

供应商行为准则

华润三九践行华润诚信核心价值观，诚信于股东、诚信于客户、诚信于员工、诚信于社会。

华润三九经理人及员工严格遵守《华润十戒》、《华润医药反腐倡廉十五条高压线》和《华润三九员工廉洁从业规定》、《华润三九合规“五诫”》，遵纪守法，强化自律，廉洁从业，规范经营。

严守商业道德，悉心维护客户和消费者权益，开展公平竞争，努力提供优质、环保、安全的产品和服务，精诚与客户合作，为客户创造价值，与客户共同成长。坚持不懈反对“四风”，厉行节约，反对浪费，求真务实，克己奉公，精益求精，追求卓越，以出色的业绩回报股东，回报社会。

华润三九与合作伙伴之间是简单的企业之间的合作，不存在任何个人利益动机。

华润三九员工追逐阳光下的公司利润和个人价值，以廉为荣、以贪为耻，忠于职责，恪守《华润三九员工廉洁从业规定》和《华润三九合规“五诫”》。

华润三九要求我们的供应商，合作伙伴遵守以下行为准则：

• 坚守诚信底线、商业道德

1、反垄断与反不正当竞争

诚实守信是华润的核心价值观，是华润建基立业的根本。需要确保我们的经营不存在垄断、贿赂、欺诈、不正当竞争等行为，并遵守适用的反垄断、反不正当竞争相关的法律法规。

我们不允许出现如下行为：

- 向竞争对手透露公司的定价信息、商业合作伙伴往来情况、经营安排等。
- 以偷窃、侵入、偷听、贿赂、胁迫等不正当的手段获取竞争对手的情报。
- 恶意中伤、造谣竞争对手。
- 参与垄断协议的签订与执行。
- 对可能存在利益冲突的情况，供应商及合作伙伴应及时上报、并采取管控或回避措施。
- 滥用市场支配地位开展的一系列违规行为。
- 在产品推广、推广时，盗用竞争对手商标、专利。

2、反商业贿赂

我们凭借卓越的团队、一流的产品和服务、良好的社会责任担当和声誉口碑开展合作，赢得商业机会。我们不得直接或间接地给予或接受任何形式的贿赂、回扣或疏通费。

我们不允许出现如下行为：

- 提供、接受、索求任何形式的贿赂、回扣或疏通费。
- 利用第三方提供、接受、索求任何形式的贿赂、回扣或疏通费。

3、反洗钱

我们严格遵循国内外有关反洗钱的适用法律及法规，

我们不允许出现如下行为：

- 参与洗钱活动或帮助他人进行洗钱活动。
- 以任何方式阻碍官方调查。
- 瞒报、漏报、谎报等包庇洗钱行为。
- 自行调查疑似洗钱案件，拒不及时向上级及华润有关部门报告。

- 尊重公平对待员工

1、保持良好工作环境

我们致力于为全体员工营造一个健康、安全、融洽的工作环境。我们严格遵守公司纪律，举止得体、着装规范、语言文明、务实协作，并保持工作场所的整洁有序。

我们不允许出现如下行为：

- 违反公司纪律以及各项规章制度。
- 不服从工作安排，消极怠工，糊弄应付。
- 扰乱工作秩序，妨碍他人正常工作。
- 损坏工作场所设施设备。
- 酒精、药品滥用等不当行为，影响自身及他人正常工作。

2、人权与劳工权益

我们尊重每一位员工的合法权益，不容许任何侵犯员工合法权益的行为发生。合作伙伴应遵守运营地所使用的法律法规，尊重员工的政治权利与结社自由，提供符合国家法律法规规定的工作时间和休息时间，按时支付员工工资，包括最低工资、法定福利和加班费，并对有需求的员工提供合适的办公环境。

我们不允许出现如下行为：

- 强迫他人劳动，限制工人行动自由，过度加班等不合规行为。
- 强迫或容许童工劳动（禁止雇佣低于当地法定年龄的童工从事劳动）。
- 违反业务所在国家/地区的劳动法。
- 未经同意将员工个人隐私信息公开或传递给不相关的第三方。

3、反歧视与骚扰

每一位都享有平等的人权及尊严，不得因种族、民族、宗教信仰、性别、社会身份、地位、生理健康程度、性取向等差异因素而产生歧视或骚扰行为，亦不得容忍、助长此类行为，我们倡导如下行为：平等对待身边以较高的道德标准要求自身，每一位同事。对于在工作环境中带有歧视与骚扰意味的行为，勇于进行制止，并向合规管理部门报告。

我们不允许出现如下行为：

- 对他人进行侮辱、胁迫、挑衅、辱骂及其他敌意行为。
- 针对他人的种族、民族、宗教信仰、性别、社会身份、地位、生理健康程度、性取向等因素，发表不合适言论。
- 展示或散播有歧视意味的信息。
- 传播可能对他人造成伤害的谣言。
- 对员工进行肢体或言语骚扰。

4、平等工作机会

我们始终坚持以平等公正的原则提供工作机会和工作条件，员工的选、任、用、留应基于公司发展需要、岗位的任职标准以及员工的工作能力与品德来决定。我们应客观公正地评价每一位同事或候选人，不得因性别、年龄、种族、民族宗教信仰、社会身份、地位、生理健康程度性取向等因素，在对员工进行选、任、用、留时进行区别对待。

5. 保护环境

我们将保护环境作为企业的重要职责之一，贯穿于所有的经营活动，应该履行保护环境的义务，在本职工作中维护周边环境，避免或减少由于生产经营活动对周边环境产生的不利影响。

我们要求：

- 通过防止疾病、伤害和污染事件的发生最大限度地减少温室气体、能源排放给环境带来的影响，提高资源使用效率。
- 积极倡导并利用各种机会扩大可持续发展的空间，提高能源使用效率、改进安保措施、减少有害污染物的排放，对废弃物制定严格的管理/处置制度。
- 我们承诺无论在何地开展经营活动，都会遵守有关健康、安全、环境和法律方面的要求。
- 禁止供应商在森林砍伐或土地保护区域进行商业运营，要求合作方保护生物多样性

6. 结社自由和集体谈判

我们的员工拥有集体谈判、协商的权利。员工可自由选择加入和组建工会，并为员工创造一个安全、包容和自由发言的工作环境。

投诉渠道

华润三九有畅通的监督与投诉渠道，包括投诉邮箱和投诉电话。供应商可以通过以下渠道对任何不符合此政策的行为向审计部进行投诉。

投诉邮箱：CR999-SJB-TS@999.com.cn

投诉电话：0755-83360999-393801

Supplier Code of Conduct

China Resources Sanjiu upholds the core value of integrity of China Resources, being honest with shareholders, customers, employees and the society.

The managers and employees of China Resources Sanjiu strictly abide by the "Regulations on the Clean and Honest Practice of Employees of China Resources Sanjiu" and the "Five Commandments for Compliance of China Resources Sanjiu". They abide by laws and disciplines, strengthen self-discipline, practice clean and honest work, and conduct standardized business operations.

They strictly adhere to business ethics, carefully safeguard the rights and interests of customers and consumers, carry out fair competition, strive to provide high-quality, environmentally friendly and safe products and services, sincerely cooperate with customers, create value for them and grow together with them. They persevere in opposing the "Four Forms of Decadence", practice strict economy, oppose waste, seek truth and pragmatism, serve the public wholeheartedly, constantly strive for perfection and pursue excellence, and return excellent performance to shareholders and the society.

The cooperation between China Resources Sanjiu and its partners is simply a cooperation between enterprises, without any personal interest motives.

The employees of China Resources Sanjiu pursue the company's profits and personal values in the sunlight, regard honesty as an honor and corruption as a disgrace, are loyal to their duties and abide by the "Regulations on the Clean and Honest Practice of Employees of China Resources Sanjiu" and the "Five Commandments for Compliance of China Resources Sanjiu".

China Resources Sanjiu requires that our suppliers and partners abide by the following code of conduct:

Adhere to the bottom line of integrity and business ethics

(1) Anti-monopoly and anti-unfair competition

Honesty and trustworthiness are the core values of China Resources and the foundation for China Resources to build its business.

It is necessary to ensure that our business operations do not involve monopoly, bribery, fraud, unfair competition and other behaviors, and comply with applicable anti-monopoly and anti-unfair competition laws and regulations.

The following behaviors are not allowed:

- Revealing the company's pricing information, business partner transactions, business arrangements, etc. to competitors.
- Obtaining competitors' intelligence by improper means such as theft, intrusion, eavesdropping, bribery, coercion, etc.
- Maliciously slandering and spreading rumors about competitors.
- Participating in the signing and implementation of monopoly agreements.
- In case of possible conflicts of interest, suppliers and business partners shall timely report and take control or avoidance measures
- A series of illegal acts carried out by abusing the dominant market position.
- Pirating competitors' trademarks and patents when designing and promoting products.

(2) Anti-bribery

We win business opportunities through excellent teams, first-class products and services, good social responsibility and reputation. We must not directly or indirectly give or receive any form of bribery, kickbacks or facilitation payments.

The following behaviors are not allowed:

- Providing, accepting or soliciting any form of bribery, kickbacks or facilitation payments.
- Using third parties to provide, accept or solicit any form of bribery, kickbacks or facilitation payments.

(3) Anti-money laundering

We strictly follow the applicable laws and regulations on anti-money laundering at home and abroad.

The following behaviors are not allowed:

- Participating in money laundering activities or helping others conduct money laundering activities.
- Hindering official investigations in any way.
- Covering up money laundering behaviors by concealing, omitting or falsely reporting.
- Conducting self-investigations on suspected money laundering cases and refusing to report to superiors and relevant departments of China Resources in a timely manner.

Respect and treat employees fairly

(1) Maintain a good working environment

We are committed to creating a healthy, safe and harmonious working environment for all employees. We strictly abide by company discipline, behave appropriately, dress properly, use civilized language, be practical and cooperative, and keep the workplace clean and orderly.

The following behaviors are not allowed:

- Violating company discipline and various rules and regulations.
- Disobeying work arrangements, being slack in work, muddling through or coping perfunctorily.
- Disrupting the work order and interfering with the normal work of others.
- Damaging facilities and equipment in the workplace.
- Abusing alcohol, drugs and other improper behaviors that affect the normal work of oneself and others.

(2) Human rights and interests

We respect the legitimate rights and interests of every employee and do not allow any behavior that infringes on the legitimate rights and interests of employees to occur. The business partner shall abide by the laws and regulations used in the place of operation, respect the political rights and freedom of association of employees, provide working hours and rest hours in accordance with national laws and regulations, pay employees wages on time, including minimum wage, legal benefits and overtime pay, and provide appropriate office environment for employees in need.

The following behaviors are not allowed:

- Forcing others to work, restricting workers' freedom of action, excessive overtime and other non-compliance behaviors.
- Forcing or allowing child labor (it is prohibited to employ children below the local legal working age).

- Violating the labor laws of the country/region where the business is located.
- Disclosing or passing on employees' personal privacy information to irrelevant third parties without consent.

(3) Anti-discrimination and anti-harassment

Everyone enjoys equal human rights and dignity. Discrimination or harassment shall not occur due to differences in race, ethnicity, religious belief, gender, social identity, status, physical health, sexual orientation and other factors, nor shall such behaviors be tolerated or encouraged.

We advocate the following behaviors: Treat every colleague equally and demand oneself with high moral standards.

For behaviors with discriminatory and harassing implications in the working environment, have the courage to stop them and report them to the compliance management department.

The following behaviors are not allowed:

- Insulting, coercing, provoking, abusing and other hostile behaviors towards others.
- Making inappropriate remarks regarding others' race, ethnicity, religious belief, gender, social identity, status, physical health, sexual orientation and other factors.
- Displaying or spreading discriminatory information.
- Spreading rumors that may harm others.
- Harassing employees physically or verbally.

(4) Equal job opportunities

We always adhere to the principle of equality and fairness in providing job opportunities and working conditions. The selection, appointment, employment and retention of employees should be determined based on the company's development needs, job qualification standards, employees' work abilities and moral characters. We should evaluate every colleague or candidate objectively and fairly and shall not treat employees differently in the selection, appointment, employment and retention due to factors such as gender, age, race, ethnicity, religious belief, social identity, status, physical health, sexual orientation, etc.

Protect the environment

(5) Environmental Protection

We regard environmental protection as one of the important responsibilities of the enterprise, which runs through all business activities. We should fulfill the obligation of environmental protection, maintain the surrounding environment in our own work, and avoid or reduce the adverse impact on the surrounding environment caused by production and business activities. We require:

- Minimize the impact of greenhouse gas and energy emissions on the environment by preventing the occurrence of diseases, injuries and pollution incidents, increasing the efficiency of resource use.
- Actively advocate and take advantage of various opportunities to expand the space for sustainable development, improve energy use efficiency, improve security measures and reduce the emission of harmful pollutants, and establish a strict management/disposal system for waste.

- We promise that wherever we conduct business activities, we will comply with the requirements regarding health, safety, environment and laws.
- Prohibit suppliers from operating commercially in areas of deforestation or protected land, and require partners to protect biodiversity

(6) Freedom of association and collective bargaining

Our employees have the right to collective bargaining and negotiation. They are free to join and form organizations, and we create a safe, inclusive, and open environment for them to speak up.

Compliant Channels

China Resources Sanjiu has a smooth supervision and compliant channel, including mailing and telephone. Suppliers can also make complaint to the Audit Department about any non-compliance with this policy through the following channels. The department that accepts complaints about the bidding and procurement of China Resources Sanjiu is the Audit Department.

Complaint email: CR999-SJB-TS@999.com.cn

Complaint hotline: 0755-83360999-393801