



## IGW SUPPLIER CODE OF CONDUCT

### 安杰达供应商行为准则

This IGW Supplier Code of Conduct ("Code of Conduct") applies to all suppliers that provide products or services to IG Watteuw International n.v., and its affiliates, divisions or subsidiaries (collectively, "IGW"). IGW requires its suppliers and their respective employees and subcontractors to comply fully with this Code of Conduct as a condition of doing business with IGW. Suppliers must be familiar with the business practices of their sub-suppliers and subcontractors and ensure that such sub-suppliers and subcontractors adhere to this Code of Conduct. Suppliers must communicate the requirements of this Code of Conduct to their respective employees, sub-suppliers and subcontractors. IGW may discontinue its relationship with suppliers who fail to comply with this Code of Conduct in any respect.

本安杰达供应商行为准则（“行为准则”）适用于向安杰达国际公司及其关联公司、部门或者子公司（统称“安杰达”）提供产品或服务的所有供应商。安杰达要求其供应商及他们各自的员工和分包商完全遵守本行为准则，作为与安杰达合作的条件。供应商必须熟悉他们的次级供应商和分包商的商业惯例，并确保此等次级供应商和分包商遵守本行为准则。供应商应向其各自的员工、次级供应商和分包商传达本行为准则的要求。供应商在任何方面未遵守本行为准则的，安杰达可与其终止关系。

### GENERAL COMPLIANCE WITH LAWS

#### 常规守法

IGW suppliers must comply with all IGW policies and all the applicable laws, rules, and regulations of the relevant countries and locations in which they operate.

安杰达的供应商必须遵守所有安杰达的政策及其营业地所在的相关国家和地区的适用的法律、条例及法规。

### HUMAN RIGHTS AND EMPLOYMENT PRACTICES

#### 人权和雇佣实践

#### Forced and Child Labor

#### 强迫劳动和童工

Suppliers shall not engage in human trafficking, use forced, involuntary, or slave labor, or purchase materials or services from companies engaging in such trafficking or using such labor. All IGW suppliers must be able to certify that materials included in their products comply with the slavery and human trafficking laws of the country or countries in which they do business. Unless applicable local law prescribes otherwise, suppliers may not hire employees under the age of fourteen. Employees under the age of eighteen may not perform work likely to jeopardize their health, safety, or education.

供应商不得从事贩卖人口，使用被强迫的、非自愿的或受奴役的劳工，或采购来自于从事非法贩卖或使用此类劳工的公司的材料或服务。所有安杰达供应商必须能够证明其产品所含的材料符合其营业地所在国家的奴役和贩卖人口的法律。除非所适用的当地法律另有规定，供应商不得雇佣十四岁以下的员工。十八岁以下的员工不得从事可能危害其健康、安全或教育的工作。

#### Employment Practices

#### 雇佣实践

As a part of their employment practices, IGW suppliers must verify that all of their employees have the legal right to work in the relevant country and must ensure that all mandatory documents,





such as work permits, are obtained. IGW suppliers must support diversity and equal opportunity in their workplaces and must prohibit discrimination based on race, color, gender, nationality, age, disability, union membership, maternity, sexual orientation, or marital status.

作为雇佣惯例的一部分，安杰达供应商必须核实其所有员工在相关国家拥有合法工作的权利，并确保其取得所有强制性文件，如就业许可证。安杰达供应商必须支持其工作场所的多元化和机会均等，且必须禁止基于种族、肤色、性别、国籍、年龄、残疾、工会会员、孕妇、性取向或婚姻状况的歧视。

## Harassment

### 骚扰

IGW suppliers must treat all employees with respect and dignity and may not subject employees to corporal punishment, physical, sexual, psychological, or verbal harassment or abuse. Suppliers may not impose monetary fines upon employees as a form of discipline. Moreover, suppliers must maintain a workplace environment that allows employees to report concerns without fear of retaliation. To the extent permitted by applicable local law, suppliers must have a reporting process that allows employees to report their concerns anonymously.

安杰达供应商必须给予所有员工以尊重和尊严，不得使员工蒙受体罚、身体的、性别的、心理的或言语的骚扰或虐待。供应商不得向员工强取罚金作为惩罚形式。此外，供应商必须维护一个让员工汇报问题时在不必担心报复的工作环境。在所适用当地法律的允许范围内，供应商必须有一个允许员工匿名汇报其问题的报告流程。

## Wages and Work Hours

### 工资和工作时间

Suppliers must comply with applicable laws and regulations prescribing employee compensation and working hours. Suppliers may require employee overtime hours only to the extent consistent with a humane and productive work environment and applicable law.

供应商必须遵守适用的规定员工报酬和工作时间的法律法规。供应商仅可在符合人道且高效的工作环境及适用法律允许的条件下要求员工加班。

## Health and Safety

### 健康和安全

Suppliers must provide employees with a safe and healthy work environment and must take affirmative steps to support accident prevention and minimize overall health and safety exposure.

供应商必须为员工提供一个安全且健康的工作环境，必须采取积极的措施以支持事故的预防并最大限度地减少整体健康和安全风险。

## Environment

### 环境

Suppliers must conduct their business operations in a manner that minimizes negative impact on the environment and protects natural resources, customers, and employees. Suppliers must comply with all applicable environmental laws and IGW requirements, including, without limitation, laws related to air emissions, water discharges, toxic substances, and hazardous waste disposal in the conduct of their business operations. Suppliers must obtain and maintain sufficient knowledge of materials and components utilized in their respective supply chains to ensure such materials and components were obtained from permissible sources in compliance with applicable laws and regulations. Suppliers may be required to validate the origin of any and all such materials and components.

供应商必须以一个环境负面影响最小化及保护自然资源、客户和员工的方式从事其经营活动。供应商必须遵守所有适用的环境法和安杰达的要求，包括但不限于在其从事经营活动过程中与排气、排水、有毒物质和危险废弃物处理有关的法律。供应商必须取得并保持其对各自供应链中所使用的材料和零件具备足够的知识以确保此等材料 and 零件取自符合法律法规的许可渠道。供应商可能会被要求证实任何及所有此等材料和零件的来源。





## **BUSINESS ETHICS**

### *商业道德*

#### **Gifts**

##### **礼品**

Suppliers must not offer gifts to any IGW employees, regardless of the value of such gifts.  
供应商不得向安杰达的任何员工赠送礼品，不管此类礼物的价值几何。

#### **Improper Payments**

##### **不当支付**

No bribes, kickbacks, or similar payments are permitted, even when such payments are permitted under applicable local law. IGW employees, suppliers, and agents are strictly prohibited from accepting such payments under any circumstances.

禁止贿赂、回扣或类似付款，即使所适用的当地法律允许此等付款。在任何情况下安杰达的员工、供应商和代理人被严格禁止接受此等付款。

#### **Confidential Information**

##### **机密信息**

Protection of confidential information is key to the success of IGW and its suppliers. Suppliers must protect all IGW information, electronic data, and intellectual property with appropriate safeguards. Suppliers may receive IGW confidential information only as authorized by a confidentiality or non-disclosure agreement signed between IGW and the supplier, and suppliers must comply fully with their obligations under such agreements with respect to the disclosure and use of IGW's information. Suppliers may not use any trademarks, trade names, patents, copyrights, or other intellectual property or similar rights of IGW, except to the extent explicitly authorized by IGW in writing and in its sole and absolute discretion.

机密信息的保护是安杰达及其供应商成功的关键。供应商必须采取适当的保护措施保护安杰达的所有信息、电子数据和知识产权。供应商仅可在由安杰达与供应商之间签署的保密或禁止披露协议授权的条件下，方能接收安杰达的机密信息，且供应商必须充分遵守其在此等协议项下关于披露和使用安杰达信息的义务。供应商不得使用安杰达的任何商标、商号、专利、著作权或其他知识产权或类似权利，除了经安杰达自行酌情决定并书面明确授权的外。

#### **Supplier Management System**

##### **供应商管理系统**

Suppliers should implement and maintain a management system that ensures they comply with applicable laws, regulations, and IGW policies (including, without limitation, this Code of Conduct) and aids the suppliers in identifying and reducing any operational risks related to this Code of Conduct. The system should also promote continuous improvement and compliance with changing laws and regulations. IGW strongly recommends that all suppliers maintain an environmental management system (EMS), such as ISO14001, to ensure environmental compliance.

供应商应实施并维护一个确保其遵守适用法律、法规和安杰达政策（包括但不限于本行为准则）并帮助供应商识别和降低与本行为准则有关的任何经营风险的管理系统。此等系统应推动持续改善并符合不断变化的法律和法规。安杰达强烈建议所有供应商保有一个环境管理系统（EMS），如 ISO14001，以确保环保达标。

#### **Supply Chain Transparency**

##### **供应链透明度**

To monitor its suppliers' compliance with this Code of Conduct, IGW may: (a) request documentation; (b) conduct audits at the supplier's (or their subcontractors') facilities; and (c)





require, review, approve and verify successful implementation of supplier's corrective action plans. Suppliers must cooperate fully with IGW with respect to any such requests or activities.

为监督供应商对本行为准则的遵守，安杰达可以：（a）索要证明文件；（b）在供应商（或者其分包商）的工厂内进行审计；和（c）要求、审核、批准并验证供应商的纠正性行动计划的成功执行。就此等任何要求或行动，供应商必须充分配合安杰达。

## **VIOLATIONS**

### **违规行为**

Violations of the IGW Supplier Code of Conduct can be reported confidentially to IGW in the following ways:

对安杰达供应商行为准则的违反行为可以通过以下途径向安杰达秘密地报告：

Telephone/电话： +32 5082 6907

Website/网址： <http://www.igwpower.com/contact-us>

Mail/邮箱： [info@IGWpower.com](mailto:info@IGWpower.com)

## **CODE OF CONDUCT ONLINE**

### **在线行为准则**

The IGW Supplier Code of Conduct is available at: <http://www.IGWpower.com/about-us/sourcing>

安杰达供应商行为准则可在如下链接获得：<http://www.IGWpower.com/about-us/sourcing>

