

SUPPLIER CODE OF CONDUCT

Exel Composites is committed to complying with all the laws and regulations applicable to the conduct of the Group's business, as well as to exercising high standards of integrity and sound ethical judgment in accordance to the Group's Code of Conduct.

This Supplier Code of Conduct is based on the Exel Composites Group's Code of Conduct. Exel Composites expects all its suppliers and business partners to operate in accordance with the requirements set forth in this Supplier Code of Conduct. The supplier shall ensure that all its employees, as well as its own suppliers and sub-suppliers, recognize and comply with these requirements.

Compliance with export controls and sanctions

The supplier shall comply with all applicable export control and sanctions laws and regulations in connection with the origin, manufacture, and delivery of the goods, technology and services provided to Exel Composites, including any applicable restrictions relating to embargoed or sanctioned countries, entities or individuals. Where requested by Exel Composites, the supplier shall provide written confirmation of the export control classification of the goods, technology and services it supplies.

Human rights and workplace practices

The supplier shall support and respect the protection of human and labor rights as expressed in the United Nations' Universal Declaration of Human Rights and the Core Conventions of International Labour Organization (ILO).

The supplier shall support and respect freedom from any discrimination, freedom of association, the effective recognition of the right to collective bargaining, and equality of opportunity and treatment.

The supplier shall not use any form of forced or child labor and any human trafficking related activities are forbidden. Withholding wages or identity documentation, restricting movement, recruitment fees and the use of threat or intimidation are forbidden. The minimum employment age is defined in accordance with local jurisdiction and international law.

供应商行为准则

Exel Composites致力于遵守适用于集团业务经营的全部法律法规，并依据集团《行为准则》恪守高标准诚信原则，秉持良好的道德判断。

本《供应商行为准则》基于Exel Composites集团内部《行为准则》制定。Exel Composites要求所有供应商及业务合作伙伴遵照本准则的各项要求开展经营活动。供应商应确保其全体员工，以及自身的供应商、次级供应商知悉并遵守本准则要求。

遵守出口管制和制裁规定

针对向Exel Composites提供的货物、技术及服务，供应商在其原产地、生产及交付全流程中，必须遵守所有适用的出口管制与制裁法律法规，包括针对禁运、受制裁国家、实体及个人的各项限制要求。应爱赛复合材料要求，供应商需就所供应货物、技术、服务的出口管制分类提供书面确认文件。

人权与职场规范

供应商应支持并尊重《世界人权宣言》以及国际劳工组织（ILO）核心公约中载明的人权与劳工权利保护要求。

供应商应支持并尊重：杜绝一切歧视行为；保障结社自由；切实承认集体谈判权利；保障机会与待遇平等。

供应商严禁使用任何形式的强迫劳动、童工，严禁任何人口贩卖相关活动。禁止扣押工资、扣留身份证件、限制人员行动、收取招聘费用，禁止使用威胁或胁迫手段。最低就业年龄需符合当地管辖法规及国际法规定。

Health and safety

The supplier shall commit to safety and taking all necessary steps in order to avoid damage to people or the environment, including ensuring the necessary conditions for a safe and healthy work environment for all employees. The supplier shall comply with the applicable chemical safety regulations.

Business conduct and relations with business partners

The supplier shall act in an ethical and responsible manner and shall compete fairly. Bribery or corruption is not tolerated in any form. The supplier shall ensure that sufficient procedures for potential conflict of interest situations are in place, and that accurate accounts and records are kept of business transactions.

Environment

The supplier shall minimize any adverse impact of its operations on the environment and demonstrate continuous improvements in minimizing these impacts. The supplier shall be continuously vigilant about updates in listings of chemical substances of concern.

Enforcement

Exel Composites chooses its suppliers with care and on the basis of objective factors such as quality, reliability, delivery and price, in addition to ethical standards and sustainability. Exel Composites conducts regular supplier audits and in case of violations action is taken either to allow time for corrective action or to terminate the relationship, whether under contract or general law.

健康与安全

供应商必须重视安全生产，采取一切必要措施，避免人员伤亡与环境损害，包括为全体员工营造安全、健康的工作环境。供应商应当遵守适用的化学品安全相关法规。

商业行为及业务伙伴往来

供应商应当秉持道德操守、尽责行事，开展公平竞争。严禁任何形式的贿赂与腐败行为。供应商须建立完善流程以应对潜在利益冲突情形，并对业务交易留存真实准确的账目与记录。

环境

供应商应最大限度降低自身经营活动对环境造成的不利影响，并持续优化，减少环境负面影响。供应商须持续关注受管控重点化学品清单的更新动态。

准则执行

Exel Composites谨慎选择供应商，评判依据包含质量、可靠性、交付能力、价格等客观要素，同时兼顾道德标准与可持续发展水平。Exel Composites会定期开展供应商审核；若出现违规情形，将采取相应措施，既可以给予整改期限，也可依据合同约定或通用法律终止合作关系。

Reporting breaches

The supplier shall without delay report to Exel Composites any observed or suspected non-compliant behavior. The supplier shall not permit any retaliation against any individual who, in good faith, seeks advice or reports a violation or a potential violation.

Exel Composites offers an anonymous “Report misconduct”-form at the company’s website <https://exelcomposites.com/governance/code-of-conduct/>. Persons reporting violations in good faith will not be subject to retaliation by Exel Composites.

违规举报

供应商如发现或怀疑存在违规行为，须立即向Exel Composites上报。严禁对善意咨询、举报违规或潜在违规问题的人员实施打击报复。

Exel Composites官网设置匿名的“不当行为举报”表单，访问地址：

<https://exelcomposites.com/governance/code-of-conduct/>

善意举报违规的人员，不会遭到Exel Composites的打击报复。

EXEL COMPOSITES PLC

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