

1 PURPOSE OF THE PROCEDURE 目的的程序

Economic success and sustainable business are not contradictory but go hand in hand, better together. The Bekaert Supplier Code of Conduct outlines the minimum requirements to be met by our suppliers regarding fair business practices and ethics, labor practices, impact on the environment and health and safety performance.

经济上的成功和可持续的商业发展并非相互矛盾，而是有着同心同行、卓越共赢的关系。

《贝卡尔特供应商行为准则》概述了我们**对**供应商在正当商业行为和道德规范、劳动实践、环境与健康及安全绩效影响方面所应当满足的最低要求。

2 MOTIVATION FOR CHANGE 变化动机

Add statements regarding Business Integrity and Privacy of Data

添加有关商业诚信和数据隐私的声明。

3 SCOPE 范围

All Bekaert suppliers

所有贝卡尔特供应商

4 DEFINITIONS/ABBREVIATIONS 定义/缩写

CPD: Central Purchasing Department

CPD: 中心采购部

5 SUMMARY OF RESPONSIBILITIES 职责概要

CPD: responsible for the communication and liaison with the supplier, including the recording and monitoring of supplier compliance.

CPD : 负责**沟通和联系**供应商，其中包括记录和**监督**供应商**与本标准的符合性**。

6 THE MAIN PRINCIPLES OF THE BEKAERT SUPPLIER CODE OF CONDUCT 《贝卡尔特供应商行为准则》的主要原则

6.1 Fair business practices and ethics 正当商业行为和道德规范

Any Bekaert supplier will uphold the highest standards of fair business practices and ethics, including:

任何贝卡尔特供应商应维持最高标准的正当商业行为和道德规范，包括下列内容：

6.1.1 Business Integrity 商业诚信

Bekaert suppliers shall not engage in any form of corruption, extortion, embezzlement or bribery. They shall comply with all applicable anti-corruption laws and regulations of the countries in which they operate, and all applicable international anti-corruption conventions. Any Bekaert supplier is obliged to foster fair and impartial competition. Bekaert suppliers shall adhere to international trade regulations and export control regulations.

贝卡尔特供应商不得参与任何形式的贪污、敲诈、侵占或贿赂。他们应当遵守所在国所有的反腐败法律和法规，以及所有适用的国际反腐败公约。任何贝卡尔特供应商都有义务促进公平和公正的竞争。贝卡尔特供应商应当遵守国际贸易条例和出口管制规定。

Any Bekaert supplier shall avoid conflict of interest situations in relationships with Bekaert employees. Any supplier of Bekaert shall maintain an unquestionable standard of integrity, which includes that no excessive gifts and meals, entertainment, travel, accommodation or other gratuities will be offered to Bekaert employees.

所有贝卡尔特供应商应避免与贝卡尔特员工发生利益冲突。贝卡尔特的任何供应商应保持无可置疑的诚信标准，包括不得向贝卡尔特员工提供超标的礼品和餐、娱乐、旅行、住宿或其他报酬。

Integrity concerns against the Supplier Code of Conduct or Terms and Conditions should be sent to integrity@bekaert.com or can be reported in an anonymous on <https://www.bekaert.com/misconduct>

对于违反供应商行为准则或通用条款的诚信问题应发送至 integrity@bekaert.com 也可以在以下网址匿名举报 <https://www.bekaert.com/misconduct>

Bekaert shall not support suppliers in evading tax, or let their owners or employees benefit from price settlements that are not in line with ethical business practices and with tax and other legal requirements.

贝卡尔特不得向供应商提供避税支持，**也不得**使供应商的股东或员工从不符合道德商业惯例和税法及其他法律要求的价格安排中获利。

6.1.2 Protection of intellectual property 知识产权保护

All suppliers of Bekaert shall respect intellectual property rights and shall manage the existence of and information on technology and know-how in such a manner that the Bekaert intellectual property rights be adequately protected.

贝卡尔特的所有供应商均应尊重知识产权，并需按照妥善保护贝卡尔特知识产权的方式管理技术工艺和专有技术以及与之有关的信息。

Also the Bekaert brand and logo is an example of property rights. Suppliers shall not use the Bekaert logo or publish Bekaert as a reference customer in their online or printed communication tools without prior consent from Bekaert. Such requests can be sent to corporate@bekaert.com. Bekaert maintains the right to cancel a given approval when the relationship with the supplier would be ended.

贝卡尔特的品牌和标识也是一种财产权利。未经贝卡尔特事先同意，供应商不得在其在线或印制的沟通工具上使用贝卡尔特的标识或将贝卡尔特作为标志性客户进行公布。上述申请可以发送至 corporate@bekaert.com。贝卡尔特保留对已做出的批准在与供应商的关系行将结束时予以撤销的权利。

6.1.3 Confidentiality [...] and disclosure of information and privacy of data 信息保密与 [...]披露

All suppliers of Bekaert shall treat the information obtained from Bekaert strictly confidential. Information regarding the suppliers' business activities, structure, financial situation and performance should be disclosed in accordance with applicable regulations.

贝卡尔特所有的供应商均应对从贝卡尔特处所获取的信息进行严格保密。与供应商的商业活动、结构、财务状况和业绩有关的信息应按照适用的规定予以披露。

Falsification of records or misrepresentation of conditions or practices in the supply chain are unacceptable.

伪造记录或歪曲供应链中的条款或做法是不可接受的。

Suppliers will also respect the privacy of all individuals and the confidentiality of their personal data they hold about them. They will comply with all applicable laws regarding the collection, use and disclosure of personal data.

供应商还将尊重所有个人的隐私以及其个人数据的保密性。他们将遵守有关收集、使用和披露个人数据的所有适用法律。

6.1.4 Responsible sourcing of minerals 负责任的矿产采购

Bekaert is committed to use raw materials of legal and sustainable origin. Bekaert wants to avoid sourcing "conflict minerals" as they contribute to the financing of armed conflicts and enable human rights abuses.

Bekaert maintains due diligence processes to achieve compliance with this commitment and requests relevant suppliers to fully support Bekaert in this respect.

贝卡尔特致力于使用其来源合法且可持续的原材料。贝卡尔特希望避免采购为武装冲突提供经济支持以及导致侵犯人权的“冲突性矿产”。贝卡尔特持有审慎调查程序以实现承诺的合规，且贝卡尔特要求相关供应商在这方面对贝卡尔特予以全力支持。

6.1.5 Secure Business 业务安全

All suppliers of Bekaert shall conduct their business in a secure manner and will implement reasonable measures for minimizing their exposure to **information** security threats.

贝卡尔特所有的供应商均应以安全的方式开展其业务，并需采取合理措施以将其暴露于**信息**安全威胁的风险降至最低。

6.2 Labor practices 劳工实践

[...]



6.2.1 CHILD AND FORCED LABOR 童工以及强迫性劳工

We will not use any form of forced or bonded labor. Child labor is not tolerated. The minimum employment age is the school leaving age determined by applicable legislation, but never less than 15 years. Employees under the age of 18 shall not perform work that is likely to jeopardize the health or safety of young workers.

贝卡尔特不会雇佣任何形式的强迫性劳工或者奴役性劳工。雇佣童工是严令禁止的。最低的就业年龄依据当地法律规定的学校毕业年龄而定，但是不得低于 15 岁。18 岁以下的员工不得从事有可能危及到健康和安全的工

作。

6.2.2 Compliance with legislation 遵守法规

The Bekaert suppliers should support the 'United Nations Universal Declaration of Human Rights' and the conventions and the recommendations of its International Labor Organization.

贝卡尔特供应商应当支持《联合国世界人权宣言》及其国际劳工组织的公约和建议。

Suppliers of Bekaert shall comply with the laws and the collective labor agreements in the countries in which they operate. [...]

贝卡尔特的供应商应遵守其所在国的法律和集体劳工协议。 [...]

6.2.3 Freedom of association and the right to collective bargaining 结社自由与集体谈判的权利

Bekaert suppliers shall recognize the right of their employees to join or to refrain from associating freely and bargaining collectively.

贝卡尔特供应商应当认可其员工享有的、自由参加或不参加结社的权利以及集体谈判的权利。

6.2.4 Non-Discrimination 非歧视原则

Bekaert suppliers should recognize and appreciate the existence of different values and cultural standards. Each supplier should commit to provide equal opportunity in employment and should not discriminate on the basis of age, race, nationality, social or ethnic descent, gender, physical disability, sexual preference, religion, political reference, or union membership. Only professional qualifications matter.

贝卡尔特供应商应当认可且重视不同价值观和文化标准的存在。每一家供应商均承诺提供公平的雇佣机会，且不得基于年龄、种族、国籍、社会或民族血统、性别、生理缺陷、性取向、宗教信仰、政治倾向或工会会员身份而存在歧视。只注重专业资质。

6.2.5 Fair labor conditions contracts, wages and working hours 公平的劳动合同条件、报酬和工作时间

A Bekaert supplier should be compliant with all applicable international, national and local laws and/or collective agreements relating to wages, benefits, working hours and working conditions.

公平的劳动合同条件、报酬和工作时间贝卡尔特供应商应当遵守与报酬、福利、工作时间和工作条件相关的所有适用的国家或地方法律和/或集体协议的约定。

6.3 Environmental stewardship 环境管理

Bekaert expects its suppliers to comply with all applicable environment regulations and legislations.

贝卡尔特期望其供应商遵守所有适用的环境保护方面的法规和规定。

Bekaert suppliers are committed to develop cleaner processes and aim to minimize the impact on the environment and follow best practices in environmental management, including energy and resource efficiency, limitation of CO2 emissions and other greenhouse gases responsible water management, waste treatment and reduction and recycling.

贝卡尔特供应商承诺发展更清洁的工艺并致力于将环境影响降至最低，遵循环境管理方面的最佳实践，包括能源和资源效率、限制二氧化碳及其他温室气体排放、负责任的水资源管理、废物的处理、减少和再循环。

6.4 Health and Safety 健康与安全

We seek to work with suppliers that provide a safe and healthy workplace for all of their employees. As a Bekaert supplier, you and your employees are committed to operate in a safe way whereby you are continuously working towards a goal of zero incidents. You provide your employees with all the necessary training and personal protection means.

我们寻求与能够为其所有员工提供一个安全且健康的工作场所的供应商合作。作为贝卡尔特供应商，您与您的员工承诺以安全的方式开展业务，且您将由此不断努力实现零事故的目标。您需向您的员工提供所有必要的培训和人员保护措施。

Suppliers who are given access to Bekaert premises to conduct contracted services are obliged to acknowledge and fully comply with the Bekaert Health and Safety guidelines for visitors and outsourced contractors.

被授权进入贝卡尔特场地以提供约定服务的供应商均有义务确认并全面遵守适用于访客和外部承包商的《贝卡尔特健康与安全指南》。

6.5 Suppliers 供应商

A Bekaert supplier is expected to implement a Supplier Code of Conduct in its upstream supply chain. The principles described in that Code of Conduct should at least match the principles of the Bekaert Supplier Code

of Conduct. **The suppliers' Code of Conduct and all respective practices should therefore be compliant with the related laws and regulations.**

我们希望贝卡尔特供应商能够在其上游供应链中实施《供应商行为准则》。该等《行为准则》项下所描述的原则应至少与《贝卡尔特供应商行为准则》项下的原则相符。**因此，供应商的行为准则和所有相关的做法都应符合相关的法律和法规。**

6.6 Documentation and Monitoring 文件与监督

In order to ensure and demonstrate compliance with the Supplier Code of Conduct, you shall keep record of all relevant documentation, and provide to us supporting documentation upon request. This Code forms an integral part of Bekaert's supplier relationship management and evaluation procedure. Bekaert will take a risk based approach in assessing supplier's compliance with the requirements of this Code. Monitoring may take the form of self-assessments, site visits and follow up on remediation plans. Bekaert will work with its suppliers in addressing gaps identified.

为了确保以及证明您遵守了《供应商行为准则》，您应当保存所有相关文件，并在我们要求时向我们提供该等支持性文件。本准则构成了贝卡尔特供应商关系管理和评估程序的组成部分。贝卡尔特将采用风险导向方法评估供应商对本准则要求的遵守情况。监督可以采取自我评估、实地考察以及跟进改计划的方式进行。贝卡尔特将与其供应商合作处理发现的不符合项。

7 CORRECTIVE ACTIONS 纠正措施

Bekaert reserves the right to disengage from suppliers that do not meet the requirements of this Supplier Code of Conduct or who cannot provide or commit to an improvement plan

对于未能符合本《供应商行为准则》要求的供应商或者未能提供或承诺提供改进计划的供应商，贝卡尔特保留解除供应商关系的权利。

8 REFERENCES/ANNEX 索引/附件

SP-Q-45001-F00-BCQA: The Bekaert Supplier Code of Conduct – Compliance Form

SP-Q-45001-F00-BCQA: 《贝卡尔特供应商行为准则》合规表