

昌富利（厦门）有限公司

供应商行为准则

Cheongfuli (Xiamen) Co., Ltd.

Supplier Code of Conduct

1 目的 Purpose

昌富利（厦门）有限公司（以下简称“昌富利”或“公司”）致力于与供应链上下游的供应商和客户密切合作，共同打造可持续的产业生态。为明确供应商管理要求、规范供应商行为，特制定本行为准则。

Cheongfuli (Xiamen) Co., Ltd. (hereinafter referred to as “Cheongfuli” or the “Company”) is committed to working closely with upstream and downstream suppliers and customers across the supply chain to jointly build a sustainable industrial ecosystem. This Code of Conduct is hereby established to specify supplier management requirements and standardize supplier conduct.

2 适用范围 Scope

本政策适用于昌富利及其所有拥有运营控制权的实体。

This policy applies to Cheongfuli and all entities over which it has operational control.

3 商业道德 Business Ethics

3.1 供应商应以符合商业道德的方式开展业务，避免任何形式的贪污和贿赂。

Suppliers shall conduct business in an ethical manner and shall avoid all forms of corruption and bribery.

3.2 如存在任何可能的利益冲突信息（如公司员工在供应商的任何业务中可能享有经济利益等情形），供应商应及时向公司披露。

Where any potential conflict of interest exists (such as circumstances in which a Company employee may hold an economic interest in any business of the supplier), the supplier shall promptly disclose the same to the Company.

3.3 供应商应保护公司及其他业务伙伴的商业秘密和保密信息，尊重他人的知识产权。

Suppliers shall protect the trade secrets and confidential information of the Company and other business partners, and shall respect the intellectual property rights of others.

3. 4 供应商应坚持自由与公平竞争，严格遵守国家和业务所在地区反垄断及反不正当竞争相关法律法规，不得以非法或不道德手段获取有关竞争对手、合作伙伴的信息，禁止制造和散播有关竞争对手的虚假信息。

Suppliers shall adhere to free and fair competition, strictly comply with the laws and regulations relating to anti-monopoly and anti-unfair competition of the country and the localities where they operate, shall not obtain information about competitors or business partners by illegal or unethical means, and shall be prohibited from fabricating or disseminating false information about competitors.

4 人权 Human Rights

4. 1 供应商应尊重与保护人权，维护个人尊严、隐私及其他合法权利；严禁任何性侵扰、强迫性、威胁性、侮辱性或剥削性的行为（包括姿势、语言和肢体接触）；禁止雇佣童工及任何形式的强迫劳动；尊重员工自由结社和集体谈判的权利。

Suppliers shall respect and protect human rights, safeguard personal dignity, privacy, and other lawful rights; strictly prohibit any sexually harassing, coercive, threatening, insulting, or exploitative conduct (including gestures, language, and physical contact); prohibit child labor and all forms of forced labor; and respect employees' rights to freedom of association and collective bargaining.

4. 2 供应商应坚持平等雇佣，提供公平的劳动条件，避免基于性别、年龄、种族、国籍、宗教、残障、工会会员身份、政治派别或性取向等原因的就业歧视。

Suppliers shall uphold equal employment, provide fair labor conditions, and avoid employment discrimination based on gender, age, race, nationality, religion, disability, trade union membership, political affiliation, sexual orientation, or other grounds.

4. 3 供应商应保障员工拥有合理合法的休息时间，员工最长工作时间需符合有关法律法规的要求。

Suppliers shall ensure that employees have reasonable and lawful rest periods, and the maximum working hours of employees shall comply with the requirements of applicable laws and regulations.

4. 4 供应商应向员工提供公平的报酬，并且遵守当地工资规定，保障员工拥有合理合法的薪资福利（包括加班工资、年假工资、社会保险及其他福

利待遇），薪资不低于法定最低工资标准且满足生活基本需要；提供人性化待遇，保障员工不被歧视、骚扰、体罚，拥有公平、包容、健康、安全、卫生的工作环境。

Suppliers shall provide employees with fair remuneration, comply with local wage regulations, and ensure that employees receive reasonable and lawful compensation and benefits (including overtime pay, annual leave pay, social insurance, and other benefits), with wages not less than the statutory minimum wage standard and meeting basic living needs.

Suppliers shall provide humane treatment, ensure that employees are free from discrimination, harassment, and corporal punishment, and maintain a fair, inclusive, healthy, safe, and sanitary working environment.

5 环境保护 Environmental Protection

- 5.1 供应商应严格遵守国家和业务所在地区的环境相关法律法规，积极采取措施减少温室气体及污染物的排放，提高水资源、能源等资源利用效率，实施有效的废物管理计划，最大程度地避免废弃物的产生。

Suppliers shall strictly comply with the environmental laws and regulations of the country and the localities where they operate, actively take measures to reduce greenhouse gas and pollutant emissions, improve the efficiency of water, energy, and other resource utilization, implement effective waste management plans, and avoid waste generation to the greatest extent possible.

- 5.2 供应商应保护运营所在地的生物多样性，避免滥伐森林，确保其活动不对当地生态系统和野生动植物造成负面影响。

Suppliers shall protect the biodiversity of the localities where they operate, avoid deforestation, and ensure that their activities do not cause adverse effects on local ecosystems and wildlife.

- 5.3 公司鼓励供应商采取适当的措施以评价，并减少自身营运活动对环境造成的负面影响。

The Company encourages suppliers to adopt appropriate measures to assess and reduce the adverse environmental impact of their own operational activities.

6 职业健康与安全 Occupational Health and Safety

公司鼓励供应商建立健全职业健康与安全保障制度，明确具体的预防措施，降低职业病发生或工伤事故发生的可能性，维护员工的健康与安全。

The Company encourages suppliers to establish and improve occupational health and safety protection systems, specify concrete preventive

measures, reduce the likelihood of occupational diseases or work-related injuries, and safeguard the health and safety of employees.

7 生效 Effective Date

7.1 本政策经公司管理层审议通过，由公司管理层负责监督实施。

This policy has been reviewed and approved by the Company's management, who shall be responsible for overseeing its implementation.

7.2 本政策自公布之日起生效。

This policy shall come into effect from the date of its publication.

昌富利（厦门）有限公司
Cheongfuli (Xiamen) Co., Ltd.
2026 年 月 日
XX XX, 2026