

AMANN

GROUP

Intelligent threads

供应商
行为
准则



Introduction 简介

Since 1854 AMANN has been one of the global leaders in the field of high-quality sewing and embroidery threads. From universal sewing threads to special high-tech threads, AMANN offers a wide range of threads for all sewing applications. More than 2,500 motivated employees work for our success in more than 100 countries worldwide. AMANN produces at its own production sites in Europe and Asia exclusively. This is the basis for our high degree of flexibility and customer proximity.

自1854年以来，AMANN一直是国际领先的优质缝纫线和绣花线的制造商之一。从通用缝纫线到技术含量高的专用纱线，AMANN提供一系列产品，适用于多种缝纫应用。我们拥有2,500多名员工，分布在全球100多个国家，他们共同致力于集团的成功。AMANN仅在我们欧洲和亚洲的生产基地生产缝纫线。这是保证高度灵活性和顾客接近性的基础。

Integrity – in terms of respecting law, honesty, reliability and fairness – is an essential requirement for the success of a company and since all times basis of business connections of the AMANN Group.

诚信（即遵守法律、诚实、可信、公平）是公司取得成功不可或缺的先决条件，AMANN集团的所有业务关系必须遵守这些规则。

The focus of the AMANN Group activities is directed towards our business partners (customers, sales partners and suppliers) who expect us to act with courtesy and respect as well as to be treated in a fair and honest manner. Therefore, the AMANN Group aims to foster a culture with business partners, which shall be characterized by mutual dependability and sustainability as well as transparent and comprehensible decision-making and communication.

AMANN集团业务的重点主要针对我们的业务合作伙伴（客户、销售伙伴和供应商），他们希望我们以礼貌和尊重的方式行事，并获得公平和诚实对待。因此，AMANN集团致力于与业务合作伙伴营造相互信赖和可持续发展的企业文化，以及进行透明和可理解的决策和沟通。

The rollout of this Supplier Code of Conduct is part of the Compliance initiatives of the AMANN Group.

本供应商行为准则的推出是AMANN集团合规举措的一部分。

For any question or suggestion regarding the AMANN Supplier Code of Conduct, feel free to contact:

如有关于AMANN供应商行为准则的任何问题或建议，请随时联系：

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AMANN Supplier Code of Conduct

AMANN 供应商行为准则

1.1 Scope

范围

The AMANN Supplier Code of Conduct fixes fundamental ethical behaviour principles, which are to influence the business cooperation between the AMANN Group and its suppliers in daily work. AMANN 供应商行为准则规定了行为的基本道德原则，旨在规范 AMANN 集团与其供应商在日常工作中的业务合作。

The AMANN Group expects its suppliers to accept the principles set out in the AMANN Supplier Code of Conduct as the basis for any cooperation, to observe the following basic principles in their organization and to support actively the implementation of these basic principles in their supply chain:

AMANN 集团希望供应商将 AMANN 供应商行为准则中规定的原则作为所有合作的基础，在其组织中遵守以下基本原则，并积极支持在其供应链中实施以下基本原则：

- **Compliance with applicable laws and regulations**
遵守适用的法律法规
- **Anti-Corruption / granting and acceptance of undue advantages**
反腐败/给予和接受不当利益
- **Fair competition**
公平竞争
- **Data privacy and protection of business information**
数据隐私和商业信息保护
- **Avoidance of conflicts of interest**
避免利益冲突
- **Environmental protection and responsible use of natural resources**
环境保护和负责任地使用自然资源
- **Fair working conditions**
公平的工作条件
- **Anti-discrimination and respectful work environment**
反歧视和相互尊重的工作环境
- **Work safety and health protection**
工作安全和健康保护
- **Respect for employees' rights**
尊重员工权益
- **Eradication of child and forced labor.**
消除童工和强迫劳动。

1.2 Application of the Supplier Code of Conduct 供应商行为准则的适用

The term 'supplier' for the purposes of this Code of Conduct includes all third parties acting for, on behalf of or together with the AMANN Group. This covers in particular product suppliers, service providers, consultants, agents, subcontractors, sales representatives and freelance collaborators.

本行为准则提及的“供应商”包括为AMANN集团行事、代表AMANN集团行事或与AMANN集团合作的所有第三方。具体来说，包括产品供应商、服务提供商、顾问、代理、分包商、销售代表和自由合作者。

1.3 Audit 审核

The Supplier Code of Conduct is a mandatory requirement and will be subject to an audit. In order to achieve this, AMANN GROUP expects its suppliers to adopt an open attitude to monitoring activities and to give all cooperation to its own and any third party auditors employed.

供应商行为准则是供应商必须遵循的要求，供应商将接受审核。为了实现这一目标，AMANN集团希望供应商对监控活动采取开放的态度，并与其审核员及所聘用的第三方审核员通力合作。

1.4 Violations of the AMANN Supplier Code of Conduct 违反AMANN供应商行为准则

The AMANN Supplier Code of Conduct is an integral part of all contractual agreements with suppliers of the AMANN Group. In cases of suspected violations of this Code, the supplier supports any investigation conducted by the AMANN Group. In the event of revealed Code violations, the AMANN Group reserves the right to respond appropriately taking into consideration the severity level of the violation. In the event of serious violations of the AMANN Supplier Code of Conduct, the AMANN Group reserves the right to terminate the contractual agreement without notice.

AMANN供应商行为准则是与AMANN集团供应商签订的所有合同协议的组成部分。如涉嫌违反本准则，则供应商应支持AMANN集团开展的所有调查。如发现违反本准则的行为，则AMANN集团有权根据违规的严重程度做出适当回应。如严重违反AMANN供应商行为准则，则AMANN集团有权终止合同协议，恕不另行通知。

2.1 Compliance with applicable laws and regulations 遵守适用的法律法规

Suppliers shall comply with all applicable national and international laws and regulations, including the International Labor Organization (ILO) and the United Nations' Universal Declaration of Human Rights, industry standards, and all other relevant statutory requirements whichever imposes the highest standards of conduct.

供应商应遵守所有适用的国家和国际法律法规，包括国际劳工组织 (ILO) 和联合国《世界人权宣言》、行业标准以及施行最高行为标准的所有其他相关法定要求。

2.2 Anti-corruption / granting and acceptance of undue advantages 反腐败/给予和接受不当利益

Suppliers must impress through prices, performance, quality and suitability of its products and its services offered. No personal benefits shall be demanded, accepted, offered or granted for preferential treatment in preparing, placing or handling of orders. As a rule, gifts of any kind shall not be handed out or accepted. Exclusions shall only apply to occasional or advertising gifts that are consistent with customary business practices and hospitality in a country, in as far as these are compatible with the respective legal provisions and which from the outset rule out any influence on a business decision. Accepting or granting cash gifts is never appropriate. Moreover, the provision or acceptance of products or other items on loan may be considered as adopting the character of a prohibited gift or as accepting advantages or granting advantages.

供应商必须通过其所提供产品和服务的价格、性能、质量和适用性取胜。不得在准备、下达或处理订单时要求、接受、提供或给予任何个人利益，以获得优惠待遇。通常，不得分发或接受任何形式的礼物。符合国家商业惯例和招待礼仪的偶尔赠送的礼品或广告礼品除外，前提是这些礼品符合相应的法律规定，且至始至终未对商业决策产生任何影响。明确禁止接受或给予现金礼物。此外，提供或接受产品或借出的其他物品可能被视为接受被禁止的礼品，或被视为接受好处或给予好处。

2.3 Fair competition 公平竞争

Rules to safeguard fair competition are indispensable elements of free market economy. Suppliers are committed to refrain from entering into restrictive agreements with competitors, suppliers, distributors, retailers and customers as well as from restrictive market practices. This includes, but is not limited to, agreements on prices, territories, customer groups or production quantities among competitors, boycotts, as well as the unlawful exchange of sensitive information with competitors.

保障公平竞争的规则是自由市场经济不可或缺的要害。供应商承诺避免与竞争对手、供应商、分销商、零售商和客户签订限制性协议以及限制性市场惯例。这包括但不限于竞争对手之间就价格、区域、客户群或生产数量达成协议、抵制以及与竞争对手非法交换敏感信息。

2.4 Data privacy and protection of business information

数据隐私和商业信息保护

Suppliers shall exercise due care and maintain strict confidentiality, while also observing applicable laws and regulations, when collecting, storing, processing or transferring personal data relating to employees, customers or other third parties. Suppliers shall also ensure that provided business information and data are not forwarded or disclosed to unauthorized persons, but only used for the purpose agreed with the AMANN Group.

在收集、存储、处理或传输与员工、客户或其他第三方有关的个人数据时，供应商应谨慎行事并严格保密，同时遵守适用的法律法规。供应商还应确保不向未经授权的人士转发或披露所提供的业务信息和数据，且仅将其用于与AMANN集团商定的目的。

2.5 Avoidance of conflicts of interest

避免利益冲突

Suppliers who are affected by a potential or an actual conflict of interest in their activities in relation to the AMANN Group or its business units are obliged to disclose and resolve it promptly.

在与AMANN集团或其业务部门有关的活动中受到潜在或实际利益冲突影响的供应商有义务及时披露并解决该等利益冲突。

2.6 Environmental protection and responsible use of natural resources

环境保护和负责任地使用自然资源

Suppliers shall observe the applicable laws and regulations regarding environmental protection, in particular regarding operational and product-related environmental protection. Moreover, suppliers are expected to source and to use natural resources in an efficient manner, thereby minimizing the negative impact to nature.

供应商应遵守有关环境保护的适用法律法规，尤其是与运营和产品相关的环保法律法规。此外，供应商应以有效的方式采购和使用自然资源，从而最大限度地减少对自然的负面影响。

2.7 Fair working conditions 公平的工作条件

Suppliers are committed to observe the statutory regulations and to ensure fair working conditions, including those on payment, working times and the protection of privacy.

供应商承诺遵守法律规定并确保公平的工作条件，包括付款、工作时间和隐私保护方面的条件。

2.8 Anti-discrimination and respectful work environment 反歧视和相互尊重的工作环境

Suppliers shall strictly adhere to all applicable laws and regulations prohibiting discrimination in hiring and employment on the grounds of race, age, nationality, color of skin, religious belief, gender, sexual identity, physical characteristics, appearance, health condition, political views or other basis prohibited by law.

供应商应严格遵守所有适用的法律和法规，禁止在招聘和就业过程中因种族、年龄、国籍、肤色、宗教信仰、性别、性取向、身体特征、外表、健康状况、政治观点或法律禁止的其他原因进行歧视。

Suppliers shall maintain a respectful and dignified relationship with their employees, free from harassment, bullying or intimidation.

供应商应尊重其员工，维护员工的尊严，保护员工不受骚扰、欺凌或恐吓。

2.9 Work safety and health protection 工作安全和健康保护

Suppliers must comply with all health and safety regulations, being aware of risks and take due care in all safety-relevant activities. This applies to all and any risks that may arise at the workplaces of the suppliers or from using their products.

供应商必须遵守所有健康和法规，了解风险并在所有安全相关的活动中谨慎行事。这适用于供应商工作场所或使用其产品时可能产生的所有风险。

2.10 Respect for employees' rights 尊重员工权益

Suppliers are committed to observing the respective national labor legislation and to support the Declaration of Fundamental Principles of the International Labor Organization (ILO), which includes the right to freedom of association and the right to negotiate collectively.

供应商承诺遵守各自国家的劳工立法并支持国际劳工组织 (ILO) 的基本原则宣言，其中包括结社自由权和集体谈判权。

2.11 Eradication of child and forced labor 消除童工和强迫劳动

Suppliers do not tolerate any child or forced labor in their organizations or in their supply chain. The minimum age of the work force employed, including also contract workers or temporary workers, must never be lower than the statutory age for end of compulsory education. The use of bonded labor, other forms of modern slavery or involuntary prisoners work is strictly forbidden. 供应商严禁在其组织或供应链中雇佣任何童工或强迫劳动。受雇劳动力（包括合同工或临时工）的最低年龄不得低于法律规定的义务教育结束的年龄。严禁使用抵债劳工、其他形式的现代奴役或非自愿的监狱劳工。

Acknowledgement

确认函

The AMANN SUPPLIER CODE OF CONDUCT is binding for all Suppliers doing business with the AMANN Group or one of its business entities. All staff members of the suppliers have to comply with its rules at any time.

AMANN 供应商行为准则对所有与 AMANN 集团或其任一业务实体开展业务的供应商具有约束力。供应商的所有员工必须始终遵守其规定。

By completing this template, the SUPPLIER confirms the receipt of a copy of the AMANN SUPPLIER CODE OF CONDUCT.

填写此模板即表示供应商确认收到《AMANN 供应商行为准则》的副本。

This Acknowledgement must be completed by a duly authorized representative of the company and being forwarded within 14 days to the AMANN Global Procurement Department for filing.

本确认函必须由公司正式授权的代表填写，并在 14 日内发送至 AMANN 全球采购部备案。

This is to acknowledge that I have received a copy of the AMANN Supplier Code of Conduct (Version 1, dated 01.02.2022): I have read the aforementioned document carefully, have understood its content and confirm that the company represented by myself will fully comply with the conduct rules mentioned.

兹确认本人已收到《AMANN 供应商行为准则》之副本（版本：1，日期：2022 年 2 月 1 日）：本人已仔细阅读上述文件，了解其内容，并确认本人所代表的公司将完全遵守上述行为准则。

COMPANY NAME 公司名称	
Family Name 姓	
First Name 名	
Function 职能	
Place / Date 地点/日期	
Signature 签名	

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