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ifm suppliers 易福门供应商

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Code of conduct for ifm suppliers

易福门供应商行为准则

Dear Sir or Madam,

尊敬的先生/女士:

The goal of the ifm group of companies is to be a moral company. Against this background, the ifm group of companies has developed the worldwide applicable ifm code of conduct. This code of conduct defines the main principles of our actions. We actively require adherence to these principles from our employees. We as the ifm group of companies tolerate no corruption, bribe and child labour and demand a fair treatment of people and the environment as well as compliance with the applicable laws and standards.

易福门集团致力于成为一家具备高度商业道德的公司。在此背景下，易福门集团制定了适用于全球的易福门行为准则。本行为准则明确了我们行动所遵循的基本原则。我们积极倡导员工严格遵守该准则。易福门集团坚决反对腐败、贿赂及雇佣童工行为，要求在对待人类与环境方面秉持公平原则，并严格遵守所有适用的法律法规及相关标准。

We expect the same ethical standards from our suppliers.

我们期望供应商秉持与本公司相同的道德标准。

Therefore, we kindly ask you to sign the ifm code of conduct for suppliers and send it back to [**compliance@ifm.com**](mailto:compliance@ifm.com).

因此，烦请签署《易福门供应商行为准则》，并将签署后的文件发送至邮箱 [**compliance@ifm.com**](mailto:compliance@ifm.com)。

Thank you in advance.

感谢您的配合。

Best regards

ifm electronic gmbh

Burkhard Kochanneck

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In accordance with the ifm code of conduct we tolerate no corruption, bribe and child labour. We expect the same ethical standards from our partners. This code of conduct defines the principles and requirements for our suppliers regarding their responsibility for people and the environment.

根据易福门行为准则，易福门坚决反对任何形式的腐败、贿赂及童工行为。我们亦期望我们的合作伙伴遵循同等的道德标准。本行为准则明确了供应商在对人员与环境方面应承担的责任，并规定了相关原则和要求。

1. Compliance with laws and standards

1. 遵守法律及标准

The supplier complies with the applicable laws, guidelines and standards.

供应商应遵守所有适用的法律、法规、指引及相关标准。

2. Prohibition of corruption and bribery

2. 严禁腐败和贿赂

The supplier condemns any form of corruption and bribery. This includes that the supplier does not grant payments or other advantages (e.g. kickback payments, gifts, entertainment) to any individual, company or office bearer with the aim to influence decision-making processes.

供应商应坚决反对任何形式的腐败和贿赂行为，包括但不限于：不得向任何个人、企业或公职人员提供款项或其他不正当利益（例如回扣、礼品或宴请等），以影响决策过程。

3. Anti-trust law

3. 反垄断法

The supplier is committed to fair competition, complies with the applicable anti-trust laws and will not engage in price agreements, the sharing of markets or customers, market sharing agreements or bid-rigging.

供应商应致力于维护公平竞争，严格遵守适用的反垄断法律法规，不得从事价格串通、市场分割、客户分配、市场划分协议或操纵投标等行为。

4. Confidential information and data privacy

4. 保密信息与数据隐私

The supplier complies with all applicable data protection laws. The supplier ensures that strict secrecy is kept about confidential information or trade secrets he becomes aware of in the context of the business relationship with ifm and that this information is not used unlawfully or disclosed to a third party.

供应商应遵守所适用的数据保护法律。供应商应确保在与易福门的业务往来中获知的保密信息或商业秘密得到严格保护，未经许可不得擅自使用或向第三方披露。

5. Discrimination

5. 歧视

The supplier does not discriminate against anyone because of their age, gender, religion, ethnicity or any other reasons.

供应商不得因年龄、性别、宗教、种族或其他任何原因歧视任何人。



6. Prohibition of child and forced labour

6. 禁止童工及强制劳动

The supplier does not employ workers who cannot produce any evidence of their minimum age of 15. In those countries subject to the developing country exceptions of the ILO convention 138, the minimum age may be reduced to 14.

供应商不得雇佣无法提供其已年满15周岁有效证明的人员。在适用国际劳工组织第138号公约关于发展中国家例外规定的国家，最低就业年龄可降低至14周岁。

The supplier refuses to employ anyone or make anyone work against his or her own free will.

供应商不得强迫任何人工作，亦不得要求任何人员在违背其个人意愿的情况下从事劳动。

7. Environmental protection and occupational safety

7. 环境保护及职业安全

The supplier undertakes to adhere to the applicable environmentally relevant legal provisions and official regulations of authorities and to improve continuously environmental protection on an economically justifiable scale.

供应商应承诺遵守适用的环境法律法规及主管机关发布的规范性监管要求，并以经济可行的方式持续提升环境保护水平。

The supplier adheres to the legal provisions for assuring health and safety at work.

供应商应遵守关于保障职业健康与安全的法律法规。

8. Right to freedom of association and collective bargaining

8. 结社自由与集体谈判权

Workers, without exception, have the right to assemble and form a union of their own choosing and to bargain collectively. The employer adopts an open attitude towards the activities of trade unions and their organisational activities. Employee representatives are not discriminated against and can perform their representative functions at the workplace. Where the right of association and the right to collective bargaining are restricted by legislation the employer facilitates the development of equal means for an independent and free association and negotiations and does not obstruct these.

所有劳动者均有权不受任何限制地进行集会、组建其自主选择的工会，并依法开展集体谈判。雇主应对工会活动及其组织工作持开放态度。员工代表应免受任何歧视，并可在工作场所依法履行其代表职责。在结社自由或集体谈判权收到法律限制的情形下，雇主应支持建立独立、自由结社及平等谈判的替代机制，不得妨碍相关权利的实现。

Declaration of the business partner:

业务合作伙伴声明

- We hereby confirm that we have received, read and understood the code of conduct for suppliers of the ifm group of companies (April 2021).

我们在此确认，已收到并认真阅读、并充分理解《易福门集团供应商行为准则》（2021年4月版）的全部内容。



We hereby undertake, in addition to our obligations under the agreements with the ifm group of companies to comply with the principles and requirements of the code of conduct for suppliers.

我们在此进一步承诺，除履行与易福门集团签署的相关协议所规定的义务外，还将遵守此《供应商行为准则》所规定的各项原则与要求。

- We hereby confirm that we have integrated our own code of conduct in our company, which covers all requirements of the ifm group of companies.

我们在此确认，我们已在公司内部建立并实施了自己的行为准则，该准则涵盖了易福门集团的各项相关要求。

We hereby undertake, in addition to our obligations under the agreements with the ifm group of companies to comply with the principles and requirements of our own code of conduct.

我们在此进一步承诺，除履行与易福门集团签署的相关协议所规定的义务外，还将遵守本公司的行为准则所规定的各项原则与要求。

Place, date
地点、日期

Signature
签名

Print name, position
姓名（正楷）、职位

This document has been prepared in English. In the event of any discrepancy or inconsistency, the English version shall prevail.

本文件以英文版本为准。如存在任何差异或不一致，以英文版本为准。