



供应商行为准则

Supplier Code of Conduct

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适用范围 / Scope: 适用于南京西斯博有机硅有限公司（以下简称“西斯博有机硅”或“西斯博”）所有供应商、服务商、承包商及相关合作方。

Applicable to all suppliers, service providers, contractors and related business partners of Nanjing SiSiB Silicones Co., Ltd. (“SiSiB Silicones” or “SiSiB”).

1. 目的 Purpose

西斯博致力于建立长期、稳定、透明及负责任的供应链合作关系，并持续推动环境、社会及治理（ESG）理念在供应链中的落实。

SiSiB is committed to establishing long-term, stable, transparent and responsible supply chain partnerships and continuously promoting Environmental, Social and Governance (ESG) principles throughout its supply chain.

本准则旨在明确西斯博对供应商在商业道德、劳工人权、环境保护、职业健康安全及合规管理等方面的基本要求。

This Code defines SiSiB's basic expectations for suppliers regarding business ethics, labor and human rights, environmental protection, occupational health and safety, and compliance management.

西斯博鼓励供应商持续完善内部管理，并共同推动负责任与可持续发展的供应链体系建设。

SiSiB encourages suppliers to continuously improve internal management and jointly promote responsible and sustainable supply chain development.

2. 适用范围 Scope

本准则适用于：This Code applies to:

- 原材料供应商； raw material suppliers;
- 包装材料供应商； packaging material suppliers;
- 物流与运输服务商； logistics and transportation service providers;
- 外协加工服务商； outsourced processing service providers;
- 设备与办公物资供应商； equipment and office supply providers;
- 其他与西斯博开展业务合作的相关方。 other business partners cooperating with SiSiB.

西斯博鼓励供应商将相关要求进一步传递至其下游供应链。

SiSiB encourages suppliers to communicate relevant requirements throughout their own supply chains.

3. 合法合规 Legal Compliance

供应商应遵守适用法律法规及国际贸易相关要求。

Suppliers shall comply with applicable laws, regulations and international trade requirements.



重点包括：

Key areas include:

- 海关与出口管理； customs and export control requirements;
- 危险品运输法规； dangerous goods transportation regulations;
- 环境保护法规； environmental protection regulations;
- 劳工与用工法规； labor and employment regulations;
- 商业道德与反腐败要求； business ethics and anti-corruption requirements;
- 数据与信息保护要求。 data and information protection requirements.

供应商应确保其经营活动合法、规范及可追溯。

Suppliers shall ensure that business activities are lawful, compliant and traceable.

4. 商业道德 Business Ethics

供应商应坚持诚信、透明及公平的商业原则。

Suppliers shall conduct business with integrity, transparency and fairness.

西斯博反对任何形式的：

SiSiB opposes all forms of:

- 商业贿赂； bribery;
- 回扣； kickbacks;
- 欺诈行为； fraud;
- 利益输送； improper benefits;
- 虚假文件； falsified documentation;
- 数据造假； falsification of information;
- 不公平竞争行为。 unfair competition practices.

供应商应建立合理的商业道德与内部控制机制。

Suppliers are encouraged to establish appropriate ethics and internal control mechanisms.

5. 劳工与人权 Labor and Human Rights

西斯博鼓励供应商遵守基本劳工与人权要求。

SiSiB encourages suppliers to comply with fundamental labor and human rights requirements.

包括但不限于：

Including but not limited to:

- 禁止童工； prohibition of child labor;
- 禁止强迫劳动； prohibition of forced labor;
- 禁止歧视； non-discrimination;
- 公平就业； fair employment;
- 合理工作时间； reasonable working hours;



- 合理薪酬与福利； reasonable compensation and benefits;
- 尊重员工合法权益。 respect for employee rights.

西斯博鼓励供应商提供安全、健康及尊重员工的工作环境。

SiSiB encourages suppliers to provide safe, healthy and respectful working environments.

6. 环境保护 Environmental Protection

供应商应持续加强环境管理，并尽量降低运营活动对环境的影响。

Suppliers shall continuously strengthen environmental management and reduce environmental impacts arising from operations.

重点包括：

Key areas include:

- 节能减排； energy saving and emission reduction;
- 废弃物管理； waste management;
- 危险化学品管理； hazardous chemical management;
- 水资源管理； water resource management;
- 污染预防； pollution prevention;
- 环境风险控制。 environmental risk control.

西斯博鼓励供应商持续改善环境管理能力。

SiSiB encourages suppliers to continuously improve environmental management practices.

7. 职业健康与安全 Occupational Health and Safety

供应商应为员工提供安全、健康的工作环境。

Suppliers shall provide safe and healthy working conditions for employees.

重点包括：

Key areas include:

- 安全生产管理； production safety management;
- 职业健康管理； occupational health management;
- 危险化学品安全管理； hazardous chemical safety management;
- 消防与应急管理； fire safety and emergency management;
- 劳动防护； personal protective measures;
- 安全培训。 safety training.

西斯博鼓励供应商持续提升职业健康与安全管理水平。

SiSiB encourages suppliers to continuously improve occupational health and safety management.

8. 信息安全与数据保护 Information Security and Data Protection



供应商应妥善保护客户、商业及技术信息。

Suppliers shall properly protect customer, commercial and technical information.

重点包括：

Key areas include:

- 文件保密； document confidentiality;
- 数据安全； data security;
- 邮件与信息的管理； email and information management;
- 国际贸易文件保护； protection of international trade documentation;
- 防止未经授权的信息泄露。 prevention of unauthorized disclosure of information.

未经授权，供应商不得向第三方披露西斯博相关信息。

Suppliers shall not disclose SiSiB-related information to third parties without authorization.

9. 国际贸易与供应链合规 International Trade and Supply Chain Compliance

供应商应遵守国际贸易及供应链相关合规要求。

Suppliers shall comply with international trade and supply chain compliance requirements.

重点包括：

Key areas include:

- 出口与海关合规； export and customs compliance;
- 危险品运输要求； dangerous goods transportation requirements;
- 银行与支付合规； banking and payment compliance;
- 原产地与贸易文件真实性； authenticity of origin and trade documentation;
- 制裁与贸易限制要求。 sanctions and trade restriction requirements.

供应商应尽量避免因违规行为对供应链稳定性造成影响。

Suppliers shall avoid actions that may negatively impact supply chain stability due to compliance violations.

10. 供应商 ESG 管理 Supplier ESG Management

西斯博将逐步加强供应商 ESG 管理与风险识别。

SiSiB continuously strengthens supplier ESG management and risk identification.

必要时，西斯博可开展：

Where necessary, SiSiB may conduct:

- 供应商 ESG 问卷； supplier ESG questionnaires;
- 文件审核； document reviews;
- 风险评估； risk assessments;
- 供应商现场审核； supplier on-site audits;
- 整改跟踪； corrective action follow-up;



- 年度供应商评估。 annual supplier evaluations.

对于识别出的较高风险事项，西斯博可要求供应商进行整改，并对整改情况进行后续跟踪。

For identified higher-risk issues, SiSiB may require suppliers to implement corrective actions and may conduct follow-up reviews where necessary.

11. 持续改进 Continuous Improvement

西斯博鼓励供应商持续提升：

SiSiB encourages suppliers to continuously improve:

- 产品与服务质量； product and service quality;
- 环境与安全管理； environmental and safety management;
- ESG 管理能力； ESG management capability;
- 风险控制能力； risk control capability;
- 国际贸易与合规管理能力。 international trade and compliance management capability.

西斯博希望与供应商共同推动长期、稳定及可持续发展的供应链合作关系。

SiSiB aims to work together with suppliers to support long-term, stable and sustainable supply chain cooperation.

12. 附则 Final Provisions

本准则由西斯博管理层负责解释与更新。

This Code shall be interpreted and updated by SiSiB management.

西斯博可根据：

SiSiB may revise this Code based on:

- 法律法规变化； changes in laws and regulations;
- 国际客户审核要求； international customer audit requirements;
- ESG 管理需求； ESG management needs;
- 实际运营情况变化。 changes in actual operational conditions.

本准则自发布之日起实施。

This Code shall take effect from the date of issuance.