



# 中國建築國際集團有限公司

## CHINA STATE CONSTRUCTION INTERNATIONAL HOLDINGS LIMITED

*(Incorporated in the Cayman Islands with limited liability)*

**(Stock Code : 3311)**

**(the “Company”)**

### **CODE OF CONDUCT OF SUPPLIER**

**(“Code”)**

#### **1. BACKGROUND AND GOALS**

- 1.1 The Company and its subsidiaries (the “Group”) are committed to promoting sustainable corporate development by adhering to business ethics and complying with applicable laws and regulations in all places of business operations. Suppliers play an important role in the Group's operations. Therefore, the Group encourages suppliers to be environmental friendly and socially responsible, and to fulfill their obligations in full compliance with applicable laws, including those related to environmental protection, human rights, health, and safety.
- 1.2 The Group places high value on sustainable development and applies principles in all operations and collaborations with suppliers. The Code specifies the required behaviors of suppliers, provides clear information and awareness, and aims to achieve sustainable development.
- 1.3 The Code is not intended to supersede the laws and regulations in force in the country of any supplier. However, the Group strongly encourages all suppliers to comply with the following guidelines and attach them, where appropriate, to contracts entered into by both parties. Suppliers should make every effort to implement the Code.

#### **2. SCOPE**

- 2.1 The Code outlines a set of behavioral standards that all suppliers, including contractors, subcontractors, consultants, and providers of professional services such as audit, legal and information technology (collectively referred to as “suppliers”), are expected to follow and adopt to the best of their abilities when providing goods and/or services to the Group.

### 3. CODE

#### 3.1 Business Ethics

- Suppliers shall adhere to the highest level of ethical standards and shall not engage in any form of corruption, collusion, extortion, fraud, bribery, misrepresentation or forgery;
- Suppliers shall not solicit or accept, nor offer or provide, any pecuniary or non-pecuniary advantage, such as gifts, loans, money, employment, or contracts, that could influence or be perceived to influence decisions on business transactions;
- Suppliers shall comply with the rules of free and fair competition in all business relationships and shall not violate any competition and/or anti-monopoly laws.
- Suppliers shall report to the Group any situation that may constitute a serious conflict of interest or misconduct;
- Suppliers shall report to the Group any suspected activities of misconduct such as corruption, anti-competition, fraud or misrepresentation in accordance with the relevant reporting procedures;
- Suppliers shall take all measures within their sphere of influence to prevent money laundering activities from occurring.

#### 3.2 Labor Standards

- Suppliers shall hire employees who have reached the legal age;
- No form of modern slavery, including human trafficking, forced labor and child labor is allowed in the suppliers' operations;
- Suppliers shall not hire child labor. However, if youth apprenticeship programs are involved, the suppliers shall ensure that such programs are recognized as legal;
- Suppliers shall prohibit any kind of forced labor, including hiring imprisoned persons, coerced persons, debtors, persons bound by unreasonable contracts, or smuggled persons;
- Supplier or its subsidiaries shall not tolerate any corporal punishment, psychological or mental abuse in the workplace to enforce discipline or control employees;
- Suppliers shall ensure that all employees have the right to freedom of movement, are not subject to physical restrictions, threats or practices such as retaining identity documents and valuables, have the right to work freely, and receive regular compensation after knowing employment conditions in advance;
- Suppliers shall take appropriate measures and actions to identify, prevent and address the issues of child labor, forced labor, and modern slavery that may be caused, contributed or related to their operations.

#### 3.3 Diversity, Equal Opportunity and Anti-discrimination

- Suppliers shall provide equal opportunities to all employees on employment matters, including but not limited to recruitment, promotion and transfer, assignment, rewards and benefits, training and development, termination, etc.;

- Suppliers shall strive to create a diverse and inclusive work environment. Discrimination or harassment on the basis of age, gender, gender identity, sexual orientation, skin color, family status, disability, race, ethnicity, nationality, religion, or union membership is not tolerated;
- Suppliers shall adhere to the principle of meritocracy by determining recruitment, development, compensation, and promotion criteria based on job commitment, work ethic, qualifications, aptitudes, skills, performance, and personal competence;
- Suppliers shall establish mechanisms for reporting discrimination or harassment in the workplace and ensure that all reports are dealt with fairly.

#### 3.4 Employment System

- Suppliers shall provide written information on the employment conditions, including wages and working hours, in a clear and understandable manner before hiring an employee;
- Suppliers shall comply with the statutory requirements of the place of operation regarding minimum wages, minimum benefits, and maximum working hours. They shall also provide a decent working environment and good working conditions;
- Suppliers shall pay wages to their employees on time, and provide clear written records of wage calculations for each pay period;
- Suppliers shall not use wage deductions as a disciplinary measure;
- Suppliers shall handle the scheduling of working hours and rest days in accordance with employment law. In cases where overtime is necessary, they should negotiate with employees and provide compensatory leave or overtime pay in accordance with the law;
- The employees of suppliers shall be entitled to all statutory holidays, including maternity and paternity leave as well as contractual holidays.

#### 3.5 Health and Safety

- Suppliers shall provide a safe and healthy working environment for their employees, and improve it where necessary;
- Suppliers shall identify, monitor and minimize occupational risks arising from their operations, and take necessary precautions to prevent accidents and occupational diseases;
- If suppliers provide accommodation for employees, it must be safe, clean, and meet their basic needs;
- Suppliers shall provide adequate health and safety training to their employees on a regular basis;
- Suppliers shall conduct regular safety inspections of the workplace to minimize the risk of health and safety incidents;
- The Group encourages suppliers to establish independent and external verification of their health and safety management systems that comply with internationally recognized standards such as OHSAS 18001, ISO 45001 or similar.

### 3.6 Environmental Protection

- Suppliers shall assess the impact of their operations on the environment and minimize potential environmental harm where possible;
- Suppliers shall prioritize safety and minimize environmental impact when handling, transporting, storing and disposing of hazardous materials, chemicals and waste;
- Suppliers shall manage greenhouse gas emissions, energy, waste and resources efficiently to reduce environmental impact and prevent pollution;
- Suppliers shall protect biodiversity by avoiding deforestation and preserving land;
- Suppliers shall actively promote the use of sustainable materials and renewable energy in their services and business.

### 3.7 Requirement for Compliance

- Suppliers shall conduct their business activities in full compliance with all applicable laws, regulations, and codes in the locations in which they operate;
- Suppliers shall recognize and respect the intellectual property rights of the Group and other owners of trademarks, service marks, logos, copyrights, designs, inventions, and patents;
- Suppliers shall take necessary corrective action to rectify any irregularities found in a timely manner;
- Suppliers shall not disclose confidential information relating to the business of the Group without its prior written consent;
- Suppliers shall establish policies to prevent leakage of confidential information;
- Suppliers shall protect the privacy of their employees and customers and comply with relevant laws.

## 4. Review of the Code

4.1 The Sustainability Committee of the Company shall review the Code annually and make revisions as necessary based on factors such as business changes, regulatory requirements, stakeholder engagement results, and the effectiveness of environmental, social and governance measures.

4.2 Any revisions to the Code shall be approved by the board of directors of the Company.

4.3 The Code is available on the website of the Company.

*Note: If there is any inconsistency between the English and Chinese versions of the Code, the Chinese version shall prevail.*