



Policy

政策

Supplier Code of Conduct

供应商行为准则



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1. Introduction 简介

Dustin Code of Conduct is our corporate policy for responsible, efficient, and transparent business behavior. It highlights our core values and commitment to fundamental principles on human rights, ethical business practices, climate change mitigation, and workplace inclusion and diversity.

We expect our suppliers to adhere to similar standards. The Dustin Supplier Code of Conduct (hereafter Code) applies to all suppliers that deliver goods and/or services to Dustin Group, including but not limited to, their parent, subsidiary, affiliate entities, subcontractors, and their respective employees, consultants and agents, ensuring they enforce these principles throughout their operations and supply chains.

The Code is based on international standards such as the Universal Declaration of Human Rights, UN Guiding Principles for Business and Human Rights, ILO International Labor Standards, OECD Guidelines for Multinational Enterprises and the UN Global Compact. It also incorporates elements from the Responsible Business Alliance (RBA).

Suppliers must comply with the Code and all applicable laws and regulations. For some areas this Code exceeds legal requirements to promote social and environmental responsibility in line with internationally recognized standards. When differences arise between the Code and legal requirements, the stricter position to corporate responsibility matters shall apply, provided it is in accordance with applicable law.

《Dustin 供应商行为准则》是 Dustin 集团关于负责任、高效且透明商业行为的公司政策性文件。该文件突出了我司的核心价值观以及对人权、道德商业行为、缓解气候变化以及工作场所包容性和多样性的基本原则的承诺。

我们期望供应商们也能够遵循类似的标准。《Dustin 供应商行为准则》（以下简称“准则”）适用于所有向 Dustin 集团提供货物和/或服务的供应商，包括但不限于其母公司、子公司、关联实体、分包商及其各自的员工、顾问和代理人，确保他们在整个运营和供应链中贯彻这些原则。

本准则内容基于国际标准，如《世界人权宣言》、《联合国商业和人权指导原则》、国际劳工组织（ILO）的国际劳工标准、经济合作与发展组织（OECD）的《跨国企业指南》和《联合国全球契约》。此外，本准则还融入了责任商业联盟（RBA）的元素。

供应商必须遵守本准则及所适用的法律法规。在某些领域，本准则超越了法律要求，以促进社会和环境责任，符合国际公认的标准。当准则与法律要求之间出现差异时，应适用更严格的企业责任标准，但前提是符合适用法律。

2. Human and Labour Rights 人权和劳动权

Workers shall be treated with dignity and respect. This applies to all workers including permanent, temporary, migrant, student, juvenile, contract workers, and any other type of workers. Suppliers shall not tolerate human rights violations including unlawful discrimination or victimisation in any form.

Human and Labour Rights principles include the following aspects:

应当维护工人的尊严，给予其尊重。这一点适用于所有工人，包括固定工、临时工、移民工人、工读生、未成年工人，合同工，以及其他任形式的工人。供应商不应容忍侵犯人权的行爲，包括任何形式的非法歧视或虐待。

人权和劳动权原则包括以下方面：

2.1 Freely Chosen Employment 自由选择就业

Suppliers shall not engage in any form of forced labour, including but not limited to, bonded (including debt bondage), or indentured labour, involuntary or exploitative prison labour, slavery or trafficking of persons. This includes transporting, harbouring, recruiting, transferring, or receiving persons by means of threat, force, coercion, abduction, or fraud for labour or services. Suppliers shall not impose unreasonable restrictions on worker's freedom of movement in the facility in addition to unreasonable restrictions on entering or exiting company-provided facilities including, if applicable, workers' dormitories or living quarters.

As part of recruitment, workers must receive a written employment agreement in a language understood by the workers that contains a description of terms and conditions of employment. Foreign migrant workers must receive the employment agreement prior to the worker departing from his or her country of origin and there shall be no substitution or change(s) allowed in the employment agreement upon arrival in the receiving country unless these changes are made to meet to the local law and provide equal or better terms. Workers shall not be required to give financial deposits or hand over government-issued identification, passports, travel documents or work permits to the supplier or labour agent as a condition of employment. Workers shall not be required to pay employers' or agents' recruitment fees or other related fees for their employment. If any such fees are found to have been paid by workers, such fees shall be repaid to the worker.

All work must be voluntary, and workers shall be free to leave work at any time or terminate their employment without penalty provided that reasonable notice is given, which shall be clearly stated in as per workers' contracts. Supplier shall maintain documentation on all leaving workers.

供应商不得从事任何形式的强迫劳动，包括但不限于债务劳工（包括债务奴役）、契约劳工、非自愿或剥削性的监狱劳工、奴隶制或人口贩卖。这包括通过威胁、武力、胁迫、绑架或欺诈手段运输、藏匿、招募、转移或接收人员以获取劳动力或服务。供应商不得对工人在其设施内的自由行动施加不合理限制，也不得对进入或退出公司提供的设施（包括工人宿舍或居住区）施加不合理限制。

作为招聘的一部分，必须以工人理解的语言向其提供一份书面雇佣协议，协议包含雇佣条款和条件的说明。外国移民工人必须在其离开原籍国之前获得雇佣合同，并且在到达接受国后不得对雇佣合同进行替换或者更改，除非这些更改符合当地法律并提供平等或者更优的条款。不应要求工人向供应商或劳动中介机构交纳保证金或上交政府颁发的身份证件、护照、旅行证件或工作许可证作为雇佣条件。工人不应被要求向雇佣者或者劳动中介机构支付招聘费用以及其他相关的雇佣费用。如果有相关的费用已经支付，该费用应当退还给工人。

所有工作都必须是自愿的，工人可随时离职或终止雇佣，前提是提前合理通知，这应在工人的合同中明确说明。供应商应保存所有离职工人的记录。

2.2 Prohibition of Child Labour 禁止使用童工

Child labour is prohibited in any stage of the supply chain. The term "child" refers to any person under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest.

Suppliers shall establish a reliable and effective age-verification mechanism as part of the recruitment process, which may not be in any way degrading or disrespectful to the worker. This principle aims to protect children from any form of exploitation. Suppliers located in countries with a high risk of child labour, shall have a child labour remediation plan in place, which describes the actions to be taken in case a child is found working in the supplier premises.

Special care shall be taken on the dismissal of children, as they can move into employment that is more hazardous. In removing children from the workplace, suppliers shall identify measures to ensure the protection of affected children and to cooperate with local non-governmental organisations (NGOs) to find the best solution for the child. Any measures taken shall always aim to improve, not worsen, each individual child's situation. Any costs for education, etc. shall be paid by the supplier. The supplier shall inform Dustin Group in writing of its discussions with local NGO's and any measures taken in respect of each individual child.

在供应链的任何阶段都禁止使用童工。“儿童”是指任何未满15岁的人，或未完成义务教育年龄的人，或低于国家规定的最低就业年龄的人，以其中年龄较大者为准。

供应商应设定一套可靠、有效的年龄验证机制作为招聘流程的一部分。该机制在任何方面均不得对工人形成侮辱或歧视。本原则旨在保护儿童不受任何形式的剥削。如果所在国家的童工风险较高，则供应商应当拥有一套童工补救计划，说明在供应商工作场所发现童工时所采取的措施。

在让童工离职时应小心谨慎，因为童工可能会进入更危险的环境中工作。在让童工离职时，供应商应当确认相关措施，确保对受害儿童提供保护，并与当地非政府组织合作，为儿童找到最好的出路。不管采取何种措施，目标均为改善（而非恶化）每名儿童的状况。所产生的教育等费用均由工厂承担。对于每名童工，供应商应当以书面形式告知 Dustin 集团其与地方非政府组织开展的讨论和采取的任何措施。

2.3 Young and Student Worker Protection 未成年工人和学生工保护

Supplier may employ juveniles/young workers who are older than the applicable legal minimum age but are younger than 18 years of age, provided they do not perform work that is likely to jeopardize their health, safety, well-being, and development including but not limited to night shift, overtime, hazardous work such as heavy lifting or work with toxic chemicals.

Legitimate workplace apprenticeship programs, which comply with all laws and regulations, can be used to support youth employment. Supplier shall ensure proper management of student workers through proper maintenance of student records, rigorous due diligence of educational partners, and protection of students' rights in accordance with applicable law and regulations. Supplier shall provide appropriate support and training to all student and young workers. The total share of student workers shall not exceed 30% of the total workforce. In the absence of local law, the wage rate for student workers, interns and apprentices shall be at least the same wage rate as other entry-level workers performing equal or similar tasks.

供应商可以雇佣已超过法定最低年龄但未满 18 周岁的青少年/年轻工人，前提是他们不得从事可能危害其健康、安全、幸福和发展的工作，包括但不限于夜班、加班、危险岗位，如重物搬运或接触有毒化学品。

在遵守所有法律法规的前提下，供应商可采用合法的工作实习计划来为青少年就业提供支持。供应商应妥善保管学生工的相关记录，来确保对所有学生工进行妥善管理，对合作的教育机构进行严格的尽职调查，并根据适用法律和法规来确保学生工的权利。供应商应当为所有年轻工人和学生工提供相应的支持和培训。供应商使用学生工的总人数不能超过工厂总人数的 30%。如果当地法律无相关规定，学生工、实习生和学徒的工资水平至少应当与开展相同或类似工作的其他初级工人持平。

2.4 Working Hours 工作时间

Suppliers shall ensure that workweeks do not exceed the maximum working hours as defined by local labour laws or applicable collective agreements. A workweek shall however be restricted to 60 hours, including overtime except in emergencies or unusual situations. Regular workweeks shall not exceed 48 hours. Workers shall have at least one day off in seven consecutive days. All overtime work must be voluntary.

供应商应当确保每周工作时间不超过当地劳动法或适用的集体协议所规定的最高工作时长。每周工作时间包括加班时间不得超过 60 个小时，但紧急或特殊情况下除外。每周常规工作时间不得超过 48 小时。工人在连续七天工作里至少应确保一天的休息时间。所有加班工作均须出于自愿。

2.5 Wages and Benefits 薪酬与福利

Supplier shall provide all workers with fair compensation that is sufficient to provide a decent living for themselves and their families. Compensation paid to workers shall comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. All workers shall receive equal pay for equal work and qualification. Workers shall be compensated for overtime at pay rates greater than regular hourly rates.

Supplier shall ensure statutory payments (e.g. social insurances, pensions) are paid for all workers. Deductions from living wages as a disciplinary measure shall not be permitted. For each pay period, workers shall receive a timely and understandable wage statement or pay slip that includes sufficient information to verify accurate compensation for work performed. All use of temporary, dispatch and outsourced labour shall be within the limits of the local law.

供应商应为所有工人提供公平的薪酬，该薪酬应足以保障工人及其家人过上体面的生活。支付给工人的薪酬应符合所有适用的工资法律，包括但不限于最低工资、加班工资以及法定福利。所有工人应同工同酬，并且薪酬应与其资质相符。工人的加班薪酬应高于正常的小时工资的水平。

供应商应确保为所有工人支付法定福利（如社会保险、养老金等）。不允许将扣除生活工资作为纪律处分措施。在每个薪资结算周期内，工人都应及时收到一份易于理解的工资单或工资条，其中包含的信息应足以验证薪资是否与所付出的工作表现相符。所有临时工、劳务派遣工和外包劳工的使用都应在当地法律允许的范围内。

2.6 Non-Discrimination/Non-Harassment/Humane Treatment 非歧视/非骚扰/人道待遇

Suppliers shall commit to a workplace free of harassment and unlawful discrimination. There shall be no harsh or inhumane treatment including violence, gender-based violence, sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, bullying, public shaming, or verbal abuse of workers; nor is there to be the threat of any such treatment.

Suppliers shall not engage in discrimination or harassment based on race, colour, age, gender, sexual orientation, identity and expression, ethnicity, or national origin, disability, pregnancy, religion, political affiliation, union membership, covered veteran status, protected genetic information, or marital status in hiring and employment practices such as wages, promotions, rewards, access to training and exit practices. Disciplinary policies and procedures in support of these requirements shall be clearly defined and communicated to workers. Workers shall be provided with reasonable accommodation for religious practices and disability. Workers or potential workers shall not be subjected to medical tests, including pregnancy or virginity tests, or physical exams that are irrelevant and test results must not be used in a discriminatory way.

供应商应致力于营造一个无骚扰和无非法歧视的工作环境。不应有任何严厉或不人道的待遇，包括暴力、基于性别的暴力、性骚扰、性虐待、体罚、精神或身体胁迫、欺凌、公开羞辱或对工人的言语辱骂；以及不应存在上述任何此类对待的威胁。

供应商在工资、晋升、奖励、培训机会和离职等招聘和雇佣实践中，不得基于种族、肤色、年龄、性别、性取向、身份和表达、民族、或国籍、残疾、怀孕、宗教、政治派别、工会会员身份、退伍军人身份、受保护的遗传信息或婚姻状况进行歧视或骚扰。应明确制定支持这些要求的纪律政策和程序，并且传达给工人。应为工人的宗教活动和残疾情况提供合理的便利。工人或潜在工人不应接受与工作无关的医学检查，包括怀孕检查或童贞检查，或体检，且不得因检查结果对工人进行歧视。

2.7 Freedom of Association and Collective Bargaining 自由结社和集体谈判权

Workers and/or their representatives shall be able to openly communicate and directly share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation, or harassment. Suppliers shall respect the right of all workers to form and join trade unions/associations of their own choice to bargain collectively, and to engage in peaceful assembly as well as respect the right of workers to refrain from such activities. Where the right of freedom of association and collective bargaining is restricted by applicable laws and regulations, workers shall be allowed to elect and join alternate lawful forms of worker representations.

工人及其代表应能够就工作条件和管理实践与管理层公开沟通并直接分享想法和担忧，而无需担心受到歧视、报复、恐吓或骚扰。供应商应尊重所有工人组建和加入自己选择的工会/协会进行集体谈判以及和平集会的权利，同时也应尊重工人不参与此类活动的权利。在自由结社和集体谈判权受到适用法律法规限制的情况下，应允许工人选举和加入其他合法的工人代表组织。

3. Occupational Health and Safety 职业健康与安全

Workers' safety shall be a priority at all times. Minimizing work-related injuries and illness and providing a safe and healthy work environment enhance the quality of products and services, consistency of production and worker attrition. Ongoing worker dialog and training is essential to identifying and solving daily health and safety issues. Health and Safety principles include the following aspects:

工人的安全在任何时候都是头等大事。将工伤和职业病的发生率降至最低，并提供一个安全健康的工作环境，可以提升产品和服务的质量、保持生产的稳定性和减少员工流失。在确认并解决日常健康安全问題时，持续的和工人对话以及培训至关重要。健康与安全的原则包括以下几个方面：

3.1 Emergency Preparedness 应急准备

Suppliers shall assess all potential emergency situations and have their impact minimized by implementing emergency response plans and procedures, including emergency reporting, employee notification and evacuation procedures, worker training and drills. Emergency drills must be executed at least annually or as required by local law, whichever is more stringent. Emergency plans should also include appropriate fire detection and suppression equipment, clear and unobstructed egress, adequate exit facilities, contact information for emergency responders, and recovery plans. Such plans and procedures shall focus on minimizing potential harm to life, the environment and property.

供应商应当对所有可能的紧急情况进行评估，并通过开展应急响应预案和响应程序（紧急情况报告、员工通知及疏散流程，工人培训及演习等）将影响程度降至最低。每年须至少开展一次（或按照当地法规，以更严格标准为准）应急演练。应急预案中应当包括合适的火灾探测器和灭火设备、畅通无阻的安全出口、充足的逃生设备、紧急救援人员的联系方式以及灾后恢复方案。这些预案和程序应重点关注如何最大限度地减少对生命、环境和财产的潜在危害。

3.2 Occupational Injury and Illness 工伤与疾病

Supplier shall ensure procedures and systems are in place to prevent, manage, track and report occupational injury and illness, including provisions to encourage worker reporting, classify and record injury and illness cases, provide necessary medical treatment, investigate cases and implement corrective actions to eliminate their causes, and facilitate the return of workers to work. Supplier shall allow workers to remove themselves from imminent harm, and not return until the situation is mitigated, without fear of retaliation.

供应商应确保有程序和系统来预防、管理、跟踪和报告职业伤害和疾病，包括鼓励工人报告、分类和记录伤害和疾病病例、提供必要的医疗治疗、调查病例并实施纠正措施以消除其原因，并促进工人重返工作岗位。供应商应确保工人在面临直接危险时有权自行撤离工作场所，并在危险未缓解前无需返回岗位，同时不会因此受到任何形式的报复或不利影响。

3.3 Physically Demanding Work 体力工作

Suppliers shall ensure worker exposure to the hazards of physically demanding tasks, including manual material handling and heavy or repetitive lifting, prolonged standing, whole-body vibration and highly repetitive or forceful assembly tasks is identified, evaluated and controlled.

供应商应确保对工人所面临的体力要求较高的工作任务所带来的危害进行识别、评估和控制，这些危害包括人工物料搬运和搬运重物或重复性重物托举、长时间站立、全身振动和高度重复性或高强度的装配任务。

3.4 Machine Safeguarding 机械安全防护

Suppliers shall evaluate the safety risks associated with production and other machinery of the facility. Where machinery present an injury hazard to workers, it shall be clearly marked with necessary warning signs in appropriate language, and safeguarding, physical guards, interlocks and barriers shall be in use and well maintained.

供应商应评估与工厂的生产及其它机械设备相关的安全风险。如果机械设备对工人构成受伤风险，应以适当的语言清晰地标注必要的警示标志，并应使用防护装置、实体防护设施、联锁装置和屏障，且对其进行妥善维护。

3.5 Chemical Safety 化学品安全

Suppliers shall ensure safe management of chemicals. Health and safety hazards associated with handling, storage, usage and recycling of chemicals are to be identified, and the risks they may cause are to be assessed, eliminated, minimized or otherwise controlled. Procedures shall provide

requirements on approval for taking chemicals into use, receiving and proper storage, exposure audit and control, safe chemical handling including use of Personal Protective Equipment (PPE), first aid measures and emergency response.

Up-to-date Material Safety Data Sheet(s) (MSDS) shall be available to all workers in a language they understand for each chemical on site. Workers working with chemicals shall be given necessary training.

供应商应当确保对化学品进行安全管理。必须识别与化学品的搬运、储存、使用和回收相关的健康与安全危害，并对其可能引发的风险进行评估，进而消除、尽量降低这些风险，或者采取其他方式加以管控。相关程序应规定有关化学品投入使用的审批、接收与妥善储存、接触情况审查与控制、包括使用个人防护装备（PPE）在内的化学品安全操作、急救措施以及应急响应。

在工厂存放的每一种化学品，应采用工人能够理解的语言向所有工人提供最新的材料安全数据表（MSDS）。对于接触化学品的工人应接受必要的培训。

3.6 Personnel Protective Equipment (PPE) 个人防护设备 (PPE)

Suppliers shall ensure that health and safety hazards associated with production are identified and controlled by eliminating, substituting or minimizing the hazard with the help of engineering and administration controls. In cases where the health and safety risk cannot be otherwise controlled suppliers shall ensure workers are equipped with appropriate and well-maintained Personal Protective Equipment (PPE). A hazard assessment shall be completed which identifies the type personal protective equipment (PPE) required for each operation. PPE requirements shall be communicated, and workers shall be trained in the correct use and storage of PPE. PPE shall be provided free of charge, be in good condition, regularly checked and maintained and be used by workers.

供应商应确保识别与生产相关的健康和安全危害，并通过消除、替代或借助工程和管理控制措施将危害降至最低程度来进行控制。在健康和安全风险无法通过其他方式控制的情况下，供应商应确保为工人配备合适且维护良好的个人防护装备（PPE）。应完成危害评估，以确定每项作业所需的个人防护装备（PPE）类型。供应商应告知工人其岗位对于PPE的要求，且应对工人进行培训如何正确使用和存放个人防护装备（PPE）。应免费向工人提供PPE，确保其处于良好的状态，定期进行检查和维护保养，且工人应按要求使用。

3.7 Workplace Conditions 工作场所条件

Suppliers shall ensure clean and safe work premises which fit its purpose. Suppliers shall provide, at a minimum, free access to drinking water, sanitary facilities and when necessary, rest and eating facilities or dormitories that address the needs of workers.

供应商应确保工作场所清洁且安全，并符合其用途。供应商应至少提供免费饮用水、卫生设施，以及在必要时提供休息就餐设施或宿舍，以满足工人的需求。

3.8 Health and Safety Communication 健康安全沟通

Suppliers shall provide workers with appropriate workplace health and safety information and training in the language of the worker or in a language the worker can understand for all identified workplace hazards that workers are exposed to, including but not limited to mechanical, electrical, chemical, fire and physical hazards. Health and safety related information shall be clearly posted in the facility or placed in a location identifiable and accessible by workers. Health information and training shall include content on specific risks to relevant demographics, such as gender and age, if applicable. Training shall be provided to all workers prior to the beginning of work and regularly thereafter. Workers shall be encouraged to raise any health and safety concerns without retaliation.

供应商应针对工人所面临的所有已识别的工作场所危害，以工人的母语或工人能够理解的语言，向工人提供适当的工作场所健康与安全信息的培训，包括但不限于机械危害、电气危害、化学品危害、火灾与其他物理危害。与健康和安全相关信息应清晰地张贴在工作场所或放置在工人可识别和可访问的位置。健康信息和培训应包括与相关人群（如性别和年龄）相关的特定风险内容（如适用）。应在所有工人开

始工作之前为其提供培训，并在此后定期进行。应鼓励工人提出任何与健康和安全相关的问题，且不得对其进行报复。

4. Environmental Protection 环境保护

Supplier shall strive to continuously improve its environmental performance by using natural resources sustainably, mitigating climate change, promoting recyclability, and ensuring any other adverse effect on the community and environment is controlled. Environmental principles include the following aspects:

供应商应努力通过可持续的方式使用自然资源，缓解气候变化，提倡回收利用，以及确保对社区和环境的任何其他负面影响得到控制，从而持续提升自身的环保绩效。环保原则包括以下方面：

4.1 Environmental Permits and Reporting 环境许可和报告

Suppliers shall ensure that all required environmental permits and approvals (e.g., EIA, discharge monitoring) are obtained, monitoring and reporting requirements are followed and that third party monitoring (e.g., air emission, noise levels) are conducted as required.

供应商应当确保获得所有必需的环境许可和审批（例如：EIA、排放监测），遵循监测和报告要求，并根据需要开展第三方监测（例如：大气排放、噪音水平）。

4.2 Pollution Prevention and Resource Conservation 污染防治和资源保护

If applicable, suppliers should be compliant with EU IED Directive (2010/75/EU) to avoid environmental degradation. Suppliers shall assess significant environmental impact of operations and establish effective policies and procedures that reflect their environmental responsibility. Suppliers shall strive for continuous improvements at all times.

Emissions and discharges of pollutants and generation of waste are to be minimized or eliminated at the source or by practices such as adding pollution control equipment, modifying production, maintenance and facility processes, or by other means. The use of natural resources, including water, fossil fuels, minerals, and virgin forest products is to be conserved by practices such as modifying production, maintenance and facility processes, materials substitution, re-use, conservation, recycling and other means.

如适用，供应商应遵守欧盟工业排放指令（2010/75/EU），以避免环境退化。供应商应评估其运营的重大环境影响，并建立反映其环境责任的有效政策和程序。供应商应始终致力于持续改进。

应当通过安装污染控制设备、改善生产维修流程等手段，从源头最小化或消除污染物排放；对于水资源、化石能源、矿物和原始森林，也应当采取优化生产维修流程、材料替代、重复使用、保护和循环等方式节约使用。

4.3 Circularity 循环经济

If applicable, suppliers should identify and implement design opportunities of the products to improve durability, upgradability, repairability, increase of recycled material and end of life material recovery to minimize waste generation in the entire life cycle of the product/materials/packaging.

Suppliers shall share information about expected lifespan and report on their use of recycled, renewable, and sustainably sourced materials.

如适用，供应商应识别并实施产品设计机会，以提高耐用性、可升级性、可修复性，增加回收材料的使用，并在产品/材料/包装的整个生命周期中回收材料，以尽量减少废弃物的产生。

供应商应分享有关产品预期使用寿命的信息，并对其可回收、可再生以及可持续材料的使用情况进行汇报。

4.4 Hazardous Substances and Goods 有害物质和物品

Chemicals, waste, hazardous goods and other materials posing a hazard to humans or the environment are to be identified, labelled, and managed to ensure their safe handling, movement,

storage, use, recycling or reuse and disposal. If a subcontractor is used for waste disposal, suppliers shall ensure that the subcontractor is appropriately authorized and licensed. Hazardous waste data shall be tracked and documented.

供应商应当对化学品、废品及其他会对人体或环境造成危害的材料进行识别、贴标，并确保它们被安全地处置、移动、储存、使用、回收、重复使用或丢弃。如果使用分包商进行废物处理，供应商应确保其获得适当的授权和许可。危险废物数据应被追踪和记录。

4.5 Solid Waste 固体废物

Suppliers shall implement a systematic approach to identify, manage, reduce and responsibly dispose or recycle solid waste. Suppliers must, as a minimum, separate and properly treat hazardous waste from non-hazardous solid waste.

Waste should only be exported if the facility in the receiving country has a better treatment method considering environment, health and material/energy recovery than a facility in the exporting country. If export is conducted all permits needed must be approved before any shipments are performed. Waste data shall be tracked, reported and documented.

供应商应实施系统的方法来识别、管理、减少并负责地处理或回收固体废物。供应商必须至少将危险废物与非危险固体废物分开并妥善处理。

只有当接收国的处理设施在环境、健康和材料/能源回收方面比出口国的设施有更好的处理方法时，才可以出口废物。如果进行出口，在任何装运之前，必须获得所需的所有许可批准。废物数据应进行追踪、报告并妥善记录。

4.6 Air Emissions 大气排放

Suppliers shall ensure air emissions of volatile organic chemicals, aerosols, corrosives, particulates, ozone depleting chemicals and combustion by-products and greenhouse gas emissions generated from operations are characterized, regularly monitored, controlled and treated as required prior to discharge.

Suppliers shall conduct routine monitoring of the performance of its air emission control systems.

供应商应确保对运营过程中产生的挥发性有机化合物、气雾剂、腐蚀性物质、颗粒物、破坏臭氧层的化学物质、燃烧副产品的废气排放以及温室气体排放进行特性分析，定期监测，并根据要求在排放前进行控制和处理。

供应商应对其废气排放控制系统的运行状况进行定期监测。

4.7 Materials Restrictions 材料限制

Suppliers shall comply with applicable legislation, provisions and customer requirements regarding prohibition or restriction of specific substances in products and manufacturing, including labelling for recycling and disposal. Such legislation includes but is not limited to the Regulation (EC) No 1907/2006 on Registration, Evaluation, Authorization and Restriction of Chemicals (REACH), the Restriction of Hazardous Substances in Electrical and Electronic Equipment (RoHS), and Directive 2012/19/EU on waste electrical and electronic equipment (WEEE).

供应商应遵守关于产品和生产过程中对特定物质的禁止或限制的适用法律、规定以及客户要求，包括有关回收和处置的标签标注要求。此类法规包括但不限于《关于化学品注册、评估、授权和限制的 1907/2006 号（欧盟）法规》（REACH 法规）、《电气和电子设备中有害物质限制指令》（RoHS 指令）以及《关于废弃电气和电子设备的第 2012/19/EU 号指令》（WEEE 指令）。

4.8 Water Management 水资源管理

Suppliers shall implement a water management program that documents, characterizes and monitors water sources, use and discharge, seeks opportunities to conserve water and controls channels of contamination. All wastewater is to be characterized, monitored, controlled, and treated as required prior to discharge or disposal. Suppliers shall conduct routine monitoring of the performance of its wastewater treatment and containment systems to ensure optimal performance and regulatory compliance.

供应商应实施水资源管理计划，对水源、用水情况和排水情况进行记录、特性分析和监测，寻找节水机会，并控制污染途径。所有废水都应进行特性分析、监测、控制，并在排放或处置前按要求进行处理。供应商应对其废水处理和控制系统的运行情况进行常规监测，以确保系统达到最佳运行状态并符合法规要求。

4.9 Energy Consumption and Greenhouse Gas Emissions 能源消耗和温室气体排放

Suppliers are to establish a corporate-wide greenhouse gas reduction goal. Energy consumption and all relevant greenhouse gas emissions are to be tracked, documented, and publicly reported according to the Greenhouse Gas (GHG) Protocol. Suppliers are to look for methods to improve energy efficiency, increase the share of energy from renewable sources (e.g. solar, hydro, wind, geothermal) and to minimize their energy consumption and greenhouse gas emissions.

供应商应建立公司范围的温室气体减排目标。能源消耗和所有相关的温室气体排放应按温室气体（GHG）协议进行追踪、记录并对外公开报告。供应商应寻求提高能源效率的方法，增加可再生能源（如太阳能、水能、风能、地热能）的使用比例，并尽量减少能源消耗和温室气体排放。

4.10 Precautionary Principle 预防原则

The precautionary principle shall be applied if a phenomenon, product or process included in the suppliers' operations and supply chain has been identified by a scientific and objective evaluation to may have a dangerous effect to humans or the environment.

如果供应商的运营和供应链中包含的现象、产品或过程被科学和客观评估确定可能对人类或环境产生危险影响，则应适用预防原则。

5. Legal Compliance and Ethical Business Practices 法律合规和商业道德行为

Suppliers shall uphold the highest standards of integrity and ethical business behaviour in all business operations.

供应商应当确保在所有的业务运营中秉持最高标准的诚信原则和合乎道德规范的商业行为。

5.1 Legal and Regulatory Compliance 法律法规要求

Suppliers shall conduct their business activities in full compliance with applicable laws and regulations.

Suppliers are accountable for their procedures to ensure compliance with the Code and the deployment of these principles by their subcontractors throughout the supply chain. This includes risk assessments, audits, inspections and corrective actions.

供应商应确保其开展的业务活动完全符合适用的法律和法规。

供应商应对相关其程序负责，以确保自身遵守本《准则》，并确保其分包商在整个供应链中落实这些原则，包括进行风险评估、审计、检查和采取纠正措施。

5.2 Fair Competition & Anti-corruption 公平竞争

Suppliers shall compete fairly and in full compliance with applicable antitrust and competition laws.

Bribes or other means of obtaining undue or improper advantage shall never be promised, offered, authorized, given or accepted by suppliers, directly or through a third party, for any reason. Gifts or hospitality shall never be offered or provided under circumstances that create the appearance of impropriety. Monitoring, record keeping and enforcement procedures shall be implemented to ensure suppliers' compliance with all applicable anti-bribery and anti-corruption laws.

供应商应公平竞争，并完全遵守所有适用的反垄断法和竞争法。

供应商不得直接或通过第三方，以任何理由许诺、给予、授权给予、提供或接受贿赂，或采用其他获取不当或不正当利益的手段。不得在任何可能造成不正当行为印象的情况下提供或给予礼品或款待。供应商应实施监督、记录留存和执行程序，以确保自身遵守所有适用的反贿赂和反腐败法律。

5.3 Transparency and Disclosure of Information 透明度和信息披露

All supplier transactions or expenditures relevant to any Dustin Group business shall be transparently performed and accurately reflected in the suppliers' financial and business records. Information regarding suppliers' labour, health and safety, environmental practices, business activities, structure, financial situation, and performance shall be disclosed in accordance with applicable regulations and prevailing industry practices. Falsification of records or misrepresentation of conditions or practices in the supply chain are unacceptable.

所有与 Dustin 集团业务相关的供应商交易或支出，都应公开透明进行，并准确地反映在供应商的财务和业务记录中。供应商应根据适用法规和现行行业惯例，对劳工、健康和 safety、环境实践、业务活动、组织结构、财务状况和业绩等信息予以披露。在供应链中伪造记录或虚假陈述相关情况或实践行为是不可接受的。

5.4 Protection of Identity and Non-Retaliation 身份信息保护与禁止报复行为

Programs that ensure the confidentiality, anonymity, and protection of supplier and employee whistleblowers shall be maintained, unless prohibited by law. Suppliers should have a communicated process enabling their personnel to raise any concerns without fear of retaliation.

应维持相关程序，以确保供应商和员工举报人信息的保密性、匿名性并对其予以保护，除非法律有另行禁止规定。供应商应制定并告知员工相关流程，使其员工能够提出任何顾虑，而不必担心遭到报复。

5.5 Responsible Sourcing of Minerals 负责任的矿产采购

Suppliers shall adopt a policy and exercise due diligence on the source and chain of custody of the tantalum, tin, tungsten, gold and cobalt in the products they manufacture to reasonably assure that they are sourced in a way consistent with the Organisation for Economic Co-operation and Development (OECD) Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas or an equivalent and recognized due diligence framework. Suppliers are encouraged to support industry efforts to enhance traceability and responsible practices in global minerals supply chains.

Suppliers shall respond in a timely manner to Dustin's request for information on their activities and findings related to conflict minerals and responsible sourcing of minerals.

供应商应制定相关政策，并对其制造的产品中使用的钽、锡、钨、金和钴的来源和监管链进行尽职调查，以合理确保这些矿物的采购方式符合经济合作与发展组织 (OECD) 《关于冲突影响和高风险地区矿物负责任供应链指南》，或符合同等且得到认可的尽职调查框架。鼓励供应商支持行业为加强全球矿物供应链的可追溯性和负责任采购实践所做出的努力。

供应商应及时回应 Dustin 提出的有关其与冲突矿产及负责任矿产采购方面的活动和调查结果信息的要求。

5.6 Information Protection 信息保护

Suppliers shall properly handle sensitive information, including confidential, proprietary and personal information. Information may only be used for the purpose it was provided.

供应商应妥善处理敏感信息，包括机密、专利和个人信息。信息仅可用于其被提供时所指定的目的。

5.7 Data Privacy 数据隐私

Suppliers shall commit to protecting the reasonable privacy expectations of personal data of everyone they do business with, including suppliers, customers, consumers, and employees. Suppliers shall understand, track, and comply with all privacy, data protection and information security laws and regulatory requirements when personal data is accessed, collected, stored, processed, transferred and shared.

供应商应致力于保护与他们有业务往来的所有者的个人数据隐私，包括供应商、客户、消费者和员工，尊重他们对于个人数据隐私的合理预期。当访问、收集、存储、处理、传输和共享个人数据时，供应商应了解、跟踪并遵守所有与隐私、数据保护和信息安全相关的法律及监管要求。

5.8 Conflict of Interest 利益冲突

Suppliers shall avoid all conflicts of interest, or situations giving the appearance of potential conflict of interest, in its business activities with Dustin Group. Suppliers are expected to report to Dustin Group any situation of actual or potential conflict between the personal interests of those involved in the business activities and the interests of Dustin Group.

供应商应避免在其与 Dustin 集团的商业活动中出现任何利益冲突，或出现潜在利益冲突的情况。供应商应向 Dustin 集团报告任何实际或潜在的利益冲突，涉及参与商业活动的个人利益与 Dustin 集团的利益。

5.9 Insider Trading 内幕交易

Suppliers shall not buy or sell Dustin Group or another company's securities if and when the suppliers have access to non-public information that is likely to significantly affect the security price. In addition, suppliers may not induce anyone else, by giving advice or in some other manner, to undertake such trading.

如果供应商接触到可能会对证券价格产生重大影响的非公开信息，那么在这种情况下，供应商不得购买或出售 Dustin 集团或其他相关公司的证券。此外，供应商不得通过提供建议或其他方式诱导他人进行此类交易。

5.10 Export Control 出口管制

Suppliers shall ensure that its business practices comply with applicable laws and regulations governing export, import and retransfer of products, software, technical data and assistance, including but not limited to export licensing requirements, end user, end-use, and end-destination restrictions, and prohibitions on dealings with sanctioned individuals and entities.

供应商应确保其商业行为符合适用于产品、软件、技术数据及援助的出口、进口和再转让的相关法律法规，包括但不限于出口许可要求、终端用户、最终用途和最终目的地限制，以及禁止与受制裁的个人和实体进行交易。

5.11 Intellectual Property 知识产权

Intellectual property rights shall be respected, and transfers of technology and know-how shall be done in a manner that protects intellectual property rights.

应尊重知识产权，并以保护知识产权的方式转让技术和专有技术。

6. Management System 管理体系

Suppliers shall adopt or establish a management system with a scope that is related to the content of this Code such as ISO14001 for Environmental aspects and ISO45001 for Occupational Health and Safety. The management system shall be designed to ensure: (a) compliance with applicable laws, regulations and customer requirements related to the participant's operations and products; (b) conformance with this Code; and (c) identification and mitigation of operational risks related to this Code. It shall also facilitate continual improvement. The management system shall contain the following elements:

供应商应采用或建立一个与本准则内容相关的管理体系，如 ISO14001 适用于环境方面，ISO45001 适用于职业健康与安全方面。管理体系应旨在确保：(a) 符合与参与者的运营和产品相关的适用法律、法规和客户要求；(b) 符合本准则；(c) 识别并减轻与本准则相关的运营风险。管理体系还应促进持续改进。管理体系应包含以下要素：

6.1 Company Commitment 公司承诺

Suppliers shall establish human rights, health and safety, environmental and ethics policy statements affirming suppliers' commitment to due diligence and continual improvement,

endorsed by executive management. Policy statements shall be made public and communicated to workers in a language they understand via accessible channels.

供应商应制定人权、健康与安全、环境和道德政策声明，确认供应商对尽职调查和持续改进的承诺，并获得执行管理层的批准。政策声明应公开，并通过可访问的渠道以工人理解的语言传达给工人。

6.2 Management Accountability and Responsibility 管理责任和问责

Suppliers shall clearly identify senior executive and company representative(s) responsible for ensuring implementation of the management systems and associated programs. Senior management reviews the status of the management systems on a regular basis.

供应商应明确指定负责确保管理体系和相关计划实施的高级管理人员和公司代表。高级管理层应定期审查管理体系的实施情况。

6.3 Legal and Customer Requirements 法律和客户要求

Suppliers shall adopt or establish a process to identify, monitor and understand applicable laws, regulations, and customer requirements, including the requirements of this Code.

供应商应采用或建立一个程序，用以识别、监控并了解适用的法律、法规和客户要求，包括本准则的要求。

6.4 Risk Assessment and Management 风险评估和管理

Suppliers shall adopt or establish a process to identify the legal compliance, environmental, health and safety, labour practice and ethics risks, including the risks of severe human rights and environmental impacts, associated with supplier's operations. Suppliers shall determine the relative significance for each risk and implement appropriate procedural and physical controls to control the identified risks and ensure regulatory compliance.

供应商应采用或建立一套流程，以识别与供应商运营相关的法律合规、环境、健康与安全、劳工实践和道德风险，包括严重的人权和环境风险。供应商应确定每个风险的相对重要性，并实施适当的程序和实际控制措施，以管控已识别的风险，并确保符合法规要求。

6.5 Improvement Objectives 改进目标

Suppliers shall establish written performance objectives, targets and implementation plans to improve the Participant's social, environmental, and health and safety performance, including a periodic assessment of suppliers' performance in achieving those objectives.

供应商应制定书面绩效目标、指标和实施计划，以提升参与者的社会、环境和健康与安全绩效，包括定期评估供应商在实现这些目标方面的表现。

6.6 Trainings 培训

Suppliers shall establish programs for training managers and workers to implement Suppliers' policies, procedures, and improvement objectives and to meet applicable legal and regulatory requirements.

供应商应建立培训计划，为管理人员和工人提供培训，以实施供应商的政策、程序和改进目标，并满足适用的法律和监管要求。

6.7 Communications 沟通

Suppliers shall establish process for communicating clear and accurate information about Suppliers' policies, practices, expectations, and performance to workers, suppliers, and customers.

供应商应建立沟通流程，向工人、供应商和客户清晰、准确地传达供应商的政策、实践、期望和绩效。

6.8 Worker/Stakeholder Engagement and Access to Remedy 工人/利益相关者参与和补救途径

Suppliers shall establish processes for ongoing two-way communication with workers, their representatives, and other stakeholders where relevant or necessary. The process shall aim to

obtain feedback on operational practices and conditions covered by this Code, and to foster continuous improvement. Workers shall be given a safe environment to provide grievance and feedback without fear of reprisal or retaliation.

供应商应建立在相关或必要情况下与工人、工人代表以及其他利益相关方进行持续双向沟通的流程。该流程应旨在获取对本准则涵盖的运营实践和条件的反馈意见，并促进持续改进。应为工人提供一个安全的环境，使他们能够提出不满并反馈意见，而无需担心受到惩戒或报复。

6.9 Audit and Assessment 审计和评估

Suppliers shall conduct periodic self-evaluations to ensure conformity to legal and regulatory requirements, the content of the Code, and customer contractual requirements related to social and environmental responsibility.

供应商应定期进行自我评估，以确保符合法律和监管要求、本准则的内容，以及与社会责任和环境责任相关的客户合同要求。

6.10 Corrective Action Process 纠正措施流程

Suppliers shall establish a process for timely correction of deficiencies identified by internal or external assessments, inspections, investigations, and reviews.

供应商应建立一套流程，以便及时纠正通过内部或外部评估、检查、调查和审查中发现的不足之处。

6.11 Documentation and Records 文件和记录

Suppliers shall create and maintain documents and records to ensure regulatory compliance and conformity to company requirements along with appropriate confidentiality to protect privacy.

供应商应创建并妥善维护相关文件和记录，以确保符合法规要求和公司的各项规定，同时采取适当的保密措施来保护隐私。

6.12 Supplier Responsibility 供应商责任

Suppliers shall establish a process to communicate Code requirements to suppliers and to monitor supplier compliance to the Code.

供应商应建立一套流程，向其下属供应商传达本准则的要求，并监督这些供应商对本准则的遵守情况。

7. Compliance, Guidance and Reporting 合规，指导方针和报告

Dustin Group's Supply Chain organization is accountable for implementing and monitoring our suppliers' compliance with Dustin Supplier Code of Conduct. Any known or suspected non-compliance with this Code must be reported, corrected and followed up.

Dustin 集团的供应链部门负责实施并监督我们的供应商对《Dustin 供应商行为准则》的遵守情况。任何已知或疑似违反本准则的行为必须予以上报、纠正并跟进处理。

7.1 Transparency & Data 透明度和数据

If requested by Dustin, supplier shall report on the traceability of their products with the aim of improving transparency throughout the production chain.

If requested by Dustin, supplier shall provide data to be included in Dustin's Sustainability reporting. Data request may vary and shall be detailed in advance with proper notice. Data request may include, but not limited to, energy consumption, Greenhouse gas emissions or waste volumes in connection to the deliverables to Dustin.

如有需求，供应商应根据 Dustin 的要求，提供产品的可追溯性信息，以增强整个生产链的透明度。

如有需求，供应商应向 Dustin 提供相关数据，以便纳入 Dustin 的可持续性报告。数据请求的具体内容将根据需求而定，并会提前详细说明，同时给予供应商适当的准备时间。数据请求可能包括但不限于向 Dustin 提供的产品相关的能源消耗、温室气体排放量或废物产生量。

7.2 Compliance 合规

In order to ensure compliance of this Code, Dustin reserves the rights to verify compliance to the Code through a combination of dialog and internal and/or external assessment mechanisms, including but not limited to self-assessments, surveys, site visits, interviews and announced or unannounced audits at the premises of the supplier and subcontractors, in terms of their deliverables to Dustin Group, at any time. Assessments can be conducted by Dustin representatives, an independent third party of Dustin Group's choice or as part of a joint program across industry initiatives. The supplier and its subcontractors shall maintain, and upon Dustin's request provide all relevant records and documentation to demonstrate compliance. If a supplier fails to correct any non-conformances to the Code in accordance with the corrective and/or preventative action plan within agreed timeframe, Dustin Group reserves the right to stop purchasing until the matter is resolved or terminate the business relationship. In the event of repeated violations, Dustin Group will immediately terminate the business relationship and cancel existing orders.

为确保本准则得到遵守，Dustin 有权通过对话以及内部和/外部评估机制相结合的方式核实供应商是否遵守本准则。这些评估方式包括但不限于自我评估、调查、实地考察、访谈，以及随时对供应商及其分包商就其向 Dustin 交付的产品所在的经营场所进行事先通知或不事先通知的审核。评估可以由 Dustin 代表、Dustin 集团选择的独立第三方，或作为跨行业倡议联合项目的一部分来开展。供应商及其分包商应维护并在 Dustin 要求时提供所有相关的记录和文件，以证明遵守情况。如果供应商未能在约定的时间内按照纠正和/或预防措施计划纠正任何不符合准则的行为，Dustin 集团保留停止采购直至问题解决或终止业务关系的权利。在重复违规的情况下，Dustin 集团将立即终止业务关系并取消现有订单。

7.3 Guidance 指导方针

For guidance regarding this Code, please contact Director of Procurement at Dustin Group.

Att: Director of Procurement, Box 1194 131 27 NACKA STRAND Sweden or email: sustainability@dustin.com

有关本准则的指导，请联系 Dustin 集团的采购总监。

通信地址：

Director of Procurement

Box 1194 131 27 NACKA STRAND Sweden

或发送电子邮件至：sustainability@dustin.com

7.4 Reporting 报告

Dustin Group encourages our employees and suppliers' employees to report any known or suspected non-conformances from this Code through our anonymous Whistleblowing service (<https://report.whistleb.com/en/dustin-whistleblowing>) or by sending an email or letter to Head of Sustainability at Dustin Group. Att: Head of Sustainability Box 1194 131 27 NACKA STRAND Sweden or email: sustainability@dustin.com

Dustin 集团鼓励我们的员工和供应商的员工通过我们的匿名举报服务网址 (<https://report.whistleb.com/en/dustin-whistleblowing>) 或通过向 Dustin 集团的可持续发展主管发送电子邮件或信件报告任何已知或疑似违反本准则的行为。

通信地址：

Head of Sustainability

Box 1194 131 27 NACKA STRAND Sweden

或电子邮件：sustainability@dustin.com

7.5 Non-Retaliation 禁止报复

Regardless of the reporting channel, all allegations of potential violations of the Code that are made in good faith will receive a swift, fair and comprehensive investigation conducted with the relevant internal and/or external assistance. There shall be no retaliation or other negative consequences for persons reporting in good faith. The information received will be managed according to applicable data privacy laws and regulations.

不管采用何种举报渠道，所有出于善意提出的关于潜在违反本准则的指控，我们都将在相关的内部和/或外部协助下开展迅速、公平和深入的调查。对于出于善意进行举报的人员，不得进行报复或给予其他负面后果。收到的信息将根据适用的数据隐私法律法规进行管理。

Dustin Supplier Code of Conduct Commitment

Dustin 供应商行为准则承诺

We hereby confirm that we have taken part of and fully understand Dustin Supplier Code of Conduct.

我们在此确认，我们支持并充分了解 Dustin 供应商行为准则。

We confirm that we have full knowledge of all relevant laws in the countries where we operate as well as the international standards referred to in this policy.

我们确认，我们完全了解我们经营所在地国家的所有相关法律以及本政策中提到的国际标准。

We agree to comply with this Dustin Supplier Code of Conduct, to take responsibility for informing suppliers, sub-suppliers, producers, and business partners involved in the production and supply of goods and services for Dustin Group about the requirements in this policy.

我们同意遵守这份 Dustin“供应商行为准则”，并负责通知我们的供应商、次级供应商、生产商和商业合作伙伴有关本政策文件中的要求。

We acknowledge that Dustin Group, or any independent party appointed by Dustin Group, has the right to make inspections at our factories, and factories of our suppliers, producing goods and services for Dustin Group. We will without delay provide Dustin Group with detailed information on the location of all production units used for production of goods and services for Dustin Group.

我们确认，Dustin 集团或由 Dustin 集团指定的独立机构有权在任何时候对我们的工厂以及我们为 Dustin 集团生产产品和提供服务的供应商、次级供应商、生产商和商业伙伴的工厂进行检查。我们将毫不拖延地向 Dustin 集团提供所有有关为 Dustin 集团生产产品和提供服务的生产单位的地点及详细信息。

Date:

日期:

Company Name:

公司名称:

Signature by authorized company signatory:

签约公司的授权人签名:

Name:

姓名:

Title:

职位:

Please have this commitment signed and returned to Dustin at:

请签署本承诺，并按以下地址回传至 Dustin 集团:

Dustin AB

Att: Private Label – Robert Pap

Box 1194

131 27 Nacka Strand

Sweden