



F&H GROUP A/S | F&H 集团股份有限公司

CODE OF CONDUCT 行为准则

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INTRODUCTION | 前言

The purpose of this Code of Conduct (CoC) is to define a standard of business that reflects the general ethics and values of F&H Group A/S (F&H).

本《行为准则》（以下简称“CoC”）旨在确立一套符合 F&H 集团股份有限公司（F&H）普遍道德规范和价值观的商业标准。

At F&H we are committed to maintaining high standards of legal, ethical, social and environmental conduct in accordance with all applicable laws and regulations. We care about not only our customers, our own employees, business partners, and suppliers, but all workers through our supply chain, and the communities we are sourcing from. We have a duty to ensure that the products we sell and the goods and services we use, are responsibly sourced.

在 F&H，我们致力于遵循所有适用的法律和法规，保持高标准的法律、道德、社会及环境行为。我们不仅关心客户、员工、商业伙伴和供应商，也关心整个供应链中的所有劳动者以及我

们采购所在地的社区。我们有责任确保我们所销售的产品以及所用商品和服务的来源都是负责任的。

We have expectations not only to our suppliers. We ourselves, at F&H, are committed to being an active and proactive business partner that comply with this CoC, who takes responsibility and continuously work to improve the way we conduct business.

我们的期望不仅仅针对供应商。F&H 自身也致力于成为积极且主动的商业合作伙伴，遵守本《行为准则》，勇于担当并持续改进我们的经营方式。

All F&H suppliers must sign and comply with the guidelines of this CoC.

所有 F&H 的供应商均须签署并遵守本《行为准则》的指导方针。

It is our expectation that compliance with the guidelines of this CoC will eventually apply throughout the entire supply chain. For this to succeed, there is a need for strong and committed collaboration with all our suppliers. We wish to create and maintain



We actively listen and are open for dialogue with customers, suppliers and all stakeholders to create a mutual understanding.

我们积极倾听，并乐于与客户、供应商及所有利益相关方保持开放对话，以建立相互理解。

supplier collaborations, where we work to jointly identify, prevent, mitigate and alleviate violations of human rights as well as negative environmental impacts from our activities. We expect our suppliers to make demands on their suppliers regarding compliance with applicable legislation and guidelines for responsible business conduct and to follow up on whether implemented.

我们期望本《行为准则》的指导方针最终能够在整个供应链中得到全面落实。要实现这一目标，需要与所有供应商建立强有力且坚定的合作关系。我们希望建立并维持与供应商的合作，共同识别、预防、减轻和缓解因经营活动引发的人权侵害及环境负面影响。我们期望供应商要求其自身的供应商遵守适用的法律法规及负责任商业行为的指导方针，并跟进相关措施的落实情况。

At F&H, we take great care to ensure good conditions for our employees, and we expect the same from our suppliers.

在 F&H，我们高度重视为员工创造良好的工作条件，并期望我

们的供应商同样如此。

We communicate sincere and transparent both internally and externally, which, among other things means, that we actively listen and are open for dialogue with customers, suppliers and all stakeholders to create a mutual understanding. We are aware that the meaning of good conditions varies across cultures.

我们在内部与外部秉持真诚透明的沟通原则，这意味着我们积极倾听并乐于与客户、供应商及所有利益相关方保持开放对话，以建立相互理解。我们深知“良好条件”在不同文化中的内涵存在差异。

As a minimum though, we expect that fundamental human rights and labor rights are respected and that our suppliers focus on ongoing improvements for the aspects within the frame of this CoC for the benefit of their employees.

但至少，我们期望基本人权和劳动权得到尊重，并要求供

应商持续改进本《行为准则》框架内的各项事务，以惠及其员工。

The foundation of this Code of Conduct | 本《行为准则》的基础
F&H has joined the UN Global Compact initiative and wish to respect and promote the Ten Principles of this initiative which cover aspects of human rights, labor rights, climate & environment and anti-corruption.

F&H 已加入联合国全球契约（UN Global Compact）倡议，并承诺尊重和促进该倡议的十项原则，这些原则涵盖人权、劳动权利、气候与环境以及反腐败等方面。

By joining the Global Compact, F&H is obliged to report annually on how the company has contributed to the achievement of the Sustainable Development Goals. In this work, our suppliers play an important role in our continuous improvements. Alongside with the Declaration of Human Rights, the ILO



Declaration on Fundamental Principles and Rights at Work, the UN Convention on the Rights of the Child, the Rio Declaration on Environment and Development and the UN Convention against Corruption, these Ten Principles form the foundation of this CoC.

通过加入全球契约，F&H 承诺每年报告公司在实现可持续发展目标（SDGs）方面所作出的贡献。在此过程中，我们的供应商在公司持续改进中发挥着重要作用。这十项原则与《世界人权宣言》、《国际劳工组织工作中的基本原则和权利宣言》、《联合国儿童权利公约》、《里约环境与发展宣言》以及《联合国反腐败公约》共同构成本《行为准则》的基础。

Audits, monitoring and complaints | 审计、监督与投诉

All factories based in risk countries (as defined by amfori) involved in the production of products to F&H must be amfori BSCI audited

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(or similar – must be on same level as amfori BSCI). When the factory is audited according to amfori BSCI the overall rating shall be C or better.

所有位于 amfori 所定义的高风险国家并参与 F&H 产品生产的工厂，必须通过 amfori BSCI 审核（或其他同等水平的审核）。当工厂依据 amfori BSCI 标准接受审核时，其总体评级必须达到 C 级或更高。

Furthermore, F&H representatives must have access to all relevant data, areas and employees if requested, even if prior notice of an audit at the factory has not been given. Any discrepancies will be noted, and a compliance date will be determined according to the scope of the non-compliance.

此外，即使未事先通知工厂将进行审核，F&H代表仍须在要求时获得所有相关数据、区域及员工的访问权限。所有不符合项将被记录，并根据违规的范围确定整改期限。

Depending on the severity of the non-

compliance F&H reserve the right to terminate all existing agreements and cancel any existing orders without any compensation to the supplier if the non-conformity is not corrected in an acceptable manner.

根据违规的严重程度，若未能在可接受的范围内纠正，F&H 保留终止所有现有协议并取消任何现有订单的权利，且无需向供应商支付任何赔偿。

It is important to F&H that there are opportunities to express a violation of, or concern in relation to, this CoC in a secure and anonymous manner. This is to ensure that we all work together to achieve important improvement potentials.

对F&H而言，提供安全且匿名的渠道来举报违反本《行为准则》或与其相关的疑虑至关重要。此举旨在确保所有相关方能够共同努力，推动重要的改进潜力。

LEGAL COMPLIANCE | 法律合规

This CoC is a supplement to laws and regulations of the country in which the supplier operates and in case of any conflict between local laws or regulations and this CoC, then local laws apply. If the standards of this CoC are higher than the legal requirements imposed by local legislation, then it will be the CoC standards that are to be followed when doing business with F&H.

本《行为准则》是对供应商所在国家法律和法规的补充条款。如本准则与当地法律或法规存在冲突，应以当地法律为准。但若本准则的标准高于当地法律规定的要求，则在与 F&H 开展业务时，应遵循本准则的标准。

HUMAN RIGHTS | 人权

Our suppliers must support and respect

the internationally declared human rights standards as stated in the Declaration of Human Rights, work against exploitation in the workplace and make sure they are not complicit in human rights abuse.

我们的供应商必须支持并尊重《世界人权宣言》中所述的国际公认人权标准，反对任何形式的职场剥削，并确保自身不参与侵犯人权的行为。

Protection of personal data | 个人数据保护

We expect our suppliers to collect, use and otherwise process personal information (including that from workers, business partners, customers and consumers in their sphere of influence) with reasonable care. The right to privacy if monitoring employees, gathering or keeping personal information must be respected in accordance with applicable legislation.

我们期望供应商以合理谨慎的态度收集、使用及处理个人信

息（包括其影响范围内的员工、业务伙伴、客户和消费者的个人信息）。若对员工进行监控、收集或保存个人信息，必须依据适用的法律法规，尊重其隐私权。

Community impact | 社区影响

We expect our suppliers to take responsibility for its surrounding community. This for example means that they must refrain from involvement or complicity in human rights violations. Furthermore, the supplier should not be involved in mining activities that directly or indirectly gives rise to conflicts in the surrounding community or benefit from improper, forced relocations and must compensate adequately for legitimate relocation. The supplier must establish and maintain emergency procedures to prevent all health emergencies and industrial accidents affecting the surrounding community or environment.

我们期望供应商对其所在社区承担相应的社会责任。例如，这



We expect suppliers to treat all employees with respect and dignity...

意味着供应商必须避免参与或纵容任何侵犯人权的行为。此外，供应商不得参与任何直接或间接引发周边社区冲突的采矿活动，也不得从不当的强制搬迁中获益，并应对合法的搬迁提供充分补偿。供应商必须建立并维持应急程序，以防止可能影响周边社区或环境的各类健康突发事件和工业事故。

LABOR RIGHTS | 劳动权利

We expect that all employed in our supply chain work under decent and fair conditions. In general, we expect our suppliers to respect and to follow ILOs Declaration on Fundamental Principles and Rights at Work.

我们期望供应链中所有受雇人员均在体面且公平的条件工作。总体而言，我们期望供应商尊重并遵守《国际劳工组织关于工作中基本原则和权利的宣言》。

Health and safety | 健康与安全

The right to healthy working conditions for all employees must be respected by all

suppliers who are expected to provide a safe working environment and make every reasonable effort to prevent accidents, work-related illnesses and the exposure to harmful substances. Employers must provide access to clean drinking water and acceptable sanitary conditions with privacy for all genders. Employee health and safety must be ensured through local laws adherence and general ethical behavior from the supplier.

所有供应商必须尊重全体员工享有健康工作环境的权利，提供安全的工作场所，并尽一切合理努力预防事故、职业病及有害物质暴露。雇主必须为所有员工提供清洁饮用水、符合卫生标准的设施及保障隐私的男女分设卫生间。供应商应通过遵守当地法律及遵循基本道德规范保障员工健康安全。

Production facilities must be equipped with proper protection equipment and designed to enable evacuation in emergency. All workers must be aware of the emergency procedures and well documented procedures be properly displayed in all working areas. Clearly marked

exits that are free from obstructions must always be accessible. Proper health and safety policies should be established and followed.

生产设施必须配备适当的防护设备，并设计有应急疏散通道。所有员工必须了解应急程序，且完善的应急措施应在所有工作区域内清晰展示。出口应始终标识清晰、保持畅通无阻。供应商应建立并遵守完善的健康与安全政策。

Wages, working hours and benefits | 工资、工作时间与福利

Working hours, wages, benefits, rest periods, leave and overtime must be set in compliance with applicable laws and regulations in the country in which they operate. Payment to workers must be paid according to local labor legislation and must be paid on time, regularly and be fair in respect to the employees work performance.

工作时间、工资、福利、休息时间、假期及加班安排必须符合其所在国家的相关法律法规。员工的工资应根据当地劳动法律规定并结合其工作表现，按时、定期且公平地支付。



Forced, bonded and illegal labor | 强迫劳动、 债役劳动与非法用工

At F&H we do not tolerate any form of forced, bonded or illegal working conditions carried out by any employer in our supply chain. Suppliers may not impose restrictions on the free movement of employees during time off, other than reasonable limitations for the safety of the employee. Employers must not withhold the employee's identity card, travel documents or other personal papers preventing them from ending their employment.

在F&H，我们不容忍供应链中任何雇主实施的强迫劳动、债役劳动或非法用工行为。供应商不得在员工非工作时间限制其自由行动，除非出于员工安全考虑的合理限制。雇主不得扣押员工身份证件、旅行证件或其他个人文件，以阻止其终止劳动关系。

Discrimination and harassment | 歧视与骚扰

We expect suppliers to treat all employees with respect and dignity and to ensure that they are not subject to abusive conduct, are provided

equal opportunities and face no discrimination related to, but not limited to, race, gender, skin color, sexual orientation, disabilities, religion, social origin, political opinion etc. We expect measures that protect employees from sexually harassing, threatening and termination for wrongful reasons such as marriage, pregnancy or parenthood. Our suppliers are expected to make efforts to protect individuals and members of vulnerable groups and communities.

我们期望供应商尊重所有员工的尊严，确保他们不会受到虐待行为，享有平等机会，并且不因种族、性别、肤色、性取向、残疾、宗教、社会出身、政治观点等因素遭受歧视。我们期望供应商采取措施，保护员工免受性骚扰、威胁，以及因婚姻、怀孕或育儿等不当理由遭解雇。我们也期望供应商努力保护个人及弱势群体和社区成员。

Child labor | 童工

F&H strictly adheres to the UN Convention on the Rights of the Child. Suppliers must recognize this convention and protect the



child from any work likely to be hazardous or harmful to the child's physical and/or mental health and social development.

F&H 严格遵守《联合国儿童权利公约》。供应商必须承认并遵守该公约，并保护儿童免于从事任何可能危害其身心健康及社会发展的工作。

Freedom of association and collective bargaining | 结社自由与集体谈判

We expect all employees in our supply chain to have the right to lawfully form and join trade unions and to bargain collectively in line with relevant laws without repercussions or punishment. Where the right to collective bargaining is limited by law, the employer must not hinder alternative forms of free and independent worker representation and negotiations.

我们期望供应链中的所有员工享有依法组建和加入工会，并可依照相关法律进行集体谈判的权利，而不因此遭受任何报复或惩罚。在法律限制集体谈判权的情况下，雇主不得阻碍其他形式的自由和独立的工人代表及协商机制。

CLIMATE & ENVIRONMENT | 气候与环境

All suppliers must comply with national and international environmental legislation. We encourage all our suppliers to have a precautionary approach to environmental matters and actively limit the use of resources as much as possible, covering all activities from raw materials to finished products. Our suppliers must commit to clearly identify hazardous waste, chemicals and heavy metals. They shall ensure that such substances are handled, stored and disposed of safely and properly in accordance with instructions from the manufacturer of such substances, as well as applicable laws and regulations.

所有供应商必须遵守国家及国际环境保护相关法律法规。我们鼓励所有供应商对环境问题采取预防措施，并尽可能积极限制资源的使用量，涵盖从原材料到成品的所有环节。供应商必须承诺明确识别危险废物、化学品及重金属，确保按照相关物质

制造商的说明以及适用法律法规，安全妥善地处理、储存和处置此类物质。

Suppliers must strive to continuously improve its environmental performance by means of operational control and monitoring, focusing on awareness training and introduction of environmentally friendly technologies. Measures must be implemented to reduce negative impacts throughout the supply chain including, but not limited to:

- Minimizing the use of raw materials, energy, water and chemicals
- Reducing greenhouse gases in all activities
- Not contributing to deforestation
- Preventing the local environment around production facilities from being exhausted

供应商应通过运营控制与监测、重点开展环保意识培训并引进环保技术，不断提升自身的环境绩效。必须采取措施，减少整个供应链中各环节的负面环境影响，包括但不限于：

- 尽量减少原材料、能源、水及化学品的使用
- 减少所有活动中的温室气体排放
- 避免造成森林砍伐

- 防止生产设施周边环境资源枯竭

Supplier shall strive to minimize its waste and emissions to air, ground and water in general.

供应商应努力尽量减少其废弃物及向空气、土壤和水体排放的污染物。

F&H would strongly recommend everyone in the chain of suppliers that they plan for the long term in investments of more sustainable energy, such as solar, geothermal systems or energy from wind turbines. F&H will prioritize the factories that make an effort in that spirit.

F&H 强烈建议供应链中的所有企业长期规划投资更可持续的能源，例如太阳能、地热系统或风力涡轮机发电。F&H 将优先考虑那些秉持此理念并付诸行动的工厂。

GOVERNANCE | 治理

Anti-corruption | 反腐败

F&H does not condone or accept any form of corruption or blackmail by persons or

organizations and expect all suppliers to comply with the UN Convention against Corruption and work against corruption in all its forms. A high integrity is expected in all business interactions and the supplier and/or contractor must comply with all applicable laws and regulations on bribery and corruption. Corruption and bribery are recognized as barriers to sustainable development and free trade.

F&H does not accept any such practices and does not offer or accept any kind of undue payment in any of our business transactions.

F&H 绝不容忍也不接受任何个人或组织实施的腐败或勒索行为，并期望所有供应商遵守《联合国反腐败公约》，共同抵制一切形式的腐败。我们要求在所有商业往来中保持高度的诚信，供应商及/或承包商必须遵守所有反贿赂和反腐败的法律法规。腐败与贿赂被视为阻碍可持续发展和自由贸易的障碍。F&H 不接受任何此类行为，也不会在任何商业交易中提供或接受任何形式的不当付款。

Management Systems | 管理体系
Suppliers must develop and maintain appropriate management systems to ensure continuously improvement and compliance with this CoC. They shall conduct their own risk assessment of all facilities to identify areas in need of improvement and perform periodic self-evaluation on own and suppliers' facilities to ensure they comply with this CoC.

供应商必须建立并维护适当的管理体系，以确保持续改进并遵守本《行为准则》。供应商应对其所有设施进行风险评估，以识别需要改进的领域，并定期对自身及其供应商的设施进行定期自我评估，以确保符合本准则的要求。

We expect our suppliers, and business partners in general, to have a management system that fits the size and risk structure of the company. In addition, our suppliers must be able to provide information about related due diligence processes for their business partners when it comes to the topics outlined in this CoC.

我们期望供应商及所有业务合作伙伴建立与其企业规模和风险结构相匹配的管理体系。此外，供应商必须能够就本行为准则所述事项，提供其业务合作伙伴相关尽职调查流程的信息。

COMMITMENT TO THIS CODE OF CONDUCT | 遵守本《行为准则》

We hereby confirm that our company and/or business partners involved in activities that relates to products and/or services delivered to F&H are committed to this F&H CoC and not, by any means, are aware of any circumstances where these principles are not being followed.

我们特此确认，本公司及/或所有与 F&H 产品和/或服务相关活动的业务合作伙伴均承诺遵守本 F&H《行为准则》，并且在任何情况下均未发现有任何违反本准则原则的情形。

We confirm that this CoC has been thoroughly read, understood and followed as a basic compliancy for our company to be and/or become a supplier to F&H.

我们确认已完整阅读、理解并遵守本《行为准则》，并将其视为本公司成为或继续作为 F&H 供应商的基本合规要求。

Date | 日期

Name | 姓名

Signature and stamp | 签名及印章

