

达力普控股有限公司

供应商行为准则

Dalipal Holdings Limited
Supplier Code of Conduct

一、目的 Purpose

达力普控股有限公司（以下简称“公司”）高度重视供应链的可持续发展。供应商应采取积极措施，不断提升自身的管理水平和责任意识，遵守包括但不限于以下的供应商行为准则，确保经营管理活动合法合规、公平、公正及廉洁高效，共同构建新型商业伙伴关系，打造可持续供应链。

Dalipal Holdings Limited (“the Company”) attaches great importance to the sustainable development of the supply chain. Suppliers should take active measures to continuously improve their management level and sense of responsibility, comply with the following Supplier Code of Conduct, including but not limited to, ensure legal compliance, fairness, justice, integrity and efficiency of operation and management activities, and jointly build a new business partnership to build a sustainable supply chain.

二、适用范围 Scope of Application

本准则适用于公司及其附属子公司所有供应商。

This Code applies to all suppliers of the Company and its subsidiaries.

三、遵守商业道德 Compliance with Business Ethics

1、应依法合规经营，遵守业务所在国家有关商业贿赂、舞弊等相关法律法规，遵守诚实守信及廉洁从业有关规定，重视廉洁文化建设，坚决反对任何腐败、舞弊等不合规行为。

Suppliers should operate in accordance with laws and regulations, abide by the relevant laws and regulations of the country where they operate, such as commercial bribery and fraud, abide by the relevant regulations

of honesty and integrity in business, attach importance to the construction of integrity culture, and resolutely oppose any corruption, fraud and other non-compliant behaviors.

2、应加强员工商业道德教育，严禁任何形式的贿赂和腐败行为。明确要求员工在履职过程中不得采用财务或者其他手段贿赂相关单位或者业务人员，以谋取交易机会或竞争优势；亦不得利用职务便利收受他人贿赂。

Suppliers should strengthen the business ethics education of employees and prohibit any form of bribery and corruption. It is clearly required that the employees shall not use financial or other means to bribe relevant units or business personnel in the course of performing their duties to seek trading opportunities or competitive advantages; nor shall they take advantage of their positions to accept bribes from others.

3、应遵守市场竞争规则，公平竞争，不进行恶意降价、串通投标、市场操纵等不正当竞争行为。

Suppliers should abide by the rules of market competition, compete fairly, and refrain from malicious price-cutting, bid-rigging, market manipulation and other unfair competition.

4、应遵守保密相关规定，不直接或间接打听、询问涉及相关方的内部涉密信息，未经书面同意，不得向任何新闻媒体、第三人披露有关相关方及人员关于商业道德方面的评价、信息，也不得披露具体商业合作内容。在收集、存储、处理、传输和分享个人信息时，遵守隐私和信息保护有关的法律法规。

Suppliers should abide by the relevant provisions of confidentiality, shall not directly or indirectly inquire or ask about the internal confidential information of the relevant parties, shall not disclose to any news media or third party the evaluation and information of the relevant parties and personnel on business ethics, and shall not disclose the specific content of business cooperation without written consent. When collecting, storing, processing, transmitting and sharing personal

information, comply with laws and regulations relating to privacy and information protection.

5、应避免利益冲突，及时披露或报告任何可能被视为有重大利益冲突的情况，如员工或与公司订有合约的专业人员与合作伙伴的业务存在重大的利益关系或较大的经济关系，则须向合作伙伴进行申报。

Suppliers should avoid conflicts of interest and promptly disclose or report any situation that may be regarded as a material conflict of interest, such as employees or professional personnel under contract with the Company have a material interest in the business or a large economic relationship with the partner, which must be declared to the partner.

6、应遵守诚实信用原则，不伪造或篡改任何相关的资质文件、业绩记录等，未经授权不私自刻制、伪造、仿冒或擅自使用任何与我公司存在相似性、可能引发混淆或误导他人的印章。

Suppliers should abide by the principle of good faith, shall not forge or tamper with any relevant qualification documents, performance records, etc., and shall not carve, forge, counterfeit or use any seals without authorization that are similar to the Company and may cause confusion or mislead others.

四、人权及劳工 Human rights and Labour

1、应尊重和捍卫所有人权。遵守《中华人民共和国劳动法》《中华人民共和国劳动合同法》《中华人民共和国妇女权益保障法》等相关法律规定，重视健康的劳资关系，依法与员工签订劳动合同，严禁雇佣童工和各种形式的强迫劳动。

Suppliers should respect and defend all human rights. Abide by “the Labor Law of the People’s Republic of China” (《中华人民共和国劳动法》), “the Labor Contract Law of the People’s Republic of China” (《中华人民共和国劳动合同法》), “the Law of the People’s Republic of China on the Protection of Rights and Interests of Women” (《中华人民共和国妇女权益保障法》) and other relevant laws and regulations, attach importance to

healthy labor-management relations, sign labor contracts with employees in accordance with the law, and prohibit the employment of child labor and all forms of forced labor.

2、应提供平等的就业机会和工作环境。反对任何形式的歧视和骚扰行为。严禁因年龄、性别、种族、婚姻状况、宗教信仰或健康状况等受法律保障的理由而进行歧视或骚扰，也不会因此而影响录用、待遇、晋升等雇佣决定及薪酬水平。Suppliers should provide equal employment opportunities and work environment. Oppose all forms of discrimination and harassment. Discrimination or harassment based on legally protected reasons, such as age, gender, race, marital status, religious belief or health condition, is strictly prohibited and will not affect employment decisions such as hiring, treatment, promotion, salary levels, etc.

3、应保障员工工作时间、工资和福利符合法律法规规定，员工享有合理的休息和休假权利。Suppliers should ensure that employees' working hours, wages and benefits comply with laws and regulations, and that employees enjoy reasonable rest and vacation rights.

4、应尊重员工按照当地法律进行结社自由和集体谈判的权利，组织和动员全体员工行使民主权利，参与公司的民主管理和民主监督。Suppliers should respect employees' rights to freedom of association and collective bargaining in accordance with local laws, organize and mobilize all employees to exercise democratic rights and participate in the democratic management and supervision of the company.

5、应推动公司人才队伍的多元性和合理分布，建立人才培养机制，持续提升员工专业技能与综合素质。Suppliers should promote the diversity and reasonable distribution of the company's talent team, establish a talent training mechanism, and continuously improve the professional skills and comprehensive quality

of employees.

五、健康与安全 Health and safety

1、应遵守有关职业健康和安全的法律法规规定及标准，建立健全职业健康安全管理体系，确保员工有健康的身体和安全的工作环境。

Suppliers should comply with the relevant legal provisions and standards concerning occupational health and safety, establish a sound occupational health and safety management system, and ensure that employees have a healthy body and a safe working environment.

2、应确保员工获得必要的健康与安全培训，通过全员安全警示教育、安全演练等强化全员安全意识，保护员工健康。

Suppliers should ensure that employees receive the necessary health and safety training, strengthen the safety awareness of all employees through safety warning education and safety drills, and protect the health of employees.

六、环境保护 Environmental Protection

1、应遵守所有适用的环境保护法律法规规定，建立健全环境管理体系，遵守排放控制、废物处理、资源利用和能源消耗等各项标准。

Suppliers should comply with all applicable environmental protection laws, establish sound environmental management systems, and comply with emission control, waste disposal, resource utilization and energy consumption standards.

2、应采取积极措施，从源头减少生产过程中各项废弃物、废气、废水和噪声的产生和污染。

Suppliers should take active measures to reduce the production and pollution of waste, exhaust gas, waste water and noise in the production process from the source.

3、应有效利用自然资源，积极研发并推进循环经济，积极使用替代性可回收和重复利用等材料，减少对环境的影响。

Suppliers should make efficient use of natural resources, actively develop and promote a circular economy, and actively use alternative recyclable and reusable materials to reduce environmental impact.

4、应持续提升能效水平，建立健全能源管理体系。通过设备更新升级、先进技术和清洁能源引进等降低能源消耗和温室气体排放；积极开展温室气体排放数据统计和核算工作，推广绿色运营。

Suppliers should continue to improve energy efficiency levels and establish sound energy management systems. Reduce energy consumption and greenhouse gas emissions by upgrading equipment, introducing advanced technologies and clean energy; Actively carry out greenhouse gas emission statistics and accounting work, and promote green operations.

5、应加大绿色低碳产品研发力度，优先与可提供绿色低碳产品的上游企业建立合作伙伴关系。

Suppliers should increase their efforts in the research and development of green and low-carbon products, and prioritize the establishment of partnerships with upstream enterprises that can provide green and low-carbon products.

6、应识别、标记并妥善管理可能对人类健康或环境构成威胁的化学品及其他材料，确保其在处理、移动、储存、使用、回收或再利用和处置过程中的安全性。严格遵守有关在产品制造过程中禁用或限用某些特定物质的法律法规和客户要求。

Suppliers should identify, label and properly manage chemicals and other materials that may pose a threat to human health or the environment and ensure their safety during handling, movement, storage, use, recovery or reuse and disposal. Strictly comply with laws, regulations and customer requirements regarding the prohibition or restriction of certain substances in products and manufacturing processes.

7、应遵守不砍伐森林和生物多样性保护等相关法律法规，在具备绿化条件

的土地实施植树造林、种植草皮等绿化措施，以缩短土地裸露时间，保护土地资源和生物多样性。

Suppliers should comply with relevant laws and regulations on not cutting down forests and protecting biodiversity and implement greening measures such as afforestation and planting turf on land with greening conditions to shorten the time of land exposure and protect land resources and biodiversity.

以上政策解释权归属于达力普控股有限公司。所有供应商应严格遵守本行为准则、相关法律规定、公司及其附属子公司的规章制度，如有违反，我公司有权根据实际情况要求供应商一次性承担违约金并赔偿相应损失，同时保留采取相应措施的权利，相关措施包括但不限于：列入黑名单、终止业务合作、暂停支付相关合作款项、移交司法机关处置等。我们亦会在供应商准入、考核和评估中参照上述准则进行评价，所有供应商应尽可能保存并配合提供相关文件，以证明遵守本准则和相关法律规定。

The interpretation authority of the above policies resides with Dalipal Holdings Limited. All suppliers shall strictly comply with this Code of Conduct, relevant legal regulations, and the rules and regulations of the Company and its subsidiaries. In the event of any violation, the Company reserves the right to request the supplier to bear liquidated damages in a lump sum and compensate for corresponding losses based on actual circumstances, while retaining the authority to take appropriate measures. These measures include but are not limited to blacklisting, termination of business cooperation, suspension of payments related to collaboration, and transfer to judicial authorities for legal proceedings. We will also evaluate suppliers during qualification reviews, performance assessments, and evaluations in accordance with the aforementioned standards. All suppliers should retain relevant documentation to the greatest extent possible and cooperate in providing such documents to demonstrate compliance with this Code and applicable legal requirements.

如发现或怀疑我公司其他供应商有违反本准则或相关法律法规的行为，可通过下述渠道进行反馈或举报：电话：0317-5764733，邮箱：msc@dalipal.com。

If you find or suspect that other suppliers of our Company have violated this Code of Conduct or relevant laws, you can give feedback or report through the following channels: Tel: 0317-5764733, email: msc@dalipal.com.