



## **Modern Slavery and Trafficking Statement 2020**

The U.K. Modern Slavery Act of 2015 (the "Act") requires commercial organizations that supply goods or services in the U.K. and which have a total annual turnover above a certain threshold to publish a slavery and human trafficking statement each financial year. This statement describes the actions taken by CINCON Electronics, Inc. and its subsidiaries during the fiscal year to prevent modern slavery and human trafficking in our business and supply chain.

### **Organization Structure and Business and Operations**

CINCON founded in 1991, is a professional power supply design and manufacturing company headquartered in Changhua, Taiwan. We have subsidiaries in China and sales offices in the Americas and Europe. Our products are sold worldwide. CINCON's business categories include DC/DC Converter, AC/DC Switching Power Supply and LED Power Supply. CINCON has over 300 major suppliers. CINCON's suppliers provide production-related direct materials or non-production-related indirect materials.

### **Policy and Code of Conduct**

CINCON Code of Conduct (the "Code") and the CINCON Employment Policy (the "Policy") apply to our own operation and cover the entire CINCON globally. The Code and Policy provides specific standards on human rights as well as customer expectations. Our Policy references Labor Standards Act and the Universal Declaration of Human Rights and International Labor Office Tripartite Declaration of Principles and OECD Guidelines for Multinational Enterprise to reflect that CINCON's compliance with the international labor and human rights standards.

### **The Main Commitments of CINCON are:**

- To comply with applicable labor or employment laws and international standards
- To prohibit any form of harassment and inhumane treatment
- To ensure that employees can voluntarily leave the company within a reasonable period after giving notice
- To prohibit hiring forced labor or child labor, all jobs shall be taken voluntarily



To hire employees based on capabilities with non-discrimination

To establish a management mechanism for working hours in line with labor laws and regulations

To provide employee compensation and benefits to meet the applicable laws, including minimum wages, holidays with pay and welfare provided in the law

### **Risk Management Processes and Due Diligence Processes**

In order to initiatives to identify and mitigate the risk of modern slavery, CINCON carries out appropriate due diligence to assert CINCON's respect for human rights and opposition to human trafficking.

During new hire orientation and training, all recently-hired employees receive the message. According to the Ministry of Labor's guidance on our own operations, we review and pass internal review every year.

Using questionnaire surveys to analyze suppliers' current situation in relation to corporate governance, environment, and social factors.

### **Training**

It is important to us that our employees are aware of the modern slavery issues and support CINCON's value. Every CINCON new employee is required to accept the Code and Sexual Harassment Prevention learning. Such training helps employees to raise awareness and improve their understanding on human rights issues.

### **Future Plan**

Using modern slavery Act as a benchmark, we are committed to following and pursuing better management.

Strengthen human rights management practices.

Strengthen closer coordination with the supply chain to review and implement human rights management.

A handwritten signature in cursive script that reads "Jack Yen".

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Jack Yen

Chief Executive Officer