

供应链可持续发展政策

Policy of sustainability development in supply chain

目标:

人类和环境是汽车行业最重要的资源，CALB 期望通过我们及我们的合作伙伴共同努力，推动整个汽车供应链的商业诚信以及社会和环境表现方面达到最高标准，汽车行业的供应链具有高度的复杂性，因此我们期望通过建立一些通用的标准及评价方法达到我们的管理要求。对于基于社会和环境责任的指导准则需符合当地法律，与国际期望保持一致，并得到汽车制造商的支持，根据汽车行业企业社会责任要求及 CALB 对供应商的管理理念，我们对供应商的商业道德，环境，人权三个维度提出了具体要求，需供应商遵守执行，并且在与 CALB 正式合作之前签署《CSR 协议》，供应商至少应要求其上游供应商认同并应用 CALB 供应商行为准则，从系统面和执行面来遵循 CALB 的可持续发展要求，以提供一个人性化、安全、绿色的工作环境。

Goal:

Humans and the environment are the most important resources of the automotive industry. CALB will work together with our partners to achieve the highest standard of business integrity and social and environmental performance throughout the automotive supply chain. The supply chain of automotive industry is highly complex, CALB expects to achieve our management requirement by establishing universal standards and evaluation methods. In order to get the support of automakers and keep in line with international expectations, the guidelines for social and environmental responsibility must comply with local laws. According to the requirements of corporate social responsibility in the automotive industry and the management philosophy of CALB for suppliers, we We put forward specific requirements from the dimensions of business ethics, environment, human rights for our suppliers to comply. Suppliers will sign the "CSR Agreement" before formally cooperating with CALB. Suppliers shall at least require their upstream suppliers to approve and comply the CALB Supplier Code of Conduct, and obey CALB' s sustainable development requirements in terms of system and execution to provide a humane, safe and green working environment.

政策要求:

Requirements:

1. 商业道德

1. Business Ethics

1.1 负责任矿产

供应商应制定政策以合理确保其制造产品中所含的钴、钽、锡、金、钨不会以直接或间接的方式为刚果民主共和国或周边国家/地区中严重侵犯人权的武装团体提供资金或利益。供应商应对这些矿物的来源和产销监管链进行尽职调查,并按照客户要求向客户提供所采取的尽职调查措施,具体要求参考 CALB《负责任矿产采购准则》。

1.1 Responsible minerals

Suppliers should formulate policies to reasonably ensure that the cobalt, tantalum, tin, gold, and tungsten contained in their manufactured products do not directly or indirectly fund armed groups in the Democratic Republic of Congo or neighboring countries/regions that commit serious human rights abuses. Suppliers should conduct due diligence on the source and chain of custody for these minerals, with reference to CALB's Code of Procurement for Responsible Mineral.

1.2 反腐败

供应商应遵守有关贿赂、腐败、诈骗和其他禁止的商业行为的法律法规,供应商不能提供、允诺或者给予任何不正当的好处、利益或者激励给任何政府官员、国际机构或第三方。

1.2 Anti-corruption

Suppliers should abide by laws and regulations on bribery, corruption, fraud and other prohibited business practices. Suppliers shall not provide, promise or give any improper interests, benefits or incentives to any government official, international organization or third party.

1.3 隐私

供应商应承诺保护所有业务相关人员,包括供应商、客户、消费者和员工的个人信息的合理隐私期望。供应商在收集、存储、处理、传输和共享个人信息时应遵守隐私和信息安全法律及法规要求。

1.3 Privacy

Suppliers should meet reasonable exception of privacy to protect the personal information of all business-related personnel, including suppliers, clients, consumers and employees. Suppliers shall comply with safety laws and regulatory requirements of privacy and information when collecting, storing, processing, transmitting and sharing personal information.

1.4 信息披露

供应商应依照法律法规要求和行业惯例公开有关劳工、健康与安全、环境实践、商业活动、组织结构、财务状况的信息。不允许伪造记录或虚报相关信息。

1.4 Information Disclosure

Suppliers should disclose information related to labor, health and safety, environmental practices, business activities, organizational structure, and financial status in accordance with the requirements of laws and regulations and industry practices. Forging false records or reporting false information is not allowed.

1.5 公平竞争

供应商任何情况下都不能引起或者参与所有通用或者特定的违法性或者违背道德性质的竞争，包括集体操纵价格、非法市场分配或其他违法行为。

1.5 Fair competition

The supplier should not cause or participate in all general or specific illegal or unethical competition under any circumstances, including collective price manipulation, illegal market distribution or other illegal acts.

1.6 利益冲突

供应商应避免任何可能导致员工个人利益与公司利益冲突的活动和情况

1.6 Interest conflicts

Suppliers should avoid any activities and situations that may cause interest conflicts between employees and the company.

1.7 假冒零件

供应商应避免使用或转移假冒零件及假冒的材料制成的产品，一旦发现供应商故意使用假冒零件，CALB 会立即取消供应商供货资格

1.7 Counterfeit parts

Suppliers should avoid using or transferring counterfeit parts and products made of counterfeit materials. Once the supplier is found to use counterfeit parts intentionally, CALB will immediately cancel the business with this supplier.

1.8 知识产权

供应商应尊重知识产权，不仅是自有的、交易方的及其他第三方的知识产权，技术或经验知识的转让应以保护知识产权的方式进行。

1.8 Intellectual Property

Suppliers should respect intellectual property, not only the intellectual property of their own, counterparties and other third parties, but also the transfer of technology or experience knowledge which should be carried out in a way that protects intellectual property.

1.9 出口管制和经济制裁

供应商应遵守有关货物，软件，服务和技术的出口或再出口对涉及某些国家，地区，公司或实体和个人的贸易的相关法律法规要求。

1.9 Export control and economic sanctions

Suppliers shall comply with the relevant laws and regulations regarding the export or re-export of goods, software, services and technologies for trade involving certain countries, regions, companies or entities and individuals.

1.10 保护身份和免遭报复

供应商应制定相应的机制以保护员工举报者并确保其身份的机密性和匿名性，让员工能够提出疑虑而无需担心遭到报复。

1.10 Protect identities and avoid retaliation

Suppliers should establish corresponding mechanisms to protect employees who whistle-blowing and ensure the confidentiality and anonymity of their identities, so that employees can raise doubts without fear of retaliation.

2 环境

2 Environment

2.1 能源消耗

供应商应尽可能的使用可再生能源，目标 2025 年可再生能源使用达 100%。

2.1 Energy consumption

Suppliers should use renewable energy as much as possible, aiming to achieve 100% renewable energy using by 2025.

2.2 温室气体排放

供应商应对温室气体排放进行跟踪和记录并寻求具有成本效益的方式尽可能减少温室气体排放，目标在 2025 年碳排放减少 25%，2040 年实现碳中和。

2.2 Greenhouse gas emissions

Suppliers should track and record greenhouse gas emissions and seek cost-effective ways to reduce greenhouse gas emissions as much as possible. The goal is to reduce 25% carbon emissions by 2025 and achieve carbon neutrality by 2040.

2.3 水质量

供应商应当有效地减少水用量，再利用水资源，并通过对废水排放进行可靠的处理来回收水，以保护环境并改善整体水质。

2.3 Water quality

Suppliers should take effective method to reduce water consumption , to reduce water consumption, use re-using water resources, and recycle water through reliable treatment for wastewater discharge, so that to protect the environment and improve earth water quality.

2.4 空气质量

供应商经营过程中产生的废气，需在排放前按要求进行性质识别、常规监测、控制及处理，避免对空气造成污染

2.4 Air quality

The waste gas generated during the operation of suppliers shall be identified, routinely monitored, controlled and treated before discharge to avoid pollution the air..

2.5 废水与固体废物

供应商应采取系统化的方法来鉴别、管理、处置或回收固体废物。作业活动、生产过程和卫生设施产生的废水在排放或处置前，需按要求进行性质识别、监测、控制和处理，供应商应积极的采取措施减少废水的排放。

2.5 Wastewater and solid waste

Suppliers shall adopt a systematic approach to identify, manage, dispose or

recycle solid waste. Before discharge or disposal, the waste water generated by operation activities, production processes and sanitation facilities shall be identified, monitored, controlled and treated. Suppliers shall actively take measures to reduce wastewater discharge.

2.6 有害物质

供应商应妥善存放和管理危险化学品以预防火灾、爆炸、中毒或泄漏事故，并且在存放及使用有害化学品的场所张贴物料安全使用说明书（MSDS）和警示标识。

2.6 Hazardous substances

Suppliers shall properly store and manage hazardous chemicals to prevent fire, explosion, poisoning or leakage accidents, and post Material Safety Data Sheet (MSDS) and warning signs in the place where hazardous chemicals are stored and used.

3 人权

3 Human rights

3.1 童工

供应商不能雇佣或者使用童工，童工指低于当地法定最低劳动年龄的人（根据国家而定）。在中国，童工指任何 16 周岁以下的人。如果当地没有禁用童工的法律规定，则任何 15 周岁及以下的人不得被接受提供劳动，同时供应商应保证 18 岁以下员工不会从事有危害性的工作。危害性工作指使员工处于以下工作环境：受到身体、精神或性侵犯；地下、水下、高空和受限空间；需使用危险机械、仪器和工具，或处理、运输重物；暴露于有害物质、药剂、工序、温度、噪声或振动环境下长时间劳动、夜间工作或受到无理由的限制等其他困难环境

3.1 Child labor

Suppliers cannot hire child labor. Child labor refers to people below the local legal minimum working age (depending on the country). In China, child labor refers to anyone under the age of 16. If there is no local law prohibiting child labor, any person at the age of 15 or under the age of 15 shall not be accepted to provide labor, and the supplier shall ensure that employees under the age of 18 will not engage in hazardous work. Hazardous work means that employees are exposed to the following working environment: physical, mental or sexual assault; underground, underwater, high altitude and restricted space; using dangerous

machinery, instruments and tools, or handle and transport heavy objects; working long hours under exposure to hazardous materials, reagent, process, temperature, noise or vibration, working at night or working under unreasonably restricted environment or other tough environments.

3.2 工资和福利

供应商向员工支付的报酬应符合当地适用的法律，包括最低工资、加班费及法定福利，应建立一套面向所有员工的社会保障和福利机制，薪酬水平不得低于当地政策的最低要求。供应商应当通过薪资单或类似的其他方式并经员工确认后及时向员工支付薪酬和待遇，且其中的数额、种类与构成、计算方式应得到员工的认知和理解。供应商聘用临时工、派遣员工和外包劳工应按照当地法律的限制规定。

3.2 Compensation and welfare

The paid by suppliers to their employees should comply with local applicable laws, including minimum wages, overtime pay and statutory benefits. For welfare, a set of social security and welfare mechanisms should be established, and the salary level should not be lower than the minimum requirements of the local policy. Suppliers should pay employees' remuneration and benefits in a timely manner through salary slips or other similar methods and get confirmation by employees, and the amount, type, composition and calculation methods shall be recognized and understood by employees. For temporary workers, dispatched employees and outsourced labor shall comply with local laws and regulations.

3.3 工作时间

供应商应确保工作时间不超过当地劳动法或适用的劳动协议规定的最长工作时间，且在该工作时间内员工能够高效完成给予的任务，应确保每星期员工至少有一天休息，且一周内总的工作时间（包括加班时间在内）不得超过 60 个小时。

3.3 Working hours

The supplier should ensure that the working hours do not exceed the maximum working hours stipulated by the local labor law or applicable labor agreements, and that the employees can efficiently complete the tasks given during the working hours, and should ensure that employees have at least one day off each week. The total working time (including overtime) shall not exceed 60 hours within

a week.

3.4 强迫劳动

供应商不能使用强迫或强制劳动，包括但不限于抵债劳动。员工和公司之间是自由选择和不受胁迫的，员工在提前合理的时间通知后自由离职的权利，员工应免于缴纳押金、身份证明文件或类似证件以得到或者保留工作。

3.4 Forced labor

Suppliers cannot use forced or compulsory labor, including but not limited to bonded labor. Employees and the company are free to choose and not coerced. Employees have the right to resign freely after a reasonable time notice in advance. Employees should be exempted from paying deposits, identification documents or similar documents in order to obtain or retain jobs

3.5 结社自由

供应商应尊重所有员工自由结社及加入或者不加入工会、参加或不参加集体谈判的权利，应允许员工就工作条件和管理条例与管理层进行公开沟通，而不必担心其受到报复，恐吓或骚扰。

3.5 Freedom of association

Suppliers should respect the rights of all employees to freely associate and join or not to join unions, participate or not to participate in collective bargaining, and should allow employees to communicate openly with management on working conditions and management regulations without fear of retaliation, intimidation or harassment.

3.6 健康与安全

供应商应确保为员工提供符合国际公认标准的健康和安全的的工作环境，尽最大努力控制危险源并采取必要的针对意外伤害和职业疾病的预防措施(包括定期组织职业病健康体检)，必要时向员工提供必要的防护用品并指导使用。供应商应提供适当、定期的培训以使员工了解健康和安全知识，应当鉴别、评估并控制从事高体力劳动工作给其员工带来的影响，包括人工搬运材料和重复提举重物、长时间站立和高度重复或强力的装配工作，应当根据鉴别、评估结果而采取岗位调配、设备优化等方式进行改进。

3.6 Health and safety

Suppliers should ensure that employees are provided with a healthy and safe

working environment that meets international standards, do their best to control hazards and take necessary preventive measures against accidental injuries and occupational diseases (including regular occupational health checkups), provide the necessary protective equipments when necessary and guide the use. Suppliers should provide appropriate and regular training to enable employees to understand health and safety knowledge, and should identify, evaluate and control the impact of high manual labor work on their employees, including manual handling of materials, repeated lifting of heavy objects, standing for long periods of time and highly repetitive or intensive assembly work. Suppliers should improve working conditions based on the identification and evaluation results by post deployment, equipment optimization, etc.

3.7 人道待遇

供应商应完全禁止任何不可接受的或者侮辱性的行为，包括：精神虐待，性骚扰，歧视性的动作，和性有关的、强迫性的、威胁性的、诽谤性的和剥削性的语言和肢体接触。

3.7 Humane treatment

Suppliers should completely prohibit any unacceptable or insulting behavior, including: mental abuse, sexual harassment, discriminatory actions, sexually related, compulsive, threatening, defamatory, exploitative language and body contact.

3.8 反歧视

供应商应禁止直接或者间接的基于以下情况的歧视并确保雇佣和工作中的机会平等和公平对待：种族、肤色、年龄、性别、性取向、残疾、怀孕、语言、宗教、政治信仰、社团成员、婚姻状况、国家或社会出身、社会地位、财产、血统或其他情况，不得强迫员工或准员工接受带有歧视性的医学检查。

3.8 Anti-discrimination

Suppliers should prohibit direct or indirect discrimination based on the following situations, ensure equal and fair treatment of opportunities in employment and work: race, skin color, age, sex, sexual orientation, disability, pregnancy, language, religion, political beliefs, community members, marital status, national or social origin, social status, property, ancestry or other

circumstances. Employees or prospective employees should not be forced to undergo discriminatory medical examinations.