

华晟供应商行为准则

Walsun Supplier Code of Conduct

Version: A/01

Issue Date: 2024/10/18

一、前言

华晟认为可靠、诚信与合规是商业活动中所有相关方的共同价值观。我们致力于按照最高的法律和道德标准开展业务。我们要求我们所有的员工遵守《华晟商业行为规范》中规定的道德准则，希望所有员工在任何时候与他人(无论是同事还是第三方)交往时表现出良好的判断力。

我们期望我们的合作伙伴以专业和诚信的方式经营业务，能与华晟一起践行可持续发展理念，提升可持续发展表现。因此华晟向供应商提供《华晟供应商行为准则》，我们期望所有的供应商都能够共同遵守本《华晟供应商行为准则》中所述的原则。

1. Introduction

Walsun believes that reliability, integrity, and compliance are shared values among all parties involved in business activities. We are committed to conducting our business in accordance with the highest legal and ethical standards. We require all employees to adhere to the ethical guidelines outlined in the *Walsun Code of Business Conduct*, and we encourage all employees to exercise good judgment in interactions with others—whether colleagues or third parties—at all times.

We expect our partners to conduct their business in a professional and ethical manner and to join Walsun in practicing sustainable development principles and enhancing sustainability performance. Therefore, Walsun Chemical provides suppliers with the *Walsun Supplier Code of Conduct*, and we expect all suppliers to jointly uphold the principles set forth within this *Walsun Supplier Code of Conduct*.

二、行为守则标准

华晟化工供应商的社会与环境责任行为规范共有 6 个部分，分别为：

- (一) 不可协商的最低标准
- (二) 制度管理、合法经营
- (三) 商业道德
- (四) 劳工和人权
- (五) 环境保护
- (六) 职业健康与安全

2. Standards of Code of Conduct

Walsun's Supplier Code of Conduct on Social and Environmental Responsibility consists of 6 parts, which are:

- (1) Non-negotiable minimum standards
- (2) System management and legal operation
- (3) Business ethics
- (4) Labor and human rights
- (5) Environmental protection

(6) Occupational health and safety

（一）不可协商的最低标准：华晟禁止供应商存在以下 6 个零容忍不符合项：

- 1) 非法经营、非法排放有毒有害物质；
- 2) 雇佣童工（指未满 16 周岁的童工）；
- 3) 存在可能立即危及员工生命的健康和安全问题；
- 4) 存在向华晟提供虚假资质或虚假报告等主观不诚实行为；
- 5) 报复、恐吓向华晟提供真实信息的员工；
- 6) 向华晟员工提供不正当贿赂或接受华晟员工提供的不正当贿赂。

(1) Non-negotiable minimum standards: Walsun prohibits suppliers from the following six intolerable non-conformities:

- 1) Illegal operation and illegal discharge of toxic and hazardous substances
- 2) Employment of child labor (referring to workers under the age of 16)
- 3) There are health and safety issues that may immediately endanger the lives of employees
- 4) Subjective dishonesty behaviors such as providing false qualifications or false reports to Walsun
- 5) Retaliation and intimidation of employees who provided real information to Walsun
- 6) Provide improper bribes to Walsun employees or accept improper bribes from Walsun employees

（二）制度管理、合法经营

- 1) 供应商应遵守国家及当地的法律法规及适用的要求，特别是关于环保相关政策，不应出现恶意违规生产、违规排放等，这些要求也可能来自国际相关组织。
- 2) 供应商应同样地对其供应链施加影响，履行应尽的社会责任。
- 3) 在法律允许的情况下，供应商应保留遵守适用法律法规的记录。

(2) System management and legal operation

- 1) Suppliers shall comply with national and local laws, regulations and applicable requirements, especially related to environmental protection policies, and there shall be no malicious illegal production, illegal discharge, etc. These requirements may also come from relevant international organizations.
- 2) Suppliers should similarly influence their supply chain and fulfill their due social responsibilities.
- 3) Where permitted by law, the supplier shall keep records of compliance with applicable laws and regulations.

（三）商业道德

供应商应履行社会责任并严格遵守以下商业道德：

- 1) 诚信经营：诚信是所有业务合作的前提，供应商应禁止在供应链中伪造记录或对情况进行虚假陈述，或提供虚假证件或虚假报告；
- 2) 反腐败：供应商应禁止任何形式的贿赂、贪污和挪用公款；供应商不得承诺、提供、授予、给予或接受贿赂或其他形式的不正当利益；
- 3) 透明原则：所有商业往来应该透明公开，并准确的记录在商业往来账目或记录中；
- 4) 公平交易：供应商应遵守公平交易、公平广告和公平竞争的标准；
- 5) 信息安全：供应商应正确使用保密信息，保证客户和其他利益相关方的资讯信息安全；
- 6) 反歧视：供应商应承诺员工不会受到骚扰和歧视，公司不得因种族、性别、肤色、年龄、家庭背景、婚姻、民族传统、宗教、身体素质和原有国籍等原因在发放工资、升迁、奖励、培训机会等聘用或雇佣行为中歧视员工；
- 7) 人性化待遇：不得残暴或不人道地对待员工，包括任何形式的性骚扰、性侵犯、体罚、人格侮辱

或口头辱骂等，也不得以此类行为威胁员工；

(3) Business ethics

Suppliers shall fulfill their social responsibilities and strictly abide by the following business ethics:

- 1) Integrity operation: Integrity is the prerequisite for all business cooperation. Suppliers should prohibit falsifying records or making false statements about the situation in the supply chain, or providing false certificates or false reports.
- 2) Anti-corruption: Suppliers shall prohibit any form of bribery, embezzlement and misappropriation of public funds; suppliers shall not promise, offer, grant, give or accept bribes or other forms of improper benefits.
- 3) The principle of transparency: all business transactions should be transparent and open, and accurately recorded in the business accounts or records.
- 4) Fair trade: Suppliers shall comply with fair trade, fair advertising and fair competition standards.
- 5) Information security: Suppliers should use confidential information correctly to ensure the information security of customers and other stakeholders.
- 6) Anti-discrimination: Suppliers shall promise that employees will not be harassed or discriminated. The company shall not discriminate against employees in actions and behaviors such as paying wages, promotion, rewards, and training opportunities due to race, gender, color, age, family background, marriage, ethnic tradition, religion, physical fitness, and original nationality, etc.
- 7) Humane treatment: The company CANNOT treat employees cruelly or inhumanly, including any form of sexual harassment, sexual assault, corporal punishment, personality insults or verbal abuse, etc., and CANNOT threaten employees with such behaviors.

(四) 劳工和人权

供应商应按照国家内外公认的社会责任标准尊重并维护工人人权，工人范围包括但不限于正式员工、小时工、学生工、外协工等。供应商应遵守如下劳工标准：

- 1) 供应商应避免任何形式的强迫或强制劳动；所有工作必须是工人自愿的，且员工在合理的原因下应有离开工作岗位或终止雇佣的权利；
- 2) 供应商或其使用的劳动中介机构不得保留或以其他方式损毁、隐匿、没收员工的正本证件，如身份证、护照、毕业证书或各类考核证书等，除非依据法律要求必要保留上述证件外；
- 3) 禁止雇佣童工：供应商应避免使用任何形式的童工，童工指未满 16 周岁，低于与单位或者个人发生劳动关系从事有经济收入的劳动或者从事个体劳动的少年、儿童，或低于当地国家地区的最低就业年龄的任何人。
- 4) 工作时间：工作时间不得超过当地法律法规规定的最大限度；对于高于员工正常工作时间的情形，供应商应按照国家法律法规的要求支付工资报酬。

(4) Labor and human rights

Suppliers shall respect and safeguard the human rights of workers in accordance with recognized social responsibility standards at home and abroad. The scope of workers includes, but is not limited to, regular employees, hourly workers, student workers, and outsourcing workers. Suppliers shall comply with the following labor standards:

- 1) The supplier shall avoid any form of forced or compulsory labor. All work must be voluntary by the workers, and the employee shall have the right to leave the job or terminate the employment for reasonable reasons.
- 2) Suppliers or labor intermediaries shall not retain or otherwise damage, conceal, or confiscate employees' original documents, such as ID cards, passports, graduation certificates or various assessment certificates,

unless it's required by law to retain the above documents.

3) Prohibition of child labor: Suppliers shall avoid using any form of child labor. Child labor refers to adolescents and children who are under the age of 16.

4) Working hours: Working hours shall not exceed the maximum specified by local laws and regulations; for situations higher than the normal working hours of employees, the supplier shall pay wages and remuneration in accordance with the laws and regulations.

（五）环境保护

1) 法律法规：供应商应遵守国家或地方适用的环保法律法规。供应商承诺保护环境，并以保护环境的方式开展业务。

2) 废物与排放：供应商应当有适当的系统来确保安全搬运、移动、储藏、回收、再利用或管理废物、气体和废水排放。对于有可能对人类健康或环境正常状态造成不利影响的任何这类活动都应当进行适当评估、管理和控制，并经适当处理再排放到环境中。供应商应当有适当的系统来防止或减少对环境的意外泄漏和排放。

3) 节约资源与保护气候：供应商应当节约使用自然资源（例如水、能源、原材料）。应当在源头上，或通过改良生产、维护和设施流程、材料替换、节约、回收和材料再利用等措施，最大限度减少或消除对环境与气候的不利影响。

(5) Environmental protection

1) Laws and regulations: Suppliers shall comply with applicable national or local environmental protection laws and regulations. Suppliers are committed to protecting the environment and conducting business in a way that protects the environment.

2) Waste and discharge: The supplier shall have an appropriate system to ensure safe handling, movement, storage, recycling, reuse or management of waste, gas and wastewater discharge. Any such activities that may have an adverse effect on human health or the normal state of the environment should be properly assessed, managed and controlled. And all the industrial waste should be discharged into the environment after proper treatment. Suppliers shall have appropriate systems to prevent or reduce accidental leakage and emissions to the environment.

3) Resource conservation and climate protection: Suppliers should use natural resources (such as water, energy, and raw materials) sparingly. All the adverse effects on the environment and climate should be minimized or eliminated.

（六）职业健康与安全

1) 职业健康与安全：供应商应当保护其员工免遭工作场所中的任何化学、生物及身体危险，使其远离所用基础设施带来的危险。供应商应当提供合适的控制方式、安全工作程序、预防性维护和必要的技术保护措施，降低工作场所内的健康与安全风险。在无法通过这些措施充分控制危险的情况下，供应商必须向员工提供合适的个人防护设备。应准备关于有害物质的安全信息，以便教育、培训员工并保护员工免遭危害。供应商应给员工提供安全、健康的工作环境，最低标准应包括清洁饮用水、合适的照明、温度、通风和卫生条件。

2) 流程安全：供应商应当按照适用的安全标准实施安全计划，用以运营和维护其所有生产和业务活动。在生产过程的所有阶段，供应商都应当解决所有产品相关的问题及其潜在影响。对于危险装置，供应商应当执行具体的风险分析，并采取措施，防止化学品泄露和/或爆炸等事故的发生。

3) 应急准备：供应商应识别、评估潜在的紧急事件，并通过实施紧急预案与响应程序将影响降到最低，应急响应包括：紧急报告、通知员工、疏散程序、员工培训教育、适当的火灾探测和灭火装置、

充足的出口设施和生产恢复计划。

(6) Occupational health and safety

1) Occupational health and safety: The supplier shall protect its employees from any chemical, biological and physical hazards in the workplace and keep them away from the hazards caused by the infrastructure used. Suppliers shall provide appropriate control methods, safe working procedures, preventive maintenance and necessary technical protection measures to reduce health and safety risks in the workplace. In the event that the hazard cannot be adequately controlled through these measures, the supplier must provide employees with appropriate personal protective equipment. Safety information about hazardous substances should be prepared to educate and train employees and protect them from harm. Suppliers shall provide employees with a safe and healthy working environment. The minimum standards shall include clean drinking water, appropriate lighting, temperature, ventilation and sanitary conditions.

2) Process safety: The supplier shall implement a safety plan in accordance with applicable safety standards to operate and maintain all its production and business activities. At all stages of the production process, the supplier should resolve all product-related issues and their potential impact. For hazardous installations, the supplier shall perform specific risk analysis and take measures to prevent accidents such as chemical leakage and/or explosion.

3) Emergency preparedness: The supplier shall identify and evaluate potential emergencies, and minimize the impact by implementing emergency plans and response procedures. Emergency response includes: emergency reports, notification of employees, evacuation procedures, employee training and education, and appropriate fires Detection and fire extinguishing devices, adequate exit facilities and production recovery plans.

Notice of Receipt

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We received and confirmed to comply with the Walsun Supplier Code of Conduct.
我们收到并确认遵守《华晟化工供应商行为准则》。

Company(公司名称)

Signed (签名):

Date(日期):