

## Code of Conduct for Suppliers of the BSH Group<sup>1</sup>

### 博西集团供应商行为准则

The following requirements concerning Corporate Social Responsibility and Compliance shall apply for all suppliers of the BSH Home Appliances GmbH and all companies of the BSH group.  
博西家用电器有限公司和博西家用电器集团的所有供应商应遵守下列关于公司社会责任和合规的规定。

#### **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.

供应商应遵守其开展业务所在国家的所有适用的法律法规。

#### **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，此规定对行贿和受贿皆有效。

#### **Forced Labour 强制劳动**

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

禁止任何形式的强制劳动，包括强制监狱劳动、债务性劳动或其他任何形式。

#### **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 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.

禁止以任何形式雇佣童工。除非当地法律规定了更高的年龄限制，不得雇佣小于15周岁的适学儿童（国际劳工组织第138号公约所规定除外）。18岁以下的工人不得从事危险工作，且鉴于教育需求的考虑不应从事夜间工作。

#### **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.

必须尊重每个人的人格尊严，隐私和个人权利。员工不应受到体罚或身理、性、心理或口头上的骚扰或虐待。

#### **Compensation 薪酬**

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

工资包括加班费和福利，应等同或超过所适用的法律规定和供应商公司规定的水平。

<sup>1</sup> These requirements are based on the principles of the Code of Conduct of the CECED (European Committee of Domestic Equipment Manufacturers). 这些规定基于欧盟家用电器协会行为准则原则。

## **Hours of work 工作时间**

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.

除非国家法规要求不得少于的最短工作时间及特殊业务要求，供应商员工不应在常规日程基础上被安排在一个标准工作周工作超过48小时、每周或一整周超过60小时（含加班）。除特殊业务状况，员工每七天至少休息一天。

## **Non-discrimination 非歧视**

All employees of the supplier, regardless of the colour of their skin, race, nationality, social background, possible disability, sexual orientation, political or religious conviction as well as their gender or age, 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.

供应商的所有员工无论任何肤色、种族、民族、社会背景、有无残疾、性取向、政治或宗教信仰、性别、年龄，任何雇佣决策应严格按照其能力和资格对待，包括但不限于招聘、晋升、薪酬、福利、培训、裁员和辞职。

## **Health and safety 健康与安全**

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.

A job safety management system according to OHSAS 18001 or any equal system has to be implemented.

供应商应提供安全健康的工作环境，防止意外和伤害，且适用情形下，至少按当地法律提供安全和健康的住宿设施。

必须实施根据OHSAS18001或其他同等系统确立的工作安全管理系统。

## **Freedom of Association and Collective bargaining 结社和集体谈判的自由**

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

供应商应尊重员工结社自由和集体谈判的合法权利。

## **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.

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

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

供应商供应遵守适用的环境法规和标准，并在其所有经营地点经营时进行环保意识实践。

环境污染应控制在最小程度 and 环境保护水平应不断提高。

必须实施根据ISO14001或同等系统确立的环境管理系统。

## **Supply chain 供应链**

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

供应商应确保子供应商了解并遵守本行为规范。

Confirmation of the Supplier 供应商确认  
Date 日期