

商业伙伴的行为准则

波精科技资本集团



亲爱的合作伙伴们：

我们想让您熟悉一下我们的《波精科技资本集团商业伙伴行为准则》，其中包括我们作为资本集团在日常工作中遵循的所有最基本的原则和标准，我们也希望您能遵守这些准则。

作为创办者，我们致力于不断发展，不断提高自己的标准；在道德行为方面也是如此。

在波精科技资本集团的这份行为准则中，您将发现我们希望您在与波精科技的业务关系中以及与波精科技之外的业务关系中每天都遵守的最重要的指导方针和原则。

我们深信本守则将会成为我们商界加强诚信文化的标志。

Paweł Gos, CEO Exact Systems





使命和 理想



波精科技资本集团（以下统称“CG”或“Exact Systems”，另外，组成资本集团的各公司分别称为：“公司”）的行为准则是一套指导我们日常工作以及为CG和各公司做出关键决策的规则。

在 Exact Systems，我们强调我们的活动符合法律和道德原则。CG Exact Systems 的使命是贴近客户，通过为汽车行业和其他企业提供质量控制、生产支持和物流领域的灵活解决方案，对安全产生真正的影响。

CG Exact Systems 的愿景是成为欧洲质量控制行业的领导者，利用全球化提供的机会，同时尊重自然环境。我们相信，只有遵守法律，以透明和合乎道德的方式行事，我们才能不断发展和实现既定目标。我们还要求我们的业务合作伙伴遵守本准则中规定的原则和标准。我们共同负责塑造我们经营的商业环境。



遵守 法律 法规



在 Exact Systems，我们按照法律和原则行事，我们期望我们的业务合作伙伴-客户，承包商和供应商也是如此。

Exact Systems 业务合作伙伴应遵守道德标准，并考虑其提供服务的地方现行的规则、习俗、传统和社会规范。如果一般适用法律的规定与当地习俗或传统发生冲突，则应以一般适用法律的规定为准。

人权和 劳工权力



商业伙伴有义务在其开展业务的所有国家严格尊重人权，如果某个国家没有这方面的相关立法也应如此。

特别是，我们的商业伙伴应该接近《联合国宪章》、《世界人权宣言》、《欧洲人权公约》、国际劳工组织《工作中的基本原则和权利宣言》以及当地法律所规定的价值观。

我们尤其期待我们的商业伙伴：

- 不和与童工有关的实体做生意；
- 不允许任何形式的强迫劳动，包括现代奴隶制、人口贩运和任何不公平的招聘做法；
- 保持一个没有任何形式的暴力、骚扰和歧视的工作环境；
- 提供公平的工资，并遵守当地法律规定的最低工资和最低时薪；
- 遵守有关工作时间和休息时间的规定；
- 尊重雇员结社的权利；
- 创造安全和卫生的工作场所，遵守健康和安​​全条例。



防止 歧视 和骚扰



Exact Systems 业务伙伴不得使用任何歧视。在 Exact Systems，我们不容忍任何因性别、年龄、残疾、种族、宗教、国籍、政治信仰、工会成员资格、族裔出身、宗教或性取向而直接或间接的骚扰或歧视表现。

我们希望创建一个没有偏见、平等和支持的环境，让每个员工和业务合作伙伴都感到受到尊重。任何形式的骚扰和歧视都将受到严惩。



可持续 增长

可持续发展和诚信是我们业务的支柱。我们努力确保为客户提供的服务达到最高质量标准。与此同时，我们的目标是优化我们的活动对环境的负面影响。

我们希望我们的商业伙伴也能按照可持续发展的原则，尽最大努力以负责任的方式经营业务。

有关购买商品和服务以及流程范围的决策不仅考虑到业务方面，而且还考虑到尽量减少对环境的负面影响。





环境 保护



在 Exact Systems，我们意识到环境保护的重要性。我们将保护地球环境作为我们对员工、商业伙伴、当地社区和后代的承诺。

我们希望我们的业务伙伴遵守所有环境保护法规，并主动将对气候和环境的负面影响降至最低，特别是通过限制有害气体和粉尘的排放以及适当的废物和污水管理，减少电力消耗，以及通过实施和应用内部环境和气候政策。



处理 机密资料、 个人资料 及知识产权



在 Exact Systems，我们保护机密信息和业务合作伙伴提供给我们的信息。

机密信息不为第三方所知，不向他们披露，因为这些信息具有或可能具有经济价值。每个集团公司的机密信息包括甄选、检验、生产方法、成本数据、商业计划和战略、员工信息、客户名单和财务信息。这里列出的所有信息都是 Exact Systems 的重要资产。

我们知道，通过建立业务关系，我们也可能获得我们业务合作伙伴的机密信息。我们像保护自己的信息一样保护与我们共享的信息。我们希望我们的业务合作伙伴以同样的方式保护我们的机密信息。

我们知道知识产权的价值。我们尊重并保护属于 Exact Systems 及其业务合作伙伴的所有形式的知识产权。我们也希望我们的业务合作伙伴尊重 Exact Systems 的财产。

公平竞争



自由、无限制和公平竞争是市场经济的主要原则，也是 Exact Systems 组织文化的基础。我们的竞争力政策完全基于我们的服务质量，并专注于客户的需求。

因此，我们不能容忍业务合作伙伴违反国家和国际法规和竞争标准的任何行为。

任何反竞争行为都是被禁止的，Exact Systems 将强烈谴责任何此类行为。

反腐败



Exact Systems 提倡在资本集团运营的各个方面对腐败采取零容忍政策。预防、报告、发现和打击贿赂和腐败是 Exact Systems 每个业务合作伙伴的责任。

任何形式的贿赂和腐败都是被禁止的，无论是直接的还是间接的行为，无论是在公司内部还是在与商业伙伴的外部关系中。

在任何情况下都不排除对腐败采取零容忍政策。Exact Systems 以透明、负责任的方式运作，尊重最高的道德标准，并要求其员工、合伙人和业务合作伙伴遵循同样的道德标准。

防止 利益 冲突



我们希望我们的业务合作伙伴的行为不会导致利益冲突，如果发现此类冲突，应立即向 Exact Systems 报告这一事实。

我们希望我们的业务合作伙伴不提供、承诺或给予任何形式的利益以换取在业务交易中获得特权地位。

合作伙伴必须要求其员工防止出现提供或接受此类福利的情况。

反对 洗钱 和打击 恐怖主义



我们遵守并期望我们的业务合作伙伴遵守反洗钱法律，不参与任何洗钱活动。

我们不以任何方式参与，也不容忍我们的商业伙伴直接或间接参与恐怖主义活动，无论其性质如何。

联系

如对本守则所载事项有任何疑问，请联络以下电邮地址：
compliance@exactsystems.com。

资本集团

波精科技资本集团的本行为准则适用于波精科技资本集团所有公司的业务合作伙伴，包括在其发布时已经存在的公司，以及在未来创建或将成为波精科技资本集团一部分的公司。在本准则发布之日，波精科技资本集团包括 Exact Systems sp.z o. o., Exact Systems Slovakia s.r.o., Exact Systems Czech Republic s.r.o., Exact Systems GmbH, Exact Systems Kalite Kontrol Kft. Lti., Exact Systems B.V., Control + Rework Service NV, Exact Systems Ltd., Exact Systems Unipessoal Lda., Exact Systems S.L., Exact Systems China Ltd., Exact Systems SRL, Exact Systems Hungary Kft.



CODE OF CONDUCT FOR BUSINESS PARTNERS OF THE EXACT SYSTEMS CAPITAL GROUP



www.exactsystems.com

Dear Partners,

We would like to familiarize you with our Code of Conduct for Business Partners of the Exact Systems Capital Group, in which we have included all the most essential principles and standards that we, as a Capital Group, follow in our daily work and which we expect from you as well.

As entrepreneurs, we are committed to continuous development and raising the bar for ourselves; also, in the field of ethical conduct.

In this Code of Conduct of the Exact Systems Capital Group you will find the most important guidelines and principles that we expect you to comply with on a daily basis both in your business relations with Exact Systems and outside of them.

We do believe that this Code will become a signpost to reinforce the ethical culture in our businesses.

Paweł Gos, CEO Exact Systems





MISSION AND VISION



The Code of Conduct of the Exact Systems Capital Group (hereinafter collectively as “CG” or “Exact Systems” and separately, each of the Companies comprising the Capital Group as: “Company”) is a set of rules that guide us in our daily work and when making critical decisions for the CG and each of the Companies.

At Exact Systems, we place emphasis on the compliance of our activities with the law and ethical principles. The mission of CG Exact Systems is to be close to the Client and have a real impact on safety by providing flexible solutions in the field of quality control, production support and logistics for the automotive industry and other businesses.

The vision of CG Exact Systems is to be a leader in the quality control industry in Europe, using the opportunities offered by globalization with respect for the natural environment at the same time. We believe that only by observing the law and acting in a transparent and ethical manner are we able to constantly develop and meet the adopted goals. We also require our Business Partners to comply with the principles and standards set out in this Code. We are jointly responsible for shaping the business environment in which we operate.



COMPLIANCE WITH LAWS AND REGULATIONS



At Exact Systems, we act in accordance with the law and principles, and we expect the same of our Business Partners – clients, contractors, and suppliers.

Exact Systems Business Partners shall adhere to ethical standards and take into account the rules, customs, traditions and social norms in force in the places where they provide services. In the event of a conflict of generally applicable law provisions with local customs or traditions – the provisions of generally applicable law shall prevail.

HUMAN AND LABOUR RIGHTS



Business Partners are obliged to strictly respect human rights in all countries in which they operate, also if there is no relevant legislation in this area in a given country.

In particular, our Business Partners should be close to the values set out in the United Nations Charter, the Universal Declaration of Human Rights, the European Convention on Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work and local law.

We expect from our Business Partners in particular:

- do not do business with entities connected with child labour;
- do not allow any forms of forced labour, including modern slavery, human trafficking and any unfair recruitment practices;
- to maintain a work environment free from violence, harassment and discrimination in any form;
- to offer a fair salary and adhere to local laws on minimum salary and minimum hourly rate;
- to comply with regulations on working hours and breaks;
- respect employees' right to association;
- to create safe and hygienic workplaces and comply with health and safety regulations.



PREVENTION OF DISCRIMINATION AND HARASSMENT



Exact Systems Business Partners may not use any discrimination. At Exact Systems, we do not tolerate any manifestations of harassment or discrimination, direct or indirect, due to gender, age, disability, race, religion, nationality, political beliefs, union membership, ethnic origin, religion or sexual orientation.

We want to create an environment free from prejudice and an atmosphere of equality and support, where every Employee and Business Partner feels respected. Harassment or discrimination in any form will be severely punished.



SUSTAINABLE GROWTH

Sustainability and integrity make the pillars of our business. We strive to ensure that the services offered to our Clients meet the highest quality standards. At the same time, our goal is to optimize the negative impact of our activities on the environment.

We expect that our Business Partners will also do their best to run their business in a responsible manner, in accordance with the principles of sustainable development.

Decisions regarding the purchase of goods and services and the scope of processes are made not only with the business side in mind, but we are also guided by the care of minimizing their negative impact on the environment.





ENVIRONMENT PROTECTION



At Exact Systems, we are aware of the importance of environmental protection. We treat the protection of the environment and the planet as our commitment to Employees, Business Partners, local communities and future generations.

We expect our Business Partners to comply with all environmental protection regulations and take the initiative on their own to minimize the negative impact on the climate and the environment, in particular by limiting the emission of harmful gases and dust and appropriate waste and sewage management, reducing electricity consumption, as well as through implementation and application of internal environmental and climate policies.



HANDLING CONFIDENTIAL INFORMATION, PERSONAL DATA AND INTELLECTUAL PROPERTY RIGHTS



At Exact Systems, we protect confidential information and the information made available to us by our Business Partners.

Confidential information is unknown to third parties and is not disclosed to them because they have or may have economic value. Each Group company's confidential information includes information on the selection check, inspection, production methods, cost data, business plans and strategies, information on employees, a list of customers, and financial information. All of the information listed here is an important asset to Exact Systems.

We are aware that by entering into business relationships, we may also come into possession of the confidential information of our Business Partners. We protect the information shared with us just like our own. We expect our Business Partners to protect our confidential information in the same way.

We are aware of the value of the intellectual property. We respect and protect all forms of intellectual property belonging to Exact Systems and our Business Partners. We also expect our Business Partners to respect the property of Exact Systems.

FAIR COMPETITION



Free, unlimited and fair competition is the main principle of the market economy and the foundation of Exact Systems' organizational culture. Our competitiveness policy is based solely on the quality of our services and focuses on our Clients' needs.

Therefore, we do not tolerate any behaviour that violates national and international regulations and competition standards on the part of our Business Partners.

Any anti-competitive practice is prohibited, and Exact Systems will strongly condemn any display of such behaviour.

ANTI-CORRUPTION



Exact Systems promotes a zero-tolerance policy for corruption in all aspects of the Capital Group's operations. Preventing, reporting, detecting and combating bribery and corruption is the responsibility of each Exact Systems Business Partner.

Bribery and corruption are always and in any form prohibited, regardless of whether they are direct or indirect actions, both inside the CG and in external relations with its Business Partners.

There are no circumstances that would exclude the application of a zero-tolerance policy towards corruption. Exact Systems operates in a transparent, responsible manner and with respect for the highest ethical standards and requires the same of its Employees, Associates and Business Partners.

PREVENTION OF CONFLICT OF INTEREST



We expect our Business Partners to behave in a manner that does not lead to a conflict of interest and, in the event of such a conflict being detected, immediately report this fact to Exact Systems.

We expect our Business Partners not to offer, promise or give any kind of benefit in return for gaining a privileged position in business dealings.

Partners must require their employees to prevent situations in which such benefits are offered or received.

ANTI-MONEY LAUNDERING AND COMBATING TERRORISM



We comply and expect our Business Partners to comply with anti-money laundering laws and do not participate in any money laundering activity.

We do not engage in any way, and do not tolerate our Business Partners getting involved, direct or indirect, in terrorist activities, regardless of their nature.

CONTACT

In case of questions or doubts related to the issues contained in this Code, please contact the following e-mail address: compliance@exactsystems.com

CAPITAL GROUP

This Code of Conduct of the Exact Systems Capital Group applies to Business Partners of all Exact Systems Capital Group companies, both existing at the time of its issuance, as well as those created or which will become part of the Exact Systems Capital Group in the future. On the day of issuing this Code, the Exact Systems Capital Group consists of Exact Systems sp.z o. o., Exact Systems Slovakia s.r.o., Exact Systems Czech Republic s.r.o., Exact Systems GmbH, Exact Systems Kalite Kontrol Kft. Lti., Exact Systems B.V., Control + Rework Service NV, Exact Systems Ltd., Exact Systems Unipessoal Lda., Exact Systems S.L., Exact Systems China Ltd., Exact Systems SRL, Exact Systems Hungary Kft.