

Rieter Supplier Code of Conduct

立达供应商行为准则

Introduction

简介

Rieter as a leading supplier to the textile industries is committed to maintaining the highest ethical standards in its relationships with employees, shareholders, customers, suppliers, competitors, governments, communities and towards the environment. Therefore we expect from our suppliers to maintain equal standards of professional conduct and integrity in their dealings with Rieter, their employees, shareholders, sub-contractors, customers, suppliers, competitors, communities, governments and towards the environment. 作为处于纺织行业领先地位的供应商，立达承诺在与员工、股东、客户、供应商、竞争对手、政府、社会及环境的相处中保持最高的道德标准，因此我们希望我们的供应商在合作中以同样的职业操守对待立达及他们自己的员工、股东、分包商、客户、供应商、竞争对手、政府、社会及环境。

The Rieter Supplier Code of Conduct (the "Code") sets out the minimal requirements expected from Rieter's suppliers ("Suppliers") regarding business ethics and compliance with laws, regulations and internationally recognized standards.

立达供应商行为准则（本准则）明确了对立达供应商（供应商）在商业道德和遵守法律、法规及国际公认标准方面的最低要求。

Laws and Ethical Standards

法律和道德标准

A Supplier shall operate in full compliance with the applicable laws, regulations and internationally recognized standards including environmental laws and regulations.

供应商的经营应完全符合应适用的法律、法规及国际公认标准，包环境法律法规。

- **Child Labour**
- **童工**

A Supplier shall not use workers younger than the age of 15 or the applicable minimum legal age for working, whichever is higher. If national law or regulations permit the employment or work of persons at the age between 13 and 15 on light work, the employment shall not prevent the minor from complying with compulsory schooling or training requirements and shall not harm their health or development.

供应商不得雇佣 15 岁以下或应适用的最低法定工作年龄以下的工人。若有国家的法律法规允许雇佣 13 到 15 岁人员从事轻体力工作，这种雇用不应阻碍未成年人遵守强制性的义务教育或培训要求，也不得伤害其健康或发展。

- **Forced Labour**
- **强迫劳动**

A Supplier shall make no use of forced or compulsory labour.

供应商不得使用强迫劳动或强制劳动。

- **Compensation and Working Hours**
- **报酬和工作时间**

A Supplier shall comply with national applicable laws and regulations regarding working hours, wages and benefits.

供应商应遵守应适用的国家在工时、薪资和福利方面的法律法规。

- **Discrimination**
- **歧视**

A Supplier should promote the diversity and heterogeneity of the individuals in the company and shall not discriminate with regard to race, religion, physical ability, sexual orientation, gender, health condition, age, marital or parental status, nationality, social or ethnic origin, union membership or political opinion.

供应商应该在企业中兼容并包，不得因种族，宗教，体能，性取向，性别，健康状况，年龄，婚姻或生育情况，国籍，社会出身或种族，党派或政治见解等因素歧视企业人员

Health and Safety

健康和安

A Supplier shall comply with applicable occupational health and safety laws and regulations and provide a safe and healthy working environment to prevent accidents and injury to health.

供应商应遵守应适用的关于职业健康和安全的法律法规，并提供安全健康的工作环境，以防止意外事故及损害健康的情形发生。

Improper Payments/Bribery

不当的支付/贿赂

A Supplier shall comply with international anti-bribery standards as stated in the United Nations' Global Compact and local anti-corruption and bribery laws. In particular, a Supplier may not offer services, gifts or benefits to Rieter Supply Chain employees in order to influence the employee's conduct in representing Rieter Supply Chain. Suppliers are aware that employees of Rieter may neither accept nor offer such services, gifts or benefits, and that disciplinary action, as well as civil and criminal proceedings might be taken against them, in the case of a contravention.

供应商应遵守联合国全球契约十项原则中的国际反贿赂标准和地方性的反腐败和反贿赂法律规定。供应商尤其不得通过提供服务、礼品或好处来影响立达供应链员工在工作中的行为。供应商应该明白立达员工不会接受也不会提供服务、礼品或好处，否则他们会违反公司的规定，并将受到纪律处罚甚至民事或刑事诉讼。

Conflict of Interest

利益冲突

A Supplier is expected to disclose to Rieter any situation that may appear as a conflict of interest, and disclose to Rieter if any Rieter official or professional under contract with Rieter may have an interest of any kind in that business or any kind of economic ties with the Supplier.

供应商应该告知立达任何可能的利益冲突；如果任何立达的官方人员或与立达有合同关系的专业人员可能在相应业务中有任何形式的利益联系或与供应商有任何形式的经济联系，供应商应及时告知立达相应情况。

Environment

环境

A Supplier shall comply with all applicable environmental laws, regulations and standards as well as implement an effective system to identify and eliminate potential hazards to the environment.

供应商应遵守所有应适用的环境法律、法规和标准，并采用有效机制以识别和消除对环境的潜在危害。

Protection of Tangible and Intangible Assets

有形资产和无形资产的保护

A Supplier shall keep Rieter's business, financial and technical data as well as business correspondence confidential and not misappropriate Rieter's or other companies' tangible or intangible Assets.

供应商应维护立达的业务、财务和技术数据以及商业往来通信等机密，不得盗用立达或其他公司的有形资产或无形资产。

Business Partners

合作伙伴

This Code is intended to apply also to the Suppliers' subcontractors providing goods or services. Therefore, Suppliers are expected to use their best efforts to ensure their subcontractors' compliance with this Code.

本准则也适用于向供应商提供商品或服务的分包商。因此，供应商应尽最大努力确保他们的分包商也遵守本准则。

Consequences

后果

As a principle Rieter trusts its Suppliers to adhere to the terms and conditions of this Code and to actively do their utmost to achieve its standards.

立达相信其供应商会遵守本准则的条款和条件，积极地尽最大努力达到其标准。

In case of any violation of this Code by a Supplier, Rieter shall be entitled to terminate any contract and business relations with the Supplier with immediate action and reserves the right to bring further legal action at its discretion.

在任何供应商违反本准则的情形下，立达有权立即终止与供应商之间的任何合同和业务关系，并保留自主决定采取进一步法律手段的权利。

Place, date
地点，日期

Signature
签字

Company Seal
盖章

Name (Block Capitals), Function
姓名（印刷体），部门