

## Supplier Code of Conduct 供應商行為守則

The purpose of this Supplier Code of Conduct is to ensure that cooperation between suppliers and organizations or companies is conducted on a fair, transparent and ethical basis. It is accorded on local, national laws, regulations, the International Labor Organization and other relevant international standards and applicable to all organizations work and producing for Wide Ocean and its subsidiaries & associated companies. Suppliers are responsible for complying with this Code and must promptly correct violations of them.

供應商行為守則的目的是確保供應商與組織或公司之間的合作是公平、透明和道德的基礎上進行的。它是建基於當地、國家法律、法規、國際勞工組織和其他相關國際標準，適用於所有為滙洋及其屬下和相關聯營公司進行生產的企業。供應商有責任遵守本守則，如有違犯必須及時糾正。

- 1. Compliance with Laws and Regulations:** Suppliers shall comply with applicable laws, regulations, and industry standards, including but not limited to labor laws, environmental regulations, business ethics, etc.  
**遵守法律和法規：**供應商應遵守適用的法律、法規和行業標準，包括但不限於勞動法、環境法規、商業道德等。
- 2. Protection of labor rights:** Suppliers shall ensure that their employees enjoy basic labor rights, including legal wages, legal working hours, safe and healthy working conditions etc.  
**保護勞工權益：**供應商應確保其員工享有基本勞工權益，包括合理及規定的最低工資、合法工時、安全和健康工作環境等。
- 3. No Force Labour:** Involuntary or labour obtained from human trafficking shall not be used.  
**禁止強迫勞動：**不得使用非自願勞動或從人口販運中獲得的勞動。
- 4. No Child Labour:** The Company shall not employ workers below the minimum age required by national or local laws or regulations, whichever is higher.  
**禁止童工：**本公司不得雇用低於國家或地方法律或法規規定的最低年齡（以較高者為準）的工人。
- 5. No Discrimination:** The company provides fair and reasonable job opportunities, and the employment is based on the individual's ability and work needs, including but not limited to race, social stage, nationality, religion, disability, gender orientation and age.  
**禁止歧視：**公司提供公平合理的工作機會，聘用是根據個人的工作能力和工作需要作出決定，包括但不限於種族、社會階段、國籍、宗教、殘疾、性別取向和年齡。
- 6. Sexual harassment:** The company prohibits sexual harassment in the workplace or workplace, including sexual coercion, threats, abuse or exploitative language, posture and physical contact.  
**性騷擾：**公司禁止在工廠或辦公場合有性騷擾行為，包括性強迫、威脅、凌辱或剝削性 等有關的語言、姿勢和身體的實際接觸。

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7. **Freedom of Association and Collective Bargaining:** The Company shall respect the effective rights of freedom of association and collective bargaining without restriction, interference, threat or punishment.  
**結社自由和集體談判:** 本公司應尊重結社自由和集體談判的有效權利, 不受限制, 不受干涉, 不受威脅或處罰。
8. **Environmental protection:** Suppliers should take sustainable environmental management measures, comply with environmental regulations, and reduce resource consumption and environmental pollution.  
**環境保護:** 供應商應採取措施保護環境, 遵守環境法規, 減少對環境的負面影響。
9. **Anti-corruption and bribery:** Suppliers shall refuse to participate in any form of corruption and bribery, including bribery, bribery, abuse of power, etc.  
**反腐敗和賄賂:** 供應商應拒絕參與任何形式的腐敗和賄賂行為, 包括行賄、受賄、濫用職權等。
10. **Data protection and information security:** Suppliers shall properly protect the data and information security of customers and partners and comply with relevant data protection regulations and privacy policies.  
**資料保護和資訊安全:** 供應商應妥善保護客戶和合作夥伴的資料和資訊安全, 遵守相關的資料保護法規和隱私政策。

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