

中兴通讯供应商行为准则 **Supplier CSR Code of Conduct**

中兴通讯一直致力于在供应链中推行诚信的商业行为并积极承担社会责任。本准则体现了中兴通讯对中兴供应链上的供应商在对人员尊重，环境保护和社会责任等方面的基本要求，希望所有供应商都能够遵守该准则。

ZTE has been committed to promoting commercial integrity in the supply chain and duly undertaking social responsibilities. This Code of Conduct defines the basic requirements of ZTE Corporation on individual respect, environmental protection, and social responsibilities for the suppliers in ZTE's supply chain. All the suppliers are expected to comply with this Code of Conduct.

1 诚信守法 **Integrity and Law Compliance**

供方除了要遵守中兴通讯供应商行为准则（以下简称“准则”）外，还必须遵守经营所在国家或地区所有适用的相关法律、法规和标准。对同一主题，在经营所在国家或地区适用的法律、法规或标准跟本准则都有规定且无相互冲突时，以要求较高者为准。若本准则中条款跟经营所在国家或地区适用的法律、法规或标准有冲突以致遵守本准则会导致违法时，以符合经营所在国家或地区法律、法规或标准的最高要求为准。

In addition to the ZTE Supplier Code of Conduct (hereinafter the "Code of Conduct"), the suppliers shall also comply with all applicable laws, regulations, and standards of the country or area where they operate. If the applicable laws, regulations or standards of the country or area where the suppliers operate and this Code of Conduct have provisions with respect to the same subject that do not conflict, the provisions with higher requirements shall prevail. If any provision in this Code of Conduct conflicts with any applicable laws, regulations, or standards of the country or area where the suppliers operate, which may result in breach of laws through compliance with this Code of Conduct, the applicable laws, regulations, or standards shall prevail.

2 人权 **Human Rights**

供方要尊重国际公认的人身权利，并且不得以任何形式侵犯这些权利。供方要尊重每一个人的人格尊严、个人隐私和基本权利。

Suppliers shall respect the human rights recognized on an international basis, and shall not infringe upon these rights in any form. Suppliers shall respect the personal dignity, privacy, and basic rights of each employee.

3 劳工标准 **Labor Standards**

3.1 童工与未成年工 **Child Labor and Underage Labor**

【红线 1】严禁使用童工。供方不得雇佣或者使用童工，不得雇佣低于最低法定就业年龄的任何人。在中国“儿童”指任何 16 周岁以下的人；在其他国家“儿童”指任何 15 周岁以下的人；当国家或当地法律法规规定了更高的义务教育年龄或者最低的法定就业年龄时，以较高者为准。“童工”指儿童或青少年从事劳动，国际劳工组织（ILO）最小年龄公约（C1973）规定可以接受的情形除外。

【Redline 1】The use of child labor is strictly prohibited. Suppliers shall not employ or use children for work, nor employ any persons below the minimum legal age of employment. In China, a child refers to any

person below 16 years old. In other countries, a child refers to any person below 15 years old. If any national or local laws or regulations define a higher standard for compulsory education age or minimum legal age of employment, the higher standard shall apply. Child labor means that children or teenagers are employed for work, except in the cases allowed by the Minimum Age Convention (C1973) adopted by the International Labour Organization (ILO).

若供方发现有雇佣或使用童工的行为，则应立即采取补救措施，该补救措施应以儿童的最大利益为主要考虑因素，补救措施能保障其最大利益。

If suppliers find any employment or use of children for work, they shall immediately take remedies intended for guaranteeing the maximum benefits of children.

供方应提供、支持和/或制定政策和计划，以协助发现任何从事童工的儿童。

Suppliers shall provide, support, and/or establish policies and plans to assist any children involved in child labor.

供方应保证 18 周岁以下未成年员工不会从事有危害性的工作。本准则中“危害性工作”指使员工处于以下工作环境：受到身体、精神或性侵犯；地下、水下、高空和受限空间；需使用危险机械、仪器和工具，或处理、运输重物；暴露于有害物质、药剂、工序、温度、噪声或振动环境下；长时间劳动、夜间工作或受到无理由的限制等其他困难环境。

Suppliers shall guarantee that underage employees below 18 years old will not be involved in hazardous work. In this Code of Conduct, hazardous work refers to subjecting an employee to the following: physical, emotional, or sexual offense; underground, underwater, overhead, or restricted workspace; use of hazardous machines, instruments, and tools, or handling or transfer of heavy materials; exposure to hazardous substances, drugs, or work flows, or improper temperature, noise, or vibration; long working hours, night work, or unreasonable restriction.

3.2 强迫劳动 Forced Labor

【红线 2】严禁强迫劳动。供方不得使用强迫劳工、强制劳动、监狱劳工、债役、奴役或贩卖人口、肢体或语言虐待、性暴力等。供方应保证员工和公司之间是自由选择 and 不受胁迫的。

【Redline 2】Forced labor is strictly prohibited. Suppliers shall not use forced labor, compulsory labour, prison labor, bonded labor, bondage or human trafficking, physical or verbal abuse, or sexual violence. Suppliers shall guarantee that employees are employed on the basis of free will.

供方的员工有权在给出合理的通知后离职或解除劳动关系。员工可在此类合理通知期满后自行离职。所有雇佣关系均为自愿。供应商应跟每位员工签署包含合理通知期的雇佣合同。

The employees of suppliers shall be entitled to leave their jobs or terminate the labor relations by giving a reasonable notice. Employees can leave their jobs upon expiration of the notice. All employment relations are established on the basis of free will. Suppliers shall sign an employment contract that includes a reasonable notice period with each employee.

供方不得要求员工缴纳押金或不予支付工资或使员工承担债务，或要求员工质押任何身份证明文件或类似证件，并将此作为雇佣或保留工资的条件。

Suppliers shall not request employees to pay any deposit, undertake liabilities, or pledge any identity certification documents or similar documents and use such documents as the prerequisite for employment or salary retention, or refuse to pay salaries.

供方应和所有员工签订包含易于理解的雇佣条件的纸面劳动协议。

Suppliers shall sign a written labor contract that contains comprehensible employment terms and conditions with each employee.

3.3 自由结社 Freedom of Association

在适用法律允许的范围内，供方应尊重员工加入或不加入工会或类似代表机构的权利，以及员工进行集体谈判的权利。

Suppliers shall respect the right of employees to freedom of joining or not joining the trade union or similar organization and to collective bargaining as permitted by applicable laws.

供方应允许其员工和管理层之间进行公开沟通，以建立员工关系和解决任何问题。

Suppliers shall allow their employees to have public communication with the management, to build up good employment relationships and properly resolve problems.

供方不得歧视员工代表或者工会成员，保证他们在工作场合能够行使工会职能。Suppliers shall not discriminate employee representatives or trade union members, and shall ensure that they can perform their trade union duties in the workplace.

3.4 歧视与惩戒 Discrimination and Punishment

供方不得在雇佣、薪酬、培训机会、晋升、解约、退休程序或决策方面直接或间接参与或支持任何形式的歧视，包括但不限于：种族、肤色、年龄、退伍军人身份、性别、性取向、怀孕、语言、民族、残疾、宗教、政治面貌、社团成员、工会成员、国籍、土著地位、医疗状况、艾滋病、社会出身、财产、血统、社会或婚姻状况和协会会员资格等。

Suppliers shall not directly or indirectly be involved in or support discrimination in any form in employment, salaries, training opportunities, promotion, dismissal, retirement, or decision-making on the basis of race, color, age, veteran status, gender, sexual orientation, pregnancy, language, ethnic origin, disability, religion, political status, social group membership, trade union membership, nationality, indigenous origin, medical status, AIDS, social status, property, blood lineage, marital status, and association membership.

供方不得强迫员工或准员工接受带有歧视性的医学检查。

Suppliers shall not force employees or prospective employees to accept discriminative medical checks.

供方应尊重其所有员工，应完全禁止和不得容忍任何不可接受的或者侮辱性的行为，包括但不限于：精神虐待，性骚扰，歧视性的动作，和性有关的、强迫性的、威胁性的、恐吓性的、诽谤性的和剥削性的语言和肢体接触等。

Suppliers shall respect all their employees, and shall completely prohibit and oppose any unacceptable or humiliating acts, including but not limited to emotional or sexual harassment, discriminative actions, sex-related, forced, threatening, intimidatory, scandalous, and exploitative language and bodily contacts.

3.5 工作时长 Hours of Work

供方应确保员工工作时长不会过量并至少符合经营所在国家或地区法律法规，每位员工每周工作时长不得超过 60 小时（包括加班）。

Suppliers shall ensure that employees do not work for excessively long time, and the hours of work shall at least meet the applicable laws and regulations of the country or area where the suppliers operate. The sum of regular and overtime working hours in a week shall not exceed 60 hours.

供方应尊重员工的休息，应确保每位员工连续工作六日后至少休息一天。

Suppliers shall respect employees' rights to have a rest and ensure that each employee has at least one day's rest after working for six consecutive days.

供方应保证所有员工带薪假期的权利。

Suppliers shall guarantee the right of employees to paid leaves.

在特殊情况下（可能包括紧急情况，但不包括预期的生产需求峰值），如果供方的员工需要加班，在任何情况下都不得超过规定的工作时长。供方应根据相关角色考虑其所从事的工作类型和可接受的工

作时长。

If the employees of suppliers are required to work overtime in special cases (which may include emergency cases, but not including expected peak periods of production), in no event shall the working hours exceed the threshold. Suppliers shall determine the types of work and acceptable working hours on the basis of roles.

供方应探索开发方法以提升工作效率，比如，产品通用化或模块化设计、工艺流程革新、生产设备升级、生产过程自动化、生产计划削峰填谷等，最大程度地减低员工工作时长。

Suppliers shall explore development methods to improve work efficiency, for example, product generalization or modular design, process innovation, production equipment upgrade, production process automation, and production plan peak filling, to minimize the working hours of employees.

3.6 工资与补偿 Salary and Compensation

供方应提供至少满足经营所在国家或地区法律法规最低工资标准的薪酬。

Suppliers shall pay a compensation at least satisfying the minimum wage standard stipulated by the applicable laws and regulations of the country or area where the suppliers operate.

供方应定期评估员工的工资，以确保公司支付公平的工资或生活工资（定义为足以提供可接受的生活水平所必需的必需品和舒适的工资）。

Suppliers shall perform a regular review of workers' wages to ensure they are paying a fair wage or living wage (defined as a wage sufficient to provide the necessities and comforts essential to an acceptable standard of living).

供方应确保员工了解其雇佣条件，并给予员工公平合理的工资以及任何具有法律效力或约定的福利。

Suppliers shall ensure that their employees are aware of the employment conditions, and shall provide reasonable and fair salaries and any legal or agreed fringe benefits.

供方不得将扣除工资作为惩戒措施。

Suppliers shall not deduct salaries as punishment.

供方必须及时向员工发放工资，且必须明确地向员工传达其工资构成。

Suppliers must pay salaries to employees on a timely basis and shall describe the salary structure to employees.

4 健康与安全 Health and Safety

【红线3】严禁将员工、承包商、合作伙伴或可能受其活动影响的其他人员暴露在可能立即导致死亡、严重人身伤害和严重健康损害的工作环境中。供方应当充分识别工作环境中的危险源，并制定有效的控制措施，消除任何可能立即造成死亡、严重人身伤害和严重健康损害的工作环境。员工有权拒绝不安全的作业和报告不健康的工作环境。

【Redline 3】 Exposure of employees, contractors, partners, or other persons who may be affected by the activities of the employees, contractors, and partners to an environment that may cause immediate death, serious personal injuries, or serious health damage is strictly prohibited. Suppliers shall fully identify hazard sources in the working environment and formulate effective control measures to eliminate any working conditions that may cause immediate death, serious personal injuries, or serious health damage. Employees have the right to refuse unsafe operations and unhealthy working environments.

4.1 通用要求 General requirements

供方应根据国际标准和国家法律为其员工、承包商、合作伙伴或可能受其活动影响的其他人员提

供健康和安全的工作环境。

Suppliers shall provide a healthy and safe working environment for their employees, contractors, partners or other persons who may be affected by their activities in accordance with international standards and national laws.

供方应取得必要的健康和安全的许可，必要时持续更新以确保健康和安全的许可符合相关要求，同时应遵守许可相关的规定。

Supplier shall obtain the necessary health and safety licenses, and update them continuously if necessary to ensure that the health and safety licenses comply with the relevant requirements. In addition, the Supplier shall comply with the regulations related to the licenses.

供方应建立完善的机制，以确保将健康和安全的责任和义务传达并应用于其控制范围内的各方。

Suppliers shall establish sound mechanisms to ensure that health and safety responsibilities and obligations are communicated and applied to all parties within their control.

供方应确保建立健康和安全的风险评估和预防的体系，包括危险源识别，风险分析，风险分级，制定有效的控制措施预防事故的发生。制定的控制措施应通过消除、替换/减轻、工程控制、行政管理控制和提供个人劳动防护用品的优先级来管控健康和安全的风险。过程中应使用合格和受训的人员，提供和维护安全的设备和工具，包括所需的个人劳动防护用品。

Suppliers shall establish a health and safety risk assessment and prevention system, including hazard source identification, risk analysis, risk grading, and effective control measures to prevent accidents. The formulated control measures shall be applied to control health and safety risks by eliminating, replacing/mitigating, controlling engineering, controlling administration and providing personal labor protection supplies. Qualified and trained personnel shall be used in the process to provide and maintain safe equipment and tools, including personal labor protection supplies.

供方应建立并运用机制，以确保其所有员工有能力履行其职责和义务中的健康和安全的部分。这包括提名和培训适当级别的人员（特别是高层管理人员），负责履行供方的健康和安全的责任和义务。

Suppliers shall establish and apply mechanisms to ensure that all their employees are capable of fulfilling their health and safety responsibilities and obligations. This includes the nomination and training of personnel at appropriate levels (especially senior management), who are responsible for fulfilling the health and safety responsibilities and obligations of the supplier.

若供方为员工提供宿舍则应保持宿舍的整洁、卫生、安全、有合理的生活空间并满足员工（适用时包括员工家属）基本生活需要。

If the supplier provides a dormitory for employees, the supplier shall keep the dormitory clean and safe, provide reasonable living space, and meet the basic living needs of the employees (including their families if applicable).

供方应为员工提供方便和干净的饮用水，如提供餐饮和食物，则应确保食物安全、卫生，提供的就餐场所应确保干净、卫生。

Suppliers shall provide employees with convenient and clean drinking water. If food and beverages are provided, the suppliers shall ensure food safety and hygiene, and the places where they eat them shall be clean.

供方应建立机制来评估可预见的紧急情况，针对每一种紧急情况应制定并实施紧急预案和响应程序，最大程度上降低可能导致的人身伤害和财产损失。

Suppliers shall establish a mechanism to evaluate predictable emergencies. For each emergency, emergency plans and response procedures shall be formulated and implemented to minimize personal injury and property loss.

供方应建立员工报告事故、未遂事件和紧急情况，调查和管理事故和未遂事件的机制，制定有效的预防和纠正措施来消除或减轻风险，有适当的方法和程序以从事事故和紧急情况的记录、调查和实施中

提升自身能力。

Suppliers shall establish mechanisms for employees to report accidents, attempted incidents, and emergencies, investigate and manage accidents, and formulate effective preventive and corrective measures to eliminate risks. Suppliers shall also have appropriate methods and procedures to improve their capabilities in recording, investigating, and implementing accidents and emergencies.

供方应尽最大努力控制危险源并采取必要的针对意外伤害和职业病的预防措施，必要时向员工提供必要的防护器材并指导使用。

Supplier shall make its best efforts to control the hazard sources and take the necessary preventive measures against accidental damage and occupational diseases. If necessary, the Supplier shall provide employees with the necessary protective equipment and guide the use of the equipment.

供方应提供适当、定期的培训以使员工了解健康和安全知识，培训过程中应使用员工的母语。健康和安​​全相关的信息应张贴和公示在便于员工获取的位置。

Suppliers shall provide appropriate and regular training to enable employees to learn about health and safety, and use employees' mother languages during the training. The information related to health and safety shall be posted and publicized in positions that are easy for employees to find.

必要时，供方应建立职业健康安全管理体系，ZTE 鼓励供方进行 ISO45001 体系认证。

If necessary, the Supplier shall establish an occupational health and safety management system, and ZTE encourages the Supplier to obtain the ISO45001 certificate.

4.2 危险品供方特殊要求 **Special Requirements for Suppliers of Dangerous Goods**

***注 1：第 4.2 节是专门针对危险品供应商提出的特殊要求，非危险品供应商可忽略此节。

*** Note 1: Article 4.2 is a special requirement specifically proposed for suppliers of dangerous goods. Suppliers of non-dangerous goods can ignore this Article.

***注 2：危险品全称为危险物品，是指具有爆炸、易燃、毒害、感染、腐蚀、放射性等危险特性，在运输、储存、生产、经营、使用和处置中，容易造成人身伤亡、财产损毁或环境污染而需要特别防护的物质和物品。需方常用危险品包括液态氮、乙醇（酒精）、锂离子电池等。

*** Note 2: The dangerous goods refer to the substances and articles with explosive, flammable, toxic, infectious, corrosive, radioactive and other dangerous characteristics, which are easy to cause personal injury, property damage or environmental pollution and need special protection in transportation, storage, production, operation, use and disposal. Dangerous goods commonly used by purchaser include liquid nitrogen, ethanol (alcohol), lithium-ion battery, etc.

供方应具备有关部门核发合格的营业执照、危险品生产/经营许可证等资质证书，并提供相应复印件或扫描件。

The supplier shall have qualified business license, dangerous goods production/operation license and other qualification certificates issued by relevant officials as required by law, and provide corresponding original copies or scanned copies to purchaser.

供方用于危险品运输的汽车、司机、押运员均应具备相应的资质并负责运输途中的安全，包括负责在需方公司内外的危险品运输安全，并准备好必要的应急物资，做好日常演练，确保在危险品运输途中的安全。

The vehicles, drivers and escorts used by the supplier for the transportation of dangerous goods shall have corresponding qualifications and be responsible for the safety during the transportation, including the transportation safety of dangerous goods inside and outside the purchaser's company, the preparation of necessary emergency materials and daily drills, so as to ensure the safety during the transportation of dangerous goods.

供方有义务提供危险品完整合格的 MSDS（物料安全技术说明书），并有义务提供必要的技术支持，

如应急处置、日常储存要求等。

The supplier has the obligation to provide complete and qualified Material Safety Data Sheet (MSDS) of dangerous goods, and has the obligation to provide necessary technical support, such as emergency disposal, daily storage requirements, and all must be clearly labeled with content of materials, etc.

供方应认真贯彻执行国家有关安全生产的方针、政策，以及相关的安全生产法规、行业规程。

The supplier shall conscientiously implement the national guidelines and policies on work safety, as well as relevant laws and regulations on work safety and industrial regulations.

供方必须建立安全生产管理体系，各项规章制度和安全措施，按照法规要求设置安全管理人员，安全管理人员应经培训合格、持证上岗。

The supplier must establish a safety production management system, various rules and regulations and implement safety control measures, and set up competent and sufficient safety management personnel according to the requirements of laws and regulations. The safety management personnel shall be trained and qualified, and work with certificates.

供方提供的危险品应符合国际/相关国家标准的规定。

The dangerous goods provided by the supplier shall comply with the relevant international/national standards, laws and regulations.

供方提供的所有危险品应全部经过安全性能检验。

All dangerous goods provided by the supplier shall pass the safety performance test with record provided.

供方人员在需方管辖的生产经营活动场所范围内工作，必须严格遵守需方的各项规章制度，包括但不限于车辆限速、配合安保人员登记检查等。

When the supplier's personnel work in the production and business activities under the jurisdiction of the purchaser, they must strictly abide by the rules and regulations of the purchaser, including but not limited to the speed limit of vehicles, cooperating with the registration and inspection of security personnel, etc. in the same way as if they were the supplier.

如供方提供的危险品属于剧毒、易制毒、易制爆危险化学品，供方有义务配合需方在相关政府部门办理合规手续。

If the dangerous goods provided by the supplier belong to highly toxic, easily produced and easily exploded dangerous chemicals category, the supplier is obliged to cooperate with the purchaser to go through compliance procedures in relevant government departments.

法律法规要求的其它供方须满足的内容。

Other contents required by laws and regulations to be met by the supplier.

5 环境保护 Environmental Protection

【红线4】严禁发生可能或已经造成严重影响的环境污染物排放事件，避免给社区造成重大的负面影响，如，排放有毒或有害的空气和水，排放未经达标处理的废气和废水，化学品溢漏，将有毒或有害物质排出工厂等。

【Redline 4】The discharge of environmental pollutants that may cause or have caused serious impacts is strictly prohibited to avoid major negative impacts on communities, for example, the discharge of toxic or harmful air and water, the discharge of exhaust gas and waste water without the required treatment, chemical leakage, and the discharge of toxic or harmful substances out of factories.

供方应遵守相关立法和国际标准，并且在环境立法不完善或未强制执行的国家，确保采取合理行为来管理对环境的影响。

Suppliers shall comply with relevant laws and international standards in environmental protection, and

take proper measures to mitigate the impact of its operation on the environment in the countries where environmental protection laws are inadequate or not forcibly enforced.

供方应获取、维护和保留所有必要的环境许可（例如废物管理和运输）、审批和注册信息。

Suppliers shall obtain, maintain, and reserve all necessary environmental permits (such as waste management and transportation permits), approval, and registration information.

供方应当采取措施从源头上降低或消除污染物的排放、释放以及废弃物的产生，例如增加污染控制设备，改进生产、维护和设施流程，或采取其他措施。

Emissions and discharges of pollutants and generation of waste are to be minimized or eliminated at the source or by practices such as adding pollution control equipment, improving production, maintenance, and facility processes, or other means.

供方应当采取措施有节制地使用自然资源，包括水、化石燃料、矿产和原始森林木材，例如改进生产、维护和设备工艺，使用替代性材料，重复利用、保护资源、回收利用的策略或其他方法。

The natural resources, including water, fossil fuels, minerals, and virgin forest products, are to be conserved by practices such as improving production, maintenance and facility processes, materials substitution, re-use, conservation, recycling, or other means.

供方应遵守有关禁止或限制特定物质的所有适用法律、法规和客户要求。产品中包含的危险化学品和其他材料，特别是 RoHS 和 REACH 法规高关注物质清单中包含的物质，必须由供方识别和管理，以确保其安全使用、回收或重用和处置。供方必须避免使用此类材料和化学品（若无法避免则应尽量减少）。

Suppliers shall adhere to all applicable laws, regulations, and customer requirements for the prohibition or restriction of particular substances. Dangerous chemicals and other materials contained in products, particularly those defined in the RoHS and REACH list of Substances of Very High Concern (SVHC), must be identified and managed by suppliers to ensure that they are safely used, recycled, reused, or disposed. Suppliers must avoid (or if impossible, minimize) the use of such materials and chemicals.

供方应实施水资源管理计划，以记录、分类和监测水资源及其使用和排放情况；寻求保护水资源以及控制污染渠道。所有废水在排放或处置前，需按要求对其进行分类、监测、控制和处理。供方应对其废水处理和控制系统的运行状况进行常规监控，以确保最佳性能和合规性。

Suppliers shall implement a water management program to document, classify, and monitor water sources, use and discharge, seek opportunities to conserve water, and control channels of contamination. All waste water is to be classified, monitored, controlled, and treated as required prior to discharge or disposal. Suppliers shall conduct routine monitoring of the performance of its waste water treatment and containment systems to ensure optimal performance and regulatory compliance.

供方应制定公司的温室气体减排目标。供方应对照温室气体减排目标，跟踪、记录和公开报告能源消耗和所有相关的 1 类和 2 类温室气体的排放情况。供方应探索开发方法以提高能源效率，并最大程度地减少能源消耗与温室气体排放。

Suppliers shall establish a corporate-wide greenhouse gas reduction goal. Energy consumption and all relevant Scopes 1 and 2 greenhouse gas emissions are to be tracked, documented, and publicly reported against the greenhouse gas reduction goal. Suppliers shall look for methods to improve energy efficiency and to minimize their energy consumption and greenhouse gas emissions.

供方应根据《生物多样性公约》实施可持续生产和消费，在日常业务运营过程，以及产品/服务全生命周期的各关键阶段（包括设计、生产、使用、回收、处置等）考虑生物多样性，探索开发方法以最大程度地减少对生物多样性的影响。

Suppliers shall implement sustainable production and consumption in accordance with the Convention on Biological Diversity (CBD). They shall consider biodiversity and explore development methods to minimize

the impact on biodiversity in the daily business operation process and at all key stages of the product/service lifecycle (including design, production, use, recycling, and disposal).

供方应当支持对环境挑战采取预防措施，积极推动对环境负起更大的责任，鼓励发展和推广环境友好的技术。

Suppliers shall support a precautionary approach to environmental challenges, undertake initiatives to promote greater environmental responsibility, and encourage the development and distribution of environmentally friendly technologies.

供方应致力于降低对环境的影响并持续提高环境绩效。必要时，供方应建立环境管理体系，ZTE 鼓励供方进行 ISO14001 认证。

Suppliers shall be committed to reducing their impact on the environment and improve the environment performance in a sustainable way. When necessary, suppliers shall establish an environment management system, and are encouraged by ZTE to acquire ISO14001 certification.

6 禁止的商业行为 **Prohibited Commercial Activities**

【红线 5】 严禁贿赂、腐败、欺诈、洗钱、非竞争行为、及支持非法武装。具体详见 6.1、6.3、6.4、6.5 条款。

【Redline 5】 Bribery, corruption, fraud, money laundering, unfair competition, and support of illegal armed forces are strictly prohibited. For details, see Articles 6.1, 6.3, 6.4 and 6.5.

6.1 腐败和其他禁止的商业行为 **Corruption and Other Prohibited Commercial Activities**

中兴通讯对于腐败和其他任何禁止的商业行为采取零容忍政策，供方应遵守有关贿赂、腐败、诈骗和其他禁止的商业行为的法律法规。

ZTE applies a zero-tolerance policy for corruption and any other prohibited commercial activities. Suppliers shall comply with laws and regulations concerning bribery, corruption, fraud, and other prohibited commercial activities.

供方不得容忍或参与任何贿赂行为，包括向员工、客户、供应商、组织或个人提供或从上述渠道得到不当的报价或付款。

Suppliers shall not tolerate or participate in any act of bribery, including offering or receive inadequate quotations or payments to or from employees, clients, suppliers, organizations, or individuals.

供方不得提供、允诺或者给予任何不正当的好处、利益或者激励给任何政府官员、国际机构或第三方，不管不正当利益是直接给予还是间接提供。

Suppliers shall not, directly or indirectly, provide, promise, or give any undue advantages, interests, or incentives to any government officials, international organizations or third party.

供方应制定反贿赂政策，规定对其组织内任何形式的贿赂或腐败采取零容忍原则，包括疏通费。

Suppliers shall establish anti-bribery policies, specifying that zero-tolerance is applied to any form of bribery or corruption within their organizations, including facilitation payments.

供方应确保其员工、承包商和分包商了解其反贿赂政策以及如何遵守其要求。

Suppliers shall ensure that their employees, contractors, and subcontractors are aware of their anti-bribery policies and how to meet the requirements.

6.2 礼物、招待和开销（商务礼仪） **Gifts and Entertainment (Business Etiquette)**

供方不得直接或者间接向 ZTE 员工、代表或其他人员提供礼物。ZTE 员工的差旅费用由本公司承担。不得在合同洽谈、招标和奖励时提供或者接受招待、开销和礼物。

Suppliers shall not directly or indirectly provide gifts to ZTE's employees, representatives, or other

persons working for ZTE. The travel expenses of ZTE's employees will be borne by ZTE. It is not allowed to provide or accept undue entertainment or gifts during contract negotiation, bidding, and rewarding.

6.3 欺诈和洗钱 Fraud and Money Laundering

供方应遵守关于欺诈和洗钱的所有适用的国际标准和法律。

Suppliers shall comply with all applicable international laws and standards concerning fraud and money laundering.

供方不得从事或避免从事可能导致任何一方违反任何此类国际标准和法律的任何行为。

Suppliers shall not engage in or shall avoid engaging in any acts that may result in the non-compliance of any party with such international laws or standards.

供方应维持有效的反欺诈和（在适当情况下）反洗钱的合规方案，以确保遵守法律，包括监督合规性和发现违法行为。

Suppliers shall maintain effective anti-fraud and (if appropriate) anti-money-laundering regulations to ensure their compliance with relevant laws, including compliance supervision and illegal activity identification.

6.4 非竞争行为 Non-Competition Acts

供方在任何情况下都不得引起或者参与所有通用或者特定的非竞争行为，包括集体操纵价格、非法市场分配或其他违法行为。

In no event shall suppliers cause or participate in all general or specific non-competition acts, including collective price manipulation, illegal market sharing, or other illegal activities.

6.5 支持非法武装 Support of Illegal Armed Forces

供方应禁止直接或间接支持非政府武装团体或从事非法活动的公营或私营保安机构。

Suppliers shall prohibit any direct or indirect support of non-governmental armed forces or public or private security agencies engaged in illegal activities.

7 在采购矿产时秉承负责任的态度 Responsibility Considered in Purchase of Mineral Products

供方应制定明确的政策或完善的程序，以避免故意购买冲突矿产。

Suppliers shall establish distinct policies or adequate procedures to avoid intentional purchase of conflict minerals.

供方应制定政策或程序，以合理确保其制造的产品中所含的锡、钽、钨和金不得直接或间接资助或惠及严重侵犯人权行为的武装团体。供方应对这些矿物的来源和监管链开展尽职调查，并使尽职调查措施有效满足 ZTE 要求。

Suppliers shall establish policies or procedures to ensure that the tin, tantalum, tungsten, and gold contained in the manufactured products will not directly or indirectly fund or benefit armed groups that severely infringe upon human rights. Suppliers shall perform due diligence in the source and supervision of these minerals to satisfy ZTE's requirements.

8 其他 Others

【红线6】严禁发生其他可能造成或已经造成严重的国内国际影响的负面事件。

【Redline 6】 Other negative events that may cause or have caused serious domestic and international impacts are strictly prohibited