

Schunk Group

Supplier Code of Conduct

崇德集团供应商行为准则

Our understanding of sustainability in the supplier management

我们对供应商管理可持续发展的理解

Schunk Group sees sustainability as an essential component of its business processes. In our procurement activities, we pay attention not only to process-related, economic and technical criteria but also to social and ecological aspects such as human rights, fair working conditions, fair competition, prevention of corruption, and health and environmental protection.

崇德集团将可持续化发展视为我们业务流程中的重要组成部分。在我们的采购活动中，我们不仅关注与流程相关的经济，技术标准，同时我们也会关注社会和生态方面的问题，例如人权，公平的工作条件，公正的竞争，预防腐败以及健康和环境保护。

As a technology group with a high level of materials expertise, we procure raw materials, goods and services from suppliers worldwide to ensure the sustainable success of our customers with innovative product and service solutions. The basis for this is a responsible corporate philosophy geared to long term value creation. For this reason, we involve suppliers directly in our sustainability strategy.

我们作为一家拥有高水平材料专业知识的技术集团，我们向世界各地的供应商采购原材料，商品和服务以此来确保我们可以不断成功的为我们的客户提供创新产品和服务解决方案。此理念的基础是致力于长期价值创造的负责任的企业奉行的准则。因为，我们让供应商直接参与我们的可持续发展战略。

In the area of conflict between product/performance, market, region and process, quality, reliability, costs, innovation, integrity and sustainability are essential factors in our selection of suppliers. Schunk Group will therefore only select suppliers who conduct their business with professionalism and integrity, share our social and environmental values, and recognize and support our quality standards and health and safety culture.

在产品/性能，市场，区域与流程，质量，可靠性，费用，创新，职业操守和可持续发展各方面的矛盾是我们供应商筛选中的必要因素。崇德集团因此只会选择以专业和诚信开展业务的供应商，与他们分享我们的社会和环境价值观，使他们认可和支持我们的质量标准以及健康和安全生产文化。

Therefore, we expect the following from our suppliers:

因此，我们对供应商有如下的期望：

- Conducting their business in full compliance with all applicable laws, regulations, policies and industry codes.
- 开展业务时完全遵守所有适用的法律法规，政策和行业准则。

- ▮ Strict adherence to ethical principles for employee and human rights, environmental protection, health protection and occupational safety.
 - ▮ 严格维护员工的道德准则和人权，环境保护，健康保护和职业安全。
- ▮ Integration, application and sharing of these principles with their own suppliers and subcontractors.
 - ▮ 与自己的供应商和分包商整合，一起实施并且共享这些准则。
- ▮ Recognition of the importance of diversity and inclusion through strict compliance with all equal opportunity and non-discrimination laws, regulations and policies.
 - ▮ 通过严格遵守人人平等的原则和不歧视的法律法规政策认识到多样性和包容性的重要性。
- ▮ Ensuring that there are no violations of the law or discrimination of any kind in the workplace.
 - ▮ 确保工作场所不存在违法行为或者任何形式的歧视。
- ▮ Conscious, respectful interaction with cultural contrasts, beliefs and issues.
 - ▮ 有意识的尊重并妥善处理文化信仰和差异相关问题。

This Supplier Code of Conduct sets out the minimum requirements on sustainability issues and defines the core principles that Schunk Group expects all business partners and suppliers to comply with.

本供应商行为准则设置了可持续发展问题的最低要求并且定义了崇德集团期望所有业务合作伙伴和供应商遵守的核心原则。

Schunk Group reserves the right to suspend or terminate the business relationship with a supplier who does not comply with these principles or applicable law at any time.

崇德集团保留随时暂停或者终止和不遵守这些原则或者适用法律的供应商合作的权利。

1. Respect for human rights/discrimination

尊重人权/反歧视

Employees of Schunk Group as well as all business partners and suppliers have the right to fair, courteous and respectful treatment. No one may be harassed or discriminated against on the basis of their ethnicity, skin color, nationality, ancestry, gender, sexual identity, faith or religious affiliation, ideology, political views, age, physical constitution, appearance or other personal characteristics.

崇德集团的员工以及所有的业务合作伙伴和供应商均享有被公平，礼貌以及尊重的对待的权利。任何人不得因其种族，肤色，国籍，血统，性别，性取向，信仰或宗教信仰，意识形态，政治观点，年龄，身体素质，外貌或者其他个人特征而受到骚扰或者歧视。

Schunk expects that its suppliers also promote equal opportunities and equal treatment and prevent discrimination in the hiring of employees as well as in the promotion or granting of training and further education measures.

崇德集团期望其供应商在员工招聘以及晋升或提供培训和继续教育机会的方面，也能促进机会平等和待遇平等，并防止歧视。

No employee of a supplier may be discriminated against on the grounds of gender, age, skin color, culture, ethnic origin, nationality, sexual identity, sex, disability, religious affiliation, political views or

ideology.

供应商的任何员工均不得因性别，年龄，肤色，文化，民族血统，国籍，性取向，性别，残疾，宗教信仰，政治观点或意识形态而受到歧视。

2. Child labor

童工

Schunk Group rejects any form of child labor, including among its business partners, customers, suppliers and their subcontractors. The definition of child labor is based on the principles of the United Nations Global Compact.

崇德集团包括他的业务合作伙伴，客户，供应商和他的分包商坚决反对任何形式的童工。童工的定义基于联合国全球契约的原则。

Schunk therefore expects its suppliers to prohibit and refrain from any kind of child labor in their companies and along the supply chain.

因此，崇德集团期望其供应商在他们公司内部以及供应链中禁止并杜绝任何形式的童工现象。

3. Forced labor/Modern slavery

强迫劳动/现代奴隶制

Any form of slavery is incompatible with our ethical foundations. We expect our suppliers and their subcontractors to fight against any form of modern slavery and human trafficking along the supply chain and not tolerate it under any circumstances. In particular, the rights of indigenous people and local communities should be respected, promoted and protected throughout the supply chain.

任何形式的奴隶制都和我们的道德准则背道而驰。我们期望我们的供应商和他们的分包商在整个供应链中打击任何形式的现代奴隶制和人口贩运，并且在任何情况下都绝不容忍。尤其重要的是，原住民和当地社区的权利需要在整个供应链中得到尊重，促进和保护。

4. Employee rights/Working conditions

员工权利/工作环境

Schunk is committed to the principles of social responsibility. It is therefore in the company's interest that fair working conditions apply worldwide in Schunk Group. Compliance with all local legislation on minimum wages, social benefits, overtime, working and break times and working conditions is a matter of course for Schunk.

崇德集团致力于履行社会责任。因此崇德集团在全球范围施行公平的工作条件。崇德集团始终遵守所有关于最低工资标准，社会福利，加班，工作和休息时间以及工作条件的当地法规。

Schunk therefore also expects its suppliers to comply with all employee rights of the respective

applicable national legislation as well as fair working conditions worldwide. Schunk will not commission or use any private or public security forces if these security forces are deployed if

因此，崇德集团也期望其供应商遵守各自适用的国家法律法规，保障所有员工的权利，并在全球范围内实行公平的工作条件。如果出现以下情况，崇德集团不会委托或使用任何私人或公共安保力量：

a) the prohibition of torture and cruel, inhuman or degrading treatment is disregarded,

违反禁止酷刑和残忍、不人道或有辱人格待遇的规定；

b) life or limb is injured or

造成生命或肢体伤害；或

c) the freedom of association and freedom of association are impaired.

参加工会的自由受到损害。

5. Freedom of association

参加工会的自由

The right of all employees to form and join trade unions and employee representative bodies is recognized by suppliers. Where this right is limited by local law, alternative means of employee representation that comply with the law shall be encouraged.

供应商允许所有员工有权组建和加入工会及员工代表机构。如当地法律对该权利有所限制，则应鼓励采用符合法律规定的其他员工代表方式。

6. Remuneration/Working hours/Financial Responsibility

薪酬/工时/财务责任

Suppliers must pay employees on time and in accordance with applicable wage laws, including minimum wages, overtime, prohibition of excessive overtime and mandated benefits.

供应商必须按时支付员工工资，并遵守适用的工资法规，包括最低工资、加班费、禁止过度加班以及法定福利。

Suppliers are obligated to present their business activities transparently and to properly document them in their financial reports. In addition, suppliers must confirm that an adequate control system for financial reporting has been implemented.

供应商有义务以透明的方式披露其业务活动，并在财务报告中妥善记录。此外，供应商必须确认已实施完善的财务报告控制体系。

7. Health protection/Occupational safety/Fire protection

健康保护/职业安全/消防

Safety in the workplace and the safety of our products are a fundamental principle for Schunk. Processes, operating facilities and equipment, as well as all workplaces must comply with the applicable legal obligations for occupational safety, health and fire protection.

工作场所安全和产品安全是崇德集团的基本原则。所有流程、操作设施和设备，以及所有工作场所都必须遵守适用的职业安全、健康和消防法律法规。

Schunk therefore expects its suppliers to know and comply with the applicable national legislation on health protection, occupational safety and fire protection. We require that suppliers have an appropriate occupational safety organization. This includes, for example, the containment of actual and potential occupational safety risks by means of suitable protective measures and the deployment of employees who are sufficiently qualified and instructed to carry out their work more safely.

因此，崇德集团希望其供应商了解并遵守适用的国家健康保护、职业安全和消防法规。我们要求供应商具备一个合规的职业安全管理体系。其中包括，比如通过适当的防护措施控制实际和潜在的职业安全风险，以及安排具备足够资质并接受过培训的员工以更安全地开展工作。

Schunk welcomes its suppliers having a certified occupational safety management system and positively considers this in its supplier selection process.

崇德集团欢迎拥有经认证的职业安全管理体系的供应商，并在供应商甄选过程中对此予以充分考虑。

8. Environmental protection

环境保护

Protection of the environment is an integral part of Schunk's corporate policy and this is therefore also consistently required of all suppliers.

环境保护是崇德集团企业政策的重要组成部分，因此，崇德集团也始终要求所有供应商始终遵守此规定。

Schunk expects its suppliers to know and comply with the applicable national legislation on environmental protection. This also includes compliance with all official requirements and product-related environmental regulations in the destination country.

崇德集团期望其供应商了解并遵守适用的国家环境保护法律法规。这包括遵守目的地国家的所有官方要求和产品相关的环境法规。

We require that suppliers have an appropriate environmental protection organization and ensure the protection of the following protected goods:

我们要求供应商有适当的环境保护组织，并确保以下受保护事项得到保护：

- ▮ Protecting people, animals and plants by preventing emissions that are hazardous to the environment and/or health and avoiding the manufacture of products with ingredients that are hazardous to the environment and/or health.

通过防止排放对环境和/或健康有害的物质，以及避免生产含有对环境和/或健康有害成分的产品，

来保护人类、动物和植物。

↪ Protecting the atmosphere by preventing air pollution from harmful and/or greenhouse gases and by maintaining air quality.

通过防止有害气体和/或温室气体造成的空气污染以及维护空气质量，来保护大气。

↪ Protecting soil by preventing the creation of harmful soil change and limiting land use.

通过防止造成有害的土壤变化和限制土地利用来保护土壤。

↪ Protecting water by preventing lasting harmful water changes, treating all wastewater, and using this resource sparingly.

通过防止造成持久的有害水体变化、处理所有废水以及节约用水来保护水资源。

↪ Protecting all natural resources by

通过以下方式保护所有自然资源：

↪ preventing excessive use of natural resources,

防止过度使用自然资源；

↪ promoting the use of renewable energies and energy efficiency,

促进可再生能源的使用和提高能源效率；

↪ reducing the generation of hazardous waste and waste for disposal,

减少危险废物和待处理废物的产生；

↪ disposing of waste in a correct and harmless manner,

以正确且无害的方式处置废物；

↪ promoting the use of renewable raw materials,

促进可再生原材料的使用；

↪ and developing and manufacturing cycle-oriented products.

以及开发和生产循环型产品。

For Schunk, it is also a matter of course that our suppliers also assume responsibility for damage already incurred and caused by their own business activities and make their contribution to repairing the damage or minimizing the effects of the damage.

对于崇德集团而言，供应商理应承担其自身业务活动所造成的损害的责任并为修复损害或最大限度地减少损害的影响做出贡献。

Schunk welcomes its suppliers having a certified environmental management system and positively considers

this in the context of its supplier selection.

崇德集团欢迎拥有经认证的环境管理体系供应商，并在供应商选择过程中积极考虑这一点。

9. Conduct in the business environment/fair competition

商业行为规范/公平竞争

Suppliers must conduct business in accordance with fair and vigorous competition and in compliance with applicable competition law. Suppliers must adhere to fair business practices, including accurate and truthful advertising.

供应商必须按照公平、积极竞争的原则开展业务，并遵守适用的竞争法。供应商必须遵守公平的商业惯例，包括准确、真实的广告宣传。

10. Corruption and bribery

腐败和贿赂

Any bribery, corruption, extortion, money laundering and embezzlement are prohibited. Suppliers may not grant benefits, offer, pay or accept bribes. This also applies to illegal inducements (e.g., bribes) and any illegal influence in business or government relations. Nor may intermediaries (e.g., subcontractors, wholesalers, agencies, consultants) be used to conduct or support such unlawful activities.

任何形式的贿赂、腐败、敲诈勒索、洗钱和挪用公款行为均被禁止。供应商不得从中给予好处、行贿、支付或接受贿赂。这同样适用于非法诱导（例如贿赂）以及在商业或政府关系中任何非法影响。也不得利用中间人（例如分包商、批发商、代理机构、顾问）进行或支持此类非法活动。

Suppliers must therefore implement effective fraud prevention and reporting programs and report to Schunk all incidents of fraud (confirmed or under investigation) related to their business relationship with Schunk.

因此，供应商必须实施有效的欺诈预防和报告程序并向崇德集团报告所有与其和集团的业务关系相关的欺诈事件（已确认或正在调查中）。

11. Invitations/Gifts

邀请/礼品

Suppliers in an existing business relationship with Schunk or those seeking such a relationship may not offer gifts, gratuities, entertainment, meals or entertainment activities that could influence the employee(s) decision regarding the business relationship with Schunk.

与崇德集团存在现有业务关系或寻求建立此类关系的供应商不得提供可能影响崇德集团员工对业务关系决策的礼品、酬金、娱乐、餐饮或娱乐活动。

12. Use of the Schunk name/brand/logo

对崇德集团的名字/品牌/商标的使用

The use of Schunk's name, trademarks/brands or other similar information in any advertising, media publication or product recommendation of Supplier is prohibited without the prior written consent of Schunk.

未经崇德集团事先书面同意，禁止在供应商的任何广告、媒体出版物或产品推荐中使用 崇德集团的名 称、商标/品牌或其他类似信息。

13. Avoidance of conflicts of interest

避免利益冲突

Suppliers should avoid any interactions with Schunk employees that could create or appear to create a conflict with Schunk. For example, suppliers may not employ Schunk employees or otherwise make payments to them that have not been approved in advance by Schunk.

供应商应避免与崇德集团员工进行任何有利益冲突或者可能会造成利益冲突的互动。例如，供应商不得 雇用崇德集团员工，或向其支付未经崇德集团事先批准的款项。

14. Money laundering

洗钱

Schunk expects its suppliers to comply with all relevant legal obligations to prevent money laundering and not to engage in money laundering activities.

崇德集团期望其供应商遵守所有相关的法律义务以防止洗钱，并且保证不参与洗钱活动。

15. Intellectual property/plagiarism

知识产权/剽窃

All intellectual property rights must be respected by suppliers. The transfer of technologies and knowhow must be implemented in such a way that the protection of intellectual property rights of the respective owner is ensured.

供应商必须尊重所有知识产权。技术和专有技术的转让必须以确保相应所有者的知识产权得到保护的 方式进行。

For this reason, the use of plagiarized or counterfeit materials is prohibited. The Schunk Group does not approve of the use, further processing or marketing of counterfeit products. In addition, detected counterfeit products are not put into circulation by the supplier, but are reported to the relevant law enforcement authorities.

因此，禁止使用剽窃或伪造的材料。崇德集团不认可使用、进一步加工或销售伪造产品。此外，供应商不得将检测到的伪造产品投入市场，而是会将其举报给相关执法机构。

16. Supply chain integrity/Supply Chain Act (LkSG)

供应链完整性/供应链法（LKSG）

The supplier undertakes to observe human rights and environmental due diligence obligations in an appropriate manner in its respective supply chains.

供应商承诺在其各自的供应链中以适当的方式履行人权和环境尽职调查义务。

The requirements of the Supply Chain Act must be complied within its scope of local application.

必须在当地适用范围内遵守供应链法的各项要求。

17. Export/Import control

出口/进口管制

Suppliers must comply with all applicable import and export control laws, regulations and sanctions of the country in which the supplier is located and all countries in which transactions are conducted, including import, export, re-export, transfer or disclosure.

供应商必须遵守其所在国家以及所有交易发生国家/地区（包括进口、出口、再出口、转让或披露）适用的所有进出口管制法律、法规和制裁措施。

This includes all types of transactions of goods, software, technology or technical assistance that may be subject to trade restrictions, regardless of the type of transfer. Suppliers must cooperate with Schunk in determining applicable export control restrictions. In addition, suppliers must fully comply with other applicable trade and customs laws.

这包括所有可能受贸易限制的货物、软件、技术或技术援助交易，无论转让类型如何。供应商必须与 Schunk 合作确定适用的出口管制限制。此外，供应商还必须完全遵守其他适用的贸易和海关法律。

18. Privacy and data protection

隐私和信息保护

Suppliers must comply with and respect all personal data protection and privacy laws. Suppliers use personal data (e.g., of employees or business partners of Schunk Group) only in accordance with the legal requirements for data protection.

供应商必须遵守并尊重所有个人数据保护与隐私相关法律法规。供应商仅可在法律允许范围内使用个人数据（例如，崇德集团员工或商业合作伙伴的个人数据）的数据保护要求。

Suppliers must protect confidential information, including personal data, received from or processed on behalf of Schunk and actively prevent loss, misuse, theft, fraud, unauthorized access, disclosure or alteration and promptly report any potential breaches or security vulnerabilities. Suppliers should apply an appropriate information security system.

供应商必须从崇德集团接收或者代表崇德集团处理的机密信息(包括个人数据)，积极防范信息丢失，滥用，被盗，欺诈，未经授权的访问，泄露或篡改并及时报告任何潜在的违规行为或安全漏洞。供应商应采用适当的信息安全体系。

19. Information Security

信息安全

The supplier undertakes to ensuring an appropriate level of information security, according to the current state-of-the-art.

供应商承诺根据当前的技术发展水平，确保信息安全达到适当的水平。

To warrant prompt actions and mitigate damages, the supplier is obligated to promptly inform Schunk about any security-related incidents. This can be done via the email address information-security@schunk-group.com. The reporting obligation particularly includes incidents of cybercrime and incidents that could affect the confidentiality, integrity, or availability of information of Schunk, such as the loss or alteration of data or the suspicion of misuse of information.

为确保采取迅速行动并减轻损失，供应商有义务及时向崇德集团通报任何与安全相关的事件。通报可通过电子邮件地址 information-security@schunk-group.com 进行。该通报义务特别涵盖网络犯罪事件，以及可能影响崇德集团信息机密性、完整性或可用性的事件（例如数据丢失或篡改、或涉嫌滥用信息等）。

20. Conflict materials

冲突矿产

Suppliers shall ensure that the products supplied to Schunk do not contain any metals extracted from minerals or their derivatives that originate from conflict areas in which armed groups commit serious human rights violations and are directly or indirectly financed or favored. Furthermore, the guidelines of EU Regulation 2017/821 and the Dodd-Frank Wall Street Reform and Consumer Protection Act must be strictly adhered to.

供应商应确保其向崇德集团提供的产品不含任何源自冲突地区的矿物或其衍生物所提取的金属；在这些地区，武装团体犯有严重侵犯人权的行为，并直接或间接获得资助或支持。此外，必须严格遵守欧盟第 2017/821 号法规及《多德-弗兰克华尔街改革与消费者保护法案》的相关准则。

21. Compliance with the Supplier Code of Conduct/Control

遵守供应商行为准则/控制

In order to determine the compliance of suppliers with the principles and requirements of this Schunk Supplier Code of Conduct, we reserve the right to check these ourselves, through third parties or by means of supplier self-assessments.

为核查供应商对本“德集团供应商行为准则”各项原则及要求的遵守情况，我们保留自行、通过第三方或要求供应商进行自我评估的方式进行检查的权利。

Furthermore, Schunk expects its suppliers to implement these standards in an appropriate form.

此外，崇德集团期望其供应商以适当的形式落实这些标准。

In addition, on-site audits can be carried out by Schunk or a third party commissioned by Schunk or by the customer in coordination with the supplier.

同时，经崇德集团，崇德集团委托的第三方或客户（经与供应商协调后）可进行现场审核。

Schunk is provided with these audit results, which have a direct influence on supplier evaluation and approval as a supplier. Any violation of the principles and requirements stated in the Schunk Supplier Code of Conduct shall be considered a material impairment of the contractual relationship on the part of the suppliers. In case of suspicion of non-compliance with the described principles and requirements of the Schunk Supplier Code of Conduct, Schunk reserves the right to request further information on the relevant facts from the supplier.

审核结果将提交崇德集团，并直接影响供应商的评估及供应商资格的认定。任何违反“崇德集团供应商行为准则”所述原则及要求的行为，均将被视为供应商对合同关系的严重违约。若怀疑供应商未遵守“崇德集团供应商行为准则”中的原则及要求，崇德集团保留要求供应商提供相关事实的进一步信息的权利。

Furthermore, Schunk has the right to terminate without notice individual or all contractual relationships with suppliers who demonstrably do not comply with this Supplier Code of Conduct or who do not strive for and implement improvement measures.

此外，对于经证实未遵守本“崇德集团供应商行为准则”或未致力于采取并落实改进措施的供应商，Schunk 有权无需事先通知即终止与该供应商的部分或全部合同关系。

This Supplier Code of Conduct is permanently available to all suppliers of Schunk Group on the Schunk Group homepage.

本“崇德集团供应商行为准则”长期发布于 Schunk 集团官网，供所有供应商查阅。

Each supplier shall refer its employees to this Code of Conduct and explain its contents. Every supplier of Schunk is called upon to examine their own conduct on the basis of the above standards and instructions for action and, if necessary, to adapt them.

各供应商应向其员工传达本“行为准则”并讲解其内容。崇德集团的每一位供应商均应依据上述标准及行动指引审视自身行为，并在必要时进行相应调整。

Violations of this Supplier Code of Conduct will not be tolerated and may also result in civil or criminal penalties.

违反本“供应商行为准则”的行为将不被容忍，并可能导致民事或刑事处罚。

22. Whistleblowing system

举报系统

If supplier employees believe that Schunk employees or anyone acting for or on behalf of Schunk has engaged in illegal or otherwise unauthorized activity, they must report it immediately to Schunk.

如果供应商员工认为崇德集团员工或任何代表崇德集团行事的人员从事违法或未经授权的活动，必须立即向崇德集团报告。

Schunk Group has set up a whistleblower system by appointing an external lawyer as an ombudsman (lawyer of confidence), which can also be used by suppliers.

崇德集团建立了一套举报系统，指定一名外部律师担任监察专员（即“保密律师”），供应商也可使用该系统。

This ombudsman is available at any time and free of charge as a contact person to all suppliers who wish to make a confidential reference to the suspicion of a criminal offense or similarly serious irregularities with reference to Schunk Group.

对于希望就涉及崇德集团的涉嫌犯罪行为或同等严重的违规行为进行保密举报的供应商，该监察专员随时提供免费联络服务。

Due to the lawyer's duty of confidentiality, it is ensured that the identity of whistleblowers is reliably protected and not disclosed to Schunk Group.

基于律师的保密义务，举报人的身份将得到可靠保护，律师不会向崇德集团披露。

Contact details of the Schunk ombudsman (lawyer of confidence):

崇德集团监察专员（保密律师）的联系方式：

Address: Dr. Rainer Buchert, Buchert Jacob Partner Partnerschaftsgesellschaft mbB
Kaiserstrasse 22, 60311 Frankfurt am Main/Germany

地址：Dr. Rainer Buchert 律师

律师事务所：Buchert Jacob Partner Partnerschaftsgesellschaft mbB

凯撒大街 22 号，邮编 60311 德国法兰克福

Telephone: +49 69 710 333 30

电话：+49 69 710 333 30

Email: kanzlei@dr-buchert.de

电子邮箱： kanzlei@dr-buchert.de

Information can also be provided via a contact form on the Buchert Jacob Partner website:

<https://www.ombudsperson-frankfurt.de/de>.

也可以通过网站上的表单提供信息： <https://www.ombudsperson-frankfurt.de/de>

Heuchelheim, June 1, 2026

Schunk GmbH