

# 华勤技术供应商社会责任行为准则

## Huaqin Technology

### Supplier Social Responsibility Code of Conduct

华勤技术股份有限公司是全球领先的智能产品平台型企业，秉承“改善人们沟通与生活”的使命，为全球科技品牌客户提供从产品研发到运营制造的端到端服务。产品、服务惠及全球 100+个国家和地区，为亿万消费者提供数以亿计的智能产品，包括智能手机、平板电脑、笔记本电脑、智能穿戴、AIoT、数据中心产品和汽车电子产品等。

Huaqin Technology Co., Ltd. is the world's leading intelligent product platform enterprise. Upholding the mission "Easier connecting, Better living", we provide global tech brands with end-to-end services from product development to operational manufacturing. Our products and services reach over 100 countries and regions worldwide, delivering hundreds of millions of intelligent products to customers. These include smartphones, tablets, laptops, smart wearables, AIoT devices, data center products, and automotive electronics.

为鼓励供应链合作伙伴提高应对气候变化能力，确保工作环境的安全、以负责任并合乎道德方式运营和生产，并尊重人权及环境，华勤技术基于联合国工商企业与人权指导原则(UNGP)、经合组织跨国企业指南以及国际劳工组织(ILO)跨国企业指南，采用责任商业联盟(RBA)行为准则、全球电信企业社会责任联盟(JAC)可持续发展指引等，制定了《华勤供应商社会责任行为准则》(以下简称“本准则”)。华勤技术要求供应链上各级合作伙伴、协作方以及服务供应商(以下统称“供应商”)严格遵循本准则，在其业务活动中遵守所在国家/地区的全部适用的法律法规。

To encourage supply chain partners to enhance their capabilities in addressing

climate change, ensure safe working environments, operate and produce responsibly and ethically, and respect human rights and the environment, Huaqin Technology has formulated the *Huaqin Technology Supplier Social Responsibility Code of Conduct* (hereinafter referred to as “the Code”) based on the UN Guiding Principles on Business and Human Rights (UNGP), the OECD Guidelines for Multinational Enterprises, and the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy. The Code also draws on standards such as the Responsible Business Alliance (RBA) Code of Conduct and the Joint Audit Cooperation (JAC) Sustainability Guidelines. Huaqin Technology requires all partners, collaborators, and service providers at all levels of the supply chain (collectively referred to as “Suppliers”) to strictly adhere to the Code and to comply with all applicable laws and regulations in the countries and regions where they operate.

本准则适用于向华勤技术股份有限公司和/或其控股的子公司、关联公司或实际控制的关联方提供产品和/或服务的供应商及其子公司、关联公司，以及其所有分包商和下级供应商（统称“供应商”）。华勤技术要求供应商遵守本准则，并遵守其经营所在国与地区的法律和法规。在合理通知的情况下，华勤有权对供应商的现场进行 CSR 审核，以评估供应商对本准则遵守的情况。任何违反本准则，或不愿意配合华勤技术审核、冲突矿产尽职调查等的行为，均可能影响供应商与华勤技术之间的业务关系，甚至导致双方业务关系的终止。

The Code applies to all suppliers, including their subsidiaries, affiliates, subcontractors, and lower-tier suppliers (collectively referred to as “Suppliers”) that provide products and/or services to Huaqin Technology Co., Ltd. and/or its controlled subsidiaries, affiliates, or related parties. We require Suppliers to comply with the Code and all applicable laws and regulations in the countries and regions where they operate. With reasonable notice, we reserve the right to conduct on-site CSR audits at Suppliers’ facilities to assess their compliance with the Code. Any violation of the Code, or unwillingness to cooperate with our audits, conflict minerals due diligence, or other related requirements, may affect the business relationship with Huaqin Technology and could lead to its termination.

华勤技术鼓励供应商遵循高于本准则和所有适用法律法规的要求开展生产经营活动，让员工受到尊重，拥有尊严，注意环保，造福社区，推动环境与社会可持续发展。

Huaqin Technology encourages suppliers to engage in operations and production that adhere to requirements exceeding those outlined in this Code and all applicable laws and regulations, ensuring employees are treated with respect and dignity, environmental protection is prioritized, communities are benefited, and environmental and social sustainability is advanced.

本准则包含七大模块：劳工人权、健康安全、环境保护、商业道德、管理体系、供应链管理和申诉与举报程序。

The Code contains seven modules: labor, health and safety, environmental protection, business ethics, management systems, supply chain management and complaints and reporting procedures.

## 1. 劳工

### 1. Labor

供应商必须根据国际社会通行的准则维护员工的人权，充分尊重员工并维护其尊严。这适用于所有员工，包括临时工、外来务工者、学生工、合同工、直接雇员和任何其他类型的员工。

Suppliers must uphold the human rights of their employees and fully respect and uphold their dignity in accordance with the norms prevailing in the international community. This applies to all employees, including temporary workers, migrant workers, student workers, contract workers, direct employees and any other types of employees.

#### 1.1 自由择业

##### 1.1 Prohibition of Forced Labor

供应商不得雇佣任何形式的强迫、抵押（包括抵债）或抵债劳工、监狱劳工、奴役人口或被贩卖人口，不得通过威胁、强迫、强制、诱拐或欺骗方式运送、窝藏、招聘、转移或接收此类劳工或服务。供应商不得限制员工人身自由，不得扣留身

份证明文件，不得要求员工向雇主或代理支付押金、招聘费或其他费用。

Suppliers must not employ any form of forced, bonded (including debt bondage), or indentured labor, prison labor, enslaved or trafficked persons. They shall not transport, harbor, recruit, transfer, or receive such labor or services through threats, coercion, compulsion, abduction, or deception. Suppliers must not restrict employees' freedom of movement, retain original identification documents, or require employees to pay deposits, recruitment fees, or any other fees to employers or agents.

## 1.2 童工和未成年工

### 1.2 Child Labor and Young workers

供应商必须遵守所有适用的有关最低工作年龄的法律法规，禁止使用任何形式的童工。供应商应在招聘时有效鉴别所有员工的年龄，低于 18 周岁的未成年工不得从事可能危及其健康或安全的工作，包括夜班和加班。供应商应依法保护学生工和学徒工。

Suppliers must comply with all applicable laws and regulations relating to the minimum working age and prohibit any form of child labor. Suppliers should effectively identify the age of all employees at the time of recruitment, and minors under the age of 18 should not be engaged in work that may endanger their health or safety, including night and overtime work. Suppliers shall protect student and apprentice workers in accordance with the law.

## 1.3 工作时间

### 1.3 Working Hours

供应商应遵守所有适用的与工作时间及休息相关的法律法规，所有加班必须自愿，正常工作和加班时间需有真实且详细记录。员工每周工作时间（含加班）不超过 60 小时，每连续工作六天至少休息一天。根据适用法律法规，向员工提供假期、休假福利及法定假日。

Supplier shall comply with all applicable laws and regulations pertaining to working hours and rest. All overtime work must be voluntary, with real and detailed records of normal work and overtime hours. The weekly working hours (including overtime) of

employees shall not exceed 60 hours, with at least one day off for every six consecutive working days. Employees are provided with holidays, vacation benefits and statutory holidays in accordance with applicable laws and regulations.

## 1.4 工资福利

### 1.4 Wages and Benefits

供应商支付给员工的工资必须符合所有适用的工资法律，包括与最低工资、加班工资和法定福利相关的法律。员工应获得平等工作与资格的同等薪酬。供应商应足额、按时发放工资并向员工本人提供清晰易懂的工资条。供应商不得以扣减工资作为纪律处罚手段。供应商应实施薪酬体系评估和完善，建立合理薪酬增长机制，承诺所有员工逐步达到体面生活工资。

Suppliers must ensure that all wages paid to employees comply with all applicable wage laws, including those related to minimum wage, overtime pay, and legally mandated benefits. Employees shall receive equal pay for equal work and qualifications. Suppliers shall pay wages in full and on time, providing employees with clear and understandable pay statements. Deduction of wages as a disciplinary measure is prohibited. Suppliers shall implement regular evaluation and improvement of their compensation systems, establish reasonable wage growth mechanisms, and commit to making progress toward ensuring all employees earn a decent living wage.

## 1.5 人道待遇

### 1.5 Humane Treatment

供应商不得暴力对待员工，包括任何形式的性骚扰、性虐待、体罚、精神胁迫或身体胁迫或口头辱骂；亦不得威胁要进行任何此类行为。有关的纪律、政策及程序必须有清晰的定义，并向员工清晰传达。

Suppliers shall not engage in any form of violence against employees, including but not limited to sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, or verbal abuse; nor shall they threaten to carry out any such acts. Relevant disciplinary measures, policies, and procedures must be clearly defined and effectively communicated to all employees.

## 1.6 反歧视及反骚扰

### 1.6 Non-discrimination and Non-harassment

供应商不得因人种、肤色、年龄、性别、性取向、性别认同和性别表现、种族或民族、残疾、怀孕、宗教信仰、政治派别、社团成员身份、受保护的基因信息或婚姻状况等在招聘和用工事务（如升迁、奖励、培训和解雇）中歧视或骚扰员工。不得要求员工或准员工接受可能带有歧视性目的的医学检查或身体检查。应为员工提供适当的场所进行宗教活动，并为残疾员工提供合理的设施。

Suppliers shall not discriminate against or harass employees in any employment matters, including recruitment, promotion, rewards, training, and termination, based on race, skin color, age, gender, sexual orientation, gender identity and gender expression, ethnicity or nationality, disability, pregnancy, religion, political affiliation, membership in associations, protected genetic information, or marital status. Suppliers shall not require employees or potential employees to undergo medical or physical examinations that could be used for discriminatory purposes. Appropriate facilities shall be provided for religious activities, and reasonable accommodations shall be made for employees with disabilities.

## 1.7 自由结社和集体谈判

### 1.7 Freedom of Association and Collective Bargaining

供应商应根据当地法律，尊重所有员工自愿组建和加入工会、进行集体谈判与和平集会以及拒绝参加此等活动的权利。供应商应建立有效的劳资沟通机制，定期与员工或员工代表沟通。员工和/或其代表应能与管理层就工作条件和管理实践公开交流沟通并表达看法和疑虑，而无需担心会受到歧视、报复、威胁或骚扰。

Suppliers shall, in compliance with local laws, respect the rights of all employees to voluntarily form and join trade unions, engage in collective bargaining and peaceful assembly, as well as the right to refrain from such activities. Suppliers shall establish effective labor-management communication mechanisms and engage in regular communication with employees or their representatives. Employees and/or their representatives must be able to openly communicate with management regarding

working conditions and management practices, and to express their views and concerns without fear of discrimination, retaliation, threats, or harassment.

## 2. 健康安全

### 2. Health and Safety

供应商应为员工提供安全健康的工作环境，并确保工作场所无严重危及生命安全或健康的危险源。

Suppliers shall provide a safe and healthy working environment for the employees and ensure that the workplace is free from hazards that seriously endanger life or health.

#### 2.1 工作条件

##### 2.1 Working Conditions

供应商应通过适当的设计、工程技术和管理控制措施、预防性维护和安全工作流程（包括锁定/挂签）以及持续的安全培训，识别、评估和控制员工可能遇到的潜在安全隐患（如化学、电气和其他能源、火灾、车辆及坠落危险）。若无法通过上述方法有效控制隐患，应为工人提供适当的、保养良好的个人防护装备以及相关培训。供应商必须采取适当的措施，避免让孕妇/哺乳期妇女接触高危工作环境，消除或降低其在工作场所健康与安全上所面临的任何风险，同时为哺乳期妇女提供适当的设施。

Suppliers shall identify, assess, and control potential safety hazards (such as chemical, electrical and other energy sources, fire, vehicle, and fall hazards) that employees may encounter. This shall be achieved through appropriate design, engineering and administrative controls, preventive maintenance, safe work procedures (including Lockout/Tagout), and ongoing safety training. Where hazards cannot be adequately controlled through such measures, suppliers shall provide workers with appropriate, well-maintained personal protective equipment (PPE) and related training. Suppliers must take appropriate measures to prevent pregnant or nursing women from exposure to high-risk working environments, and to eliminate or reduce any workplace health and safety risks they face. Appropriate facilities shall also be provided for nursing

women.

## 2.2 应急准备

### 2.2 Emergency Preparedness

供应商应识别并评估可能发生的紧急情况和事件，包括但不限于火灾、爆炸、致命事故、集体中毒等，并通过实施应急方案及应对程序，包括：紧急报告、现场急救、通知和撤离程序、定期训练与演习和恢复计划等，最大程度地降低对人身、环境和财产的影响。

Suppliers shall identify and assess potential emergency situations and incidents, including but not limited to fire, explosion, fatal accidents, and mass poisoning. They shall minimize their impact on human life, the environment, and property by implementing emergency plans and response procedures. These include emergency reporting, on-site first aid, notification and evacuation procedures, regular training and drills, and recovery plans.

## 2.3 工伤和职业病

### 2.3 Occupational Injury and Illness

供应商应制定程序并采取相关措施，以预防、管理、跟踪和报告工伤和职业病，包括鼓励员工报告、归类和记录工伤和疾病案例、提供必要的治疗、调查工伤并采取纠正行动以消除原因和协助员工返回工作岗位。

Suppliers shall establish procedures and implement measures to prevent, manage, track, and report work-related injuries and occupational illnesses. This includes encouraging employees to report such incidents, classifying and recording cases of injury and illness, providing necessary treatment, investigating incidents to implement corrective actions that eliminate root causes, and assisting employees in returning to work.

## 2.4 传染病准备和应对

### 2.4 Infectious Disease Preparedness and Response

供应商应制定并实施具有合理步骤的计划，准备、防范和应对员工中可能出现的传染病情形。

Suppliers shall establish and implement a plan with reasonable steps to prepare for, prevent, and respond to potential infectious disease situations among employees.

## 2.5 职业卫生

### 2.5 Occupational Health

供应商应当识别、评估并控制员工可能面临的化学、生物及物理暴露风险。应通过适当的设计、工程技术和管理控制措施来消除或控制潜在危害。供应商应向员工提供适当的、妥善维护的个人防护装备，并制定防护计划保护员工健康。

Suppliers shall identify, assess, and control chemical, biological, and physical exposure risks that employees may face. Potential hazards shall be eliminated or controlled through appropriate design, engineering, and administrative controls. Suppliers shall provide employees with suitable, well-maintained personal protective equipment (PPE) and implement protective plans to safeguard employee health.

## 2.6 重体力工作

### 2.6 Physically Demanding Work

供应商应当识别、评估和控制重体力工作对员工可能造成的影响。重体力工作包括人工搬运/装卸材料和重复搬举重物、长时间站立以及高度重复或强度较高的装配工作。

Suppliers shall identify, assess, and control the potential impacts on employees from physically demanding tasks. Such tasks include manual material handling/loading and unloading, repetitive lifting of heavy objects, prolonged standing, and highly repetitive or high-intensity assembly work.

## 2.7 机械安全防护

### 2.7 Machine Safeguarding

供应商应当对生产性机械和其他设备定期进行评估，确认是否存在安全隐患。应当为可能对员工造成伤害的机械安装物理防护装置、联锁装置和屏障，并正确地进行维护。

Suppliers shall conduct regular evaluations of production machinery and other

equipment to identify any potential safety hazards. Physical guards, interlocks, and barriers shall be installed and properly maintained on machinery that could cause harm to employees.

## 2.8 食品、公共卫生和住宿

### 2.8 Food, Sanitation and Housing

供应商应向员工提供干净的洗手间设施、饮用水和卫生的食品配制、存储和用餐设施。供应商应确保所提供的员工宿舍保持干净、安全，并有适当的应急出口、洗浴热水、充足的照明、供暖和通风、用于存放个人贵重物品的可上锁储物柜、合理的个人空间以及合理的出入权利。

Suppliers shall provide staff with clean toilet facilities, potable water and hygienic food preparation, storage and dining facilities. Suppliers shall ensure that the provided dormitories are kept clean and safe, appropriate emergency exits, hot bath water, adequate lighting, heating and ventilation, lockable lockers for personal valuables, reasonable personal space and reasonable access.

## 2.9 健康与安全沟通

### 2.9 Health and Safety Communication

供应商应当以员工使用或能够理解的语言，向员工提供适当的工作场所健康与安全信息和培训，内容涵盖员工面临的所有已确定的工作场所危害，包括但不限于机械、电气、化学、火灾和物理危害。供应商应在工厂内清晰地张贴或在工人可识别且可出入的场所放置有关健康与安全的信息。供应商应在员工开始工作之前对其进行培训，且之后定期培训，应鼓励员工提出安全问题。

Suppliers shall provide employees with appropriate workplace health and safety information and training in a language employees use or understand. The content must cover all identified workplace hazards employees face, including but not limited to mechanical, electrical, chemical, fire, and physical hazards. Relevant health and safety information shall be clearly posted within the facility or placed in locations identifiable and accessible to workers. Suppliers must train employees before they begin work and provide regular training thereafter, and shall actively encourage employees to raise

safety concerns.

### 3.环境保护

#### 3. Environmental Protection

供应商应在保障员工健康和安全的同時，尽可能地降低对社区、环境和自然资源造成的不利影响。

Suppliers shall minimize adverse impacts on the community, environment and natural resources while ensuring the health and safety of their employees.

##### 3.1 环境许可证和报告

##### 3.1 Environmental Permits and Reporting

供应商应当取得、维护并更新法律要求的所有环境许可证（如排放监测）、批准文书和登记证，并且遵循其中规定的操作要求和报告要求。

Suppliers shall obtain, maintain, and update all environmental permits (such as emission monitoring), approvals, and registrations required by law, and shall adhere to the operational and reporting requirements specified therein.

##### 3.2 防止污染

##### 3.2 Pollution Prevention

供应商应遵守与污染物（包括固体废弃物、废水、废气和噪声等）相关的法律法规，包括产生、运输、存储、处理和排放等各环节涉及的要求，并积极寻找可减少或消除污染物产生和排放的方法。同时应致力于节约自然资源，包括但不限于水、化石燃料、矿物和森林产品等。

Suppliers shall comply with applicable laws and regulations related to pollutants (including solid waste, wastewater, exhaust gases, noise, etc.), covering all stages such as generation, transportation, storage, treatment, and discharge. They shall also actively seek methods to reduce or eliminate the generation and emission of pollutants. Additionally, they shall commit to conserving natural resources, including but not limited to water, fossil fuels, minerals, and forest products.

### 3.3 有害物质

#### 3.3 Hazardous Substances

供应商应识别、标记和管理会对人类或环境产生危险的化学品、废弃物及其他材料，确保其得到安全处理、转移、储存、使用、回收或再利用及处置。供应商应追踪和记录有害物质处置数据。

Suppliers shall identify, label, and manage chemicals, waste, and other materials that may pose a hazard to humans or the environment, ensuring their safe handling, transfer, storage, use, recycling or reuse, and disposal. Suppliers shall also track and document data related to the disposal of hazardous substances.

### 3.4 固体废弃物

#### 3.4 Solid Waste

供应商应识别、管理、减少、负责任地处置或循环再生/再利用固体废弃物。供应商应追踪和记录固体废弃物数据。

Suppliers shall identify, manage, reduce, and responsibly dispose of or recycle solid waste. Suppliers should track and record solid waste data.

### 3.5 废气管理

#### 3.5 Air Emissions

供应商应对于生产经营过程中产生的挥发性有机化学物质、气胶、腐蚀性气体、微粒、消耗臭氧物质及燃烧副产品，在排放之前应按要求进行分类、常规监测、控制和处理。消耗臭氧层物质应按照《蒙特利尔议定书》和适用的条例进行有效管理。供应商应对其空气排放物控制系统的运行状况进行常规监控。

Suppliers shall classify, routinely monitor, control, and treat volatile organic chemicals, aerosols, corrosive substances, particulate matter, ozone-depleting substances, and combustion by-products generated during production and operational processes before their release. Ozone-depleting substances shall be managed effectively in accordance with the *Montreal Protocol* and applicable regulations. Suppliers shall conduct regular monitoring of the operational status of their air emission control systems.

### 3.6 噪音管理

#### 3.6 Noise management

供应商应识别、控制、监测和降低设施设备产生的影响厂界噪音等级的噪声源。

Suppliers shall identify, control, monitor and reduce the sources of noise generated by the facility equipment that affect the boundary noise levels.

### 3.7 水资源管理

#### 3.7 Water Management

供应商应实施水资源管理计划，记录、分类和监测水资源使用和排放情况，保护水资源并有效控制污染。废水处置或排放前，应按要求进行分类、监测、控制和处理。避免违法排放和溢流产生的废水进入雨水排放管道、公共供水系统及公共水域。

Suppliers shall implement a water resource management plan to document, classify, and monitor water usage and discharge, protect water resources, and effectively control pollution. Before disposal or discharge, wastewater shall be classified, monitored, controlled, and treated as required. Suppliers shall prevent the illegal discharge and overflow of wastewater into storm drains, public water supply systems, and public water bodies.

### 3.8 能源消耗和温室气体排放

#### 3.8 Energy Consumption and Greenhouse Gas Emissions

供应商应建立并报告公司级别的温室气体减排目标，并对能源消耗、所有范围一及范围二、范围三重要类别的能源和温室气体排放数据进行追踪、记录和报告。供应商应根据自身的生产情况，评估潜在的替代解决方案，降低对传统能源、水和自然资源的使用，从而减少温室气体排放。供应商应公开披露温室气体管理体系及减排目标实现进程。

Suppliers shall establish and report corporate-level greenhouse gas emission reduction targets, and shall track, record, and report data on energy consumption as well as energy and greenhouse gas emissions for all Scope 1, Scope 2, and significant Scope 3

categories. Suppliers shall also, based on their own production conditions, evaluate potential alternative solutions to reduce reliance on traditional energy, water, and natural resources, thereby lowering greenhouse gas emissions. Suppliers should publicly disclose their greenhouse gas management systems and the progress in achieving emission reduction targets.

## 4.商业道德

### Business Ethics

供应商在所有商业交往中都应秉承最高的道德标准，对违反商业道德行为奉行零容忍政策。

Suppliers shall adhere to the highest ethical standards in all business dealings and maintain a zero-tolerance policy toward violations of business ethics.

#### 4.1 商业诚信

##### 4.1 Integrity

禁止供应商发生腐败和不诚信事件，做到“不行贿、不送礼、不关联、不弄虚作假、不偷工减料、不商业欺诈、信守承诺”，即“六不一守”。

Suppliers may not engage in bribery or unethical conduct. Suppliers must follow the requirements of “no bribery, no gifts, no conflicts of interest, no falsification, no cutting corners, no fraud, and keeping promises”.

#### 4.2 信息披露

##### 4.2 Information Disclosure

供应商所有业务交易的开展均应透明并且准确地反映在参与者的商业账簿和记录中。应当根据相关法规和现行行业实践披露有关参与者的劳工、健康与安全、环境实践、业务活动、结构、财务状况和绩效的信息。不得对记录弄虚作假，亦不得对供应链的状况或实践做虚假陈述。

All business transactions conducted by suppliers shall be transparent and accurately reflected in their own accounting books and records. Information regarding the

suppliers' labor practices, health and safety conditions, environmental practices, business activities, organizational structure, financial status, and performance shall be disclosed in accordance with relevant regulations and prevailing industry practices. Suppliers shall not falsify records nor make misrepresentations regarding the conditions or practices within their supply chain.

### 4.3 知识产权

#### 4.3 Intellectual Property

供应商应当尊重知识产权，以保护知识产权的方式进行技术或经验知识的转让，并且保护客户和供应商的信息安全。

Suppliers should respect intellectual property rights, transfer technology or know-how in a manner that protects intellectual property rights, and protect the information security of customers and suppliers.

### 4.4 公平交易、广告发布和竞争

#### 4.4 Fair Business, Advertising and Competition

供应商应秉持公平业务、广告发布和竞争标准，遵守所有适用的相关法律。

Suppliers shall adhere to fair business, advertising and competition standards and comply with all applicable laws.

### 4.5 身份保护和禁止报复

#### 4.5 Protection of Identity and Non-Retaliation

除非法律禁止，否则供应商应制定并实施相关计划，确保向检举问题的供应商和员工提供保护并为他们保密，使他们处于匿名状态。供应商应为员工制定沟通流程，使员工能够提出任何问题，而不用担心遭到打击报复。

Unless prohibited by law, Suppliers should develop and implement plans to ensure that suppliers and employees who report problems are protected and kept confidential and anonymous. Suppliers should establish a communication process for employees so that they can raise any issue without fear of retaliation.

### 4.6 隐私保护

## 4.6 Privacy

供应商应承诺为与其有业务往来的所有人士（包括供应商、客户、消费者和员工）的个人信息保密。收集、存储、处理、传输和分享个人信息时，供应商应遵守与隐私和信息安全有关的法律和法规的要求。

Suppliers shall undertake to keep confidential the personal information of all persons with whom it does business, including suppliers, customers, consumers and employees. When collecting, storing, processing, transmitting and sharing personal information, the provider shall comply with the requirements of laws and regulations relating to privacy and information security.

## 4.7 检举渠道

### 4.7 Reporting Channels

供应商若发现任何有悖于商业道德的行为，应依据《华勤技术反腐败与反商业贿赂政策》的规定进行检举。

Suppliers shall, in accordance with the provisions of the *Huaqin Technology Anti-Corruption and Anti-Commercial Bribery Policy*, report any conduct that violates business ethics.

- 专用举报邮箱：report@huaqin.com
- special email address: report@huaqin.
- 举报热线及微信：18516617679（独立专线、专人管理）
- Reporting Hotline and WeChat: 18516617679 (independent line, managed by dedicated personnel)

## 5.管理体系

### 5. Management Systems

供应商应建立一个包含但不限于本准则内容的管理体系，并持续改进和提升。

Suppliers shall establish a management system that includes, but is not limited to, the content of the Code and shall continuously improve and upgrade it.

## 5.1 公司承诺

### 5.1 Company Commitment

供应商应当制定并发布社会与环境责任政策，承诺遵守相关法律法规，且经执行管理层批准并以当地语言或当地员工可以理解的语言在工作场所发布。

Suppliers shall develop and publish a social and environmental responsibility policy, with a commitment to comply with relevant laws and regulations, approved by the executive management and published in the local language or a language understood by the local staff in the workplace.

## 5.2 管理层职责与责任

### 5.2 Management Duties and Responsibilities

供应商应指定公司代表来负责保证管理体系和相关计划的落实；高阶管理层应定期检查管理体系的运行情况。

Suppliers shall designate a corporate representative to be responsible for ensuring the implementation of the management system and related plans. Senior management shall periodically review the operational status of the management system.

## 5.3 法律要求及客户要求

### 5.3 Legal and Customer requirements

供应商应制定程序识别、监控并理解适用的法律法规和客户要求（及本准则要求）。

Suppliers shall establish procedures to identify, monitor, and understand applicable laws and regulations, customer requirements, and the requirements of the Code.

## 5.4 风险评估和管理

### 5.4 Risk Assessment and Management

供应商应制定程序识别公司经营相关的法律合规性、环境、健康与安全及劳工活动和道德风险。确定各风险的相对重要程度，实施适当的程序和实质控制措施，以控制已识别的风险并确保合规。

Suppliers shall establish procedures to identify legal compliance, environmental, health and safety, labor practice, and ethical risks related to their operations. They shall

determine the relative significance of each risk and implement appropriate procedures and material controls to manage the identified risks and ensure compliance.

## 5.5 持续改进

### 5.5 Continuous Improvement

供应商应制定书面绩效目标、指标和实施计划，并定期评估拟定的这些目标、计划的执行进展情况。

Suppliers shall establish written performance objectives, indicators and implementation plans, and periodically evaluate the progress of the implementation of these objectives and plans.

## 5.6 培训

### 5.6 Training

供应商应为管理层及员工制定培训计划，落实华勤技术的政策、程序及改进目标并满足适用的法律和法规的要求。新进员工须安排参加入职培训、企业社会责任行为准则政策等核心课程的教育训练。

Suppliers shall develop training programs for management and employees to implement Huaqin Technology's policies, procedures, and improvement objectives, and to meet applicable legal and regulatory requirements; newly hired employees must be arranged to participate in core training courses, including orientation and Corporate Social Responsibility (CSR) Code of Conduct and policies.

## 5.7 沟通

### 5.7 Communication

供应商应有明确程序，将公司的政策、实践、预期和绩效清晰准确地传达给员工、供应商和客户。

Suppliers should have clear procedures for communicating the company's policies, practices, expectations, and performance clearly and accurately to employees, suppliers, and customers.

## 5.8 申诉和反馈

## 5.8 Complaints and Feedback

供应商应指定可行程序和有效申诉机制，确保与员工进行必要的双向沟通，用以评估员工对此准则所涵盖的实践和条款的了解程度，以及执行本准则条款时的违规情况。供应商必须为员工提供安全的环境，使其能在不担心被打击或报复的情况下提出意见、建议和投诉。

Suppliers shall establish viable procedures and effective grievance mechanisms to ensure the necessary two-way communication with employees to assess their level of understanding of the practices and provisions covered by the Code, and violations in the implementation of the provisions of the Code. Suppliers must provide a safe environment for employees to make comments, suggestions and complaints without fear of retaliation or reprisal.

## 5.9 评估与审核

### 5.9 Self-assessments and Audits

供应商应定期进行自评和内审，确保符合法律法规要求，及本准则和质量协议中与社会责任相关的要求。

Supplier shall conduct periodic self-assessments and internal audits to ensure compliance with statutory and regulatory requirements and social responsibility related requirements in the Code and Quality Agreement.

## 5.10 纠正措施流程

### 5.10 Corrective Action Process

供应商应定期进行自我评估，以确保符合与社会责任和环境责任相关的法律和监管要求、本准则内容的要求及客户合同要求。

Suppliers should conduct periodic self-assessments to ensure compliance with legal and regulatory requirements relating to social and environmental responsibility, the content of the Code and customer contractual requirements.

## 5.11 文件和记录

### 5.11 Documents and Records

供应商应创建并维护文件和记录，以确保监管合规并遵守公司的要求及符合保护隐私的相关保密条款。

Suppliers shall create and maintain documents and records to ensure regulatory compliance and compliance with company requirements and relevant confidentiality provisions to protect privacy.

## 6. 供应链管理

### 6. Supply Chain Management

供应商应建立供应链 CSR 管理体系，包括将本准则纳入采购流程、要求上游供应商签署 CSR 承诺书、定期审核等，确保上游供应商持续合规和改进。

Suppliers should establish a supply chain CSR management system, including incorporating the Code into the procurement process, requiring the upstream supplier to sign a CSR commitment, and conducting regular audits to ensure continuous compliance and improvement by the upstream supplier.

#### 6.1 公司承诺

##### 6.1 Company Commitment

供应商应当制定并发布社会与环境责任政策，承诺遵守相关法律法规，且经执行管理层批准并以工人使用的语言或工人当地语言或当地员工可以理解的语言在工作场所工厂发布。

Suppliers shall develop and publish a social and environmental responsibility policy, with a commitment to comply with relevant laws and regulations, approved by the executive management and published in the local language or a language understood by the local staff in the workplace.

#### 6.2 限用物质

##### 6.2 Material Restriction

供应商应遵守所有适用的有关禁止或限制性物质的法律法规和客户要求，如 RoHS、REACH 等，采取有效措施禁止或限制在产品中或/和制造过程中使用特

定的物质。

Suppliers shall comply with all applicable laws, regulations, and customer requirements concerning prohibited or restricted substances, such as RoHS and REACH, and shall take effective measures to prohibit or restrict the use of specific substances in products and/or manufacturing processes.

### 6.3 负责任地采购矿物

#### 6.3 Responsible Sourcing of Minerals

供应商应制定政策，合理确保他们所制造的产品中的钽、锡、钨、金和钴等金属不会直接或间接地为刚果民主共和国或周边国家/地区内践踏人权的武装组织提供资金或使他们得益。参与者应对这些矿物的来源和产销监管链进行尽职调查，并且应客户要求向客户提供他们的尽职调查措施。

Suppliers shall establish policies to reasonably ensure that metals such as tantalum, tin, tungsten, gold, and cobalt in the products they manufacture do not directly or indirectly finance or benefit armed groups that commit human rights abuses in the Democratic Republic of the Congo or adjoining countries. Suppliers shall exercise due diligence on the source and chain of custody of these minerals and shall provide their due diligence measures to customers upon request.

### 6.4 供应商责任

#### 6.4 Supplier Responsibility

要求供应商制定程序将本准则要求传递至下一级供应商，并监管其对被准则的遵守和实行。

Suppliers shall establish procedures to communicate the requirements of the Code to their next-tier suppliers and monitor their compliance with and implementation of the Code.

## 7. 申诉与举报程序

### 7. Complaint and Whistle-blowing Procedures

## 7.1 申诉与举报渠道

### 7.1 Complaint and Reporting channels

为发现、防止及避免任何不道德或违反本准则之行为，华勤技术鼓励所有员工及第三人对于任何可能涉及违反本准则之行为进行举报。如发现任何违反、疑似违反或可能导致违反本准则之情事，可通过如下举报渠道提供相关资料进行举报。我们将一致对待实名与匿名举报信息，对举报信息依法依规客观调查、公正处理并反馈，并依据相关规定保护举报人免受报复，确保不会因举报行为受威胁、恐吓、骚扰等不公平待遇。

To identify, prevent, and avoid any unethical conduct or violations of this Code, Huaqin Technology encourages all employees and third parties to report any conduct that may involve violations of this Code. Should any violation, suspected violation, or situation that may lead to a violation of this Code be discovered, relevant information can be reported through the following channels. We will treat both real-name and anonymous reports consistently, conducting objective investigations, handling cases fairly, and providing feedback in accordance with laws and regulations. We will protect whistleblowers from retaliation in line with relevant policies, ensuring they do not suffer unfair treatment such as threats, intimidation, or harassment due to their reporting.

议题 Issues	渠道 1 Channel 1	渠道 2 Channel 2
社会责任 Social Responsibility	HQCSR@huaqin.com	13162597539
人力资源 Human Resources	ssczx@huaqin.com	4008913788
内控合规 Internal Control and Compliance	report@huaqin.com	18516617679（独立专线、专人管理） (Independent line by dedicated personnel)

## 7.2 程序

### 7.2 Procedures

华勤技术对任何违反本准则的行为采取零容忍政策。所有员工、合作伙伴都有责任报告任何已知或怀疑的违规行为，包括违反法律、法规、准则和公司政策。此行为并非对他人的不忠表现，恰恰保护了公司和员工的名声和信誉，公司将敏感且谨慎地对待所有疑问和汇报，我们将严格对举报人信息进行严格保密。

Huaqin Technology maintains a zero-tolerance policy towards any violation of the Code. All employees and partners have an obligation to report any known or suspected violations, including those of laws, regulations, this Code, and company policies. Such reporting is not an act of disloyalty but rather protects the reputation and credibility of the company and its employees. The company will treat all inquiries and reports with sensitivity and discretion, and we will keep whistleblower information strictly confidential.

《华勤技术供应商社会责任行为准则》为华勤技术各项规章制度，合同协议，及商业准则之补充，非意在为任何第三方谋求新的或额外权利。华勤技术保留对本准则的最终解释权。

The Code supplements Huaqin Technology's various rules and regulations, contractual agreements, and business principles. It is not intended to create any new or additional rights for any third party. Huaqin Technology reserves the right of final interpretation of the Code.

华勤技术股份有限公司

Huaqin Technology Co., Ltd.

2025 年 12 月 21 日

21 December 2025

### 【版本历史】

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