

天工国际有限公司

供应商行为准则

Tiangong International Company Limited Supplier Code of Conduct

第一章 总则

Chapter One. General Provisions

第一条 天工国际有限公司（以下简称“公司”）坚持可持续发展理念，承诺高标准的诚信与社会责任，并期望所有向公司提供产品和服务的供应商秉持类似的价值观和原则。公司要求供应商按照其经营所在地区适用的所有法律法规以及本行为准则行事，共同构建公平、透明、健康的商业环境。

Article 1 Tiangong International Company Limited (hereinafter collectively referred to as "the Company") adheres to the concept of sustainability, is committed to high standards of integrity and social responsibility and expects all suppliers providing products and services to the Company to uphold similar values and principles. The Company requires suppliers to act in accordance with all applicable laws and regulations in the regions where they operate and with this Code of Conduct, jointly building a fair, transparent, and healthy business environment.

第二章 适用范围

Chapter Two. Scope of Application

第二条 本制度适用于天工国际有限公司及其合并报表范围内的所有实体（以下统称“本集团”）的供应商、经销商、承包商等合作伙伴。

Article 2 This policy applies to suppliers, distributors, contractors, and other partners of Tiangong International Company Limited and all entities within its consolidated financial statements (hereinafter collectively referred to as "the Group").

第三章 商业道德

Chapter Three. Business Ethics

第三条 供应商必须完全遵守所有适用的反贿赂和反腐败法律，对腐败与贿赂行为持零容忍态度。

Article 3 Suppliers must fully comply with all applicable anti-bribery and anti-corruption laws and maintain a zero-tolerance attitude towards corruption and bribery.

第四条 供应商应明确要求员工不得提供或接受任何礼物或任何其他有价物，以为供应商或任何第三方获得不当优势或影响。礼物包括但不限于福利、费用、佣金、股息、现金、酬金、服务等其他任何形式的直接或间接利益。

Article 4 Suppliers should explicitly require their employees not to provide or accept any gifts or any other items of value in order to gain improper advantages or influence for the Supplier or any other third party. Gifts include, but are not limited to, benefits, fees, commissions, dividends, cash, remuneration, services, and any other form of direct or indirect benefit.

第五条 供应商及其他合作伙应遵循公平的市场竞争原则，并遵守适用的公平竞争法律规定，在公平、公正和合法的环境下竞争。

Article 5 Suppliers and other partners should follow the principle of fair market competition and comply with applicable fair competition laws and regulations, to compete in a fair, just, and legal market.

第四章 劳工管理与人权

Chapter Four. Labor Management and Human Rights

第六条 供应商必须遵守与雇佣惯例及人权有关的所适用的法律和法规，尊重和捍卫人权，不得容忍身体暴力、威胁、体罚、精神或肉体胁迫、言语侮辱、欺凌或任何形式的骚扰。

Article 6 Suppliers must comply with all applicable laws and regulations related to employment practices and human rights to respect and defend human rights. No tolerance is given to physical violence, threats, corporal punishment, mental or physical coercion, verbal abuse, bullying, or any form of harassment.

第七条 供应商经营的工作场所不得以任何理由（包括但不限于年龄、健康状况、残疾、种族 或社会出身、性别、性别认同、国籍、种族、性取向、婚姻状况、育儿状况、怀孕、 政治信念、宗教或信仰、工会隶属关系或退伍军人身份）不平等对待员工。不平等待遇包括同工不同酬。

Article 7 Suppliers must not operate workplaces with unequal treatment in employment on any grounds, including but not limited to age, health status, disability, race or social origin, gender, gender identity, nationality, ethnicity, sexual orientation, marital status, parental status, pregnancy, political beliefs, religion or creed, union affiliation, or veteran status. Unequal treatment includes unequal pay for equal work.

第八条 供应商应确保符合自愿用工原则，在生产、经营的任何阶段，均不使用童工或进行任何形式的强迫劳工。除非有关最低工作年龄的适用法律另有规定，否则“童工”一词是指任何未满16岁或未完成义务教育年龄的受雇人员。18岁以下的工人也不得从事危险工作。

Article 8 Suppliers shall ensure compliance with the principle of voluntary employment and shall not use child labor or engage in any form of forced labor at any stage of production or operation. Unless otherwise stipulated by applicable laws regarding the minimum working age, the term "child labor" refers to any employed person under the age of 16 or who has not completed the age of

compulsory education. Workers under the age of 18 shall also not be engaged in hazardous work.

第九条 供应商应遵守所适用的工资和劳动法律法规，且所有临时工、派遣工和外包工的使用均应遵守所有适用的法律法规，尊重员工获得公平工资的权利，保证平等的晋升机会、保险、补偿、休假等福利，全面落实男、女员工同工同酬。

Article 9 Suppliers shall comply with applicable wage and labor laws and regulations, and the use of all temporary workers, dispatched workers, and outsourced workers shall comply with all applicable laws and regulations. Suppliers shall respect employees' rights to fair wages, ensure equal promotion opportunities, insurance, compensation, vacation, and other benefits, and fully implement equal pay for equal work for male and female employees.

第十条 供应商应尊重员工在结社自由方面的权利，包括自愿组建和加入工会、集体谈判的权利等，致力于维持健康的劳资关系。

Article 10 Suppliers shall respect employees' rights to freedom of association, including the right to voluntarily form and join unions, engage in collective bargaining, and strive to maintain healthy labor relations.

第五章 福祉、健康与安全

Chapter Five. Welfare, Health, and Safety

第十一条 供应商应遵守所有适用的健康和安全管理法律法规，采取措施最大限度地降低健康和安全风险，预防事故发生，并确保所有员工（包括员工和/或承包商和其他第三方）工作场所安全。

Article 11 Suppliers shall comply with all applicable health and safety laws and regulations, take measures to minimize health and safety risks, prevent accidents from occurring, and ensure a safe workplace for all employees (including employees and/or contractors and other third parties).

第六章 环境保护

Chapter Six. Environmental Protection

第十二条 供应商必须遵守所有适用的环境法律法规，尽量减少生产经营活动对社区、环境和自然资源的不利影响。

Article 12 Suppliers must comply with all applicable environmental laws and regulations and minimize the adverse impact of production and business activities on communities, environment, and natural resources.

第十三条 供应商应在生产、经营过程中认真履行环境职责和义务，积极节约水资源、降低能耗，不断提高能源和资源效益。

Article 13 Suppliers shall conscientiously fulfill their environmental responsibilities and obligations in the production and operation process, actively save water resources, reduce energy consumption, and continuously improve energy and resource efficiency.

第十四条 供应商应加强污染物排放管控，落实废水、废气、噪声、固体废弃物等各项污染防治措施和设施，确保各项污染物合规排放。

Article 14 Suppliers shall strengthen the management and control of pollutant emissions, implement various pollution prevention and control measures and facilities for wastewater, waste gas, noise, solid waste, etc. They shall ensure that various pollutants are discharged in compliance with regulations.

第十五条 供应商应加强对温室气体排放的管控与监测，持续推动节能减排，积极践行绿色供应链理念。

Article 15 Suppliers shall strengthen the management and monitoring of greenhouse gas emissions, continuously promote energy conservation and emission reduction, and actively practice the concept of green supply chain.

第十六条 供应商应注重对生物多样性的保护，在项目规划过程中依法规避具有重要生物多样性的区域，积极进行生物多样性风险评估，减轻业务营运对生物多样性和生态系统的不良影响。

Article 16 Suppliers shall pay attention to the protection of biodiversity, avoid

areas with important biodiversity in accordance with laws and regulations during the project planning process, actively carry out biodiversity risk assessments, and reduce the adverse impact of business operations on biodiversity and ecosystems.

第七章 监督与举报

Chapter Seven. Supervision and Reporting

第十七条 供应商须向公司报告任何违反法律或违反本准则或其他公司政策的行为。

Article 17 Suppliers must report to the Company any conduct and behaviors that violates the law or this Code or other Company policies.

第八章 附则

Chapter Eight. Supplementary Provisions

第十八条 本准则由公司供应科负责解释、修订。

Article 18 This Code shall be interpreted and revised by the Company's Supply Department.

第十九条 如果本准则与适用法律之间存在冲突，供应商必须遵守适用法律。如果本准则要求承担适用法律以外的义务，供应商必须在适用法律的范围内遵守这些要求。

Article 19 If there is a conflict between this Code and applicable laws, suppliers must comply with applicable laws. If this Code requires the assumption of obligations beyond applicable laws, suppliers must comply with these requirements within the scope of applicable laws.

第二十条 本准则自发布之日起执行。

Article 20 This Code shall come into effect from the date of its release.