



# 商业伙伴行为准则介绍

Business partner code of conduct introduction

为实现重庆渝江压铸股份有限公司合规，绿色，敏捷，合作的商业伙伴合作关系，渝江压铸物资采购中心着手编制了商业伙伴行为准则，并在此将该文件内容以另一种更直观，重点更突出的形式呈现给各商业伙伴。

In order to realize the compliance, green, agile and cooperative business partnership of chongqing yujiang die-casting co., LTD., yujiang die-casting material procurement center started to compile the code of conduct for business partners, and presented the content of this document to the business partners in another more intuitive and more prominent form.

重庆渝江压铸物资采购中心

Chongqing Yujiang Die-casting Purchasing Center

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**在任何情况下，商业伙伴都必须遵守反腐败和反贿赂法律，在与政府官员往来时需特别小心。无论渝江压铸或商业伙伴开展业务所在地区的具体法律或成型的商业惯例如何，渝江压铸严禁支付“加速费”或“疏通费”（即为了获取个人或公司原本合法享有的例外服务而支付的费用）。**

Yujiang Die Casting's business partners, in all cases, must comply with anti-corruption and anti-bribery laws and be cautious in their dealings with government officials. Regardless of the specific laws or established business practices in the area where Yujiang or its Business partner conduct business, Yujiang prohibits paying "expediting fees" or "facilitating fees" (i.e. A fee paid to obtain exceptional services to which an individual or company is legally entitled ).

**渝江压铸禁止员工向商业伙伴索要现金报酬、礼品和招待。如果有渝江压铸员工向商业伙伴索贿，则应立即报告。**

Yujiang prohibits employees from demanding cash payments, gifts and hospitality from Business partner. Report immediately if any Yujiang employee solicits bribes from a Business partner.

**渝江压铸的员工每天都要确保诚信行事，如果发现不遵守道德标准的行为，也要勇于举报，商业伙伴也要在得知违反合规的行为时进行报告。**

Yujiang employees are required to act in good faith on a daily basis, and to report ethical violations once found, and Business partner are also required to report compliance violations when they become aware of.

# 文件解读



- ✓ 遵守反腐败和反贿赂法律；
- ✓ 遵守与渝江签订的承诺书和合同；
- ✓ 选择与聘用第三方时进行适当的尽职调查；
- ✓ 准确记录所有开支，包含小额现款；
- ✓ 向渝江出具合法的发票；
- ✓ 对新的或潜在的可能会发生贿赂事件的情形进行预料和事前计划。



- ✗ 不得支付不合规的疏通费/加速费；
- ✗ 不得向政府官员或其他人员提供有价物以获取不正当利益；
- ✗ 不得支付未规定的佣金或类似腐败性付款完成支付；
- ✗ 不得鼓励或方便其他人（包括渝江压铸的员工）进行不正当付款的事情；
- ✗ 不得给予贿赂或回扣；
- ✗ 不得违规代付渝江员工的出差，住宿等费用；
- ✗ 不得伪造与渝江合作中的任何记录和证据（如接待，合同，差旅报销等）。



- ! 发现渝江员工有索贿，索回扣等行为，立即举报，举报途径见本手册第十小节或查询；
- ! 发现同事有行贿迹象，立即制止；
- ! 发现第三方有违规接待行为，立即制止；
- ! 发现有任何条款不清或不理解的地方，立即反馈和咨询。

## 条款原文

**商业伙伴有义务就其在过去或即将开展的合作中，同渝江压铸及其工作人员存在或将可能存在的利益冲突向渝江压铸做出及时披露，若经渝江压铸核实、测评后认定该利益冲突将影响双方业务合作的正常开展，商业伙伴应在第一时间采取具体措施（包括但不限于相关人员的回避，配合渝江压铸采取风险控制措施等）以消除对双方合作可能产生的影响。**

Business partner is obligated to disclose to Yujiang any and all possible conflicts of interest with Yujiang and its staff in connection with past or upcoming cooperation in a timely manner. If the conflict of interest is determined by Yujiang after the verification and evaluation that will affect the normal operation of the business cooperation between the two parties, the Business partner shall take specific measures (including but not limited to the avoidance of relevant personnel and the cooperation with Yujiang to take risk control measures) immediately to eliminate the possible impact on the cooperation between the two parties.

**就该利益冲突的出现，如果商业伙伴不能澄清其主观上不存在恶意或故意，那么渝江压铸保留进一步调查、追责、求偿的权利**

Regarding the occurrence of such conflict of interest, Yujiang reserves the right to further investigate, hold accountable and seek compensation if the Business partner fails to clarify that the conflict of interest is subjectively innocent of malice or intent.

**利益冲突与避免，包括但不限于：渝江压铸员工或其亲属（配偶及双方父母，兄弟姐妹和子女等）、或与其有特殊关系人员（如同学、师生、战友等）投资设立商业伙伴或其关联方，或持有或间接持有商业伙伴**

## 条款原文

**或其关联方股份，或在商业伙伴或其关联方任职（或兼职）。**

Conflicts of interest and avoidance, including but not limited to: Yujiang employees or their relatives (spouse and their parents, siblings and their children, etc.), or Business partner or its affiliated parties invested and established by its specially related personnel (such as classmates, teachers and students, comrades-in-arms, etc.), or persons who hold or indirectly hold shares in a Business partner or its affiliates, or persons who work for a Business partner or its affiliates (or part-time job).

# 文件解读



- ✓ 如您与渝江压铸关键岗位人员有超越工作关系的情况，需提前告知渝江采购或渝江合规管理部门；
- ✓ 想想自己是否在自己所作的业务决策中享有个人利益，或者在向他人提供的业务推荐中存在个人利益；
- ✓ 向渝江举报涉嫌违反本政策或者行为道德守则的情况，包括您的同事或渝江的员工；



- ✗ 在未经知会渝江压铸的情况下，有亲友在渝江压铸，渝江压铸供应商、客户或竞争对手处任职且有与渝江利益冲突的可能；
- ✗ 与渝江压铸相关人员签订或约定享有利益回馈的业务协定，且未根据利益冲突程序充分披露此种利益的详细情况并征得事先书面批准；
- ✗ 雇用，或者促使他人雇用渝江压铸相关方或渝江压铸关键岗位人员的利益冲突人员，且未根据利益冲突程序向渝江进行披露。



- ! 通知和汇报是最好的避免利益冲突的行为方式；
- ! 举报和揭发是最好的保障自身利益的行为方式；
- ! 私人关系，自我交易，相关方交易等均为利益冲突和避免所管辖的范畴。

## 条款原文

**商业伙伴必须遵守所有适用的反垄断法和竞争法，不得从事任何不当削弱竞争的行动。此类受禁行为的示例包括与竞争对手共谋操纵价格、折扣或销售条款、限制生产、划分市场、划分客户、协同竞标活动或联合抵制客户。**

Business partner must comply with all applicable antitrust and competition laws and shall not engage in any action that improperly weakens the competition. Examples of such prohibited behaviors include collusion with competitors to manipulate prices, discounts or terms of sale, restrict production, segment markets, assign customers, collaborate in bidding activities or boycotts customers.

**商业伙伴必须遵守禁止向任何个人或实体提供有价之物以获取不当业务优势的法律以及要求确保账簿和记录准确的法律。**

Business partner must comply with laws prohibiting the provision of valuable goods to any person or entity for improper business advantage and laws requiring the accuracy of accounts and records.



# 文件解读



- ✓ 使渝江压铸在产品的定价、营销或销售方面有独立判断权；
- ✓ 以合法、道德和尊重的方式获取市场情报；
- ✓ 商务谈判中，将与竞争对手或其他第三方讨论或向其披露的信息限制在那些对完成或评估交易绝对有必要的信息范围内；
- ✓ 怀疑渝江压铸成为了反竞争行为的受害人，应咨询您的集团或地区法律顾问或渝江压铸合规官。



- ✗ 不应与自身竞争对手商谈业务，除非是因合法的商业目的；
- ✗ 任何与竞争对手有任何协调或串通的行为；
- ✗ 就竞争性敏感信息直接或间接以任何方式与任何竞争对手进行交流；
- ✗ 向竞争对手披露渝江压铸将来的计划，这样可能会构成无形协议，如果竞争对手都采取类似行动的话；
- ✗ 在进行反垄断调查期间妨碍规管人或调查人，或提供虚假或误导性信息或隐藏或损毁文档。



- ! 个人也可能会对违犯反垄断法规的行为负有刑事责任或被处以罚金；
- ! 避免在所有内部与对外通信（包括邮件和文稿）及文档、讨论与面向公众的声明中出现疏忽或不准确的陈述，其可能被第三方或反垄断机构及法院误解；
- ! 与涉及渝江压铸或同行业中任何其他公司的反垄断调查相关的媒体引述所有调查研讯，不要带有对渝江压铸公司通讯和媒体关系的评论。
- ! 与涉及渝江压铸或同行业中任何其他公司的反垄断调查相关的媒体引述所有调查研讯，不要带有对渝江压铸公司通讯和媒体关系的评论。

## 条款原文

**我们一直有做业务的热情，但只与合法经营、信誉良好的伙伴合作，使用合法来源的资源。我们对潜在客户、业务合作伙伴和其他第三方的身份和证明文件进行认真核查。我们采取一切合理措施，以确保透明的业务关系。**

We have always been passionate about doing business, but we only work with legitimate, reputable partners, using legitimate sources of resources. We carefully verify the identities and supporting documents of potential customers, business partners and other third parties. We take all reasonable steps to ensure a transparent business relationship.

**洗钱是蓄意将犯罪活动中获取的现金或资产转移到合理合法的金融活动中的行为。在渝江压铸，我们采取一切合理措施防止我们的公司被用作洗钱的通道。为了保护我们的声誉，避免任何可能的刑事责任，我们需要时刻警惕商业伙伴的活动，以便在签订合同或发生交易前确认我们的交易对象，并注意客户或其他人的付款违规或可疑行为。**

Money laundering is the deliberate transfer of cash or assets obtained from criminal activities to reasonable and lawful financial activities. At Yujiang die casting, we take all reasonable measures to prevent our company from being used as a channel for money laundering. In order to protect our reputation and avoid any possible criminal liability, we need to be vigilant at all times about the activities of our business partners in order to identify who we are dealing with before contracts are signed or transactions occur, and to be on the lookout for payment irregularities or suspicious behavior by customers or others.

# 文件解读



- ✓ 遵守《中华人民共和国反洗钱法》，遏制洗钱犯罪及相关犯罪；
- ✓ 预防和遏制恐怖主义融资活动；
- ✓ 通过内部审计或者独立审计等方式，监督检查反洗钱内部控制制度的有效实施；
- ✓ 了解客户建立业务关系和交易的目的和性质、资金的来源和用途，识别并采取合理措施核实客户和交易的受益所有人。



- ✗ 通过各种方式掩饰、隐瞒犯罪所得及其收益的来源和性质的洗钱活动。
- ✗ 为身份不明的客户提供服务或者与其进行交易。



- ! 任何单位和个人发现未履行反洗钱义务的情况，有权向反洗钱行政主管部门、有关主管部门举报；
- ! 发现洗钱活动，有权向反洗钱行政主管部门、有关主管部门以及公安机关举报。

## 条款原文

**渝江压铸致力于承担环境责任，期望商业伙伴达到或超越适用的环保法律，并致力于最大程度减少其经营活动对环境的影响。**

Yujiang is committed to environmental responsibility, expects Business partner to meet or exceed applicable environmental laws, and is committed to minimizing the impact of its operations on the environment.

**商业伙伴还应定期评估和监测其业务活动对环境的影响，管理并降低能耗及其他资源的使用，最大限度减少废物和排放，在产品生命周期各阶段回收材料，以安全合法的方式储存危险和易燃品，以及通过设计与创新降低对环境的不良影响。**

Business partner shall also periodically assess and monitor the environmental impact of their operations, manage and reduce the use of energy and other resources, and minimize waste and emissions. They should also recycle materials at all stages of the product life cycle, store hazardous and flammable materials in a safe and legal manner, and reduce adverse environmental impacts through design and innovation.

**渝江压铸鼓励商业伙伴完成 ISO 14001 环境标准或任何更高标准的认证，或制定完成此类认证的计划。**

**渝江压铸同样鼓励商业伙伴最大程度减少废物和能耗，寻求完成 ISO 50001 认证。**

Yujiang encourages Business partner to complete certification of ISO 14001 environmental standards or any higher standards, or to develop plans to complete such certification. Yujiang also encourages Business partner to minimize waste and energy consumption and to complete ISO 50001 certification.

# 文件解读



- ✓ 取得合法的排污许可并按国家规定进行环评评价；
- ✓ 使用可降解材料，可回收材料等环保材料进行办公和生产；
- ✓ 定期识别环境危害风险因素并进行评估和改善；
- ✓ 以安全合法的方式储存危险和易燃化学品；
- ✓ 搭建职业健康安全的体系，对员工定期体检以避免危及员工。



- ✗ 未取得许可进行排污或违反排污规定进行排污；
- ✗ 违规使用化学品且未上报监管部门；
- ✗ 使用对员工有害的物资，且未提供充足的安全防护；



- ! 鼓励取得ISO14001认证；
- ! 建立良好的风险识别体系能更好的识别环境危害或职业健康危害相关的风险。

## 条款原文

**渝江压铸追求产品、人员和过程的整体安全，以确保对人身、社会、环境的影响是有利的。商业伙伴所提供的产品和服务应确保满足产品和服务标准，同时应在生产和服务的过程中通过有效的措施来确保产品、人员的安全是受保护的。**

Yujiang also pursues the overall safety of products, people and processes to ensure that the safety impact on people, society and the environment is favorable. The products and services provided by business partners shall meet the standards of products and services, and effective measures shall be taken in the process of production and services to ensure that the safety of products and people is protected.

**商业伙伴必须遵守所有适用的健康与安全法律。这包括商业伙伴有责任建立安全健康的工作场所，为员工提供个人防护装备的取用便利，实施受伤处理程序，包括受伤医治。渝江压铸鼓励商业伙伴完成ISO45001职业健康安全或任何更高标准的认证。**

Business partner should comply with all applicable health and safety laws. This includes the responsibility of the Business partner to establish a safe and healthy workplace, to provide access to personal protective equipment for employees and to implement injury management procedures, including injury treatment. Yujiang encourages Business partner to complete ISO45001 Occupational Health and Safety or any certifications with higher standard.

# 文件解读



- ✓ 建立安全健康的工作场所；
- ✓ 为员工提供个人防护装备的取用便利；
- ✓ 产品和服务应确保满足产品和服务标准。



- ✗ 不设安全防护，不按需配备完整齐全的劳动保护服装；
- ✗ 产品残留有伤害人身风险的缺陷；



- ! 鼓励取得ISO45001职业健康安全或任何更高标准的认证；
- ! 建立良好的风险识别体系能更好的识别职业健康危害相关的风险。

## 条款原文

**商业伙伴应对个人信息的安全进行保护，如员工、客户、供应商及其他相关方的个人信息，这些个人信息可以是行程信息，家庭信息等。商业伙伴需妥善收集、处理和使用这些信息，以确保这些信息未经授权的不会被访问。**

Business partners should protect the personal information of employees, former employees, customers, suppliers and other relevant parties, such as travel information, family information, etc. Business partners need to properly collect, process and use this information to ensure that it is not subject to unauthorized access.

**在信息安全方面，渝江压铸鼓励商业伙伴通过TISAX(Trusted Information Security Assessment Exchange)信息安全的评估和交换机制或ISO27001信息安全管理体系或任何更高标准的认证。**

In terms of information security, Yujiang encourages business partners to be certified by TISAX (Trusted Information Security Assessment Exchange) or ISO27001 Information Security Management System or any certifications with higher standard.



## 文件解读



- ✅ 商业伙伴需妥善收集、处理和使用这些信息，以确保这些信息未经授权的不会被访问；



- ❌ 泄露客户密级信息给第三方；
- ❌ 泄露员工个人信息给非相关方；



- ! 鼓励取得TISAX认证或ISO27001认证；
- ! 建立良好的信息安全管理体系统以更好的保护产品，个人信息。

## 条款原文

**商业伙伴签署本承诺书即承诺自即日起及将来，所提供給渝江压铸的所有产品（包含供货商的分包商所提供的产品或外购的产品），包含但不仅限于包装材料、零部件及（或）最终成品的成分，将不含有本汽车禁限用有害物质，同时根据产品下级及终端客户的要求，商业伙伴所提供的所有产品也应满足客户要求的法规，包括但不仅限于RoHS,REACH等。如产品涉及其他法规，商业伙伴有义务与渝江压铸单独签署《不使用环境禁限用物质声明书》。**

By signing this commitment, the Business partner undertakes to supply Yujiang Die Casting Co., Ltd. with all products (including products supplied by the Business partner' s subcontractors or purchased products) from this date and in the future, including but not limited to the packaging materials, parts and/or components of the final product, shall not contain the prohibited harmful substances. In the meanwhile, according to the requirements of sub-products and end customers, all products provided by the Business partner shall also meet the requirements of customer regulations, including but not limited to RoHS, REACH, etc. If the product is involved in other regulations, the Business partner is obliged to separately sign with Yujiang the Declaration of No Use of Environmental Prohibited Substances.

**如商业伙伴所供产品不符合本条款要求，需以变更形式通知渝江压铸，同时若商业伙伴产品不符合本条款要求且未得到渝江压铸及终端客户的批准，将视为合规性和诚信违约。**

If the products supplied by the Business partner fail to meet the requirements of this article, Yujiang shall be notified of the change. Meanwhile, if the products of the Business partner do not conform to the requirements of this article and have not been approved by Yujiang and the end customer, it will be deemed as the breach of compliance and good faith.

# 文件解读



- ✓ 满足渝江压铸的不适用禁限用物质要求，诸如但不限于ELV，ROHS，REACH等法规或渝江要求；
- ✓ 定期对物料的禁限用物质特性进行检查且将报告提供给渝江压铸；
- ✓ 构建满足禁限用物质要求的供应链体系，确保产品的可靠性；



- ✗ 私自变更材料且不通知渝江压铸；
- ✗ 采用违规材料或未定期检查材料的禁限用物质满足性；



- ! 鼓励取得ISO14001认证；
- ! 建立良好的供应链体系能够更好的确保物料的可靠性
- ! 与渝江签订PCN协议并严格遵守协议要求的变更程序可有效降低变更风险，减少客户和市场召回风险

## 条款原文

**作为商业伙伴，您可能会接触到渝江压铸的知识产权或收到有关我们或我们业务伙伴的机密信息，您应特别注意保护此类信息，无论其采用实体或电子形式。如果您得知渝江压铸的机密信息遭到泄露或知识产权遭到侵犯，则必须立即通知渝江压铸主要联系人。**

**渝江压铸和商业伙伴均有义务为双方提供的有关开发产品的技术信息、商务信息承担保密义务，该等义务不受商业伙伴开发、试验成功与否的影响，不受采购合同无效、解除或终止与否的影响。**

As a business partner, you may have access to Yujiang die-casting's intellectual property rights or receive confidential information about us or our business partners. You should take special care to protect such information, whether in physical or electronic form. If you aware of that the confidential information of Yujiang Die Casting has been leaked or the intellectual property rights have been violated, you must inform the main contact person of Yujiang Die Casting immediately.

Both Yujiang Die Casting and its commercial partners shall be obliged to keep confidential the technical information and business information of the developed products provided by both parties. Such obligations shall not be affected by the success of the development and test of the commercial partners or the invalidity, rescission or termination of the purchase contract.

### 保密信息范围

Scope of confidential information

**“保密信息”是指信息披露方以任何形式向信息接受方提供的在披露时不为公众所知悉的渝江压铸或渝江**

# 条款原文

**压铸客户专属的技术信息和商业信息。包括但不限于图纸、专有技术、保密资料、商业计划、商业秘密、开发或实验过程数据、投资信息、财务信息、销售策略、产品信息、技术资料、流通渠道、客户名单、货源情报、产销策略等内容的信息。其存在于植入、记载或反映“保密信息”的任何和所有的仪器、模型、样品、原型、产品、纸质文本、图纸、磁盘、磁带、光盘、或其他存储器等物体中。**

"Confidential information" means the technical and commercial information exclusive to Yujiang die-casting or Yujiang die-casting customers which is not known to the public at the time of disclosure and which is provided by the information disclosing party to the information receiving party in any form. Including but not limited to drawings, know-how, confidential information, business plans, trade secrets, development or experimental process data, investment information, financial information, sales strategy, product information, technical information, distribution channels, customer list, source information, production and marketing strategy, etc. It exists in any and all instruments, models, samples, prototypes, products, paper texts, drawings, disks, tapes, CDS, or other storage objects implanted, recorded, or reflecting the confidential information.

## 保密责任

Duty of confidentiality

**商业伙伴应将获得的保密信息仅使用于双方合作的业务范畴。若商业伙伴为了完成与渝江压铸的合作内容不得不将保密信息发布或披露予第三方，必须事先获得渝江压铸的书面许可。商业伙伴不得将按照渝江压**

## 条款原文

**铸保密信息生产的产品或提供的服务出售、转卖、赠与给任何第三方。**

**为了完成与渝江压铸的合作内容，商业伙伴必须向其雇员、关联公司或其他商业伙伴、协作单位等透露保密信息时，商业伙伴应将透露的范围控制在最小，并且接受信息的商业伙伴雇员、关联公司或其他商业伙伴、协作单位等应与商业伙伴签订不亚于本承诺书保密义务的书面协议，并受其约束。**

The business partner shall use the confidential information obtained only in the business scope of the cooperation between the parties. If the business partner has to release or disclose the confidential information to a third party in order to complete the cooperation with Yujiang Die Casting, a permission of Yujiang Die Casting must be obtained in advance. The business partner shall not sell, resell or donate the products or services produced according to the confidential information of Yujiang Die Casting to any third party.

In order to complete the cooperation with Yujiang Die Casting , business partner must to disclosed confidential information to its employees, affiliates, or other business partners, business partner should be revealed that the scope of control to a minimum, and the information of business partners, and its employees, affiliates, or other business partners, such as cooperative unit should be signed with business partners as the pledge of confidentiality obligations written agreement, and subject to the constraints.

Yujiang employees are required to act in good faith on a daily basis, and to report ethical violations once found, and Business partner are also required to report compliance violations when they become aware of.

# 文件解读



- ✔ 严格遵守渝江压铸的保密要求，不向第三方泄露商业相关的秘密；
- ✔ 必要时与渝江压铸签署独立的保密协议；
- ✔ 建立样品（或初始样件）管理规定，对样品进行保护和保密；
- ✔ 建立信息化的信息安全防护体系；



- ✘ 不得向第三方售卖或提供渝江产品，渝江客户信息等商业机密；
- ✘ 不得在未经过渝江压铸同意下，有意或无意为第三方（包括渝江竞争对手，渝江客户的竞争对手）提供或展示涉及渝江及其客户的产品。



- ! 鼓励取得TISAX/ISO27001认证并建立相关体系；
- ! 泄露商业秘密行为将根据协议约定进行追责；
- ! 如有必要向第三方展示相关信息，需首先汇报取得渝江压铸的同意，或咨询渝江压铸是否涉及保密范围；
- ! 秉持谨慎沟通的要求，管理自己涉及渝江压铸的一些言行。

## 条款原文

**商业伙伴必须保证其提交的产品或产品生产流程不侵犯第三方的任何受国内外法律保护的知识产 权（包括但不限于专利权、商标权著作权及非专利技术等）。若发生侵权行为，商业伙伴保证渝江压铸及其用户不对因使用该等知识产权而引起的任何负责。**

**渝江压铸披露给商业伙伴的任何保密信息的知识产权归渝江压铸或向渝江压铸提供保密信息的渝江压铸客户所有，商业伙伴无权对该保密信息主张任何权利。同时商业伙伴为了完成与渝江压铸的合作内容在渝江压铸提供的保密信息基础上形成的新的知识产权亦归渝江压铸所有。**

Business partners must ensure that the products or production processes submitted by them do not infringe any third party's intellectual property rights protected by laws in China and others countries (including but not limited to patent rights, trademark Copyrights and non-patented technologies). In the event of infringement, the business partner warrants that Yujiang Die Casting and its users shall not be liable for any liability arising from the use of such intellectual property rights.

The intellectual property rights of any confidential information disclosed by Yujiang Die Casting to its business partners shall belong to Yujiang Die Casting or the customers of Yujiang Die Casting who provide such confidential information to Yujiang Die Casting. The business partners shall have no right to claim any rights over such confidential information. Meanwhile, in order to complete the cooperation with Yujiang Die Casting, the new intellectual property rights formed on the basis of confidential information provided by Yujiang Die Casting also belong to Yujiang Die Casting.



# 文件解读



- ✓ 保护自己的知识产权，建立自己的专利或知识产权管理的规定；
- ✓ 尊重他人的知识产权，不在未得到授权的前提下使用他人专利产品或专利方案；



- ✗ 违反知识产权的规定，向渝江的竞争对手提供同款产品或采用渝江自主产权的工艺要求向其他客户提供服务和产品。



- ! 向渝江压铸提供的产品或生产渝江压铸的产品的工艺涉及他人专利的，应向渝江压铸进行报备，如涉及到侵权的可能，则应停止使用和生产并提前报告给渝江压铸；
- ! 发现渝江压铸的知识产权信息被利用和被泄露，应当立即向渝江压铸进行汇报；

## 条款原文

**渝江压铸期望商业伙伴遵守所有禁止或限制与受制裁国家、实体或个人进行业务往来的法律。渝江压铸致力于遵守适用的所有人权法律，并要求商业伙伴也同样遵守。因此，商业伙伴须遵守当地有关最低工资、福利、加班、工作时间和工作条件的法律。**

Yujiang expects Business partner to comply with all laws that prohibit or restrict business dealings with sanctioned countries, entities or individuals. Yujiang is committed to complying with all applicable human rights laws and requires Business partner to do the same. Therefore, Business partner are subject to local laws on minimum wages, benefits, overtime, working hours and working conditions.

**商业伙伴绝不允许使用强迫或强制劳工：商业伙伴不得使用当地劳动法规定的未成年劳工，除非是政府批准的明显有益于参与者的培训或学徒计划的一部分。商业伙伴应允许员工自由结社，并按照当地法律参加工会和工人委员会。**

Business partner are not allowed to use forced labors: Business partner are not allowed to use underage labor under local labor laws unless it is part of a government-approved training or apprenticeship scheme that clearly benefits participants. The Business partner shall allow employees to associate freely and join unions and workers' committees in accordance with local laws.

**渝江压铸要求商业伙伴禁止针对性别、民族、残疾或法律保护的任何其他个人特征进行骚扰和歧视。**

Yujiang requires Business partner to prohibit harassment and discrimination based on gender, ethnicity, disability or any other personal characteristics protected by law.

## 条款原文

**商业伙伴必须遵守所有适用的健康与安全法律。这包括商业伙伴有责任建立安全健康的工作场所，为员工提供个人防护装备的取用便利，实施受伤处理程序，包括受伤医治。渝江压铸鼓励商业伙伴完成 BS OHSAS 18001职业健康安全或任何更高标准的认证。**

Business partner must comply with all applicable health and safety laws. This includes the responsibility of the Business partner to establish a safe and healthy workplace, to provide access to personal protective equipment for employees and to implement injury management procedures, including injury treatment. Yujiang encourages Business partner to complete BS OHSAS 18001 Occupational Health and Safety or any certifications with higher standard.

# 文件解读



- ✓ 尊重人权；
- ✓ 保护他人信仰自由；
- ✓ 应对环保问题未雨绸缪，承担自我环境可持续发展的责任；
- ✓ 积极采取措施反对强取和贿赂等任何形式的腐败行为；
- ✓ 有效保证组建工会的自由与团体交涉的权利；
- ✓ 遵守相关法律法规；
- ✓ 坚持可持续发展，科学发展；



- ✗ 违反劳动法律规定强迫劳动，动用童工等；
- ✗ 违反环境，可持续发展等法律法规；



- ! 渝江压铸鼓励商业伙伴完成 BS OHSAS 18001职业健康安全或任何更高标准的认证。
- ! 同样鼓励商业伙伴完成ISO 14001环境标准或任何更高标准的认证；
- ! 同样鼓励商业伙伴完善SA8000认证或更高标准的认证；

## 条款原文

**对于来自冲突或高风险地区的钨、锡、钽、金、钴等矿物、通过走私贸易途径、被非政府武装控制或非军事派别控制的金属矿产均属于冲突矿产。渝江压铸商业伙伴在购买矿物时应坚持负责任的态度制定政策，以确保在我们产品中使用的锡、钨、钽、金、钴,其原材料不会来自于高风险地区。**

Conflict minerals include tungsten, tin, tantalum, gold, cobalt and other minerals from conflict or high-risk areas, metal minerals that are smuggled through trade routes, controlled by non-government armed forces or controlled by illegal military factions. Yujiang die-casting business partners adhere to a responsible attitude when purchasing minerals to ensure that the tin, tungsten, tantalum, gold and cobalt used in our products do not come from high-risk areas.

# 文件解读



- ✅ 评估产品或采购物料是否包含条款要求的金属;
- ✅ 调查金属来源确保非产自冲突地区;



- ❌ 违反条款要求, 从冲突地区采购上述原材料;
- ❌ 对供应商原材料成分及产地不进行调查。



- ! 发现有冲突地区矿产应拒绝合作;
- ! 向渝江压铸提交产品信息时应包含完整的产品成分报告及分供方清单

## 条款原文

**商业伙伴接纳本承诺书即有义务向其分供方宣贯渝江压铸的商业伙伴基本行为准则要求，同时应监督和约束其分供方的行为，分供方的行为同样影响商业伙伴与渝江压铸的合作。渝江压铸保留对商业伙伴及其分供方之间行为的审查权利。**

By accepting this commitment, Business partner are obliged to publicize Yujiang Die Casting's basic requirements of Business partner code of conduct to their sub-suppliers, and at the same time, they should supervise and constrain their sub-suppliers' behaviors, which also affect the cooperation between Business partner and Yujiang. Yujiang reserves the right to review the conduct of Business partner and their sub-Business partner.

## 文件解读



- ✓ 向分供方传达渝江压铸的商业伙伴行为准则要求；
- ✓ 建立自己的行为准则管理要求；
- ✓ 建立自己供应链的行为准则管理要求；
- ✓ 对分供方的行为进行监督，包括但不限于保密，知识产权保护，社会责任维护，环境保护，与渝江压铸的商业行为等。



- ✗ 放任或与分供应商合谋故意违反渝江压铸的要求并对渝江压铸造成影响。



- ! 在发现分供应商的行为有违反渝江压铸的行为准则要求并危及渝江压铸时，应当立即制止并报告给渝江压铸；
- ! 渝江压铸不断完善的行为准则要求应当持续不断的灌输给分供应商。



## 条款原文

**渝江压铸要求商业伙伴采取措施并确保员工了解本承诺书并遵守其要求。渝江压铸期望商业伙伴及其员工在与渝江压铸合作期间若发现商业伙伴自己或渝江压铸员工违反法律或本承诺书，则应立即进行举报。**

Yujiang requires Business partner to take action to ensure that employees understand this commitment and comply with its requirements. Yujiang expects the Business partner and its employees to report immediately any violation of the law or this commitment by the Business partner or Yujiang employees during their cooperation with Yujiang.

- **渝江压铸合规举报部门：合规管理部**  
Yujiang Die Casting's Compliance reporting department: Compliance Management Department
- **合规举报办公地址：重庆渝江压铸有限公司A栋办公楼3楼**  
Office of compliance reporting: 3/F, Office Building A, Chongqing Yujiang Die-Casting Co., Ltd.
- **投诉、举报电话：023-63016155**  
Complaints and reporting hotline: 023-63016155
- **渝江压铸合规举报邮箱：001100018@cq-yj.cn**  
Yujiang Die Casting's Email for compliance report: 001100018@cq-yj.cn

**举报可通过以上电话或邮箱进行实名或匿名举报，合规管理部负责处理报告，除非适用法律禁止，否则将保密所获取信息，并严格遵守需知原则。匿名线索将同样被受理。**

The report can be made by real-name or anonymously through the above telephone number or email address, and the Compliance Management Department is responsible for handling the report. Unless prohibited by applicable laws, the obtained information will be kept confidential and the principle of need-to-know shall be strictly observed. Anonymous clues will also be accepted.



# 感谢各位耐心阅读

合规发展是企业生存之本，廉洁自律是合规首要准则，合作共赢需要大家共同努力，我们深信各位商业合作伙伴能够理解并坚守合规承诺，感谢您一如既往的支持。让我们戮力同心，携手同行，共创辉煌！

Compliance development is the foundation of enterprise survival, integrity and self-discipline is the primary criterion of compliance, win-win cooperation requires joint efforts, we believe that all business partners can understand and adhere to the compliance commitment, thank you for your support as always. Let us work together, hand in hand, create brilliant!