

厦门建发钢铁集团有限公司
供应商行为准则
Xiamen C&D Steel & Iron Group Co., Ltd.
Supplier Code of Conduct

1 目的 Purpose

为加强供应商管理，倡导依法合规、诚信经营的合作理念，与供应商共同营造规范、稳定、负责任的合作关系，制定本准则。

This Code is established to strengthen supplier management, promote a partnership philosophy based on legal compliance and integrity, and work together with suppliers to foster standardized, stable, and responsible cooperative relationships.

2 适用范围 Scope

本准则适用于建发钢铁集团及所属全资、控股公司。

This Code applies to Xiamen C&D Steel & Iron Group Co., Ltd. (hereinafter as “the Group”) and its wholly-owned and holding companies.

3 商业道德 Business Ethics

3.1 供应商应遵守国家法律法规及商业道德规范，诚信开展经营活动。

Suppliers shall comply with national laws, regulations, and business ethics, and conduct business operations with integrity.

3.2 供应商应避免商业贿赂、不正当竞争等违法违规行为；如存在可能影响公平合作的利益冲突情形，应及时向本集团说明。

Suppliers shall avoid illegal or non-compliant conduct such as commercial bribery and unfair competition. In the event of any conflicts of interest that may affect fair cooperation, suppliers shall promptly disclose the situation to the Group.

3.3 供应商应依法保护商业秘密及知识产权，不得通过违法违规方式获取或

传播他人信息。

Suppliers shall protect trade secrets and intellectual property rights in accordance with the law and shall not obtain or disseminate others' information through illegal or improper means.

4 劳工与人权 Labor and Human Rights

4.1 供应商应遵守劳动用工相关法律法规，保障员工合法权益。

Suppliers shall comply with applicable labor and employment laws and regulations and safeguard the legitimate rights and interests of employees.

4.2 供应商应反对任何形式的强迫劳动和雇佣童工，反对工作场所中的歧视、骚扰等不当行为。

Suppliers shall oppose all forms of forced labor and child labor, as well as inappropriate conduct such as discrimination and harassment in the workplace.

4.3 供应商应依法保障员工薪酬、工时、休息休假及职业健康安全等合法权益。

Suppliers shall protect employees' lawful rights and interests relating to compensation, working hours, rest and leave, occupational health, and workplace safety in accordance with the law.

5 环境保护 Environmental Protection

供应商应遵守环境保护相关法律法规，倡导节约资源、减少污染排放；本集团鼓励供应商结合自身经营情况，关注经营活动对环境的影响。

Suppliers shall comply with applicable environmental protection laws and regulations and advocate resource conservation and the reduction of pollutant emissions. The Group encourages suppliers to pay attention to the impact of their operational activities on the environment based on their operational circumstances.

6 职业健康与安全 Occupational Health and Safety

供应商应遵守职业健康与安全相关法律法规，关注员工健康与安全，减少安全事故风险。

Suppliers shall comply with applicable occupational health and safety laws and regulations, pay attention to employees' health and safety, and reduce the risk of workplace accidents.

7 生效 Effective Date

本政策经本集团管理层审议通过后实施，自发布之日起生效。

This Code has been reviewed and approved by the Group's management.

This Code shall come into effect from the date of its publication.

英文版为中文版政策的翻译件，如与中文版存在不一致的，以中文版内容为准。

The English version serves as a translation copy of the Chinese version of the Code. In case of any inconsistencies between the English and Chinese versions, the Chinese version shall prevail.

厦门建发钢铁集团有限公司

Xiamen C&D Steel & Iron Group Co., Ltd.

2026 年 月 日

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