

供应商行为准则声明 Supplier Code of Conduct Declaration

本准则描述了社会责任和环境管理活动要求，适用于杭州君维化工有限公司（简称君维）的所有供应商。君维致力于遵守商业道德和诚信方面的高标准，期望所有供应商遵守类似的良好工作标准、商业道德和为环境保护付出努力。

This code describes the requirements for social responsibility and environmental management activities and applies to all suppliers of Junwee Chemical Co., Ltd. (referred to as Junwee). Junwee is committed to high standards of business ethics and integrity; it expects all suppliers to adhere to common working standards, business ethics and make efforts for environmental protection.

1. 守法诚信经营

Law-abiding, Credibility

供应商承诺将公平、诚信地对待利益相关者，并遵守全部适用的法律法规。

The supplier is committed to act fairly and with integrity toward its stakeholders and shall comply with all applicable regulations and laws.

2. 保护隐私和信息安全

Privacy protection and information security

在适用法律的范围内，供应商承诺对从贸易交往和商业中获取的所有信息严格保密。

供应商应遵守和保护客户、员工和所有其他相关方的个人数据和知识产权。

To the extent applicable law, the supplier undertakes to strictly keep confidential all information obtained from trade dealings and commerce.

The supplier should comply with and protect the personal data and intellectual property rights of customers, employees and all other relevant parties.

3. 尊重人权

Respect for Human rights

供应商承诺支持和遵守《联合国世界人权宣言》中规定的国际公认的人权。

The supplier is committed to supporting and adhering to internationally recognized human rights in the UN Universal Declaration of Human Rights.

4. 结社自由与集体协商的权利

Freedom of association and the right to collective negotiation

供应商应当认同与尊重其员工自行选择合法的组织社团（包括工会）的自由权利。在合法的框架内，供应商应当尊重其员工通过工会与其它员工组织作为员工代表的权利。

The supplier should recognize and respect the right of their employees to choose legitimate organizations and associations (including trade unions) on their own. Within a legal framework, the supplier should respect the right of their employees to represent their employees through trade unions and other employee organizations.

5. 禁止强迫劳动

Elimination of forced labor

雇佣关系应当可以自由选择。在任何情况下，供应商都不得强迫劳动和（或）奴隶劳动。

The employment relationship should be free to choose. Under no circumstances shall suppliers be subjected to forced and / or slave labor.

6. 禁止童工

Prohibition of child labor

禁止雇佣童工。国家法律中明文规定禁止雇佣童工。在任何情况下都必须遵守这样一项最严格的标准。禁止对儿童进行任何形式的剥削。

The employment of child labor is explicitly prohibited in national laws. Under all circumstances, this strictest standard must be adhered to. Any form of exploitation of children is prohibited.

7. 职业健康与安全

Occupational health and safety

供应商应承诺提供一个安全和良好的工作环境。持续的改善设施。工作场所建立清晰的准则和程序，培训和指导员工充分的理解和遵守它。如果出现工作方法和工作条件侵犯人权，一概禁止。

The supplier should provide a safe and satisfying working environment and improve their facilities. The supplier should establish clear guidelines and procedures in their workplace, train and guide employees to fully understand and comply with them. If work methods and conditions violate human rights, they are strictly prohibited.

8. 禁止歧视

Prohibition of discrimination

供应商应当在雇佣与工作时，平等对待其员工。反对基于性别、年龄、宗教信仰、阶级、社会出身、残疾、种族和民族血统、国籍、员工加入的组织，包括工会、政治信仰、性取向或其他个人特征等形式的歧视。

The supplier should treat their employees equally when hiring and working. The supplier should not tolerate discrimination on the grounds of gender, age, religious beliefs, class, social background, disability, race, ethnic origin, nationality, trade unions, political beliefs, sexual orientation, or other personal characteristics.

9. 防止利益冲突

Preventing conflicts of Interest

供应商应确保商业与个人利益的关系不会相互冲突。

供应商不得为君维员工直接或间接的提供现金回扣、礼物、报销票据等以此影响其商业决策或进行利益交换。在特定的情况下，同时确保不会被视为将影响其商业决策的前提下，适当的商务招待或小礼物可能是允许的但必须是在取得直接上级（公司中层管理及以上人员）批准后。

The supplier should ensure that the relationship between business and personal interests does not conflict with each other.

Suppliers shall not directly or indirectly provide cash kickbacks, gifts, reimbursement bills, etc. to Junwee employees in order to influence their business decisions or exchange benefits.

In certain circumstances, while ensuring that it is not seen as affecting their business decisions, appropriate business entertainment or small gifts may be allowed, but must be approved by direct superiors (middle management and above).

10. 反贿赂、反腐败、反洗钱行为

Anti-bribery, Anti-corruption, and Anti-money laundering activities

供应商应当反对任何形式的贿赂和腐败。

供应商不得向君维员工提供任何形式的贿赂。并遵守法律适用的关于严禁向政府官员进行贿赂的法律和法令。

供应商应禁止洗钱及任何助长洗钱、恐怖主义融资或犯罪活动。

The supplier should oppose any form of bribery and corruption.

The supplier should not provide any form of bribery to Junwee employees and comply with applicable laws and regulations prohibiting bribery of government officials.

The supplier should prohibit money laundering and any activities that promote this behavior, terrorist financing, or criminal activities.

11. 财务诚信**Financial integrity**

供应商应确保按照中国的法律和法规要求及时准确地保存会计和业务记录。

The supplier should ensure the prompt and accurate preservation of accounting and business records in accordance with Chinese laws and regulations.

12. 环境保护和可持续发展**Environmental protection and sustainable development**

供应商应最大限度地降低公司生产和经营中对环境造成的影响。涉及到化学品、废物与危险物质、排放物和污水的使用、处理及处置，必须符合/或高于法定要求。

The supplier should minimize the impact on the environment caused by the company's production and operation to the greatest extent possible. The usage, treatment and disposal of chemicals, waste and hazardous substances, discharges and sewage must meet/or exceed legal requirements.

供应商 Suppliers

针对此声明，供应商根据自己的能力在选择、评估供应商，承包商和次级供应商时，也应建立和完善相应的流程。

In response to this declaration, the supplier should also establish and improve corresponding procedures when selecting and evaluating suppliers, contractors, and sub-suppliers according to their capabilities.

允许君维开展合规审查 Allowing Junwee to conduct compliance reviews

供应商愿意为君维审查人员提供相关信息，并允许其进入场地，以便审核是否符合君维供应商的相关规定。

The supplier is willing to provide relevant information to the review personnel of Junwee and allow them to enter the site in order to review whether the supplier comply with the relevant regulations.