping and metrics to systematically reduce or eliminate pollution and waste in your operations?
	Yes
FENC1.16	Does your facility have a program and/or procedures including record keeping and metrics to systematically track and reduce the use of energy, water, and other resources in your operations?
	Yes
FENC1.16a	Do you have a program to track and reduce or eliminate the use of natural resources, including water fossil fuels, minerals and virgin forest products?
	Yes
FENC1.17	You noted that your facility stores and/or uses hazardous materials. When did the workers who handle hazardous materials last receive the appropriate training?
	Within the past 12 months
FENC1.21	Does your facility have a program and/or procedures for management of non-hazardous waste (e.g. office waste, trash), including collection, separation, disposal, and/or recycling?
	In Place
FENC1.22	You noted that your facility generates air emissions. Does your facility have a process to identify, characterize, monitor and control all air emissions from your facility in accordance with country/local regulations?
	Yes
FENC1.23	You noted that your facility generates air emissions. Are engineering controls (oxidizer, scrubber, precipitator, etc.) required for any reason to safely manage air emissions from your facility?
	Yes
FENC1.24	Please specify the controls you use:
	废气集中收集，高空排放
FENC1.25	Do you have a preventive maintenance schedule to ensure proper operation of air emission controls?

	Yes
FENC1.27	Has your facility implemented programs and/or procedures to determine the quantities of controlled materials (e.g. lead, mercury, cadmium, CFCs, flame retardants) in your products and any material you purchase (to be compliant with regulatory and customer requirements)?
	Yes
FENC1.27a	Do you have a program to track and document all relevant Scope 1 and Scope 2 emissions?
	Yes
FENC1.27b	Do you have a program to reduce or eliminate emissions and discharges of pollutants and generation of waste?
	Yes
FENC1.28	Does your facility utilize or have on site ENVIRONMENTAL technical specialists such as pollution control or waste management engineers?
	No
FENC1.30	Has your facility implemented programs and/or procedures to ensure that your SUPPLIERS are in compliance with product content restrictions?
	Yes
FENC1.31	Notes and Comments on any question in this section: (answer required, if none enter N/A)
	N/A
FENC1.32	Does your facility have a stormwater management plan in place to prevent stormwater contamination from chemicals and other materials used at your facility?
	In Place
FENC1.33	Does your facility have a program to inventory, reduce, and report the emissions of Scopes 1 and 2 greenhouse gasses (GHGs) from your operations?
	In Place
FENC1.33a	Does your facility have access to a corporate wide GHG reduction goal which included a program to inventory, reduce, and report the emissions publicly?
	Yes
FENC1.33b	Please provide a copy of the Corporate wide GHG reduction plan <a href="#">sustainability-report2021.pdf</a>
FENC1.34	Does your facility translate energy use into greenhouse gas emissions at the facility level?
	Yes

### FENM - Environmental Management Systems

FENM1.1	Does your facility utilize a management systems approach (including policies, programs, procedures, and review processes) to assure proper management of ENVIRONMENTAL practices? Management System is 3rd party certified
FENM1.2	Please name, explain or describe the type of certificate and certifying body: ISO14001 : 2015 认证机构 : DNV
FENM1.3	Expiration date: 05/23/2025
FENM1.3a	Please attach your applicable certification <a href="#">ISO14001 New.pdf</a>
FENM1.15	Does your facility communicate information about its ENVIRONMENTAL performance practices and expectations to external groups? Yes
FENM1.17	Notes and Comments on any question in this section: (answer required, if none enter N/A)

N/A

FENM1.18

When was the last time your facility received an ENVIRONMENTAL practices audit or assessment by a customer or other external organization at this facility?

Within the past 12 months

FENM1.19

Has your company identified a senior executive and company representatives to ensure implementation of your ENVIRONMENTAL policy and achievement of ENVIRONMENTAL objectives?

Yes

#### FETR - Ethics Risk Elements

FETR1.1

During the past 3 years, has the facility been prosecuted or cited for labor or ETHICS violations resulting in penalties or corrective actions mandated by a court or government authority?

No

FETR1.2

During the last 12 months, how many confidential notifications regarding ethical or legal violations were investigated at your facility?

0.0

FETR1.3

Does your company agree to not pay or give anything of value to any government official or 3rd party for the purpose of improperly influencing any official decision or process?

Yes

FETR1.4

Do you have a system in place to allow anonymous reporting of Ethical concerns or Ethics Violations concerns?

Yes

FETR1.5

Has your facility implemented a process for independently investigating reports of ethical or legal misconduct and for taking disciplinary actions?

In Place

FETR1.6

Is management held accountable for labor, ethics, environmental, and health & safety in the facility?

Yes

FETR1.7

Notes and Comments on any question in this section: (answer required, if none enter N/A)

N/A

FETR1.8

Does your company agree to not offer, give, or accept anything of value to obtain or retain business or influence a decision?

Yes

#### FETC - Ethics Control Elements

FETC1.1

Is a management representative or an ethics and compliance officer assigned responsibility for assuring and facilitating compliance with current business ETHICS laws, regulations and codes (e.g. bribery, corruption, etc.) for this facility?

Yes

FETC1.2

Name of management representative:

Nancy Huang

FETC1.3

Position or Title:

Director of HR & Admin

FETC1.4

Email:

Nancy.Huang@amphenol-ast.com

FETC1.5	<p>Has your facility implemented a written ETHICS code of conduct or business integrity policy which is endorsed by senior management that includes all the RBA Code of Conduct ETHICS elements: Business Integrity, Prohibition of payment of Bribes, Extortion and Embezzlement; Disclosure of Information; Intellectual Property; Fair Business, Advertising and Competition; Protection of Identity and Non-Retaliation; Responsible Sourcing of Minerals; Privacy ?</p> <p>Yes - includes ALL RBA Code of conduct ETHICS elements</p>
FETC1.5a	<p>Please attach your applicable policies</p> <p><a href="#">RBA-025 Rev.0 道德规范和行为标准.doc</a></p>
FETC1.6	<p>Are your ETHICS policies and procedures communicated clearly to workers in a language(s) that all workers can easily understand?</p> <p>Yes</p>
FETC1.7	<p>How will you make the ETHICS policy available?</p> <p>Available in attachment form</p>
FETC1.8	<p>Please attach the ETHICS or business integrity policy:</p> <p><a href="#">RBA-019 Rev1RBA责任商业联盟行为准则和企业社会责任原则.pdf</a><a href="#">RBA-025 Rev.0 道德规范和行为标准.doc</a></p>
FETC1.11	<p>Has your facility implemented a SUPPLIER code of conduct that covers ETHICS standards including all the RBA Code of Conduct ETHICS elements: Prohibition of payment of Bribes, Extortion and Embezzlement; Disclosure of Information; Intellectual Property (including using software license compliance); Fair Business, Advertising and Competition; Protection of Identity and Non-Retaliation; Responsible Sourcing of Minerals; Privacy?</p> <p>Yes - includes ALL RBA Code ETHICS elements</p>
FETC1.12	<p>Do you place contractual requirements on your SUPPLIERS (including any contractors or labor agencies) to be in compliance with current ETHICS laws, regulations, or codes of conduct?</p> <p>Yes</p>
FETC1.13	<p>Has your facility implemented a program and/or procedures to uphold all of the RBA Code of Conduct ETHICS elements: Business Integrity (corruption, extortion, embezzlement, conflict of interest); No Improper Advantage (bribery, excessive gift-giving); Disclosure of Information; Intellectual Property (including software compliance license compliance), Fair Business, Advertising and Competition; Protection of Identity and Non-Retaliation, Responsible Sourcing of Minerals; Privacy?</p> <p>Yes - includes ALL RBA Code ETHICS elements</p>
FETC1.15	<p>Does your facility have a program and/or procedures to detect, eliminate, and prohibit situations in which managers or workers have a potential conflict between the company's interests and their own?</p> <p>In Place</p>
FETC1.16	<p>Has your facility implemented a program and/or procedures to ensure accurate disclosure of information regarding business activities, structure, financial situation, and performance in accordance with applicable regulations?</p> <p>In Place</p>
FETC1.17	<p>Does a program and/or procedures exist to assure non-disclosure of sensitive or confidential information about customers, channel partners, suppliers, workers, and other business partners as required by law or your contracts with the listed parties?</p> <p>In Place</p>
FETC1.18	<p>Has your facility implemented a program and/or procedures to ensure that required standards of fair business, including advertising and competitive marketing, are upheld?</p> <p>In Place</p>
FETC1.19	<p>Has your facility implemented a written procedure for workers to report about discrimination, ethical violations, harsh treatment, or other issues without threat of reprisals?</p> <p>In Place</p>

FETC1.20	Has your facility implemented a program and/or procedures to allow workers to submit grievances anonymously if they so choose and protect the identity of workers that report suspected cases of ethical or legal misconduct? In Place
FETC1.21	Has your facility implemented programs/procedures to uphold RBA Code of Conduct ETHICS elements on suppliers, contractors, or agents representing the facility: Business Integrity; No Improper Advantage; Disclosure of Information; Intellectual Property, Fair Business, Advertising, and Competition; Protection of Identity and Non-Retaliation; Responsible Sourcing of Minerals; Privacy ? Yes - Includes ALL RBA Code ETHICS elements
FETC1.22	Are the cases tracked and then results shared with workers at a summary level (without disclosing individuals involved)? Yes
FETC1.23	Is there active ongoing communications to employees on key ETHICS topics and the code of conduct or business integrity policy to all employees in a language(s) all workers can easily understand? Yes
FETC1.24	How often does your facility provide formal training to employees on business ETHICS which includes training on all items in the code of conduct or business integrity policy and how to prevent and detect corruption in a language(s) all workers can easily understand? At least every year
FETC1.25	Who attends the training? ALL Employees
FETC1.26	Is there targeted ETHICS training for new hires within the first 90 days? Yes
FETC1.27	Do your employees verify compliance to the Code or ETHICS policy? Yes - ALL employees
FETC1.28	Is there a survey/process for understanding whether employees feel safe in raising labor, ethics, environmental, health & safety concerns in the facility? Yes
FETC1.28a	Is there an ongoing processes, including grievance mechanism, to assess employees' understanding of and obtain feedback on or violations against practices and conditions covered by the facility Code of Conduct and/or policies and agreements? Yes
FETC1.29	Notes and Comments on any question in this section: (answer required, if none enter N/A) N/A
FETC1.21a	Has your facility adopted a policy to exercise due diligence on the source and chain of custody of the tantalum, tin, tungsten, and gold (3TG) in the products you manufacture? Yes

#### FETM - Ethics Management Systems

FETM1.1	Does your facility utilize a management systems approach (including policies, programs, procedures, and review processes) to assure proper management of ETHICS practices? Management System is in place but not 3rd party certified
FETM1.4	On what system or standard is it modeled? RBA管理体系
FETM1.5	To what extent are your ETHICS management system(s) documented? All elements documented

FETM1.6	When was the most recent ETHICS management systems reviewed for current status and possible improvement opportunities? Within the past 12 months
FETM1.7	Does your facility monitor ETHICS laws and regulations that apply to your facility? Yes
FETM1.8	Does your facility have written performance objectives for ETHICS practices, including metrics and targets with implementation plans for achieving those objectives? Yes
FETM1.9	When did your facility review performance against ETHICS objectives and targets? Within the past 12 months
FETM1.10	When did your facility conduct a risk assessment process to identify (including root cause determination), prioritize, and mitigate the potential Business ETHICS risks associated with your operations and activities including conformance with regulatory and legal requirements? Within the past 12 months
FETM1.11	When did your facility conduct an audit of ETHICS practices in order to assess conformance with regulatory, internal requirements, appropriate external codes of conduct and other requirements? Within the past 12 months
FETM1.12	Are ETHICS records maintained according to a documented record retention schedule that aligns with applicable regulations and company policy? Yes
FETM1.13	When was the last training of ALL employees on acceptable ETHICS practices in a language(s) all workers can easily understand? Within the past 12 months
FETM1.14	Has your facility implemented a program to assess risks and manage the identified risks relating to the ETHICS practices of your SUPPLIERS (including any contractors or labor agencies)? In Place
FETM1.15	Is information about the facility ETHICS performance, practices and expectations communicated to workers, customers and suppliers? Yes
FETM1.17	Notes and Comments on any question in this section: (answer required, if none enter N/A) N/A
FETM1.18	When was the last time your facility received an ETHICS practices audit or assessment by a customer or other external organization at this facility? Within the past 12 months
FETM1.19	Has your company identified a senior executive and company representatives to ensure implementation of your ETHICS policy and achievement of ETHICS objectives? Yes