

厦门建发股份有限公司
供应商行为准则
Xiamen C&D Inc.
Supplier Code of Conduct

1 目的 Purpose

作为国内领先的供应链运营服务和房地产综合服务提供方，公司支持联合国可持续发展目标（SDGs）的实现，并致力于与供应链上下游的供应商和客户密切合作，共同构建可持续的产业链。为规范公司供应商管理与供应商行为，特制定本行为准则。

As a leading domestic provider of supply chain operation services and comprehensive real estate services, the Company supports realizing the United Nations Sustainable Development Goals (SDGs). It is committed to working closely with suppliers and customers throughout the supply chain to build a sustainable industry chain. To standardize supplier management and behavior, the Company has formulated this supplier code of conduct.

2 适用范围 Scope

本准则适用于建发股份及所属全资和控股公司，各单位可根据其实际情况及行业特点制定相应的供应商行为准则，并需与本准则保持一致。This supplier code of conduct applies to Xiamen C&D and its wholly-owned and holding companies. Each unit may develop a corresponding supplier code of conduct based on its actual situation and industry characteristics, which must be consistent with this code of conduct.

3 商业道德 Business Ethics

公司的供应商应当以符合商业道德的方式开展业务，避免任何形式的贪污和贿赂；如存在任何可能的利益冲突信息，例如公司员工在供应商的任何业务中可能享有经济利益等情形，需及时向公司披露；应当保护公司及其他业务伙伴的商业秘密和企业保密信息，尊重他人的知识产权；应当坚持自由竞争和公平竞争，严格遵守国家和业务所在地区反垄断和反不正当竞争相关法规的要求，不得利用非法或不道德手段获取有关竞争对手、合作伙伴的信息，禁止制造和散播有关竞争对手的虚假信息。

Suppliers of the Company should conduct business in a manner consistent with business ethics and avoid any form of corruption and bribery. If there

are any potential conflicts of interest, such as situations where Company employees may have economic interests in supplier business, it should be promptly disclosed to the Company. Suppliers should protect the Company's and other business partners' trade secrets and confidential information, and respect the intellectual property rights of others. Suppliers should uphold principles of free and fair competition, and strictly adhere to relevant laws and regulations on antimonopoly as well as anti-unfair competition in the countries and regions where business is conducted. Suppliers are forbidden from using illegal or unethical means to obtain information about competitors or partners, and manufacturing or disseminating false information about competitors is strictly prohibited.

4 人权 Human Rights

公司的供应商应当尊重与保护人权，尊重个人尊严、隐私和其他个人权利，不违背个人意志强迫其工作；严禁任何性侵扰、强迫性、威胁性、侮辱性或剥削性的行为，包括姿势、语言和肢体接触。坚持平等雇佣，提供公平的劳动条件，避免基于性别、年龄、种族、国籍、宗教、残障、工会会员、政治派别或性取向等原因的就业歧视；尊重员工自由结社和集体谈判的权利；禁止雇佣童工；禁止使用任何形式的强迫劳工；向员工提供公平的报酬，并且遵守当地政府的工资规定。保障员工拥有合理合法的休息时间，员工最长工作时间符合有关法律法规的要求；拥有合理合法的薪资福利，包括加班工资、年假工资、社会保险和其他福利待遇，薪资不低于法定最低工资标准且满足生活基本需要；拥有人性化待遇，不被歧视、骚扰、体罚，拥有公平、包容、健康、安全、卫生的工作环境；拥有结社自由的权利，拥有加入工会，集体谈判的权利。

The Company's suppliers should respect and protect human rights, including individual dignity, privacy, and other personal rights. They should not coerce individuals to work against their will. Any form of sexual harassment, coercion, threats, insults, or exploitative behavior, including gestures, language, and physical contact, is strictly prohibited. The suppliers should stick to equal employment, provide fair working conditions and avoid employment discrimination based on gender, age, race, nationality, religion, disability, union membership, political affiliation, or sexual orientation. The suppliers should respect the employees' freedom of association and the right to collective bargaining. Child labor or any form of forced labor is prohibited.

The Company should provide fair remuneration to employees, and ensure compliance with the local government's wage regulations. They should ensure that their employees have reasonable and lawful rest time, and that their employees' maximum working hours comply with applicable laws and regulations. They should provide their employees with reasonable and lawful compensation and benefits, including overtime pay, annual leave pay, social insurance, and other benefits, with wages not lower than the statutory minimum wage and sufficient to meet basic living needs. They should treat their employees with dignity, free from discrimination, harassment, or corporal punishment, and provide a fair, inclusive, healthy, safe, and hygienic working environment. They should respect their employees' right to freedom of association, including the right to join trade unions and engage in collective bargaining.

5 环境保护 Environmental Protection

公司的供应商应严格遵守国内或其业务所在国家或地区环境相关法律法规，积极采取措施减少温室气体和污染物的排放，提高水资源、能源等资源利用效率，实施有效的废物管理计划以最大程度地避免废弃物的产生；保护运营所在地的生物多样性，不滥伐森林，确保其活动不对当地生态系统和野生动植物造成负面影响。公司鼓励供应商采取适当的措施以评价、减少自身营运活动对环境造成的负面影响。

The Company's suppliers should strictly comply with relevant domestic or local environmental laws and regulations in their operating countries or regions. The Company encourages suppliers to take proactive measures to reduce greenhouse gas emissions and pollutants, enhance the efficiency of resource utilization such as water resources and energy, and implement effective waste management plans to minimize waste generation. The suppliers should protect the biodiversity of the operational area, refraining from deforestation and ensuring that their activities do not adversely impact local ecosystems and wildlife. The Company motivates suppliers to take appropriate measures to assess and minimize the negative impacts of their operational activities on the environment.

6 职业健康与安全 Occupational Health and Safety

公司鼓励供应商建立健全职业健康与安全保障制度，明确具体的预防措施，以减低职业病发生或工伤事故发生的可能性，维护其员工的健康

与安全。

The Company encourages suppliers to establish sound occupational health and safety protection systems, clearly define specific preventive measures to reduce the likelihood of occupational diseases or work-related accidents, and safeguard the health and safety of their employees.

7 生效 Effective Date

7.1 本政策经公司管理审议通过，由公司管理层负责监督实施

This policy has been reviewed and approved by the Company's management, which is responsible for the oversight of its implementation.

7.2 本准则自公布之日起生效。

This policy shall come into effect from the date of its publication.

厦门建发股份有限公司

Xiamen C&D Inc.

2026年4月22日

April 22, 2026