



# Supplier Sustainability Manual

## 供应商可持续发展手册

Kongsberg Automotive  
康斯博格汽车

Enhancing the driving experience 增强驾驶体验

## Contents

### 目录

<b>Supplier Sustainability Strategy .....</b>	<b>3</b>
供应商可持续发展战略	
<b>Sustainability Guidelines for Suppliers .....</b>	<b>4</b>
供应商可持续发展指南	
• Business Partners.....	4
商业合作伙伴	
• Compliance with Laws and Regulations.....	4
遵守法律法规	
• Improper payments, hospitality and gifts, and conflict of interest .....	5
不正当报酬、招待和礼物以及利益冲突	
• Human Rights and Labor Practices.....	5
人权和劳动惯例	
• Health and Safety Standards.....	6
健康和安全管理	
• Environmental Standards .....	7
环境标准	
• Responsible Chemical Management .....	8
负责任的化学品管理	
• Conflict Minerals .....	8
冲突矿物	
<b>Corrective Action relating to reported violations .....</b>	<b>9</b>
与报告的违规行为相关的纠正措施	
<b>Link to Related Documents.....</b>	<b>10</b>
相关文件链接	



## Supplier Sustainability Strategy

### 供应商可持续发展战略

The Kongsberg Automotive Supplier Sustainability Manual explains how we expect our suppliers to implement the principles set forth in Kongsberg Automotive's Supplier Declaration.

康斯博格汽车供应商可持续发展手册，解释了我们与合作供应商如何实施康斯博格汽车供应商声明中规定原则的期望。

Kongsberg Automotive sets high standards for business ethics, working conditions and environmental protection in all of its locations worldwide. Since a large portion of the value creation is through the supply base, we naturally have the same expectations of our suppliers as we have for ourselves. We need our business partners to share our commitment to corporate responsibility and not just in the development and manufacturing of products, but also in conducting their business.

康斯博格汽车在其全球所有办公点为商业道德、工作条件和环境保护设定了高标准。由于很大一部分价值的创造是通过供应基础实现的，因此我们对供应商的期望和对自我的期望是一样的。我们需要我们的商业合作伙伴不仅在产品的开发和制造方面，而且在经营业务方面共担我们对企业责任的承诺。

Sustainability, social responsibility and compliance is inclusive of our Supplier Declaration. We incorporate corporate responsibility and sustainability topics in our supplier monitoring activities and quality audits carried out with potential, incumbent and active suppliers. We award business and continue to provide business to those Suppliers who commit to act fairly and with integrity towards their stakeholders, observe the applicable rules of law, support and respect internationally proclaimed human rights and demonstrable commitment to protecting the environment.

可持续发展、社会责任和合规是我们的供应商声明中的一部分。我们将企业责任和可持续性问题纳入我们对供应商的监控活动以及对潜在的、现有的和活跃的供应商进行的质量审核中。如果供应商承诺公平、诚信对待其利益相关者，遵守适用的法律规则，支持和尊重国际上宣布的人权和明确承诺保护环境，我们将与其合作，并将持续与其合作。

We largely determine the success of our Supplier Sustainability Program through our Suppliers' ability to conduct business in a way that recognizes workers' rights, as well as, the rights of others, secures a healthy and safe working environment for their workers and protects the environment. Accordingly, Kongsberg Automotive will promote self-assessment and capability-building initiatives, and expects Suppliers to take an active part therein. We promote an approach of shared commitment. We will work with our Suppliers in cases where they need to improve their performance; together, we will strive for continued improvement.

在很大程度上，我们通过合作供应商对工人权利以及他人权利的承认、为工人提供健康和安全的工作环境和保护环境的能力来决定我们的供应商可持续发展计划的成功与否。因此，康斯博格汽车将加强自我评估和能力建设举措，并期待供应商的积极参与。我们提倡共同承诺的做法。如果供应商需要改善他们的表现，我们将与他们合作，并共同努力，不断改进。

## Sustainability Guidelines for Suppliers 供应商可持续发展指南

### Business Partners

#### 商业合作伙伴

The supplier must display the highest standards of integrity and ethics in its business dealings with Kongsberg Automotive.

供应商必须在与康斯博格汽车的业务往来中表现出最高的诚信和道德标准。

Accordingly, the supplier must have a Code of Conduct in place, which reflects the principles of our Supplier Declaration. Its highest management must endorse the supplier's Code of Conduct. Further, the supplier must make available the Code of Conduct to all stakeholders and have in place a related mechanism for reporting issues.

因此，供应商必须有一个行为守则，该守则反映了我们供应商声明的原则。供应商的最高管理层必须认可供应商的该等行为守则。此外，供应商必须向所有利益相关者提供行为守则，并建立相关的问题报告机制。

The supplier must train all of its employees on the principles of its Code of Conduct. Kongsberg Automotive has the right to require the supplier to present evidence of such training and to what extent the entire work force has received the training. Kongsberg Automotive may ask individual supplier employees whether they have participated in Code of Conduct training.

供应商必须就该行为准则的原则培训其所有员工。康斯博格汽车有权要求供应商提供此类培训的证据，以及所有员工在何种程度上接受了培训。康斯博格汽车可以询问供应商员工个人是否参加过行为守则培训。

### Compliance with Laws and Regulations

#### 遵守法律法规

The supplier shall ensure compliance with all applicable laws and regulations of the countries where it does business. Without making any exceptions to the obligations outlined in the proceeding sentence, this means that the supplier must have in place adequate compliance programs and policies. Further internal verification procedures shall be in place to assure that the supplier will never:

供应商应确保遵守其开展业务所在国家的所有适用法律及法规。在不对上一句所述义务作出任何例外规定的情况下，这意味着供应商必须有足够的合规计划和政策。供应商应制定进一步的内部验证程序，以确保其永远不会：

- Take part in, induce to, or facilitate in cartels or other illegal anti-competitive cooperation;  
参与、诱导或促使卡特尔或其他非法的反竞争合作；
- Report inaccurate financial data to Kongsberg Automotive or to the public (including without limitation to the authorities);  
向康斯博格汽车或公众（包括但不限于向主管部门）报告不准确的财务数据；
- Report inaccurate information to Kongsberg Automotive concerning production materials, finished goods, capital equipment, molds and tooling, samples and prototypes, repaired or returned products, and technical information related to the parts purchased by Kongsberg Automotive;  
向康斯博格汽车报告关于生产材料、成品、资本设备、模具和工装、样品和样机、修理或退货的产品以及与康斯博格汽车所采购零部件相关的技术信息中的不准确信息；
- Disclose trade secrets and confidential information of Kongsberg Automotive to unauthorized parties, or use such information for any other purpose than for which it was disclosed;  
向未经授权的第三方披露康斯博格汽车的商业秘密和保密信息，或将该等信息用于披露目的以外的任何其他目的；
- Apply for registration for any intellectual property rights based on information received from Kongsberg Automotive;  
根据从康斯博格汽车收到的信息申请任何知识产权的注册；



- Incorporate any third party intellectual property rights in the parts manufactured, sold and supplied to Kongsberg Automotive without first having obtained approval therefore;  
在未事先获得批准的情况下，在制造、出售和供应给康斯博格汽车的零部件中加入任何第三方知识产权；

The above list is not exhaustive. Accordingly, the supplier must adopt a process to identify, monitor and understand applicable laws and regulations.

以上列表并非详尽无遗。因此，供应商必须采用一个识别、监控和理解适用法律法规的程序。

#### Improper payments, hospitality and gifts, and conflict of interest 不正当报酬、招待和礼物以及利益冲突

Kongsberg Automotive strictly prohibits its employees to make direct or indirect offers or promises of bribes, facilitation payments or other undue advantages in the purpose to obtain advantages in business. In addition, the supplier shall not take part in, influence, or attempt to influence any decision, which can give rise to any actual or perceived conflict of interest with Kongsberg Automotive. The supplier shall implement internal policies and guidelines that are no less strict than requirements of Kongsberg Automotive. The supplier shall in addition ensure that none of the following occurs in the business dealings with Kongsberg Automotive:

康斯博格汽车严格禁止其员工为了获得商业优势而直接或间接地提供或承诺贿赂、通融费或其他不正当的好处。此外，供应商不得参与、影响或试图影响可能导致与康斯博格汽车之间任何实际的或感觉到的利益冲突的任何决定。供应商应执行不低于康斯博格汽车要求的内部政策和指导方针。此外，供应商应确保在与康斯博格汽车的业务往来中不存在以下任何情况：

- Supplier does not directly or indirectly offer, promise, or accept bribes, facilitation payments or undue advantages on behalf of Kongsberg Automotive.  
供应商不会代表康斯博格汽车直接或间接地提供、承诺或接受贿赂、通融费或其他不正当的好处。
- Supplier does not directly or indirectly offer, promise, or accept bribes, facilitation payments or undue advantages to Kongsberg Automotive employees.  
供应商不会直接或间接地向康斯博格汽车的员工提供、承诺或接受贿赂、通融费或其他不正当的好处。

#### Human Rights and Labor Practices 人权和劳动惯例

The supplier shall never employ children or forced labor. In addition, the supplier must uphold the human rights of workers, treat them with dignity, and respect as understood by the international community. This applies to all employees including temporary, migrant, student, contract, direct employees, and any other type of workers. Consequently, the supplier shall award the following rights to all employees as a bare minimum:

供应商不会雇佣童工或强迫劳工。此外，供应商必须维护工人的人权，以国际社会所理解的尊严和尊重对待他们。这适用于所有员工，包括临时工、移民工、学生、合同工、直接雇员和任何其他类型的工人。因此，供应商应授予所有员工以下最低限度的权利：

- The employee shall freely choose all employment. This means that forced, bonded (including debt bonded), and indentured labor, involuntary prison labor, or slavery. The supplier shall not use trafficking of persons. This includes transporting, harboring, recruiting, transferring or receiving persons by means of threat, force, coercion, deception, abduction or fraud for labor or services. In addition, all work must be voluntary and workers shall be free to leave work at any time or terminate their employment. Employers and agents may not hold or otherwise destroy, conceal, confiscate or deny access by employees to employees' identity or immigration documents, such as government-issued identification, passports or work permits, unless law requires the holding of work permits. The use of personal document retention shall never bind workers to employment or restrict their freedom of movement.  
员工应自由选择所有的工作。这意味着强迫劳动、债役劳动（包括债务劳动）、契约劳动、非自愿监狱劳动或奴役。供应商不得贩卖人口，包括以威胁、强迫、胁迫、欺骗、绑架、欺诈等手段运送、窝藏、招聘、转送或接收人员以获取劳动或服务。此外，所有的工作都必须是自愿的，员工可以随时离职或终止雇佣关系。

除非法律规定必须持有工作证，否则雇主和代理人不得持有或以其他方式销毁、隐匿、没收或拒绝员工获得其身份证明或入境证件，如政府颁发的身份证明、护照或工作证等。使用私人证件的行为不得约束员工的就业或限制他们的行动自由。

- The supplier shall not require employee to pay for obtaining or otherwise maintaining its employment. Thus, employees shall not be charged any fees or costs for recruitment, directly or indirectly, in whole or in part, including costs associated with travel, processing official documents and work visas in both home and host countries.

供应商不应要求员工为获得或维持雇佣关系而支付报酬。因此，不应向员工收取任何直接或间接、全部或部分招聘费用，包括与在母国和东道国的差旅费、公文处理和工作签证有关的费用。

- The employee shall have the right to have the employment contract recorded in writing and provided in a language they understand. The employment contract shall clearly indicate their rights and responsibilities with regard to wages, working hours and other working and employment conditions. Supplier shall provide employment contracts to migrant workers prior to deployment. The use of supplemental agreements and the practice of contract substitution (the replacement of an original contract or any of its provisions with those that are less favorable) are strictly prohibited.

员工有权将劳动合同以书面形式记录，并以他们理解的语言提供。劳动合同中应明确规定双方在工资、工作时间和其他工作条件等方面的权利和义务。供应商应在派遣前向移民工提供劳动合同。严格禁止使用补充协议和合同替代做法（用较不利的条款取代原始合同或其任何条款）。

- Supplier shall guarantee employees a salary pursuant to law and/or collective bargaining agreement. Accordingly, salary to employees shall comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. Suppliers shall not permit deductions from wages as a disciplinary measure, unless permitted by law and/or collective bargaining agreement. Moreover, the employees shall be provided with a timely and understandable wage statement that includes sufficient information to verify accurate compensation for work performed during the period to which to salary relates.

供应商应根据法律和/或集体协商协议向员工支付工资。因此，员工的工资应符合所有适用的工资法律，包括与最低工资、加班时间和法定福利有关的法律。除非法律和/或集体协商协议允许，否则供应商不应允许将扣除工资作为一种纪律措施。此外，应向员工提供及时和可理解的工资报表，其中应包括充分的信息，以核实在工资发放相关期间所从事工作的准确报酬。

- Freedom of association. The supplier shall respect the right of all employees to form and join trade unions of their own choosing, to bargain collectively and to engage in peaceful assembly as well as respect the right of workers to refrain from such activities. Additionally employees shall be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices, both without fear of discrimination, reprisal, intimidation or harassment.

结社自由。供应商应尊重所有员工自行选择组建和加入工会、集体谈判和和平集会的权利，以及尊重工人不进行此类活动的权利。此外，员工应能够就工作条件和管理实践与管理层公开交流并分享意见和关切，而不必担心歧视、报复、恐吓或骚扰。

The supplier shall further secure:

供应商应进一步确保：

- That is does not employ children. Child labor is not to be used in any stage of manufacturing or otherwise in the supplier's business. The term "child" refers to any person under the age of 15, under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. For the avoidance of doubt, the use of legitimate workplace learning programs, which complies with all laws and regulations in that country, is however permissible.

不雇用儿童。童工不得用于任何生产阶段或供应商业务中的其他方面。“儿童”是以未满15周岁、未完成任务教育年龄和未满该国最低就业年龄者中较高者为准。为避免歧义，使用合法的、符合该国法律法规的工作场所学习计划是允许的。

- That is does not risk the health and safety of young employees (persons not deemed a child but younger than 18) or offer less favorable terms of employment. Young employees shall not perform work that is likely to jeopardize the health or safety, including night shifts and overtime. The supplier shall ensure proper management of young workers through accurate records, rigorous due diligence

of educational partners, and protection of students' rights in accordance with applicable law and regulations. The supplier shall provide appropriate support and training to all young employees. In the absence of local law, the wage rate for young workers, students, interns and apprentices shall be at least the same wage rate as other entry-level workers performing equal or similar tasks.

不对年轻员工（18周岁以下非儿童）的健康和安全构成威胁或提供较不利的就业条件。年轻员工不应从事夜班、加班等可能危及健康和安全的劳动。供应商应通过准确记录、教育合作伙伴的严格尽职调查以及相关法律法规中对学生权利的保护来确保对年轻员工进行适当管理。供应商应为所有年轻员工提供适当的支持和培训。在没有当地法律的情况下，年轻员工、学生、实习生和学徒的工资水平应至少与其他从事相同或类似工作的入门级员工相同。

- That it does not force its employees to work excessive hours. Employee strain leads to reduced productivity, increased turnover and increased injury and illness. Workweeks are not to exceed the maximum set by local law. Further, supplier shall allow employees at least one day off every seven days and a workweek should not be more than 60 hours per week, including overtime, except in emergency, an unusual situation or as part of a legally recognized collective bargaining agreement. Supplier shall not make employees work overtime under the threat of penalty, dismissal, or denunciation to authorities. No worker shall be made to work overtime as a disciplinary measure.  
不强迫员工加班。员工紧张会导致生产力下降、员工流失率增加以及受伤和疾病的增加。每周工作时间不得超过当地法律规定的最大限度。此外，供应商应允许员工每七天至少休息一天，每周工作时间不得超过60小时，包括加班，紧急情况、异常情况或作为法律认可的集体谈判协议的一部分除外。供应商不得以处罚、解雇或向当局告发来迫使员工加班。不得将员工加班作为纪律措施。
- That it does not discriminate. The supplier shall at all times have anti-discrimination policies that provide equal employment opportunities regardless of worker or applicants race, color, age gender, sexual orientation, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union association, covered veteran status, marital status or other distinct characteristics. Medical testing or physical examination of any employee for purposes of discrimination shall not be permitted. Further Supplier should make reasonable accommodations for religious practice by workers. Policies shall be up to date with applicable legislation, and further continuously verify compliance with said policies. Such verifications shall be made available for Kongsberg Automotive upon request.  
无歧视。供应商应始终具有提供平等就业机会的反歧视政策，无论员工或申请人是何种种族、肤色、年龄、性取向、种族或民族血统，是否残疾、怀孕、尊崇何种宗教、政治派别、是何工会组织、是否为退伍军人身份、婚姻状况怎样或具有其他显著特征。不允许为歧视目的对任何员工进行医学检查或体检。供应商应为员工进行宗教活动提供合理的便利。政策应与适用法律保持一致，并不断验证是否符合这些政策。经要求，应向康斯博格汽车提供该等验证情况。

The supplier's overall treatment of its employees shall at all times be characterized by respect for the individual. Therefore, the supplier must ascertain that there is no harsh and inhumane treatment including any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of its employees; nor is there to be the threat of any such treatment. Disciplinary policies and procedures in support of these requirements shall be clearly defined and communicated to the employees.

供应商在对待员工的整体过程中应始终体现对员工个人的尊重。因此，供应商必须确定不存在任何严酷和不人道的待遇，包括任何对员工的性骚扰、性虐待、体罚、精神或身体胁迫或口头虐待；也不存在任何此类待遇的威胁。支持这些要求的纪律政策和程序应明确规定并传达给员工。

The supplier shall implement effective grievance procedure to ensure that any employee can submit a grievance (whistle blowing) without suffering any prejudice or retaliation of any kind.

供应商应实施有效的申诉程序，以确保任何员工可以提出申诉（举报）而不会受到任何形式的迫害或报复。

### Health and Safety Standards 健康和安​​全标准

We base our health and safety requirements on national laws and ISO 4500/OHSAS18001. A safe and healthy work environment enhances productivity, employee morale, worker retention and the quality of products and services. Accordingly, we expect the supplier to provide and maintain a safe work place and take proactive measures to prevent occupational injuries and hazards. The supplier must agree to provide Kongsberg Automotive with records relating to health and safety programs, training and violations when

requested. In addition, the supplier shall:

我们的健康和安要求以国家法律和ISO 4500/OHSAS 18001为基础。安全和健康的工作环境可提高生产率、员工士气、员工保持率以及产品和服务的质量。因此，我们期望供应商提供和维持一个安全的工作场所，并采取积极措施预防职业伤害。供应商必须同意在要求时向康斯博格汽车提供与健康和安全计划、培训和违反规定有关的记录。此外，供应商应：

- **Implement and maintain emergency response procedures. Potential emergencies and events need to be identified and assessed, and their impact minimized by implementing emergency plans and response procedures which include emergency reporting, employee notification, evacuation procedures, worker training, drills, appropriate fire detection and suppression equipment, adequate exit facilities and recovery plans. Such plans and procedures shall focus on minimizing harm to life, the environment and property.**

实施和维护应急响应程序。需要识别和评估潜在的紧急情况 and 事件，并通过实施包括紧急情况报告、员工通知、疏散程序、工人培训、演习、适当的火灾探测和灭火设备、适当的撤离设施和恢复计划在内的应急计划和响应程序，将其影响降至最低。此类计划和程序应侧重于最大限度地减少对生命、环境和财产的伤害。

- **Train its employees. The supplier shall provide the employees with appropriate workplace health and safety training in their primary language.**

培训其员工。供应商应以员工的主要语言为其提供适当的工作场所健康和安培训。

- **Post health and safety related information such as emergency procedures and potential safety hazards within the facility in the primary language of the worker.**

以工人的主要语言在工厂内张贴健康和安相关信息，例如紧急程序和安全隐患。

- **Issue personal protective equipment. Employee's exposure to chemical, biological and physical agents shall be identified, evaluated, and controlled. Engineering or administrative controls must be used to control overexposures. When hazards cannot be adequately controlled by such means, worker health is to be protected by appropriate personal protective equipment (PPE). Further employees shall be trained in proper use and limitations of use. PPE shall be replaced as often as is necessary.**

发个人防护用品。应识别、评估和控制员工接触化学、生物和物理制剂的情况。必须采用工程或行政控制来控制过度接触。当危险不能通过此类手段得到充分控制时，应使用适当的个人防护用品（PPE）来保护工人的健康。其他员工应进行适当使用和限制使用方面的培训。个人防护用品应根据需要经常更换。

- **Identify risks and report concerns. The supplier shall identify the health and safety and labor practice risks associated with its operations. Risk assessment process shall determine the relative significance for each risk and implementation of appropriate procedural and physical controls to ensure regulatory compliance to control the identified risks. All areas should be included in a risk assessment for health and safety including plant and facilities, warehouse and storage facilities, support equipment, laboratories and test areas, sanitation facilities and bathrooms, kitchen/cafeteria and worker housing and dormitories. Production and other machinery shall be evaluated for safety hazards. Physical guards, interlocks and barriers are to be provided and properly maintained where machinery presents an injury hazard to employees. Employees exposure to the hazards of physically demanding tasks, including manual material handling and heavy or repetitive lifting, prolonged standing and highly repetitive or forceful assembly tasks is to be identified, evaluated and controlled.**

识别风险并报告关注事项。供应商应识别与其运营相关的健康和安风险以及劳工实践风险。风险评估过程应确定每种风险的相对重要性，并实施适当的程序和物理控制，以确保对已识别的风险监管合规。所有区域都应纳入健康和安风险评估，包括厂房设施、仓库和储存设施、辅助设备、实验室和试验室、卫生设施和浴室、厨房和食堂、工人宿舍和宿舍。对生产和其他机械设备应进行安全性风险评估。在机器设备对员工造成伤害危险时，应设置物理防护、连锁和隔离墙，并妥善维护。应识别、评估和控制存在体力劳动强度高的作业，包括人工搬运物料、重型或重复性起重、长时间站立和高度重复性或强制性的装配作业。

- **Install procedures and systems to prevent, manage, track and report occupational injury and illness including provisions to: encourage employee reporting; classify and record injury and illness cases; provide necessary medical treatment; investigate cases and implement corrective actions to eliminate their causes; and facilitate return of workers to work.**

建立预防、管理、跟踪和报告职业伤害、疾病的程序和制度，包括鼓励员工报告；对伤病病例进行分类和记



录；提供必要的医疗；调查并实施整改，以消除事故诱因；为员工返回工作提供便利。

## Environmental Standards

### 环境标准

We base our environmental requirements on national laws and ISO 14001 Environmental Management System. We expect our Suppliers to establish an environmental management system that effectively manage risks, conserves natural resources and protects the environment. Related efforts should support reductions in energy use, water use, waste production, greenhouse gas emissions and air pollution. The supplier must agree to provide Kongsberg Automotive with records relating to environmental performance, training and violations when requested. In addition, the supplier shall:

我们的环境要求以国家法律和 ISO 14001 环境管理体系为基础。我们期望供应商建立一套环境管理体系，有效地管理风险、节约自然资源和保护环境。具体包括支持减少能源使用、水使用、废物产生、温室气体排放和空气污染。供应商必须同意按要求向康斯博格汽车提供与环境表现、培训和违规行为有关的记录。此外，供应商还应：

- **Secure environmental permits and reporting.** All required environmental permits, approvals and registrations are to be obtained, maintained and kept current and their operational and reporting requirements are to be followed.  
确保具有环境许可和报告。所有必需的环境许可、批准和登记都应获得并保持有效状态，其操作和报告要求应得到遵守。
- **Employ a plan for pollution prevention and energy resource reduction.** The use of resources and generation of waste of all types, including energy, are to be reduced or eliminated at the source or by practices such as modifying production, maintenance and facility processes, materials substitution, conservation, recycling and the reuse of materials.  
采取预防污染和减少能源资源的计划。通过改变生产、维修和设备流程、材料替代、节约、循环利用等措施，从源头上减少或消除资源利用和包括能源在内的所有废物的产生。
- **Preserve water resource through assessment of water stress in operations and throughout the life cycle and by considering water management and sustainable use in operational planning.**  
通过对运营和整个生命周期中的水资源压力进行评估，在运营规划中考虑水资源的管理和可持续利用以保护水资源。
- **Identify hazardous substances.** Chemicals and other materials posing a hazard if released to the environment are to be identified and managed to ensure their safe handling, movement, storage, use, recycling or reuse and disposal.  
识别有害物质。应对排放具有危险性的化学品和其他物质进行识别和管理，确保其安全搬运、存储、使用、回收或再利用。
- **Reduce emissions and solid waste.** The supplier shall implement a systematic approach to identify, manage, reduce, and responsibly dispose of or recycle solid waste (non-hazardous). Wastewater generated from operations, industrial processes and sanitation facilities are to be characterized, monitored, controlled and treated as required prior to discharge or disposal. In addition, measures should be implemented to reduce generation of wastewater. The supplier shall conduct routine monitoring of the performance of its wastewater treatment systems. Air emissions of volatile organic chemicals, aerosols, corrosives, particulates, ozone depleting chemicals and combustion by-products generated from operations are to be characterized, routinely monitored, controlled and treated as required prior to discharge. The supplier shall conduct routine monitoring of the performance of its air emission control systems.  
减少排放和固体废物。供应商应采用系统的方法识别、管理、减少、负责任地处置或回收固体废物（非有害）。在排放或处置前，应对产生的废水、工业废水和卫生设施废水进行分析、监测、控制和处理。此外，应采取减少废水的措施。供应商应对其废水处理系统的性能进行例行监测。作业中产生的挥发性有机化学品、气溶胶、腐蚀剂、颗粒物、臭氧消耗化学品和燃烧副产品的空气排放应在排放前按要求进行分析、例行监测、控制和处理。供应商应对其空气排放控制系统的性能进行例行监测。

## Responsible Chemical Management

### 负责任的化学品管理

The supplier must adhere to all applicable laws, regulations and customer requirements regarding prohibition or restriction of specific substances in products and manufacturing, including disclosure and labeling for the appropriate and safe use, proper handling, recycling and disposal. In addition, the supplier shall:

供应商必须遵守所有有关禁止或限制产品和制造中特定物质的适用法律、法规和客户要求，包括披露、标注以确保适当和安全使用、适当处理、循环利用和处置。此外，供应商应：

- **Establish programs to collect data from material manufacturers for all components, identifying all substances that are in the final product.**  
建立程序以从材料制造商处收集所有成分的数据，确保识别最终产品中的所有物质。
- **Collect data regarding all process chemicals and intermediates known as toxic or potentially toxic. Measure data completeness against Bill of Materials (BOMs) and identify data shortages; assure data is traceable to the material manufacturers.**  
收集所有已知有毒或潜在有毒的工艺化学品和中间体的数据。对照物料清单（BOMs）衡量数据的完整性并识别数据的不足；确保数据可追溯到材料制造商。
- **Verify data is current and complete against product safety and regulatory requirements. Have in place adequate training and processes to report require information.**  
对照产品安全和法规要求，验证数据是最新的和完整的。制定足够的培训和程序，以报告所需信息。
- **Initiate appropriate changes to achieve compliance and reduce risks.**  
进行适当的调整以实现合规和降低风险。

#### Conflict Minerals 冲突矿物

Suppliers shall have a policy to reasonably assure that the Tantalum, Tin, Tungsten and Gold (3TG) in the products they manufacture do not directly or indirectly finance or benefit armed groups that are perpetrators of serious human rights abuses in the Democratic Republic of the Congo, an adjoining country or other known area of conflict. Suppliers shall exercise due diligence on the source and chain of custody of these minerals and make their due diligence measures available to Kongsberg Automotive upon request.

供应商应制定政策，合理保证其生产的产品中的钽、锡、钨和金（3TG）不直接或间接地资助或使在刚果民主共和国、毗邻国家或其他已知冲突地区犯下严重侵犯人权行为的武装团体受益。供应商应对这些矿物的来源和保管链进行尽职调查，并要求向康斯博格汽车提供尽职调查措施。

All suppliers understand and conform to expectations outlined in our Conflict Minerals Position Statement. Suppliers acting contrary to our position regarding Conflict Minerals must commit to implement a corrective action plan with a reasonable timeline.

所有供应商均理解并符合我方冲突矿物立场声明中概述的预期。与我方关于冲突矿物立场相反的供应商必须承诺在合理的时限内执行纠正措施计划。

## Corrective Action relating to reported violations 与报告的违规行为相关的纠正措施

Where breaches of the Supplier Declaration are brought to the attention of Kongsberg Automotive, the supplier shall prepare an action plan outlining the remedial actions it will take to rectify the breach. Where appropriate, Kongsberg Automotive may conduct unannounced audits, in particular to substantiate specific supplier-related allegations concerning practices that may violate the Supplier Declaration. If it is proven that the supplier has violated the Supplier Declaration, the supplier shall compensate Kongsberg Automotive for all costs, losses and liabilities incurred as a result thereof (including without limitation audits conducted by third parties).

当康斯博格汽车注意到违反供应商声明的行为时，供应商应准备一份行动计划，列出其为纠正违约行为而将采取的纠正措施。在适当的情况下，康斯博格汽车可以进行突击审计，特别是为了证实与供应商有关的可能违反供应商声明的行为的具体指控。如果供应商被证实违反了供应商声明，供应商应赔偿康斯博格汽车因此而产生的所有成本、损失及承担的责任（包括但不限于第三方所做的审计）。



## Link to Related Documents

### 相关文件链接

Access related documents by visiting our web page at: [http://www.kongsbergautomotive.com/for\\_suppliers/](http://www.kongsbergautomotive.com/for_suppliers/)  
请访问我们的网页: [http://www.kongsbergautomotive.com/for\\_suppliers/](http://www.kongsbergautomotive.com/for_suppliers/)获取相关文件。

## Language 语言

This Manual is written in Chinese and English. The Chinese version (if any) is for reference only. In case of any discrepancy between these two versions, the English version shall prevail.

本手册以中英文书就，中文版本（如有）仅供参考。若中文与英文有任何不一致的，以英文约定为准。

Kongsberg Automotive provides world class products to the global vehicle industry.  
Our products enhance the driving experience, making it safer, more comfortable and sustainable.

We are **PASSIONATE, ACCOUNTABLE, PREPARED.**

康斯博格汽车为全球汽车工业提供世界级的产品。

我们的产品增强了驾驶体验，使驾驶更加安全、舒适和可持续。

我们充满**激情、负责、准备充分**。





Enhancing the driving experience  
增强驾驶体验