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		文件版本 Version	A/0
	市场营销（诚信经营）政策 Marketing (Integrity Management) Policy	页 码 Page	Page 1 of 2

一、总方针：

公司持续秉承诚信和道德的态度，对待公司所有客户、任何供应商、同行竞争对手、员工及其他相关利益方，禁止任何形式的腐败、不诚信原则及行为；

公司公正待人，不可藉由操作、隐瞒、滥用特权或未公开信息，不实呈现重要事实或其他任何非公平交易作风来利用他人或获取不正当利益；

公司制定明确的规范商业道德的《行为准则》，禁止包括但不限于，回款、贿赂、贪污、非法支付等等行为：

二、具体实施要点：

- 1、公司将本政策彻底传达给员工、客户、供应合作商；
- 2、公司定期对管理层及员工进行有关商业道德的培训；
- 3、公司与供应合作商签订的合同等应包括公司的商业道德政策要求；
- 4、公司制定程序对道德不正当行为指控进行调查；
- 5、公司通过各项纪律规定，明确界定违法本政策会导致的特定后果；
- 6、公司定期开展员工调查和员工抽样访谈，以评估全员对本政策规定的了解和掌握程度；
- 7、公司成立道德委员会，透明化执行各检举渠道、并具体承当诚信市场营销工作的监督、监察工作。

1. General policy:

The company continues to uphold an attitude of integrity and ethics, treating all customers, suppliers, competitors, employees, and other relevant stakeholders, and prohibiting any form of corruption, dishonest principles, and behavior;

The company treats people fairly and cannot use manipulation, concealment, abuse of privileges or undisclosed information, untrue presentation of important facts or any other unfair trading practices to exploit others or obtain undue benefits;

The company has established a clear Code of Conduct to regulate business ethics, which prohibits

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behaviors including but not limited to collection, bribery, corruption, illegal payments, etc

2. Specific implementation points:

- 1) The company will thoroughly communicate this policy to employees, customers, and supply partners;
- 2) The company regularly provides training on business ethics to its management and employees;
- 3) The contracts signed between the company and its supply partners should include the company's business ethics policy requirements;
- 4) The company has established procedures to investigate allegations of unethical behavior;
- 5) The company clearly defines the specific consequences of violating this policy through various disciplinary regulations;
- 6) The company regularly conducts employee surveys and sample interviews to evaluate the level of understanding and mastery of this policy by all employees;
- 7) The company establishes an ethics committee to transparently implement various reporting channels and specifically undertake the supervision and monitoring of honest marketing work.

管理代表：陈声涛

Management Representative: Owen

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