

達力普控股有限公司

供應商行為準則

Dalipal Holdings Limited
Supplier Code of Conduct

一、目的 Purpose

達力普控股有限公司（以下簡稱“公司”）高度重視供應鏈的可持續發展。供應商應採取積極措施，不斷提升自身的管理水準和責任意識，遵守包括但不限於以下的供應商行為準則，確保經營管理活動合法合規、公平、公正及廉潔高效，共同構建新型商業夥伴關係，打造可持續供應鏈。

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、適用範圍 Scope of Application

本準則適用於公司及其附屬子公司所有供應商。

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

三、遵守商業道德 Compliance with Business Ethics

1、應依法合規經營，遵守業務所在國家有關商業賄賂、舞弊等相關法律規定，遵守誠實守信及廉潔從業有關規定，重視廉潔文化建設，堅決反對任何腐敗、舞弊等不合規行為。

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 a integrity culture, and resolutely oppose any corruption, fraud and other non-compliant

behaviors.

2、應加強員工商業道德教育，嚴禁任何形式的賄賂和腐敗行為。明確要求員工在履職過程中不得採用財務或者其他手段賄賂相關單位或者業務人員，以謀取交易機會或競爭優勢；亦不得利用職務便利收受他人賄賂。

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、應遵守市場競爭規則，公平競爭，不進行惡意降價、串通投標、市場操縱等不正當競爭行為。

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、應遵守保密相關規定，不直接或間接打聽、詢問涉及相關方的內部涉密信息，未經書面同意，不得向任何新聞媒體、第三人披露有關相關方及人員關於商業道德方面的評價、資訊，也不得披露具體商業合作內容。在收集、存儲、處理、傳輸和分享個人資訊時，遵守隱私和資訊保護有關的法律法規。

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、應避免利益衝突，及時披露或報告任何可能被視為有重大利益衝突的情況，如員工或與公司訂有合約的專業人員與合作夥伴的業務存在重大的利益關係或較大的經濟關

係，則須向合作夥伴進行申報。

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、應遵守誠實信用原則，不偽造或篡改任何相關的資質檔、業績記錄等，未經授權不私自刻制、偽造、仿冒或擅自使用任何與我公司存在相似性、可能引發混淆或誤導他人的印章。

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、人權及勞工 Human rights and Labour

1、應尊重和捍衛所有人權。遵守《中華人民共和國勞動法》《中華人民共和國勞動合同法》《中華人民共和國婦女權益保障法》等相關法律規定，重視健康的勞資關係，依法與員工簽訂勞動合同，嚴禁僱傭童工和各種形式的強迫勞動。

Suppliers should respect and defend all human rights . Abide by “the Labor Law of the People’s Republic of China” (《中華人民共和國勞動法》), “the Labor Contract Law of the People’s Republic of China” (《中華人民共和國勞動合同法》), “the Law of the People’s Republic of China on the Protection of Rights and Interests of Women” (《中華人民共和國婦女權益保障法》) 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、應提供平等的就業機會和工作環境。反對任何形式的歧視和騷擾行為。嚴禁因年齡、性別、種族、婚姻狀況、宗教信仰或健康狀況等受法律保障的理由而進行歧視或騷擾，也不會因此而影響錄用、待遇、晉升等僱傭決定及薪酬水準。

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、應保障員工工作時間、工資和福利符合法律法規規定，員工享有合理的休息和休假權利。

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、應尊重員工按照當地法律進行結社自由和集體談判的權利，組織和動員全體員工行使民主權利，參與公司的民主管理和民主監督。

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、應推動公司人才隊伍的多元性和合理分佈，建立人才培養機制，持續提升員工專業技能與綜合素質。

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、健康與安全 Health and safety

1、應遵守有關職業健康和安全的相關法律規定及標準，建立健全職業健康安全管理體系，確保員工有健康的身體和安全的工作環境。

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、應確保員工獲得必要的健康與安全培訓，通過全員安全警示教育、安全演練等強化全員安全意識，保護員工健康。

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、環境保護 Environmental Protection

1、應遵守所有適用的環境保護相關法律規定，建立健全環境管理體系，遵守排放控制、廢物處理、資源利用和能源消耗等各項標準。

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、應採取積極措施，從源頭減少生產過程中各項廢棄物、廢氣、廢水和雜訊的產生和污染。

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、應有效利用自然資源，積極研發並推進迴圈經濟，積極使用替代性可回收和重複利用等材料，減少對環境的影響。

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、應持續提升能效水準，建立健全能源管理體系。通過設備更新升級、先進技術和清潔能源引進等降低能源消耗和溫室氣體排放；積極開展溫室氣體排放數據統計和核算工作，推廣綠色運營。

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、應加大綠色低碳產品研發力度，優先與可提供綠色低碳產品的上游企業建立合作夥伴關係。

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、應識別、標記並妥善管理可能對人類健康或環境構成威脅的化學品及其他材料，確保其在處理、移動、儲存、使用、回收或再利用和處置過程中的安全性。嚴格遵守有關在產品及製造過程中禁用或限用某些特定物質的法律法規和客戶要求。

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、應遵守不砍伐森林和生物多樣性保護等相關法律規定，在具備綠化條件的土地實施植樹造林、種植草皮等綠化措施，以縮短土地裸露時間，保護土地資源和生物多樣性。

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.

以上政策解釋權歸屬於達力普控股有限公司。所有供應商應嚴格遵守本行為準則及相關法律規定，如有違反，我公司保留根據具體情況進行評判並採取相應措施的權利。我們亦會在供應商准入、考核和評估中參照上述準則進行評價，所有供應商應盡可能保存並配合提供相關檔，以證明遵守本準則和相關法律規定。

The above policy interpretation rights belong to Dalipal Holdings Limited. All suppliers shall strictly abide by this Code of Conduct and relevant laws and regulations. If there is any violation, our Company reserves the right to judge and take appropriate measures according to the specific circumstances. We will also refer to the above guidelines in supplier admission, assessment and evaluation, and all suppliers should maintain and cooperate with the relevant documents to demonstrate compliance with this Code of Conduct and relevant legal requirements

如發現或懷疑我公司其他供應商有違反本準則或相關法律規定的行為，可通過下述管道進行回饋或舉報：電話：0317-5764733，郵箱：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.