

SINEXCEL

Supplier Code of Conduct



Shenzhen Sinexcel Electric Co., Ltd Supplier Code of Conduct

This code of conduct sets out the basic requirements for the supplier: _____ the suppliers of products and services should take responsibility to their stakeholders and to the environment. The demander reserved the right according to the supplier: _____ to make reasonable changes to the basic requirements of this code of conduct as a result of changes in the compliance program. Based on the situation, _____ expects the supplier can accept these reasonable changes.

The supplier should declare at here:

1. Comply the law
 - a. The supplier should comply with all laws which in the applicable legal system.
2. Prohibition of corruption and bribery
 - a. Neither tolerates nor engages in any form of corruption or bribery, including paying any money or giving any other form of advantage to any government official in violation of the law to influence decision making.
3. Respect the basic human rights of employees
 - a. The supplier should provide equal opportunities and treatment to employees regardless of their color, race, nationality, social background, disability, sexual orientation, political or religious beliefs or age;
 - b. The supplier should respect employees' personal dignity, privacy and individual rights;
 - c. The supplier should refuse to hire or arrange employees to work against their will;
 - d. The supplier should refuse to tolerate any unacceptable treatment of employees, such as emotional abuse, sexual harassment or gender discrimination;
 - e. Prohibit gestures, language and physical contact of a sexual, coercive, threatening, obscene or exploitative nature;
 - f. The supplier should provide fair remuneration, and ensure compliance with the national legal minimum wage standards;
 - g. The supplier should comply with the requirements of the maximum working hours stipulated by law;
 - h. Recognize the right of employees to free association according to law; Does not favor or discriminate against members of employee organizations or trade unions.
4. Child labour is prohibited
 - a. Does not employ child Labour under sixteen (16) years of age; Or, subject to the exception for developing countries provided for in Article 138 of the ILO Convention, no child labour under the age of fourteen (14) years shall be employed in those countries.
5. Protection of underage labors and female employees

- a. The supplier may employ underage labors as required, but shall provide labor protection in accordance with relevant laws and regulations, including but not limited to: shall not arrange underage labors to engage in work that may endanger health or safety, shall not arrange underage labors to work overtime or night shift or engage in other labor prohibited by law;
 - b. Women shall enjoy equal employment opportunities with men, except for the types of work or positions unsuitable for women as prescribed by local law;
 - c. The supplier shall prohibit female labors from engaging in prohibited work as prescribed by law, and shall prohibit female labors from engaging in high, low temperature, cold water operations, and other prohibited work as prescribed by law during menstruation or pregnancy. Female labors who are pregnant for more than seven months shall be prohibited from arranging extended working hours and night work;
 - d. The supplier shall prohibit female employees from engaging in prohibited labor as prescribed by law, or arranging extended working hours or night work during the period of breastfeeding a baby less than one year old.
6. Prohibition of human trafficking and human protection
- a. All work is voluntary. The supplier shall not trade in human beings or employ any form of slave, forced, bonded, indentured or prison labor. Involuntary Labour includes transporting, concealing, recruiting, transferring, receiving or employing persons for the purpose of exploitation by means of threat, coercion, coercion, abduction, fraud or payment of remuneration to any person controlling another person;
 - b. The supplier shall not detain the labors' original government-issued identity documents and travel documents. Ensure that the contract with the labor clearly states the conditions of employment in a language that the labor understands;
 - c. The supplier shall not require the labor to pay a recruitment fee or other similar fee to the employer or its agent in order to obtain the job. If the labor is found to have paid such a fee, the fee shall be returned to the labor.
7. The health and safety of employee
- a. The supplier should take responsible for the employees' health and safety;
 - b. The supplier shall control the risk and take the most reasonable and possible preventive measures to prevent accidents and occupational diseases;
 - c. The supplier should provide the statement and have to make sure the employee takes the education of health and safety hazard;
 - d. The supplier shall establish or adopt a reasonable occupational health and safety management system.
8. Environmental protection
- a. The suppliers shall act in accordance with applicable environmental protection standards and international standards;
 - b. The supplier shall minimize environmental pollution and make continuous improvement in environmental protection;
 - c. The suppliers should establish or adopt a reasonable environmental management system.

9. Supply Chain

- a. Sinexcel will make reasonable efforts to induce the supplier to comply with this code of conduct;
- b. Sinexcel will abide by the principle of non-discrimination in the selection and treatment of suppliers.

10. Responsibility for Breach of Contract

- a. If the Sinexcel receives any complaints, reports or finds that the supplier violates this Standard Test, it has the right to take measures: suspension of payment for goods, suspension or termination of cooperation.

This agreement is made in duplicate, and shall be valid for a long time during the cooperation period.

Sinexcel: (Signature & Stamp)

The Supplier:(Signature & Stamp)

Date:

Date:

SINEXCEL

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