

Code of Conduct for Siemens Suppliers and Third Party Intermediaries

西门子供应商及第三方中间人行为准则

This Code of Conduct defines the basic requirements placed on Siemens' suppliers and third party intermediaries concerning their responsibilities towards their stakeholders and the environment. Siemens reserves the right to reasonably change the requirements of this Code of Conduct due to changes of the Siemens Compliance Program. In such event Siemens expects the supplier to accept such reasonable changes.

本行为准则规定了有关西门子产品及服务供应商及第三方中间人应对其利益相关人以及环境承担的责任的基本要求。西门子保留根据西门子合规项目的变化而对本行为准则基本要求进行合理修改的权利。在此情形下，西门子期望供应商接受这些合理变更。

The supplier and/or third party intermediary declares herewith:

供应商和/或第三方中间人在此声明：

- Legal compliance
遵守法律
 - to comply with the laws of the applicable legal systems.
遵守适用法律体系中的一切法律。

- Prohibition of corruption and bribery
禁止贪污和贿赂
 - to tolerate no form of and not to engage directly or indirectly in any form of corruption or bribery and not to grant, offer or promise anything of value to a government official or to a counterparty in the private sector to influence official action or obtain an improper advantage.
不容忍任何形式的直接或间接的贪污贿赂行为，不以影响官方行为或获取不当利益为目的，向政府官员或私营领域的交易对方授予、提供或承诺任何有价物。

- Fair competition, anti-trust laws and intellectual property rights
公平竞争，反垄断法和知识产权
 - to act in accordance with national and international competition laws and not to participate in price fixing, market or customer allocation, market sharing or bid rigging with competitors;
依照国家和国际通用的竞争法行事，不参与限定价格、划分市场或客户、分割市场或与竞争对手操纵投标等活动；
 - to respect the intellectual property rights of others.
尊重他人的知识产权。

- Conflicts of interest
利益冲突
 - to avoid all conflicts of interest that may adversely influence business relationships.
避免所有可能会给业务关系带来不利影响的利益冲突的情况。

- Respect for the basic human rights of employees

尊重员工的基本人权

- to promote equal opportunities for and treatment of its employees irrespective of skin color, race, nationality, social background, disabilities, sexual orientation, political or religious conviction, sex or age;
为员工提供平等的机会和待遇，而不论其肤色、种族、国籍、社会背景、是否残疾、性取向、政治或宗教信仰、性别或年龄如何；
- to respect the personal dignity, privacy and rights of each individual;
尊重员工的人格尊严、隐私及各项个人权利；
- to refuse to employ or make anyone work against his will;
拒绝违背员工意愿雇用或安排其工作；
- to refuse to tolerate any unacceptable treatment of employees, such as mental cruelty, sexual harassment or discrimination;
拒绝容忍以任何无法接受的方式对待员工，例如：精神虐待、性骚扰或性别歧视；
- to prohibit behavior including gestures, language and physical contact, that is sexual, coercive, threatening, abusive or exploitative;
禁止性别的、强迫性、威胁性、污秽的或剥削性的手势、语言和身体接触等行为；
- to provide fair remuneration and to guarantee the applicable national statutory minimum wage;
提供公平的报酬，并保证符合国家法定最低工资标准；
- to comply with the maximum number of working hours laid down in the applicable laws;
遵守法律所规定的最长工作时间的要求；
- to recognize, as far as legally possible, the right of free association of employees and to neither favor nor discriminate against members of employee organizations or trade unions.
认可员工依法自由结社的权利；不偏袒也不歧视员工组织或工会的成员。

• Prohibition of child labor

禁止雇用童工

- to employ no workers under the age of 16 or, in those countries subject to the developing country exception of the ILO Convention 138, to employ no workers under the age of 14.
不雇用未满十六（16）周岁的童工；或者在不违背 ILO 公约第 138 条规定的发展中国家例外的前提下，在这些国家不雇用未满十四（14）周岁的童工。

• Health and safety of employees

员工健康与安全

- to take responsibility for the health and safety of its employees;
对员工的健康与安全负责；
- to control hazards and take the best reasonably possible precautionary measures against accidents and occupational diseases;
控制危险，并采取最为合理的、可能的预防措施以防止事故及职业病的发生；
- to provide training and ensure that employees are educated in health and safety issues;
提供培训并确保员工受到健康与安全问题的教育；
- to set up or use a reasonable occupational health & safety management system¹⁾.
建立或采用合理的职业健康及安全管理体系统¹⁾。

• Environmental protection

环境保护

- to act in accordance with the applicable statutory and international standards regarding environmental protection;
按照适用的环境保护法定标准和国际标准行事；
- to minimize environmental pollution and make continuous improvements in environmental protection;
将环境污染减至最小，在环境保护方面取得持续改善；
- to set up or use a reasonable environmental management system¹⁾.
建立或采用合理的环境管理体系¹⁾。

- Supply chain

供应链

- to use reasonable efforts to promote among its suppliers compliance with this Code of Conduct;
尽合理努力促使次级供应商亦遵守本行为准则；
- to comply with the principles of non discrimination with regard to supplier selection and treatment.
在选择及对待供应商方面，遵守非歧视原则。

- Conflict Minerals

冲突矿产

- to take reasonable efforts to avoid in its products the use of raw materials which directly or indirectly finance armed groups who violate human rights.
尽合理努力避免在产品中使用其销售所得直接或间接地用于资助侵犯人权的武装组织的原材料。

¹⁾ For further information see www.siemens.com/procurement/cr/code-of-conduct

更多信息请见网站 www.siemens.com/procurement/cr/code-of-conduct