



Code of Conduct 行为准则

This Luobofield Ventures Limited (“LFV”) Code of Conduct (“Code of Conduct”) outlines the basic requirements concerning working conditions that LFV and LFV Affiliates (“LFV affiliates”) see as fundamental in their procurement of articles. While LFV recognize that the Seller operates in a culture different from their own and has a different set of norms and values that LFV respect, they believe certain standards are universally valid and must apply to all their business activities. Therefore, LFV require, as a condition for doing business, that the Seller adheres to the below principles.

本《LFV行为准则》(下文简称为“《行为准则》”)概述了LFV 和LFV 附属子公司(以下统称为“LFV”)视为其采购货物基准的关于工作条件的基本要求。尽管 LFV意识到卖方处于不同的文化环境之中并且有着不同于LFV所奉行的标准和价值观,但他们认为有些标准是普遍有效的,且必须适用于其所有的商务活动。因此,作为双方业务的条件,LFV要求卖方遵守以下原则。

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights (企业界应支持并尊重国际公认的人权); and

Principle 2: make sure that they are not complicit in human rights abuses (保证不与践踏人权者同流合污); and

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining (企业界应支持结社自由及切实承认集体谈判权); and

Principle 4: the elimination of all forms of forced and compulsory labour (消除一切形式的强迫和强制劳动); and

Principle 5: the effective abolition of child labour (切实废除童工); and

Principle 6: the elimination of discrimination in respect of employment and occupation (消除就业和职业方面的歧视); and

Principle 7: Businesses should support a precautionary approach to environmental challenges (企业界应支持采用预防性方法应付环境挑战); and

Principle 8: undertake initiatives to promote greater environmental responsibility (采取主动行动促进在环境方面更负责任的做法); and



Principle 9: encourage the development and diffusion of environmentally friendly technologies (鼓励开 发和推广环境友好型技术).

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery. (企业界应努力反对一切形式的腐败，包括敲诈和贿赂).

Subcontracting

The Seller shall ensure that any subcontractors and suppliers subscribe to and adhere to this Code of Conduct. 分包 卖方应确保分包商和供应商同意并 守本《行为准则》。

Monitoring of Compliance

The Seller will provide all facilities and authorize LFV and their principals to engage in monitoring activities to confirm compliance with this Code of Conduct, including but not limited to unannounced on-site inspections of manufacturing facilities and employer-provided housing; reviews of books and records relating to employment matters; and private interviews with employees. The Seller will maintain on site all documentation that may be needed to demonstrate compliance with this Code of Conduct.

合规性监督 卖方应提供所有的便利、并授权LFV及其主管参与监督活动，确认符合本《行为准则》，包括但不限于生产场所和员工住宿现场突击检查、审查员工账簿和记录、与员工私下交谈。 卖方现场提供所需的证明符合本《行为准则》的全部文件。

Corrective Action

In case the Seller is found to have breached the provisions of this Code of Conduct, LFV and the Seller concerned will agree on a corrective action plan that eliminates the problem in a timely manner. If the Seller is knowingly and/or repeatedly in violation of this Code of Conduct, LFV and their principals shall take appropriate corrective action, which may include cancellation of orders and/or termination of business with the Seller in question. 补救措施 如果卖方出现违反本《行为准则》的行为，LFV与该卖方应协商补救措施计划，以及时 解决问题。如果卖方故意和/或重复违反本《行为准则》，LFV及其主管应采取相应的补 救措施，包括撤销订单和/或中止与该卖方的业务。

Publication

The Seller will take appropriate steps to ensure that the provisions of this Code of Conduct are communicated to employees, and stored in a place readily accessible to



employees, at all times. 公布卖方将采取合理的措施确保员工了解本《行为准则》，并将《行为准则》放置在员工随时可 以接触的地方。

Seller's Agreement

LFV are dedicated to full and complete compliance with all laws and regulations applicable to the conduct of their business and expect from the Seller and buying agents utmost cooperation and commitment with such efforts. It is therefore requested that the legal representative of the Seller sign this Code of Conduct and chop it with the Seller's Company Chop, thereby confirming the Seller's understanding of its contents and agreement to undertake the obligations set forth therein.

卖方同意 LFV在业务中严格遵守相关法律法规的全部规定，同时也希望卖方、买方代理人积极努 力合作。因此要求卖方的法定代表人签署本《行为准则》，并加盖卖方公司的公章，确认卖 方了解《行为准则》和协议内容，并愿意承担所有义务。

This "Code of Conduct "for the Seller is a schedule to LFV Supply Agreement 1.0 signed between The Seller and LFV and is valid in the same term as such Agreement. 适用于卖方的本《行为准则》为LFV与卖方签订的《LFV供货协议1.0》内容的附件， 在协议期限内与上述协议同样有效。

For and on behalf of the

Seller: Stamp:

盖章：

Authorized signature

授权签字：

Name:

姓名：