

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 Business Conduct that is binding for all its employees. We expect all our Suppliers and Subcontractors to equally commit to legal, ethical and sustainable behavior while cooperating with SGL Carbon and following the standards below.

因此，SGL Carbon 致力于遵循一套商业行为准则，约束其所有的员工。我们希望我们所有的供应商和分包商同样致力于合法、道德和可持续的行为，且在与SGL Carbon合作时，遵守以下标准。

1. Integrity

诚实

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

您应致力于积极且有力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。

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。

2. Social

社会

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 discrimination at 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、雇佣童工和在工作场所歧视作抗争。

You hire, employ and compensate workers based on fair and legal criteria that are in line with applicable national law and international employment standards.

您应基于平等和合法的标准，聘请、雇用及向工人给付报酬，遵守适用的国家法律和国际雇用标准。

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

SGL Carbon commits to the principles of the UN Global Compact and expects its Suppliers and Subcontractors to work towards full implementation of such principles, along with this Code, in the course of their business as well as in all companies working on their behalf.

SGL Carbon致力于联合国全球契约中的原则，并希望供应商和分包商在其业务中和要求所有代表其工作的公司亦充分实行该等原则和本准则。

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.

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。

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)611-6029-230

您应遵守适用于您的关于“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，或者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, recycling, and reduction of waste and prevention of hazardous releases to the environment.

您应致力于可持续的业务并实施所有与环境保护有关的法律标准，包括许可、回收、减少浪费和防止危险物质排放至环境中。



Major violations as well as their non-disclosure or insufficient pursuit against 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包庇该行为、或不充分遵守上述原则和标准，西格里可在短时间的通知后终止与您的业务关系。在上述情况下，西格里保留向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:

为互相信任以及和谐的业务关系，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：

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