

# **Zhejiang Dingli Machinery Co., Ltd.**

## **Supplier Code of Conduct**

### **Overview**

Zhejiang Dingli Machinery Co., Ltd. (hereinafter referred to as the 'Company' or 'we') adheres to the highest standards of business ethics and integrity. We require our suppliers to comply with this Supplier Code of Conduct (the 'Code'). We also encourage suppliers to exceed the requirements of this Code, particularly in areas related to ESG and sustainable development, working collectively to promote the health and prosperity of the industry.

This Code applies globally to all suppliers of the Company and its subsidiaries and affiliates, covering all types of workers, including temporary, migrant laborers, apprentice, student workers, contract workers, direct employees and any other types of personnel. All are subject to the regulations and guidance of this Code. We firmly believe that the rigorous implementation of this Code will facilitate smoother collaboration with our suppliers, ensure the full protection of employees' rights, and ultimately drive the company's sustainable development and prosperity.

### **Compliant operation**

Suppliers must comply with all applicable laws and regulations, including but not limited to those related to business ethics, health, safety, and environmental protection, and act responsibly.

### **Business Ethics**

- We oppose fraud, unfair competition, and monopolistic practices, adhering to ethical business conduct standards. This includes providing accurate and truthful pricing proposals, ensuring fair competition, and strictly prohibiting collusive practices such as price-fixing, bid-rigging, and other forms of commercial fraud;
- Not to defraud others and disrupt the order of market competition by informing intentional false information, concealing material facts or other unfair means;
- Bribery, illegal provision of kickbacks, acceptance of cash, gift cards, securities, payment instruments, or arrangements for overseas and domestic travel provided by any business entity are strictly prohibited for any reason;
- Not to exploit their positions or authority for undue benefits;
- Properly protect trade secrets and appropriately use any confidential information provided by the company;
- Report any potential conflict of interest to the company, including but not limited to: familial relationships with suppliers outside of business dealings, financial ties such as loans or investments, etc.

## **Labor Rights**

- Respect personal dignity, privacy, and other rights;
- prohibit child labor, suppliers must rigorously verify the age of all workers during recruitment and shall not employ anyone below the legal minimum working age in the applicable country;
- Refrain from any form of human trafficking and forced labor;
- Comply with all applicable laws and regulations relating to working hours and rest periods, and all overtime must be voluntary;
- Ensure non-discrimination and no harassment against any individual based on race, color, age, religion, gender, pregnancy, disability, or other factors, including but not limited to hiring, employment, training, transfer, promotion, compensation, and termination;
- Violence, inhumane treatment, abuse, corporal punishment, or coercion against individuals shall not be tolerated;
- Create a transparent, collaborative, and equitable work environment;
- A reasonable, appropriate, confidential, and fair grievance resolution process shall be provided to employees;
- Support freedom of association and collective bargaining;
- Pay wages at or above the legal minimum wage.

## **Environment, Health, and Safety**

- Provide a safe and hygienic working environment to ensure the safety and health of employees;
- Provide necessary safety facilities and equipment to protect employees and visitors;
- Properly manage the handling of hazardous materials and equipment;
- Conduct regular assessments and testing related to occupational health;
- Establish emergency plans for occupational health and safety and conduct regular fire drills or emergency exercises;
- Provide necessary occupational health and safety training to employees;
- Adopt appropriate measures to conserve resources and energy and avoid waste;
- Strengthen pollution prevention and waste management;
- Protect the surrounding ecological environment and biodiversity;
- Adopt efficient operational practices where possible, promote energy structure optimization, improve energy efficiency, and mitigate climate change;

- Ensure that products comply with all applicable legal quality and safety standards, prohibit the use of counterfeit or inferior products, and fully respect and protect all parties' intellectual property rights.

### **Responsible Sourcing**

- Commit to responsible sourcing of minerals such as gold (Au), tantalum (Ta), tungsten (W), and tin (Sn), where applicable;
- Encourage suppliers to exert influence on their supply chains and fulfill their social responsibilities.

### **Sustainable Supply Chain**

Encourage suppliers to build sustainable procurement management systems and include this Code's requirements into supplier management practices, including obtaining written commitments, integrating the requirements into certification and selection criteria, and conducting regular audits.

### **Reporting Channels**

The Company has established accessible channels for supervision and reporting, including a dedicated reporting email and hotline. Suppliers, business partners, and other relevant parties may use these channels to provide feedback or report suspected violations.

The Company is committed to maintaining strict confidentiality regarding information provided by whistleblowers and ensuring that whistleblowers are protected from any form of retaliation.

Reporting Email: [info@cndingli.com](mailto:info@cndingli.com)

Reporting Hotline: 0572-8681627

If any violation of this Code is identified, the Company reserves the right to require corrective actions and to terminate cooperation with any supplier that fails to comply with or violates this Code.

This Code has been reviewed and approved by the Board Strategy and ESG Committee to ensure its alignment with our ESG strategy.

The Board Strategy and ESG Committee regularly reviews the Company's Supplier Code of Conduct policies and performance to ensure proper implementation and oversight of relevant rules and activities.