



社会责任行为准则

Code of Conduct

Dymak 集团公司希望供应商与他们的承包商建立并实施下列 10 条社会责任标准，如果 Dymak 集团公司的行为法则和其他制定的协议与国家法律相冲突的，应采用最高标准。

Dymak expects our suppliers and sub-contractors to establish and implement the following 10 Social and Environmental standards. In case of conflicts between a local law and the standards mentioned below, the highest standard shall always apply.

1. 童工

雇主不应雇佣或支持其他雇主雇佣年龄低于当地法律规定的最低年龄的雇员，但任何情况下年龄不能低于 15 岁。雇主应注重对年轻雇员的培养。

1) Child labour

The employer shall not engage in or support the employment of any person under the minimum age established by the local law, but in no case under the age of 15. The education of young workers shall be promoted by the employer.

2. 被迫劳动

雇主不应参与或支持强迫劳动行为。

2) Forced labour

The employer shall not engage in or support the employment of forced labour.

3. 培训规则

雇主不应参与或支持使用暴力，性侵犯，心理折磨及口头的辱骂。

3) Disciplinary practices.

The employer shall not engage in or support the use of physical, sexual, psychological or verbal harassment or abuse.

4. 歧视

雇主不应歧视或支持歧视行为。

4) Discrimination.

The employer shall not engage in or support the use of discrimination.

5. 补偿

雇主应确保至少偿付雇员当地法规定的最低工资。

5) Compensation.

The employer shall ensure that at least the minimum wage established by the local law are paid.

6. 劳动时间

雇主应确保雇员每周的劳动时间不可超过当地法律规定的最长时限。

6) Hour of work

The employer shall ensure that the maximum weekly working hour established by the local law are not exceeded.

7. 自由结社

雇主应给予雇员与其结交及商议的可能性。

7) Freedom of association.

The employer shall give its employees the possibility to assemble and to bargain with them.

8. 健康及安全

雇主应给雇员提供一个安全，整洁，健康的工作环境，并应采取适当的措施阻止由于员工使用的设备所造成的意外事故和工伤

8) Health and safety.

The employer shall provide a safe, clean and healthy working environment and shall take adequate steps to prevent accidents and injury to health arising out of the course of work or the operation of the employers' facilities.

9. 环境保护

雇主将尽可能有效地利用自然资源，正确处理周围的有害物体，对垃圾和废置容器的处理也要与环境相协调。

9) Environment protection.

The employer shall utilize natural resources as efficiently as possible, handle hazardous substances environmentally correct, and dispose waste and containers in an environmentally compatible manner.

10. 管理体系

雇主应贯彻执行这些标准的各项要求，定期回复各项要求的实施情况，有规则地向员工传达各项标准内容。雇主确定要求承包商共同执行这些标准。

10) Management systems

The employer shall implement the requirements of this standard, periodically review the operation of these requirements, and regularly communicate the content of the standard to all personnel. The employer shall make sure that the requirements of this standard are also implemented with its subcontractors.