

China Jinmao Supplier Code of Conduct

China Jinmao Holdings Group Limited (“China Jinmao” or the “Company”) is committed to building a green, healthy and sustainable supply chain featuring good faith, compliance, equality and openness. China Jinmao selects honest and reliable suppliers, and gives priority to those who are capable of implementing sustainable development policies that are beneficial to society and the environment during business operations.

Purpose

The Company has formulated and released this policy with a view to regulating supply chain management, providing guidance for suppliers to practice the concepts of sustainable development, and facilitating the establishment of a long-term stable, responsible and sustainable supply chain system.

Scope of Application

This policy applies to all suppliers, contractors, subcontractors and other supply chain partners who provide products and services to China Jinmao Holdings Group Limited and affiliates it controls.

Policy

1. Compliance with Laws and Regulations

1.1 Suppliers must comply with all applicable laws and regulations during business operations.

2. Anti-corruption and Business Ethics

2.1 Suppliers shall observe the highest standards of business ethics when conducting business, and formulate relevant policies, codes of conduct and operating procedures to root out any form of bribery, corruption, fraud, abuse of power, anti-competition, money laundering, etc.

2.2 Suppliers must sign the “*Sunshine Agreement*” and promise to abide by the Company’s relevant requirements on the prohibition of profit siphoning, fraud, etc.

2.3 Suppliers shall promptly report any matters that may lead to a serious conflict of interest to the Company to ensure fair cooperation.

3. Environmental Responsibility

3.1 Suppliers shall adopt appropriate systems and management mechanisms to assess, measure and reduce the impact of business operations on the environment.

4. Labor Rights

4.1 Suppliers shall prohibit the employment of child labor, any form of forced labor, or business cooperation with subcontractors who use child labor or forced labor.

4.2 Suppliers shall ensure that their employees are not subject to discrimination or unfair treatment, during recruitment, remuneration, promotion and training operations and other labor-related affairs and business activities, on the basis of age, gender, race, ethnicity, religion, disability, marital status or other elements protected by the law, and shall resist any form of workplace bullying and harassment.

4.3 Suppliers shall enter into a labor contract with all employees in accordance with the law, pay salaries on time, and provide employees with holidays and benefits that meet statutory requirements.

4.4 Suppliers shall respect employees' democratic rights and freedom of speech, and set up appropriate communication mechanisms and complaint procedures to ensure that employees can express their demands and complaints to the management.

5. Health and Safety

5.1 Suppliers shall formulate health and safety policies, and clearly specify operational procedures to reduce the probability of employee injury or illness and protect employee health.

5.2 Suppliers shall provide employees with training on work site safety and related operating rules to ensure the safety of themselves and other employees.

6. Suppliers and Subcontractors

6.1 Suppliers shall formulate a supplier code of conduct that meets their respective requirements. First-tier suppliers are encouraged to pass the requirements of this policy to second-tier suppliers, so as to jointly promote the sustainable development of the supply chain.

6.2 Suppliers shall pay remuneration to their suppliers and subcontractors on time.

7. Review and Supervision

7.1 Suppliers shall retain all policy documents and relevant records to demonstrate that they have complied with this Code of Conduct, and shall provide documents as required by China Jinmao. China Jinmao has the right to, after giving a reasonable notice, review or ask third parties to review suppliers' internal policies, related businesses, facilities and related products and services suppliers provide.

7.2 In case of violation of this Code by a supplier, China Jinmao will, in light of the circumstances, require the supplier to take necessary corrective measures within a specific time limit. In case of serious violation or failure to take corrective measures in time by the supplier, the Company has the right to take corresponding actions, including but not limited to disqualifying the supplier from bidding, terminating cooperation with and blacklisting the supplier.

8. The Company Will Give Priority to Suppliers Who Meet the Following Conditions:

- Full compliance with and promotion of the China Jinmao Supplier Code of Conduct;
- Formulation of its own sustainable development policy, supplier code of conduct or sustainable procurement policy;
- Possession of environmental, social and governance-related management system certifications (such as ISO9001 or other quality management system certification, ISO14000 or other environmental management system certification, OHSAS18001 or other occupational health and safety management system certification, SA8000 or other social responsibility standard certification), or the ability to supply environmentally friendly products and services.

The Company will review and update this policy from time to time or at least every three years.