



施璐德亚洲有限公司
CNOOD ASIA LIMITED

Supplier Code of Conduct

Public Version



2023

CNOOD ASIA LIMITED

COMMITMENT

In the global business environment, CNOOD ASIA LIMITED is committed to unyielding integrity and the highest standard of business conduct.

This is also integral to the Company's continued success.

The Supplier Code of Conduct - Public Version summarizes the expected requirements of the business conduct for all CNOOD's suppliers. All suppliers of the Company are expected to comply with these requirements. The full & latest version of the Supplier Code of Conduct can be found at: <https://reurl.cc/EoMXoK>.

HEALTH, SAFETY, AND ENVIRONMENT (HSE)

The health and safety of employees and all personnel associated with the company is the top priority. We shall work in accordance with the following principles:

- Provide a safe and healthy working environment;
- Abide by the requirements of relevant laws and regulations, strictly prohibit the possession and use of drugs and alcohol on company premises, and organize random inspection;
- Apply safe working regulations to all activities;
- Conduct business in an environmentally responsible manner and in accordance with applicable environmental laws.

HUMAN RIGHTS AND EMPLOYMENT

- Respect human rights and avoid human rights violations;
- Treat all employees with respect and fairness;
- Conducts all business in a socially responsible and non-discriminatory manner, as required by applicable laws, including laws relating to equal opportunity, prohibition of child labor, forced or compulsory labor, working hours, wages and benefits, freedom of association, data privacy and a harassment-free work environment.

CONFLICTS OF INTEREST

Do not engage in activities that conflict with the Companys interests. Actively disclose internally all conflicts of interest that may affect business relationships and prevent them from occurring.

ANTI-BRIBERY

- **Zero tolerance for any form of corruption or bribery, and no direct or indirect involvement in any form of corruption or bribery;**
- **Do not pay "facilitating payments" to governmental officials and do not give or receive improper facilitation payments.**

TRADE CONTROL

- **Be aware of and comply with applicable export controls, economic sanctions and anti-boycott laws;**
- **Do not engage in prohibited/penalized/boycotted/other restrictive trade practices under the applicable laws of the Peoples Republic of China and the countries where it operates.**

ANTI-MONEY LAUNDERING

Strictly comply with the relevant anti-money laundering laws, do not directly or indirectly engage in terrorist financing, and actively report potential suspected money laundering.

DATA PRIVACY

Respect and keep company's, personal and third-party's information confidential and use such information only for legitimate business purposes.

FAIR COMPETITION

- **Abide by the principles of fair and honest competition in business activities and refrain from fraud, corruption and collusion;**
- **Strictly comply with applicable antitrust and competition laws and do not engage in anti-competitive practices, such as price-fixing or bid rigging.**

GOVERNMENT WORK

Comply with applicable special regulations when carrying out relevant projects with government agencies and international organizations.



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