

Code of Conduct for Suppliers and Subcontractors (“Code”)

供应商和分包商行为准则(“准则”)

SGL Carbon SE and its affiliates (“SGL Carbon”) are recognized as one of the leading Carbon companies. Our aim is to provide our customers with products setting the highest quality standards while performing our work along legal, ethical and sustainable principles. Together with our Suppliers and Subcontractors we want to set the standards in our industry.

西格里碳素股份公司及其子公司(SGL Carbon)系受公认的领先碳素公司之一。我们旨在为我们的客户提供符合最高质量标准的产品，且在开展我们的业务之时，遵循合法、道德和可持续的原则。我们希望与我们的供应商和分包商共同树立我们所处行业的标准。

Therefore, SGL Carbon has committed to a Code of Conduct that is binding for all its employees. As signatory of the UN Global Compact SGL Carbon commits to its principles and the core labor standards of the International Labor Organization (ILO standards). We expect all our Suppliers and Subcontractors to comply with these principles and ILO standards and to equally commit to legal, ethical and sustainable behavior while cooperating with SGL Carbon and following the standards below.

因此，SGL Carbon致力于遵循一套对其所有员工具有约束力的行为准则。作为联合国全球契约的签署方，SGL Carbon 承诺遵守其原则和国际劳工组织的核心劳工标准（ILO标准）。我们希望所有的供应商和分包商都能遵守这些原则和国际劳工组织的标准，并在与SGL Carbon合作的同时，同样致力于合法、道德和可持续的行为，遵守以下标准

1. Integrity

诚信

You commit to actively and vigorously counteracting any criminal or unethical influence on decisions of SGL Carbon employees, employees of other companies or public officials and to fighting any form of corruption in your company, including bribery, extortion and embezzlement.

您应致力于积极且坚决地抵制任何西格里员工、其他公司员工或公务人员的犯罪行为或对其决策施加不道德的影响，并与在您公司存在的任何形式的腐败抗争，包括贿赂、索贿和侵占。

You commit to prohibit and avoid any kind of anti-competitive activities or agreements and you stand up against illegal cartels.

您应致力于杜绝且避免任何形式的不正当竞争活动或协议并抵制非法垄断行为。

You commit to providing services and goods on grounds of applicable export controls and customs regulations.

您应致力于提供符合适用于您的出口管制和海关法规的服务和产品。

有直接的潜在利益冲突。如果与SGL Carbon

You commit to maintaining accurate and complete accounting records.

您应致力于保存精确和完整的财务记录。

You respect intellectual property rights and protect business secrets from unauthorized disclosure.

您尊重知识产权并保护商业秘密，未经授权不得擅自披露。

You respect the required privacy while using individual data, safeguarding sensitive information in all relevant processes and ensuring compliance with the applicable legal requirements.

在需要使用个人信息时，您尊重个人隐私，在所有相关的程序中保护敏感信息，并遵守法律的要求。

You commit to avoid all direct potential conflicts of interest while engaged with SGL Carbon. If a private relationship with SGL Carbon employees exists (such as e.g. friendship or family relationship), you commit to formally disclose to SGL Carbon. 您承诺在与SGL Carbon业务合作时，避免所的员工存在私人关系（比如朋友或亲戚关系）

2. Social

社会责任

You commit to providing working conditions that support health, safety and security at all workplaces and to implementing management systems to facilitate continuous improvement.

您应致力于在所有工作场所提供支持健康、安全和安保的工作条件，并落实管理系统，以不断完善该等工作条件。

You commit to upholding the human rights of workers, treating them with dignity and respect, abiding by applicable stipulations regarding employment and labor conditions and fighting in particular human trafficking or slavery, forced labor, child labor and any kind of discrimination and harassment at your work place.

您应致力于维护工人的人权，有尊严和尊敬地对待他们，且遵守所有适用的关于雇佣和劳动条件的规定，尤其应与贩卖人口或奴隶、强迫劳动、雇佣童工和在您工作场所的任何形式的歧视及骚扰作抗争。

You hire, employ and compensate workers based on fair and legal criteria that are in line with applicable national law. You adhere to minimum wages and working hours in accordance with local laws and ensure the compensation for your employees supports a living wage according to local living conditions.

您应基于平等和合法的标准，聘请、雇佣及向工人给付报酬，遵守适用的国家法律。您遵守关于最低工资和工时的当地法律，根据当地的生活标准向员工支付可以报酬。

You respect the right to freedom of association and collective bargaining of your employees in accordance with the respective applicable laws and the conventions of the ILO.

您尊重员工根据法律和国际劳工组织公约自

由结社和集体协商的权利。

You comply with and secure that your supplier or subcontractor supply with applicable laws and regulations regarding "Conflict Minerals" such as e.g. the Dodd-Frank Wall Street Reform and Consumer Protection Act (Section 1502) and the EU Conflict Minerals Regulation or any similar EU directives or regulations or national legislation, if applicable.

您应遵守并确保您的供应商或分包商遵守所适用的关于“冲突矿产”的法律法规，例如美国《多德-弗兰克华尔街改革和消费者保护法》第1502条的规定，以及欧盟冲突矿产法规或其他类似欧盟法规或您所在国法律的相关规定。

3. Environment

环境

You commit to sustainable business and apply all applicable legal standards for the protection of the environment, including required permitting. You drive the commitment to reduce energy consumption and greenhouse gases, promote good water, soil and air quality, and reduce their degradation to the absolute minimum. In addition you commit to the responsible handling of hazardous substances and chemicals, to the sustainable and responsible utilization of resources e.g. water, energy, steam, fuel, to the recycling, and reduction of waste and prevention of hazardous releases to the environment.

您应致力于业务的可持续性并实施所有与环境保护有关的法律标准，包括取得所必需的许可。您应践行承诺，减少能源消耗和温室气体，提高水、土以及空气质量，最大限度降低恶化。您还应致力于负责任地处理危险物质和化学品、可持续且负责任地利用资源，例如水资源、能源、蒸汽、燃料等，您还应回收并减少垃圾、防止危险物质排放至环境中。



SGL Carbon expects its Suppliers and Subcontractors to implement the principles and standards of this Code, in the course of their business as well as to work towards implementation with their suppliers and subcontractors.

SGL Carbon期望供应商和分包商在业务中实施本准则中确定的原则和标准，并进一步要求所有其供应商和分包商实施准则。。

SGL Carbon encourages its Suppliers and Subcontractors to seek guidance regarding the principles and standards in this Code. Suppliers and Subcontractors are expected to report any concerns and disclose any violation against this Code, including sharing any information and findings about potential violations or misconduct of their own employees and cooperating in any investigation. We will do our utmost to respect and protect any person who reports a potential violation of this Code. Suppliers who report wrongdoing in good faith will suffer no retaliation.

SGL Carbon鼓励其供应商和分包商寻求与本准则中的原则和标准相关的指导。我们希望供应商和分包商报告其任何的担忧并披露任何违反本准则的行为，包括与我们分享任何关于潜在违规行为或员工不当行为的信息和证据，并协助任何相关调查工作。我们会尽所能尊重并保护任何向我们报告潜在违规行为的个人。诚实报告不良行为的供应商不会受到报复。

For the purpose of disclosure, you should use the SGL Carbon Compliance Hotline where such disclosures can also be made anonymously:

为上述披露之目的，您应使用SGL Carbon合规热线，上述披露亦可匿名进行：

Email/电子邮件: confidential-compliance@sglcarbon.com

Phone/联系电话: +49 (0)611-6029-236

Major violations as well as the failure to disclose such violations or the insufficient efforts to comply with the above principles and standards may lead to the termination of the business relationship on short notice. In such case, SGL Carbon reserves the right to claim damages for any damage caused due to such violations.

如果有重大违规行为并且不报告、或未能采取足够地措施遵守上述原则和标准，西格里可在立即通知后终止与您的业务关系。在上述情况下，西格里保留对该等违规行为所造成的损失进行追偿的权利。

For the purpose of a mutually trustful and compliant business relationship, we expect our Suppliers and Subcontractors to actively pursue compliance with this Code and, as a sign of their commitment, declare the following:

为确保互相信任以及合规的业务关系，我们希望我们的供应商和分包商积极遵守本准则，且作为其承诺，声明如下：



We have received SGL Carbon's Code of Conduct for Suppliers and Subcontractors and, in addition to our contractual obligations, commit to its principles and standards.

我们已收到SGL Carbon的供应商和分包商行为准则。我们承诺，除遵守合同约定的义务以外，我们遵守行为准则所制定的原则和标准。

Place, date

签署地，日期

Signature (Supplier/Subcontractor)

签字(供应商/分包商)

Company seal

公司公章

Name (in capitals), function

姓名(大写)，职务