

CODE OF CONDUCT 正信行为准则

Introduction 引言

Supply chain issues in the area of corporate responsibility are of global importance, and also play an increasingly important role in a company's competitiveness, profitability and ultimately shareholder value.

有关供应链的社会责任在全球范围内变得越来越重要，它同时也对公司的竞争力、利润、及最终的股东利益方面起着越来越重要的作用。

In order to ensure responsible corporate governance in the areas of basic human rights, labor standards, environmental management and anti-corruption in the workplace, ZX's CODE OF CONDUCT was established in May 2020.

为了保障在工作场所的基本人权、劳动条件、环境保护以及反腐败等方面的良好公司治理政策，正信公司于2020年5月发布了正信《行为准则》。

ZX has based its CODE OF CONDUCT on the United Nations Global Compact, an international initiative which is supported by corporations around the world to ensure accountability in the areas noted above.

正信《行为准则》是以《联合国全球公约》为基础的。此公约得到了全球公司的广泛支持以确保各公司在上述方面应承担的责任。

Code of conduct – purpose 行为准则目的

For the purpose of protecting Human Rights, promoting fair employment conditions, safe working conditions, responsible management of environmental issues and high ethical standards, the CODE OF CONDUCT shall be applied in the production, supply and support of Ericsson products and services worldwide.

为保护人权，促进公平的雇用条件，安全的工作条件，对环境问题的负责管理，以及高尚的道德标准，此《行为准则》适用于全球正信产品和服务的生产、供应及支持等各个环节。



In addition to compliance with all relevant laws, regulations and standards in all of the countries in which they operate, all ZX Units, companies and employees shall comply with the CODE OF CONDUCT even if it stipulates a higher standard than required by national laws or regulations.

除了要遵守所在国家或地区的法律、法规及相关标准以外，所有正信的部门、公司及员工都要遵守此《行为准则》，即使它的规定高于相关法律法规的要求。

ZX requires suppliers and their subcontractors to comply with the CODE OF CONDUCT or similar standards and to verify compliance by providing information and allowing access to their premises. ZX is committed to engage its suppliers to ensure continuous and measurable improvements over time.

正信要求其供应商及其分包商也应遵守此《行为准则》的要求，并通过提供信息及允许爱立信到现场查看等方式证明其对本《行为准则》的遵守。正信致力于与其供应商一起努力，以确保获得持续的可以衡量的改善。

ZX supports the United Nations Global Compact initiative. In order to make this commitment clear to employees, suppliers, customers and other stakeholders, the CODE OF CONDUCT is based on the Global Compact's ten principles and shall be publicly available.

正信支持《联合国全球公约》。为向员工、供应商、客户、以及其他利益关系人表明爱立信的承诺，此《行为准则》的要求是以《联合国全球公约》的十项原则为基础的，并可公开获得。

Code of Conduct行为准则

HUMAN RIGHTS 人权

We support and respect the protection of internationally proclaimed human rights. We make sure that we are not complicit in human rights abuses.

人权 我们支持并尊重对国际上所普遍认可的人权的保护，我们保证不会做任何违反人权的事情。

LABOR STANDARDS劳动标准

Freedom of association自由社团

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As far as any relevant laws allow, all employees are free to form and to join or not to join trade unions or similar external representative organizations and to bargain collectively.

在相关法律允许的情况下,所有员工都可自由组织、选择加入或不加入工会或类似的外部组织,并可进行集体谈判。

Forced labor 强制劳动

Forced, bonded or compulsory labor is not used and employees are free to leave their employment after reasonable notice as required by national law or contract. Employees are not required to lodge deposits of money or identity papers with their employer.

员工不应受到强制的、压迫的或非自愿的劳动。根据法律或合同的规定,员工在合理通知公司后可自由离职。公司不应要求员工支付保证金或抵押身份证明文件。

Employment conditions 雇用条件

Employees understand their employment conditions. Pay and terms are fair and reasonable, and comply at a minimum with national laws or industry standards which ever is higher. Working hours comply with national laws and are not excessive.

员工要了解雇用条件。薪酬及雇用条款要公平合理,且至少符合国家法律或行业标准(取其中较高的标准)。工作时间要符合法律规定,不得超时工作。

Child labor 童工

No person is employed who is below the minimum legal age for employment. Minimum age is the age of completion of compulsory schooling, or not less than 15 years (or not less than 14 years, in countries where educational facilities are insufficiently developed) as set out in Article 2.4 in the ILO Convention No.138 on Minimum Age.

不得雇用低于法律规定最低雇用年龄的童工。最低年龄是指完成义务教育的年龄,或不得低于如国际劳工组织条约138号第2.4章规定的最低年龄即15岁(或14岁,在教育不完善的国家或地区)。

Children are not employed for any hazardous work, or work that is inconsistent with the child's

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personal development. A child means a person below the age of 18 years, as defined in Article 1 of the United Nations Convention on the Rights of the Child. Personal development includes a child's health or physical, mental, spiritual, moral or social development as described in the Article 32 of the United Nations Convention on the Rights of the Child.

童工不能被安排从事危险的工作，或任何不利于其个人发育成长的工作。按照《联合国儿童权利公约》第一条规定，未成年人指的是不满18岁的人。按照《联合国儿童权利公约》第32条规定，个人发育成长指的是儿童的健康、生理、心理、精神、道德或社会上的发展。

Where a child is employed, the best interests of the child shall be the primary consideration. Policies and programs that assist any child found to be performing child labor are contributed to, supported, or developed.

如果雇用童工，雇主应首要考虑童工的最大利益。在存在童工作的地方，应帮助、支持或开发有关童工的相关政策和项目。

Elimination of discrimination 消除歧视

Employees are treated with respect and dignity. Corporal punishment, physical or verbal abuse or other unlawful harassment and any threats or other forms of intimidation are prohibited.

员工必须要得到应有的尊重。体罚、身体及语言侮辱或任何其他非法折磨和威胁，或任何形式的恐吓都是被严格禁止的。

All kinds of discrimination based on partiality or prejudice is prohibited such as discrimination based on race, color, sex, sexual orientation, marital status, pregnancy, parental status, religion, political opinion, nationality, ethnic background, social origin, social status, indigenous status, disability, age, union membership and any other characteristic protected by local law, as applicable.

禁止任何偏见和歧视，例如种族、肤色、性别、性倾向、婚姻、孕产情况、家庭、宗教、政治观点、国籍、血统、社会地位、土著身份、残疾、年龄、工会组织、以及任何其他受法律保护的特征。

Employees with the same qualifications, experience and performance receive equal pay for equal work with respect to their relevant comparators.

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具有相同资历、经验和表现的员工都应同工同酬。

Working conditions

A healthy and safe working environment, and if applicable, housing facilities are provided for employees, in accordance with international standards and national laws.

应根据国家法律及国际标准为员工提供健康、安全的工作环境和住宿环境(若适用)。

Appropriate health and safety information and training are provided to employees. Safety includes e.g. clearly marked and unblocked exits, emergency exits and evacuation plans on each floor, regularly tested fire alarm and evacuation drills, first aid equipment, safe and correct handling, marking and labeling of chemicals, machinery and work processes.

应为员工提供适当的健康安全信息及培训。安全信息应包括（例如）：明确标识的通畅出口；每个楼层都应有紧急出口和逃生路线；定期检验的火警器及逃生演习、急救包；安全正确地标识和使用化学用品、机械设备及工作流程。

The workplace, and if applicable, housing facilities, has tolerable temperature and noise level, adequate ventilation, sufficient lighting, clean toilet facilities, drinkable water and, if applicable, sanitary facilities for food storage.

工作环境和住宿环境(若适用)需满足可承受的温度和噪音标准，要有足够的通风设施，充足的光线，干净的卫生间设施，可饮用水和干净卫生的食品保存设施(若适用)。

ENVIRONMENT 环境

Finite resources are used responsibly and carefully. Operational practices that reduce any environmental burden associated with our activities are promoted. Innovative developments in products and services that offer environmental and social benefits are supported.

要谨慎、负责地使用有限的资源。应提倡可减少对环境影响的的活动。应大力支持对环境和社会有益产品和服务的创新和发展。

ANTI-CORRUPTION 反腐败

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No form of extortion and bribery, including improper offers for payments to or from employees, or organizations, is tolerated.

任何形式的敲诈、贿赂，包括不当地向员工或组织主动行贿、或索贿都是不允许的。

* The ZN CODE OF CONDUCT is based on the United Nation Global Compact's ten principles derived from:

The Universal Declaration of Human Rights, The International Labor Organization's Declaration of Fundamental Principles and Rights at Work, The Rio Declaration on Environment and Development and The United Nations Convention Against Corruption.

<http://www.unglobalcompact.org/>

正信《行为准则》是以《联合国全球公约》的十条原则为基础，此公约衍生于：《世界人权宣言》、《国际劳工组织关于工作中的基本原则和权利宣言》、《关于环境与发展的里约热内卢宣言》和《联合国反腐败公约》。网址 www.unglobalcompact.org

Code of Conduct - Supplier Supplement

The CODE OF CONDUCT is applicable to all ZN operations and to any party that contributes to ZX products, services and other business activities ("Supplier").

此《行为准则》适用于所有正信的业务活动以及任何参与正信产品的生产、服务和其他业务活动的人员("供应商")。

COMPLIANCE 遵守行为准则

ZX requires the Supplier and its subcontractors to comply with the CODE OF CONDUCT, which may request higher standards than required by national laws. 正信要求供应商及其分包商遵守此《行为准则》的要求，尽管此《行为准则》的要求可能高于某些国家或地区的法律要求。

Upon request, a Supplier must, by way of providing information and/or allowing access to premises to ZX or its representative, verify to ZX's reasonable satisfaction, that the Supplier and its subcontractors comply with the CODE OF CONDUCT.

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如果正信要求，供应商必须提供相关信息，允许正信及其代表进入现场进行检查，并向爱立信证明此供应商及其分包商遵守了此《行为准则》的要求。

OBLIGATION TO INFORM 通知义务

It is the responsibility of the Supplier to ensure that its employees and subcontractors are informed about and comply with the CODE OF CONDUCT.

供应商有义务确保其员工和分包商了解并遵守此《行为准则》。

I agree to adhere to the Code in the future.

公司名 Company Name:

日期Date:

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