



华润微电子有限公司  
供应商商业行为准则

China Resources Microelectronics Limited  
Supplier Code of Business Conduct

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## 适用范围与责任 Scope and Responsibility

华润微在业务经营中致力于遵从高标准的商业道德，遵守所有适用的法律法规。

China Resources Microelectronics Limited (hereinafter referred to as "CR Micro") is committed to adhering to high-standard business ethics as well as all applicable laws and regulations.

本准则适用于华润微所有的合作伙伴履行同样的义务，为生态圈内各攸关方提供原则性的合规指引。

This Code applies to all partners of CR Micro who fulfill the same obligations, and is designed to provide principled compliance guidelines for all stakeholders within the ecosystem.

所有供应商应在业务交往、合同履行、售后服务和其他方面，严格遵守以下供应商商业行为准则，并将此准则作为供应商准入、绩效评价的标准之一，促进供应商整体水平不断提升，共同完善更富责任、更具成长性、更可持续性的供应链体系。

All suppliers shall strictly observe the following Supplier Code of Business Conduct in business interactions, contract fulfillment, after-sales services and other aspects. This Code will also be used as one of the criteria for supplier accession and performance evaluation, which aims to promote the constant improvement of the overall supplier level and jointly build a more responsible, growth-oriented, and sustainable supply chain system.

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## 遵守商业道德 Compliance with Business Ethics

遵守商业道德是企业应尽的义务。华润微始终以严谨的态度和高度的社会责任感开展商业行为，对任何形式的不当行为采取零容忍态度。

It is a due obligation for enterprises to abide by business ethics. CR Micro stays committed to conducting business activities with a rigorous attitude and a high sense of social responsibility and adopting a zero-tolerance approach to any form of improper conduct.

您应建立并遵守全面的商业行为守则（或类似政策，应涵盖对欺诈、洗钱、腐败、特权、保密信息处理等制度），禁止发生所有的不道德或非法行为业务，如敲诈勒索、非法挪用公款、提供或接受贿赂，应尊重并保护知识产权，遵循公平交易，保持廉洁经营；同时您应拥有有效的流程和程序，包括内外部的方法和途径，及时识别、报告任何不当行为并及时有效减轻该行为带来的负面影响。您可以提供可选择报告方法等措施，以保持匿名和适当的保护，以防止对举报人所有可能的报复。

Suppliers are required to establish and adhere to an all-sided code of business conduct (or equivalent policy which shall cover systems for dealing with fraud, money laundering, corruption, privilege, and confidential information, among others). All unethical or illegal activities shall be prohibited, such as racketeering, misappropriation of public funds, and offering or accepting bribes. Suppliers shall respect and protect intellectual property rights (IPR), adhere to fair dealing, and maintain incorruptible management. Meanwhile, suppliers shall have effective processes and procedures, including internal and external methods and approaches, to timely identify and report any improper conduct and mitigate the negative

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impact of such conduct in a timely and effective manner. Measures such as optional reporting methods can be taken for anonymity and appropriate protection to prevent possible retaliation against whistle blowers.

## **无不正当利益输送 No Improper Benefits**

华润微高度重视廉洁文化建设，对腐败、舞弊等不合规行为坚决零容忍。

CR Micro pays high attention to fostering a culture of integrity and has a firm zero-tolerance stance towards corruption, fraud, and other irregularities.

您应根据业务实绩作出商业决策，不得采用财物或者其他手段贿赂相关单位或者个人，以谋取交易机会或者竞争优势；不得接受贿赂，以及其他为取得非法或不正当优势而提供的任何形式的利益，如明显超出正常礼尚往来的礼品、礼金、消费卡（券）、有价证券、股权、其他金融产品等财物、个人关系、恩惠、招待、个人贷款、个人借款等其他任何与商业决策无关的直接或间接的利益。您应当明确要求员工在履职过程中不得利用职务便利收受他人贿赂，也不得为谋取不正当利益向他人行贿。

Suppliers shall make business decisions based on actual business performance and shall not pay a bribe to relevant organizations or individuals by using money, valuables, or other means in order to secure trading opportunities or competitive edges. Suppliers are not allowed to accept bribes or any form of other benefits offered for the purpose of obtaining illegal or improper advantages, e.g., property that obviously exceed normal courtesy practices (such as gifts, cash gifts, consumer cards/vouchers, securities, equities, and other financial products), personal

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relationships, favors, entertainment, personal loans, personal borrowings, or any other direct or indirect interests unrelated to business decisions. Suppliers shall make it clear to their employees that they shall not take advantage of their positions to accept bribes from others, nor shall they offer bribes to others for seeking improper benefits.

您应当时刻保持警惕，确保遵守任何国家适用的反贿赂法律，禁止向任何个人或政府官员支付或提供任何款项，以诱使该人或官员影响任何采购行为或决定。

Suppliers shall remain vigilant at all times to ensure compliance with applicable anti-bribery laws in any country. No payment shall be made or provided for any individual or government official in order to induce them to influence any purchasing act or decision.

## **公平竞争Fair Competition**

华润微遵守公平的市场竞争及经营地所在地适用的公平竞争法规。您应在市场交易中遵循自愿、平等、公平、诚信的基本原则，在公正和合法的环境下进行竞争，并遵守适用的任何国家与竞争相关的法律规定，维护华润微的合法权益。您承诺：1. 选择合作方时有良好的商业评判标准，致力于在信任、尊重、诚信的基础上经营商业合作；2.所有的报价、方案的评估必须本着公平竞争的原则，并以合适的评判因素为基础（包括最低总成本、最高质量、历史表现以及合法的竞争优势等）；3.不捏造、散布虚假事实，损害竞争对手的商业信誉和声誉；4.不采用不正当手段从事市场交易，损害竞争对手，并不得侵犯他人商业秘密。

CR Micro complies with fair market competition and the fair competition laws and regulations applicable to the place where it operates. Suppliers shall

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follow the basic principles of voluntariness, equality, fairness, and good faith in market transactions, compete in a fair and legal environment, and comply with applicable laws and regulations of any country related to competition to safeguard the legitimate rights and interests of CR Micro. Suppliers shall promise: 1) to establish good business evaluation criteria for partner selection and remain committed to conducting business cooperation on the basis of trust, respect, and integrity; 2) to evaluate all offers and proposals on the principle of fair competition and based on appropriate evaluating factors (including lowest total overall cost, highest quality, historical performance, legitimate competitive advantages, etc.); 3) not to fabricate or spread false information to damage the business creditworthiness and reputation of competitors; and 4) not to engage in market transactions by unfair means, impair competitors, or infringe other' s trade secrets.

## **法规遵从Regulatory Compliance**

华润微在业务经营中致力于遵从高标准的商业道德，遵守所有适用的法律法规。您应当遵守适用的任何国家有关货物、服务贸易的法律、规则和条例。您应当知悉并将严格遵守所有适用的出口管制等法律法规，包括但不限于中国、美国、联合国、日本、荷兰以及其他国家及地区，并且将要求向您提供产品或服务的任何实体予以遵守。

CR Micro is committed to adhering to high-standard business ethics as well as all applicable laws and regulations. Suppliers shall comply with the applicable laws, rules, and regulations of any country related to trade in

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goods and services. Suppliers shall fully understand and strictly comply with all applicable laws and regulations on export control, including but not limited to those in China, the United States, the United Nations, Japan, the Netherlands, and other countries and regions, and require compliance from any entity that provides you with products or services.

### **争端矿物** Conflict Minerals

华润微承诺不采购原料来自于受冲突影响和高风险区域的冲突矿物。

CR Micro promises not to purchase raw materials from conflict minerals in conflict-affected and high-risk regions.

您应调查所供应的产品含有的冲突矿产（金/钽/锡/钨）等金属，并对该范围矿物的来源和产销监管链进行尽职调查，并应客户要求向客户提供他们的尽职调查措施，确保其制造的产品不直接或间接的使用来自刚果民主共和国及其毗邻国家/地区的武装冲突、非法采矿而来的金属，不直接或间接地为刚果民主共和国或周边国家/地区内践踏人权的武装组织提供资金或使其得益。

Suppliers shall investigate the presence of conflict minerals (gold/tantalum/tin/tungsten) or other metals contained in products supplied, and conduct due diligence on the source and chain of custody of minerals in this scope. Supplier shall also provide customers with their due diligence measures upon request to ensure that the products they manufacture do not use, directly or indirectly, metals from the armed conflict or illegal mining in the Democratic Republic of the Congo (DRC) or its neighboring countries/regions and that they will not finance or benefit, directly or



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indirectly, armed groups engaged in human rights abuses in DRC or its neighboring countries/regions.

## **劳工保护**Labor Protection

华润微在经营发展过程中认真履行社会职责和义务，注重员工权益的保护，并依据《世界人权宣言》等国际准则尊重和捍卫所有人权。

CR Micro conscientiously performs social duties and obligations during its operation and development, lays emphasis on protecting employees' rights and interests, and respects and defends all human rights in accordance with international norms such as the *Universal Declaration of Human Rights*.

您应承诺按照国际社会公认的准则维护员工人权，遵守股份公司人权基本政策，并给予其尊严和尊重。华润微作为具有社会责任感的企业，倡导对劳动权益的保护，希望您与我们秉持相同的理念，遵守以下原则：

Suppliers shall undertake to uphold the human rights of employees in accordance with internationally recognized norms, abide by the basic policy on human rights of a joint-stock company, and treat all employees with dignity and respect. As an enterprise with a high sense of social responsibility, CR Micro advocates the protection of labor rights and interests and expects that every supplier can hold the same philosophy as CR Micro and abide by the following principles:

- 遵守当地的法律规定，向所有员工和就业申请人提供平等的就业机会，以及保证与工作分配有关的晋升机会、补偿、培训、调动、休假等权利和福利。工作岗

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位评价应基于业绩和与工作相关的资格和能力，而非其他。

- Comply with local laws and regulations, provide equal job opportunities for all employees and job applicants, and ensure their promotion opportunities, compensation, training, transfer, leaves, and other rights and benefits related to job assignment. Job evaluations should be based on performance and job-related qualifications and abilities rather than any other factors.
- 反对任何与员工的种族、肤色、宗教、信仰、性别、性取向、性别身份或其他任何受法律保护的基础的有关骚扰、体罚、精神或肉体胁迫或言语侮辱等。
- Oppose any harassment, corporal punishment, mental or physical coercion, or verbal abuse related to employees' race, color, religion, belief, gender, sexual orientation, gender identity, or any other legally protected basis.
- 不因人种、肤色、年龄、性别、性取向、性别认同和性别表现、种族或民族、残疾、怀孕、宗教信仰、政治派别、社团成员身份、服军役状况、受保护的遗传信息或婚姻状况等在招聘和雇佣过程中（如工资、晋升、奖励和培训机会等）歧视员工，不强迫员工或接受可能带有歧视性目的的医学检查或体检。
- Shall not discriminate against employees in recruitment and employment processes (such as wages, promotions, rewards, and training opportunities) based on race, color, age, gender, sexual orientation, gender identity and expression, ethnicity or nationality, disability, pregnancy, religious belief, political faction, membership in any association, military service status, protected

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genetic information, or marital status, nor force employees to undergo or accept medical or physical examinations that may have discriminatory purposes.

- 在生产、经营的任何阶段，均不使用童工或强迫劳工。
- Shall not use child labor or forced labor at any stage of production and operation.
- 遵守包括最低工资、加班时间和法定福利在内的当地法律规定，合理安排工作和制定薪酬制度。
- Obey local laws and regulations including those on minimum wages, overtime hours, and statutory benefits, and reasonably arrange work and develop salary systems.
- 尊重所有员工自愿组建和加入工会、进行集体谈判与和平集会以及拒绝参加此等活动的法定权利。
- Respect the legal rights of all employees to voluntarily organize and join labor unions, to engage in collective bargaining and peaceful assembly, and to refuse to participate in such activities.

## **安全Safety**

华润微坚持制定健康与安全目标，持续推动安全管理工作，为员工打造安全、可靠的工作环境。

CR Micro adheres to developing health and safety goals and continuously promotes safety management, striving to create a safe and reliable working

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environment for employees.

您应优先考虑采取安全健康相关措施，满足或超过所有职业健康和安全的法律标准，以助于减少与工作相关的伤害与疾病，提高产品和服务质量。

Suppliers shall prioritize taking measures related to safety and health, meet or exceed all legal standards concerning occupational health and safety to help reduce work-related injuries and illnesses, and improve the quality of products and services.

## **可持续发展 Sustainable Development**

华润微致力于以绿色低碳发展模式发展半导体行业，助力国家实现“双碳”目标、构建人类命运共同体。

CR Micro is committed to boosting the development of the semiconductor industry with a green and low-carbon development model and contributing to China's goals to achieve carbon peaking and carbon neutrality and to build a community with a shared future for mankind.

华润微始终坚持绿色设计、绿色制造、绿色产品的理念。并希望您与我们共同遵循以下要求：

CR Micro steadfastly insists on the philosophy of green design, green manufacturing, and green products, and expects that our suppliers can also comply with the following requirements:

- 污染预防与管理

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- Pollution prevention and management

您应采取措施从源头上降低或消除污染物的排放、释放以及废弃物的产生。

Suppliers shall take measures to reduce or eliminate the discharge or release of pollutants and the generation of waste at source.

您应识别、标记和管理可能对人类或环境造成危险的化学品及其他材料，确保其得到安全处理、移动、储存、使用、回收或再利用和处置。

Suppliers shall identify, label, and manage chemicals and other materials that may pose a hazard to humans or the environment and ensure that they are safely handled, moved, stored, used, recycled or reused, and disposed of.

您应遵守有关在产品中以及制造过程中禁用或限用某些特定物质的相关法律、法规和客户要求。

Suppliers shall comply with applicable laws, regulations, and customer requirements regarding the prohibition or restriction of certain specific substances in products and the manufacturing process.

- 温室气体排放与能源效力

- Greenhouse gas emissions and energy efficiency

您内部应建立和完善能源管理体系，推荐能源管理体系第三方认证，建立能源绩效参数，持续改进能源绩效。

Suppliers shall establish an internal energy management system and improve such system. A third-party certification of the energy management system is recommended. Suppliers shall also build energy performance parameters to

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continuously improve energy performance.

华润微建议您可以根据国际标准或国家标准周期性进行范围一、范围二、范围三碳核算。同时，您可以实施中长期节能降碳战略，提出节能降碳路线，不断提高使用可再生能源，降低化石能源消耗。

CR Micro recommends suppliers periodically carry out Scope 1, Scope 2, and Scope 3 carbon accounting according to international standards or national standards. At the same time, suppliers can implement medium- and long-term energy-saving and carbon-reducing strategies, put forward energy-saving and carbon-reducing routes, and continuously increase the use of renewable energy to reduce fossil energy consumption.

- 循环经济
- Circular economy

您应采取有节制地使用自然资源，包括水、化石燃料、矿产和原始森林木材，积极使用替代性可回收和重复利用材料。

Suppliers shall take steps to use natural resources temperately, including water, fossil fuels, minerals, and virgin forest timber, and actively use alternative recyclable and reusable materials.

华润微建议您采取重复利用、保护资源、回收利用的策略或其他方法以减少污染、浪费。

CR Micro recommends suppliers adopt reuse, resource conservation, recycling, and other strategies or methods to reduce pollution and waste.

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- 生物多样性、森林砍伐与土地保护

- Biodiversity, deforestation, and land conservation

您应严格遵守运营所在地相关法律法规，对建设与运营全流程所有节点均参照相关要求  
要求进行生物多样性保护和土地利用评估，承诺自身项目开发及运营地点远离生态  
保护红线及生态多样性脆弱地区，避免在接近世界遗产地和 IUCN I-IV 类保护区的  
地方开展业务活动，减少生产运营对生态环境造成的影响，避免对野生动物栖息地  
造成侵扰，避免水土流失和森林砍伐。

Suppliers shall strictly abide by the relevant laws and regulations of the place where they operate. Biodiversity conservation and land use assessments shall be conducted in all steps throughout the process of construction and operation in accordance with relevant requirements. Suppliers shall undertake to develop and operate their projects far away from ecological red lines and ecologically fragile areas, avoid operating in proximity to World Heritage sites and IUCN Categories I-IV protected areas, reduce the impact of production and operation on the ecological environment, avoid the disturbance of wildlife habitats, and prevent soil erosion and deforestation.

## **数据与隐私保护 Data and Privacy Protection**

华润微重视数据与隐私保护，并对业务中收集的信息与数据采取有效的管控措施。

CR Micro attaches great importance to data and privacy protection and takes effective measures to control the information and data collected in the business.

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您应保护与您有业务往来的所有人员的个人信息，以满足个人隐私保护的要求。

Suppliers are required to protect the personal information of all persons with whom they have business dealings in order to meet the requirements of personal privacy protection.

在收集、存储、处理、传输和分享个人信息时，参与者应遵守与隐私和信息安全有关的法律法规的要求。

Participants shall comply with the requirements of laws and regulations concerning privacy and information security when collecting, storing, processing, transmitting, and sharing personal information.

注：此准则持续开放征求意见，公司各利益相关方如有修改意见可反馈此邮箱。

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Note: This Code remains open to the public for comment, and all stakeholders of CR Micro are invited to give their feedback by emailing crmic\_hq\_ir\_zy@crmicro.com if they have any suggestions on revision.