

迈瑞供应商行为准则

Mindray Supplier Code of Conduct

1 总则 General

1.1 文件目的 Purpose

为了将商业成功、社会责任和环境保护融入日常的业务运作中，在满足客户需求的同时在供应链中推行诚信的商业行为，积极承担社会责任，将自身优势和供应商的能力相结合来提升可持续发展的能力。

In order to integrate business success, social responsibility and environmental protection into our daily business operations. As we meet the needs of our customers, we are also committed to bringing integrity to the supply chain and proactively living up to our social responsibilities. We bring together our unique strengths with the capabilities of suppliers to grow the capacity for sustainable development.

1.2 适用范围 Application Scope

1.2.1 行政范围：迈瑞集团供应链上的供应商（包含供应商及其雇员、人员、代理和分包商）。迈瑞集团指深圳迈瑞生物医疗有限责任公司及其子公司（下称“迈瑞”）。

Organization Scope: Suppliers in Mindray Group supply chain (including suppliers and their employees, personnel, agents and subcontractors. Mindray Group mean Shenzhen Mindray Bio-Medical Electronics Co., Ltd. and its subsidiaries (hereinafter referred to as “Mindray”).

1.2.2 业务范围：供应商与迈瑞所有商业往来。

Business scope: All business transactions between the supplier and Mindray.

1.3 术语定义 Terms and Definitions

1.3.1 ESG: Environmental（环境）、Social（社会）和 Governance（公司治理）的缩写，是一种关注环境、社会、治理绩效的企业发展理念和评价标准，用于体现公司的可持续发展能力。投资人、客户等利益相关方可基于公司 ESG 绩效或评价结果进行相关的商业决策。

ESG: Environmental, social and corporate governance, also known as ESG, is an enterprise development concept and evaluation standard focusing on environmental, social and governance performance, which is used to reflect the company's sustainable development ability. Investors, customers and other stakeholders can make business decisions based on the company's ESG performance or evaluation results.

1.3.2 企业社会责任：企业社会责任（Corporate social responsibility，简称 CSR），是指企业在创造利润、对股东和员工承担法律责任的同时，还要承担对消费者、社区和环境的责任。

CSR: Corporate social responsibility (CSR) refers to the responsibility of enterprises to consumers, communities and the environment while creating profits and assuming legal responsibilities for shareholders and employees.

1.3.3 冲突矿产：冲突矿产（Conflict Minerals CM）指来自于刚果民主共和国非政府军事团体或非军事派别所控制冲突地区的矿区生产的金（Au），钽（Ta），钨（W），和锡（Sn）等金属矿物（简

称 3TG)，当地相关军事团体取得的非法采矿利润是从公民中盗窃得来的，且造成了侵犯人权，环境恶化。

此类不符合“无冲突规范”的地区的矿物产品范围除刚果民主共和国(DRC)外，还包括联合国经济合作与发展组织(OECD)发布《受冲突影响和高风险地区矿产负责任供应链指南》认定的其他区域的矿物产品。

CM: Conflict minerals (Conflict Minerals CM) refer to metal minerals such as gold (Au), tantalum (Ta), tungsten (W), and tin (Sn) produced in mining areas controlled by non-governmental military groups or non-military factions in the Democratic Republic of the Congo (hereinafter referred to as 3TG). The illegal mining profits obtained by local relevant military groups are stolen from citizens, and cause human rights violations and environmental degradation.

In addition to the Democratic Republic of the Congo (DRC), the range of mineral products in such areas that do not meet the "conflict-free norms" also includes mineral products in other regions identified by the United Nations Organization for Economic Cooperation and Development (OECD) in the Guidelines for Responsible Supply Chain of Minerals in Conflict-Affected and High-Risk Areas.

2 细则 Detailed Provisions

2.1 人权 Human rights

供应商应尊重国际公认的员工人身权利，并且不得以任何形式侵犯这些权利，包括但不限于：

Suppliers should respect and shall not infringe in any way the internationally-recognized rights of employees, including but not limited to:

- 2.1.1 个人尊严、隐私和其他个人权利；
Dignity, privacy, and other personal rights.
- 2.1.2 不违背个人意愿强迫其工作；
No forcing of any person to work against their will.
- 2.1.3 严禁任何性骚扰、强迫性、威胁性、侮辱性或剥削性行为，包括姿势、语言和肢体接触。
No sexual harassment, coercive, bullying, abusive, or exploitative conduct, whether verbal, gestural, or through physical contact.

2.2 公平的劳动条件 Fair Working Conditions

供应商应遵守所有适用的法律法规，提供公平的劳动条件，包括但不限于：

Suppliers shall comply with all applicable laws and offer fair working conditions, including but not limited to:

- 2.2.1 避免基于性别、年龄、种族、国籍、宗教、残障、工会成员、政治派别或性取向等原因的就业歧视；
No employment discrimination on the basis of gender, age, ethnicity, nationality, religion, disability, union membership, political affiliation, or sexual orientation.
- 2.2.2 尊重员工的结社自由和集体谈判权；
Respect employees' rights to freedom of association and right to collective bargaining.
- 2.2.3 不得在商业活动的任何阶段使用童工；
No child labor be used in any stage of a commercial activity.

- 2.2.4 禁止任何形式的强迫劳动，包括但不限于非自愿的监狱劳工、奴役和人口贩运受害者；

Forced labor must not be used in any form, including but not limited to involuntary penal labor, slavery, or victims of human trafficking.

- 2.2.5 向员工提供公平的薪酬，并遵守当地工资规定和集体协议的要求，当未有适用的工资法规和集体协议，则应向员工提供至少能满足基本要求的薪酬；

Employees must be given fair compensation in compliance with local regulations on pay and any collective agreements; in the absence of regulations or collective agreements governing pay, employees should be offered compensation at least sufficient to meet their basic needs.

- 2.2.6 工作时间，包括加班时间在内，不超过适用的法律要求；当无法规要求时，建议工作时间（包括加班时间）不应超过每周六十（60）个小时；

Working hours, inclusive of overtime, must not exceed legal limits; if no relevant laws apply, it is recommended that working hours (inclusive of overtime) should not exceed sixty (60) hours per week.

- 2.2.7 员工每周至少有一天休息时间。

Employees must have at least one rest day per week.

2.3 健康和安全 Health and Safety

供应商应遵守所有适用的法律法规，在业务活动的各个方面制定并实施健康和安全管理措施，包括但不限于：

Suppliers shall comply with all applicable laws and shall define and implement health and safety management processes for all aspects of their business activities, including but not limited to:

- 2.3.1 建立完善的机制，确保将健康和安全的义务传达，并应用于其业务活动范围内的各方面；

Establish comprehensive systems to ensure the communication of health and safety responsibilities, and applying them to every aspect of business activities.

- 2.3.2 符合健康和安全风险预防的一般原则。一般原则包括识别、减轻和预防危险，使用受训合格的人员，提供维护安全的设备和工具，包括所需的个人防护装备；

General principles for preventing health and safety risks. General principles include the identification, mitigation, and prevention of risks; use of trained and qualified personnel; provision of tools and equipment to maintain safety, including personal protective equipment (PPE) where necessary.

- 2.3.3 有适当的方法和程序规定事故和紧急情况的处理、记录、调查，以随时应对事故、健康问题和可预见的紧急情况。该方法和程序应对相关人员进行培训。

Practices and processes to regulate the handling, recording, and investigation of accidents and emergencies, in readiness for any accidents, health problems, and foreseeable emergencies. Training in these practices and process should be delivered to relevant personnel.

- 2.3.4 提供适当、定期的培训以使员工了解健康和安全知识；

Provide appropriate and regular training so that employees understand health and safety information.

- 2.3.5 建立职业健康安全管理体系，迈瑞鼓励供应商进行 ISO 45001 认证。

Have a dedicated organization for occupational health and safety management. Mindray encourages suppliers to obtain ISO 45001 certification.

2.4 环境保护 Environmental Protection

供应商应遵守所有适用的法律法规，采取适当行为管理对环境的影响，包括但不限于：

Suppliers shall comply with all applicable laws and take reasonable measures to manage their impact on the environment, including but not limited to:

- 2.4.1 获取、维护和保留所有必要的环境许可（例如废物管理和运输）、审批和注册信息；

Suppliers must obtain, maintain, and keep current all required environmental permits (e.g. waste management and transport), licenses, and registrations.

- 2.4.2 根据国际标准和适用的法律法规避免污染物排放，识别、减少、监督、控制和处理所有危险废弃物；

Prevent discharge of waste contaminants, identify, reduce, monitor, control, and process all hazardous waste materials as required by international standards and applicable law.

- 2.4.3 遵守有关禁止或限制特定物质的所有适用法律法规和客户要求。产品中包含的危险化学品和其他材料，特别是 RoHS 和 REACH 法规高关注物质清单中包含的物质，必须由供应商识别和管理，以确保其安全使用、回收或再利用和处置；

Comply with all applicable laws and customers' requirements about forbidding or restricting the use of specific substances. Suppliers must identify and manage hazardous chemicals and other materials, particularly those on the RoHS and REACH substance of very high concern (SVHC) lists, to ensure that they are used, collected, recycled, and disposed of safely.

- 2.4.4 识别、监督和最大限度地减少温室气体排放，降低自身运营的能源消耗，包括运输和旅行中的二氧化碳排放；

Identify, monitor, and minimize emissions of greenhouse gases, and reduce energy consumption in company operations, including CO2 emissions in transport.

- 2.4.5 支持对环境破坏采取预防措施，承担更多的环境责任，发展和推行对环境友好的技术；

Support preventive measures against environmental harms, and accept more environmental responsibility; develop and implement environmentally-friendly technologies.

- 2.4.6 产品包装应尽可能选用可循环使用包装或绿色环保材料；

Select reusable packaging and green materials for product packaging.

- 2.4.7 降低对环境的影响，建立环境管理体系，迈瑞鼓励供应商进行 ISO14001 认证；

Establish environmental management system to reduce environmental impact. Mindray encourages suppliers to obtain ISO 14001 certification.

- 2.4.8 配合迈瑞在环保设计（环保产品设计、使用节能材料、提升产品能源效率）、智慧生产（优化生产工艺、采用新技术降低生产浪费、使用可再生能源和可循环使用包装）、高效交付（优化运输方案、采用电动物流车、通过生产协同平台、VMI 仓库、降低库存且提升效率）、产品使用（提供持续服务、延长产品使用寿命、通过供应链协同平台来优化库存与交付时效）、循环回收（产品及零部件回收、包装回收、废弃物回收）等方面进行战略协同。

Cooperate strategically with Mindray on green design (green product design, use of low-footprint resources, improving the energy efficiency of products), smart production (improving production

techniques, deploying technologies to reduce waste, using renewable energy and recyclable packaging), efficient delivery (improved transport plans, use of electric vehicles, use of a manufacturing execution system and VMI storage to reduce inventory and boost efficiency), product use (long-term service provision, extension of product lifetime, improved delivery times through the use of a digital supply chain platform), recycling (collection for recycling of products, components, packaging, and waste).

2. 4. 9 在获取原材料以及进行生产制造的过程中，应竭尽全力保护生物多样性与土地资源，避免砍伐森林、破坏土地等行为。

During the procurement of raw materials and the production process, every effort should be made to protect biodiversity and ensure land conservation, and avoid actions such as deforestation and land degradation.

2. 5 冲突矿物采购 **Procurement of Conflict Minerals**

供应商应就其生产的产品中钽、锡、钨和金的来源进行调查，以确保其采购方式符合经济合作与发展组织(OECD)《受冲突影响和高风险地区矿产负责任供应链指南》或国际公认的调查框架，确保向迈瑞交付的零件或产品中不包含来自《受冲突影响和高风险地区矿产负责任供应链指南》中的冲突矿产。

Suppliers should conduct due diligence on the sources of the tantalum, tin, tungsten, and gold used in their products, to ensure that their procurement methods are compliant with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas or an internationally-recognized alternative framework. They must ensure that no components or products provided to Mindray contain conflict minerals as defined in the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.

2.6 商业道德 **Business Ethics**

供应商应遵守所有适用的法律法规，以符合商业道德的方式开展业务，遵守如下规定，包括但不限于：

Suppliers shall comply with all applicable laws and should operate ethically and in compliance with the following regulations, including but not limited to:

2. 6. 1 避免任何形式的贪污、勒索和贿赂，特别是确保不向客户（包括迈瑞员工）、政府官员及其他相关方支付款项、馈赠礼物；

Avoid all forms of corruption, extortion, and bribery. In particular, suppliers must ensure that they do not make payments or provide gifts to customers (including Mindray employees), government officials, or other stakeholders.

2. 6. 2 遵守反垄断法和其他反不正当竞争法；

Comply with anti-monopoly laws and other laws on anticompetitive practices.

2. 6. 3 向迈瑞披露可能存在的利益冲突信息，包括迈瑞员工在供应商的任何业务中可能享有的经济利益；

Disclose to Mindray any potential conflict of interest, including any financial benefit which any Mindray employee may receive as a part of the supplier's business.

2. 6. 4 保护迈瑞提供的所有商业信息；

Protect all commercial information provided by Mindray.

2.6.5 尊重他人的知识产权，包括迈瑞的知识产权；

Respect intellectual property belonging to others, including Mindray's intellectual property.

2.6.6 遵守国际贸易法规和出口管制法规。

Comply with international trade law and export controls.

2.6.7 遵守关于欺诈和洗钱的所有适用的国际标准和法律。

Comply with all applicable international standards and laws concerning fraud and money laundering.

2.7 业务运营的安全性 Security of Business Operations

供应商应该确保以安全的方式展开业务，遵守如下规定，包括但不限于：

Suppliers must ensure that their business operates securely and in compliance with relevant regulations, including but not limited to:

2.7.1 采取合理措施减少恐怖主义、犯罪、流行病和自然灾害等安全风险对迈瑞的威胁；

Suppliers must apply reasonable measures to minimize any threats to Mindray from terrorism, crime, epidemic disease, and natural disasters.

2.7.2 在迈瑞的业务现场访问或工作时，遵守迈瑞的安全规程，并将发现的安全问题通过合适的渠道向迈瑞进行反馈。

When visiting or working at a Mindray facility, comply with Mindray's security regulations. If you discover a security problem, report it to Mindray through an appropriate channel.

2.8 供应商的采购 Procurement by Suppliers

供应商应以负责任的态度采购货物和服务。特别是选择直接或间接向迈瑞提供商品或服务上游供应商时，确保其同意遵守《迈瑞供应商行为准则》或类似的标准。

Suppliers shall procure goods and services responsibly. Particularly when an upstream supplier selects goods or services that will be directly or indirectly supplied to Mindray, it must ensure that it complies with the Mindray Supplier Code of Conduct or similar standard.

3 附则 Supplementary Provisions

3.1 文件冲突与规避：其他文件如有与本文件规定相同内容的，以本文件要求为最终要求。Conflict and

Avoidance: If other documents have the same content as specified in this document, the requirements of this document shall be taken as conclusive.

3.2 文件解释与仲裁：就该文件的理解或执行有差异的，由迈瑞采购运营管理部负责解释和仲裁。

Interpretation and Arbitration: In case of any difference in the understanding or execution of the document, it is Mindray Procurement Management Department that shall be responsible for interpretation and arbitration.

3.3 文件生效：本文件自迈瑞签发之日起生效。

Effectiveness: This document shall take effect as of the date of Mindray approval.

4 附录 Appendix

4.1 关联的制度文件名称及文件编号： Title(s) and number(s) of the associated regulatory document(s):
无。 N/A.

4.2 关联的流程文件名称及文件编号： Title(s) and number(s) of the associated process document(s):
无。 N/A.

4.3 关联的作业指导书名称及文件编号： Title(s) and number(s) of the associated work instruction document(s):
无。 N/A.

4.4 关联的表单模板名称及文件编号： Title(s) and number(s) of the associated form/template document(s):
无。 N/A.