

Attachment 5: Code of Conduct for Supplier of the BSH group¹

附件 5 : 适用于 BSH 集团

供应商的《行为准则》¹

to the Framework Agreement for the Purchase of Production Material and Spare Parts

生产物料和备件采购框架协议之附件

The following requirements concerning Corporate Social Responsibility and Compliance shall apply for all suppliers of the BSH group.

以下与企业社会责任和公司合规有关的要求应当适用于 BSH 集团的所有供应商。

Laws and regulations/法律法规

The Supplier is obliged to comply with the applicable laws and regulations of those countries where they conduct business.

供应商必须遵守其业务所在国家/地区的适用法律法规。

Corruption and bribery/腐败和贿赂

Every form of corruption or bribery is forbidden, this is valid for active as well as passive bribery.

禁止任何形式的腐败和贿赂行为，本条规定适用于主动行贿和被动行贿。

Human rights/人权

The Supplier shall respect and protect internationally proclaimed human rights and shall ensure that no human rights are violated along the supply chain, in particular with regard to compliance with international treaties and national laws on trade in conflict minerals and other natural resources.

供应商应尊重和保护国际宣告的人权，并确保在供应链上，特别是在遵守关于冲突矿物和其他自然资源贸易的国际条约和国家法律方面，不侵犯任何人权。

Forced labour/强迫劳动

Forced labour of any form is forbidden. This includes false prison labour, bonded labour or otherwise.

禁止任何形式的强迫劳动。包括监狱劳动、抵债劳动或其他形式的强迫劳动。

Child labour/童工

Child labour of any form is forbidden. Unless local law stipulates a higher age limit, no children of school age or person younger than 15 (except as provided for by the ILO convention No. 138) shall be employed. Workers under the age of 18 shall not perform hazardous work and may be restricted from night work with consideration given to educational needs.

¹ These requirements are based on the principles of the APPLiA Code of Conduct.

¹ 这些要求以 APPLiA 的《行为准则》为基础。

禁止使用任何童工。除非当地法律规定了更高的年龄限制，否则不得雇佣学龄儿童或者 15 岁以下儿童（国际劳工组织公约第 138 条规定的情况除外）。不满 18 岁的工人不得执行危险性工作，并且基于教育所需，亦不能让他们上夜班。

Harassment/骚扰

The personal dignity, privacy and personal rights of every individual have to be respected. Employees shall not be subject to corporal punishment or to physical, sexual, psychological or verbal harassment or abuse.

每个人的人格尊严、隐私和人身权都应得到尊重。任何员工不得受到体罚或者肢体骚扰、性骚扰、心理或语言骚扰或虐待。

Compensation/报酬

Wages, including overtime or benefits, shall equal or exceed the level required by applicable laws and regulations in the Supplier's companies.

包括加班费或福利在内的工资应当等于或超过供应商公司适用法律法规要求的水平。

Hours of work/工时

Unless national regulations require less maximum hours of work and except under extraordinary business circumstances, employees of the Supplier shall not, on a regularly scheduled basis, be required to work a standard work week of more than 48 hours per week or a total work week of more than 60 hours (including overtime). Employees shall be provided at least one day off in every seven-day period, except in extraordinary business circumstances.

除非国家法规规定了较短的最高工时或者出现特殊的业务状况，否则根据正常规定，供应商不得要求员工标准周工时数超过 48 小时或者工作周总工时超过 60 小时（包括加班）。员工每七天应当至少休息一天，除非有特殊的业务状况。

Non-discrimination/无差别待遇

All employees of the Supplier shall be treated strictly according to their abilities and qualifications in any employment decision, including but not limited to hiring, advancement, compensation, benefits, training, layoffs and termination. Under no circumstances shall employees be discriminated for racist reasons or on the grounds of colour, nationality, social or ethnic origin, disability, sexual orientation, political or religious opinion, sex or age.

供应商应当严格按照员工的能力和资质来做出雇佣决策，包括但不限于雇佣、升职、薪酬、福利、培训、裁员和解雇。在任何情况下，员工不得因种族原因或基于肤色、国籍、社会背景或族裔出身、残疾、性取向、政治或宗教信仰、性别或年龄而受到歧视。

Health and safety/健康和安

The Supplier is obliged to provide a safe and healthy working environment to prevent accidents and injury and, when applicable, provide safe and healthy residential facilities with applicable local law as a minimum.

供应商必须提供一个安全健康的工作环境，以防止任何意外和伤害，并且至少提供地方适用法律规定的安全健康的居住设施（如适用）。

¹ These requirements are based on the principles of the APPLiA Code of Conduct.
¹ 这些要求以 APPLiA 的《行为准则》为基础。

A management system for safety and health at work in accordance with ISO 45001 or any equal system shall be implemented. .

必须实施符合ISO 45001系列标准的职业安全与健康管理体系或任何同等体系。

Freedom of Association and Collective bargaining/结社自由和集体谈判

The Supplier is obliged to respect the legal right of employees to freedom of association and collective bargaining.

供应商必须尊重员工所拥有的结社自由和集体谈判法定权利。

Environment/环境

The Supplier will comply with environmental regulations and standards applicable to their operations, and will observe environmentally conscious practices in all locations where they operate.

供应商将遵守环境法规以及适用于其运营的标准，并且遵守其开展业务所在场所的相关环保规定。

Environmental pollution shall be minimized and environmental protection shall be improved continuously.

应对环境的污染降到最低，并且不断加强环境保护。

An environmental management system according to ISO 14001 or any equal system shall be implemented.

必须实施符合 ISO 14001 系列标准的环境管理体系或任何同等体系。

Supply chain/供应链

The Supplier shall oblige all his sub suppliers to recognize and respect the requirements of this Code of Conduct.

供应商应当要求所有二级供应商认同并且遵守本《行为准则》的要求。

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