

Code of Conduct of Suppliers of Shenzhen

Investment Limited

Shenzhen Investment Limited has been committed to maintaining a high level of business ethics and honest operation. When selecting suppliers, we take priority of those which meet this Code of Conduct of Suppliers and propel policies which are beneficial for sustainable development of communities and environment. Besides, suppliers are encouraged to observe various laws and regulations and maintain quality operating standards and business ethics, to bring in positive effects on the environment and society.

Observe laws and regulations

During business operation, suppliers are required to observe all the applicable laws and regulations and relevant requirements in the local place in which they operate business. We have encouraged our suppliers to impose influences on their own supply chain to commonly perform the necessary social responsibility.

Conduct of ethics

Suppliers shall stick to the highest level of ethics standards, and shall not be involved in any form of corruption, blackmail, fraud, bribe, false statement or fabrication.

Environment

Suppliers should comply with all the applicable laws and regulations for environment protection, and adopt adequate measures to minimize the adverse effect that may occur to the environment due to business operation.

Remuneration and work hours

Suppliers are required to enter into service agreements with all the employees under the local laws, and to provide fair remuneration and benefits to all the employees according to applicable regulations. Besides, they are supposed to pay remuneration

on time and to make sure that works provided by the employees are in compliance with normal and overtime working related laws and regulations and the relevant industrial standards.

Underage labor

Suppliers are not allowed to employ any person who is under the applicable mandatory working age.

Forced labor

Suppliers are forbidden to make use of any forced labor, including contract labor, debt labor or other forms of forced labor.

Health and safety

A clean, safe and healthy working environment is required to provide by suppliers for their staff according to the applicable laws and regulations, to minimize the harm and diseases arising from works to the largest extent. Suppliers shall provide their staff trainings on safety and relevant operating codes to ensure safety of the staff.

Anti-discrimination

It is the responsibility of suppliers to build a working atmosphere advocating positive progress, equality and diversity. They shall not make any staff feel discriminated during the process of recruitment or employment due to the gender, race, nationality, age, marital status, child status, sexual orientation, religious belief or physical disability of the staff.

Intellectual property protection

Adequate measures shall be taken by suppliers to respect and protect intellectual properties, including the proprietary information, business secrets and other unpublished business related information owned by their companies or third parties.

Responsibility

Suppliers shall urge their staff to bear the responsibility of complying and maintaining this Code of Conduct of Suppliers.