



供应商社会责任承诺书

Supplier Corporate Social Responsibility Commitment Statement

桐昆集团以“行纤维之事，利国计民生”为使命，以“值得尊重的企业、受人欢迎的伙伴”作为核心价值观，我们致力于诚实、公开、持续改善提升，以履行我们的社会责任。

Tongkun Group takes the mission of "dealing with the textile to benefit the country and people", and regards "worthy of respect, welcome partners" as its core values. We are committed to do everything honestly, openly and constantly improve the operation, in order to fulfill our social responsibility.

我们希望我们的供应商遵循我们的精神，在提供服务的过程中，供应商应尊重社会和道德标准，遵守适用法律，积极应对环境和社会问题，负责任，追求持续改进。

We expect our suppliers to follow our spirit, such that during the provision of services the supplier shall respect social and ethical standards, comply with applicable laws, respond actively to environmental and social issues by being accountable and responsible in pursuit of pursue continuous improvement.

供应商对本承诺书的回复及遵守情况将是桐昆集团股份有限公司/桐昆集团及其年度报告所列关联公司/由桐昆集团采购部门代理的公司（以下简称“公司”）制定采购战略的依据。

The response to this Statement of commitment and its compliance shall be taken into consideration when developing procurement strategy for Tongkun Group Co., Ltd / Tongkun Group and affiliates listed in its annual report / companies of which Tongkun Group Purchasing Department acts as a proxy for (hereinafter referred to as "the Company").

一、员工与人权

供应商应根据国际社会公认的准则，承诺维护并尊重员工的人权。这适用



于所有员工，包括直接雇员、临时工、学生以及任何其他类型的员工。

A. Labor and Human Rights

Suppliers are committed to uphold the human rights of employees, and to treat them with dignity and respect as recognized by the international community. This applies to all employees including direct, temporary, student employees, and any other type of employees.

1. 雇用必须自愿：必须确保不强迫员工工作，包括但不限于非自愿的加班和监禁劳动等。

1. Voluntary Employment

There is to be no use of forced labor, which includes (but is not limited to): involuntary overtime, and imprisoned labor etc.

2. 禁用童工：必须确保所有员工的年龄已达完成义务教育的年龄或当地法律规定的工作年龄(以最高者为准)。未满 18 岁的员工不得从事可能会危及健康或安全的工作，包括夜间执勤、加班或由当地国家法律规定其他可能存在危害的工作。

2. No Child Labor

Employees are to be over the age for completion of compulsory education or the minimum age for employment under the local law, whichever is greater. Employees under the age of 18 shall not perform work that is likely to jeopardize their health or safety, including night shifts, overtime, and other work deemed hazardous by local law.

3. 工资和福利：必须确保支付员工的薪资不可低于当地法律规定的最低薪资，并需根据当地适用的法律规定为员工提供特殊薪酬和福利。

3. Wages and Benefits

Wages shall not be lower than the minimum wages regulated under the local law. Special pay rates and benefits shall be provided to employees in accordance with the applicable local laws.

4. 工作时间及休息：必须确保员工的工作时间，遵守当地国家法律的节假



日规定，员工加班必须以自愿为原则，并应获得相对的薪资补偿与休息。

4. Working Hours and Breaks

Working hours shall be in accordance with local laws, including those relating to annual leave and statutory holidays. All overtime must be voluntary and employees shall be compensated accordingly with pay and breaks.

5. 结社自由与集体谈判：雇员有权选择、组建、加入或拒绝加入工会或任何其他类型的雇员组织，并参加相关活动。

5. Freedom of Association and Collective Bargaining

Employees are to have the right to choose, form, belong to or refuse to join a union, or any other type of employees' organization, and take part in related activities.

6. 骚扰、虐待及处罚：必须确保工作场所没有性骚扰、精神骚扰、身体骚扰、语言骚扰、虐待或恐吓，并且尊重每一位员工的尊严。

6. Harassment, Abuse and Disciplinary Action

The workplace is to be free from sexual, psychological, physical, and verbal harassment, abuse, or intimidation. Every employee is to be treated with respect and dignity.

7. 尊重及不歧视：必须确保员工在就业方面不得因性别、种族、宗教、年龄、残疾、疾病、婚姻状况、怀孕、国籍、政治观点、社会或民族出身或其他受保护地位而受到任何歧视，包括雇佣、分配、工资、晋升、接受培训、解雇或退休。

7. Respect and Non-discrimination

Employees are not to be subjected to any discrimination in employment, including hiring, assignment, wages, advancement, access to training, termination or retirement, on the basis of gender, race, religion, age, disability, illness, marital status, pregnancy, nationality, political opinion, social or ethnic origin, or other protected status.

8. 女性员工保护：必须为处于怀孕、分娩、哺乳期的女性员工提供适当且



合理的设施及产假。并遵守当地国家法律关于孕期员工的任何工作及时间限制，以及采取合理措施来保护孕期员工免于从事危险工作。

8. Protection of Female Employees

Appropriate and reasonable facilities and maternity leave for women employees during pregnancy, childbirth and nursing are to be provided. Suppliers shall comply with any working hour limits or other work restrictions for pregnant employees required by local law and take other reasonable measures to protect pregnant women from hazardous work.

二、健康与安全

供应商应了解除了尽量减少与工作相关的伤病发生率外，并应持续地投入资源和进行教育训练以辨识和解决工作场所内相关的健康与安全问题。

B. Health and Safety

Suppliers recognize that in addition to minimizing the incidence of work-related injury and illness, continuous investment and training for employees are essential to identifying and solving health and safety issues in the workplace.

1. 职业安全：必须通过适当的设计、工程和管理、防护保养、安全操作程序和持续性的安全知识培训来控制工作场所的安全以免危及员工。

1. Occupational Safety

Prevention of employees' exposure to potential safety hazards are to be controlled in workplace through proper design, engineering and administrative controls, preventative maintenance, safe work procedures, and ongoing safety training.

2. 工伤和职业病：必须制定程序和管理体系来预防、管理、追踪和报告工伤和职业病，包括但不限于鼓励员工报告、归类和记录工伤和职业病案例、提供必要的治疗、调查案例并执行改进措施以杜绝类似情况以及协助员工返回工作岗位。

2. Occupational Injury and Illness

Procedures and systems are to be in place to prevent, manage, track and report



occupational injury and illness. These should include, but not limited to, provisions to: encourage employees reporting, classify and record injury/illness cases, provide necessary medical treatment, investigate cases and implement corrective actions to eliminate their causes, and assist employees return to work.

3. 紧急应变措施：必须确认和评估潜在的紧急情况 and 事件，并透过实施应急方案和应变程序尽量降低对生命、环境和财产的危害影响，包括但不限于通知和警报系统、员工培训、消防疏散及演习、适当的火警侦测和灭火设备等。

3. Emergency Measures

Potential emergency situations and events are to be identified and assessed, and their impacts on life, environment and property are minimized by implementing emergency plans and response procedures including (but not limited to): emergency report and alarm system, employee training and drills, and appropriate fire detection and suppression equipment.

4. 医疗服务及急救：必须制定实施急救程序，包括但不限于培训急救人员、配备相应的急救箱等设备，并保管急救及医疗记录。

4. Medical Services and First Aid

Processes and procedures responding to incidents that require first aid or other medical attention are to be developed and implemented. These include (but are not limited to): first aid trained employees, adequate materials (e.g. first aid kits, etc), and safekeeping of medical records.

5. 工业卫生：必须辨识、评估并控制因接触化学、生物及物理作用剂给员工带来的影响，并透过工程和行政管制避免员工接触这些作用剂。如相关措施未能有效预防危害，应采用适当个人防护装备保护员工健康。

5. Industrial Hygiene

Impacts arising from employee exposure to chemical, biological and physical agents are to be identified, evaluated, and controlled. Engineering or administrative controls must be used to prevent contacts. When hazards cannot be adequately prevented by such means, employees' health must be protected by



appropriate personal protective equipment.

6. 体力劳动工作：应识别、评估和控制员工从事体力要求高的任务所产生的影响，并提供休息或改变活动的机会；此外，人机工程学设计被纳入设备和工艺中。体力要求高的任务包括（但不限于）：手动搬运材料、繁重或重复的吊装、长时间站立以及高度重复或繁重的组装任务。

6. Physically Demanding Work

Impacts arising from employee engaging in physically demanding tasks are to be identified, evaluated and controlled, and provide opportunities for breaks or changes in activity; moreover, ergonomics designs are incorporated into equipment and processes. Physically demanding tasks include (but are not limited to): manual material handling, heavy or repetitive lifting, prolonged standing and highly repetitive or strenuous assembly tasks.

7. 机器防护：必须提供和正确地维护物理防护装置、连锁装置以及屏障，以预防机器对员工可能造成的伤害。

7. Machine Guarding

Physical guards, interlocks and barriers are to be provided and properly maintained to prevent potential injury hazard to employees.

8. 公共卫生和食宿：必须为员工提供足够数量干净的洗手间设施、清洁的饮用水、以及卫生的烹煮用具、食物储存设施和餐具。若供应商有提供员工宿舍，也必须保持干净、安全，并提供适当的紧急出口、洗浴热水、充足的供暖和通风设备以及适当且出入方便的私人空间。

8. Sanitation, Food, and Housing

Employees are to be provided with ready access to clean toilet facilities, potable water and sanitary food preparation, storage, and eating utensils. Dormitories provided by the suppliers are to be clean, and safe with appropriate emergency exit, hot water for bathing and showering, adequate heat and ventilation, and reasonable personal space with reasonable entry and exit privileges.

9. 健康与安全信息：应用母语为员工提供所在工作场所健康和安全的适当



培训，相关健康和安​​全信息应显示在工作场所的醒目位置。在使用化学品的区域，应在工作场所用员工母语清楚地显示相关物性安全数据表（SDS）。

9. Health and Safety Communication

Employees are to be provided with appropriate workplace health and safety training in their native language and the relevant health and safety information shall be displayed at eye-catching location in workplace. In areas where chemicals are utilized, relevant safety data sheet (SDS) in employees' native language shall be clearly displayed in the workplace.

三、环境

供应商应在制造过程中，除了保护公众健康与安全外，应同时将对小区、环境和自然资源造成的不良影响降到最低，并确实遵守所有当地环保法规。

C. Environmental

Suppliers recognize in manufacturing operations, adverse effects on the community, environment and natural resources are to be minimized while safeguarding the health and safety of the public and all local environmental protection laws shall be followed.

1. 环境许可和报告：必须取得所有法律规定的环境许可证书、批准和登记文件，并按规定维护及定期更新数据，以及遵守许可证书的操作和报告要求。

1. Environmental Permits and Reporting

All required environmental permits, approvals and registrations shall be obtained, maintained and kept current under the all applicable law. Furthermore, operational and reporting requirements prescribed under the permit are to be complied.

2. 预防污染和节约资源：必须但不限于通过改良生产、维修和设施程序、替换材料、节约自然资源、物料回收和再利用，减少和杜绝任何类型的资源耗费及废弃物的产生。

2. Pollution Prevention and Resource Saving

The use of resources and generation of waste of all types are to be reduced



or eliminated by means including, but not limited to, process modification, maintenance and facility processes improvement, material substitution, conservation, recycling and re-using materials.

3. 危害性物质：必须辨识和管理释放到四周环境中会造成危害的化学物质及其他物质，并通过工程和管理确保这些物质得以安全地处理、运送、储存、使用、回收及废弃。

3. Hazardous Substances

Chemicals and other materials posing a hazard if released to the environment are to be identified and managed, and engineering or administrative controls must be used to ensure their safe handling, transport, storage, use, recycling or reuse and disposal.

4. 污水、无害固体废弃物及噪音：将采用系统的方法来识别、管理和减少废水、无害固体废物和噪音。运营、生产过程和卫生设施产生的废水和无害固体废物应负责处理或回收。

4. Wastewater, Non-Hazardous Solid Waste and Noise

A systematic approach to identify, manage, reduce wastewater, non-hazardous solid waste and noise is to be implemented. Wastewater and non-hazardous solid waste from operation, manufacturing process and sanitation facilities are to be responsibly disposed of or recycled.

5. 废气排放：废气排放物，包括（但不限于）挥发性有机化学品、气溶胶、腐蚀物、颗粒物、消耗臭氧层的化学品和运营产生的燃烧副产品，应在排放前按照法律要求进行表征、常规监测、控制和处理。供应商应定期监测其空气排放控制系统的性能。

5. Air Emissions

Air emissions including (but not limited to) volatile organic chemicals, aerosols, corrosives, particulates, ozone depleting chemicals and combustion by-products generated from operations are to be characterized, routinely monitored, controlled and treated as required by law prior to discharge. Supplier shall monitor



the performance of its air emission control systems regularly.

6. 能源、资源消耗及温室气体排放：应当追踪及记录工作场所内和/或企业层面的能源、资源消耗和温室气体排放，并寻求具成本效益的方法来改善能源、资源利用效率和尽量减少能源、资源消耗和温室气体排放。

6. Energy Consumption and Greenhouse Gas Emissions

Energy consumption and greenhouse gas emissions are to be tracked and documented at the facility and/or corporate level. Cost-effective methods to improve energy efficiency and to minimize their energy consumption and greenhouse gas emissions are to be investigated.

四、道德规范

为履行社会责任，供应商及其代理商必须谨守最高的道德标准。

D. Ethics

To fulfill social responsibilities, suppliers and their agents are to uphold the highest standards of ethics.

1. 诚信经营：在所有业务互动中都要坚持最高的诚信标准。禁止任何形式的贿赂、腐败、勒索、盗窃、滥用职权和不当利益，包括金钱、礼物、佣金、职位、服务、优惠待遇或任何形式或任何名义的回扣。

1. Business Integrity

The highest standards of integrity are to be upheld in all business interactions. Any forms of bribery, corruption, extortion, theft, abuse of power and improper benefit are prohibited, including money, gifts, commissions, positions, services, preferential treatment or rebates of any type or in any name.

2. 信息公开透明及合作：必须依照适用法规和普遍的行业惯例公开有关参与员工、健康与安全、商业活动、组织架构、财务状况、成本分析等资料。并且允许本公司或合作之第三方查证单位针对供应商是否违反本承诺书事项进行稽核。

2. Transparent Disclosure of Information and Cooperation

Data regarding participant labor, health and safety, business activities,



structure, financial situation, cost analysis and other related information shall be disclosed in accordance with applicable regulations and prevailing industry practices. Suppliers are to allow the Company or partnered third parties to conduct audits in order to determine if there are any breaches of this commitment Statement.

3. 知识产权及信息保密：应当尊重知识产权，以保护知识产权的方法传递技术和生产知识。并且与案件相关的技术、质量、产品以及服务等的信息应发挥商业道德责任予以保密。

3. Intellectual Property and Confidential Information

Intellectual property rights are to be respected; transfer of technology and know-how are to be done in a manner that protects intellectual property rights. Suppliers shall have commercial and ethical responsibility to safeguard the confidentiality of the techniques, quality, products, services and other information related to the case.

4. 身分保密的申诉管道：除非受法律禁止，否则必须制定程序来保护供货商和员工检举者，并确保其身份的机密性和匿名性。供应商也应制定沟通过程，让员工可以表达他们的疑虑，而不用害怕遭到报复。

4. Grievance Mechanism with Protection of Identity

Programs that ensure the confidentiality, anonymity and protection of supplier and employee whistleblowers are to be maintained, unless prohibited by law. Suppliers should have in place a communicated process for their personnel to be able to raise any concerns without fear of retaliation.

5. 隐私：供应商必须合理地保护任何与其有业务来往者（包括供应商、客户、消费者和员工）的个人资料和隐私。供应商应当在收集、储存、处理、传播和分享个人资料时遵守隐私和信息安全法律及监管要求。

5. Privacy

Commit to reasonable protection of the privacy and personal information of everyone they do business with, including suppliers, customers, consumers and employees. Suppliers shall comply with privacy and information security laws and



regulatory requirements when personal information is collected, stored, processed, transmitted, and shared.

6. 未经同意的转包：必须亲自履行包括合约或采购单的事项，非经同意，供应商不得转包或令第三方代为履行。

6. Unconsented Subcontracting

Suppliers shall attend to performance of contract or purchase order directly without subcontracting or passing on the performance obligations to another party unless otherwise agreed by the Company.

7. 遵循进出口相关法规：必须了解并遵循进出口及运送货品予本公司或代本公司进出口及运送货品所涉及的相关法令，包括原出口国的出口管制与海关法规、目的地国家的进口和海关法规、支付法令要求的关税和其他税赋、以及当地运输的相关法令。供应商应向其员工和外包商提供运作程序及教育训练以确保他们对前述法规的遵循。

7. Shipping and Transportation Law Compliance

Know and follow all laws related to shipping, handling and transportation of products to or on behalf of the Company. This includes source country' s export and customs laws, destination country' s import and customs laws, paying all necessary duties and taxes and following local transportation laws. Suppliers shall provide their employees and contracted service providers operation procedures and training to ensure their compliance with the aforesaid laws and regulations.

8. 避免利益冲突：供应商与本公司之商业往来，应避免任何可能的利益冲突，供应商若发现任何潜在的利益冲突，必须立刻通报本公司，并采取适当措施以防止因此所可能导致的不当行为。

通报渠道

电话：0573-88180800 / 0573-88182228 / 13356085999

8. Avoid Conflicts of Interest

Any potential conflicts of interest should be avoided in all business dealings between suppliers and the Company. If a potential conflict is discovered, supplier



shall report such incident immediately to the Company and take appropriate actions to prevent misconduct that may result from the conflict.

Reporting Channel

Tel: +86 (573-88180800 / 573-88182228 / 13356085999)

本供应商公司_____

身为桐昆集团股份有限公司/桐昆集团及其年度报告所列关联公司/由桐昆集团采购部门代理的公司之供应商(以下称本供应商),已仔细阅读《供应商社会责任承诺书》,并承诺致力遵守上述各项内容,如有违反情事,桐昆集团股份有限公司/桐昆集团及其年度报告所列关联公司/由桐昆集团采购部门代理的公司有权督促并要求本供应商持续改善,若本供应商屡劝不止,桐昆集团股份有限公司/桐昆集团及其年度报告所列关联公司/由桐昆集团采购部门代理的公司可自行决定终止或拒绝与本供应商继续合作之约定,本供应商因此所受损害将自行承担。

We, _____

(hereinafter referred to as "the Supplier"), as the supplier of Far Tongkun Group Co., Ltd / Tongkun Group and affiliates listed in its annual report / companies of which Tongkun Group Purchasing Department acts as a proxy for, assures that we have thoroughly read through the "Supplier Corporate Social Responsibility Commitment Statement" and will adhere to the standards and terms as stated in the Commitment Statement set out above. Tongkun Group Co., Ltd / Tongkun Group and affiliates listed in its annual report / companies of which Tongkun Group Purchasing Department acts as a proxy for, has the right to supervise and demand continuous performance improvements from us. If we refuse to follow such request, Tongkun Group Co., Ltd / Tongkun Group and affiliates listed in its annual report / companies of which Tongkun Group Purchasing Department acts as a proxy for, shall have the right



at its sole discretion to terminate or cease to do or continue to do business with the Supplier, and the Supplier shall bear all losses or damages arising therefrom.

此致

桐昆集团股份有限公司/桐昆集团及其年度报告所列关联公司/由桐昆集团采购部门代理的公司

To

Tongkun Group Co., Ltd / Tongkun Group and affiliates listed in its annual report / companies of which Tongkun Group Purchasing Department acts as a proxy for.

签字页/Signature Page

供应商名称 Supplier Name:

授权代表人 Representative:

(签章 Signature) :

住 址 Address:

连络电话 Phone:

日 期 Date: