

# SUPPLIER SUSTAINABILITY MANUAL

供应商可持续性手册

NOVEMBER 2024

2024 年 11 月



**KONGBERG**  
AUTOMOTIVE



# CONTENTS

## 目录

<b>Supplier Sustainability Strategy .....</b>	<b>2</b>
<b>供应商可持续发展战略</b>	
<b>Sustainability Guidelines for Suppliers .....</b>	<b>4</b>
<b>供应商可持续性指南</b>	
Business Partners .....	4
业务合作伙伴	
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	
Information and Data Security .....	5
信息和数据安全	
Human Rights and Labor Practices .....	6
人权与劳工待遇	
Occupational Health and Safety Standards .....	9
职业健康与安全标准	
Environmental Standards .....	11
环境标准	
Responsible Chemical Management .....	13
负责任的化学品管理	
Conflict and Extended Minerals .....	13
冲突和扩展矿产	
Sustainable and Responsible Supply Chain Management .....	14
可持续和负责任的供应链管理	
<b>Corrective Action Relating to Reported Violations .....</b>	<b>16</b>
<b>与报告的违规行为有关的纠正行动</b>	
<b>Link to Related Documents .....</b>	<b>18</b>
<b>相关文件链接</b>	

Document created: December 2016

文件创建日期: 2016 年 12 月

Last version updated: November 2024

最新版本更新日期: 2024 年 11 月

# SUPPLIER SUSTAINABILITY MANUAL

## 供应商可持续性手册

# 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 PRINCIPLES SET FORTH IN KONGSBERG AUTOMOTIVE'S SUPPLIER DECLARATION. EACH SUPPLIER IS EXPECTED TO SIGN THIS DECLARATION IN ORDER TO PERFORM BUSINESS WITH US.**

康斯博格汽车《供应商可持续发展手册》阐明了我们对供应商实施康斯博格汽车《供应商宣言》中规定原则的期望。所有与我们合作的供应商都需签署该声明。

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 not just in the development and manufacturing of products, but also in conducting business. Our Tier1 suppliers need to implement these requirements to their own suppliers and to their entire supply chain.

康斯博格汽车在全球各地设立了高标准的商业道德、工作条件和环境保护要求。由于我们的大部分价值创造来自供应链我们对供应商的期望与对自己的要求一致。我们希望业务合作伙伴不仅在产品开发和制造中承担企业责任，还要在日常业务中体现这一责任。一级供应商需要将这些要求传递到其下级供应商及整个供应链中。

We expect from our Tier1 suppliers that the requirements be cascaded to the supply chain and that they receive assurance that their sub-suppliers comply with the requirements stated in the Sustainability Manual. 我们希望一级供应商将这些要求传递到整个供应链，并确保其下级供应商遵守《可持续发展手册》中的要求。

Sustainability, social responsibility, and compliance is inclusive of our Supplier Declaration. We incorporate corporate responsibility and sustainability topics in our supplier monitoring activities, supplier selection, supplier risk assessment and classification, purchasing decisions and conduct sustainability audits at suppliers. We award business and continue to provide it to those Suppliers who commit to act fairly and with integrity towards their stakeholders. We observe the applicable rules of law, support and respect internationally proclaimed human and labour rights, demonstrable commitment to protecting the environment and also take action related to climate change and circular economy.

可持续性、社会责任和合规性包含在我们的《供应商宣言》中。我们将企业责任和可持续发展主题纳入供应商监控、供应商选择、风险评估和分类，采购决策，并对供应商进行可持续发展审计。我们将分配给并继续与那些承诺公平和诚信对待利益相关者的供应商合作我们遵守相关法律规定，支持并尊重国际公认的人权和劳动权利，明确致力于保护环境，并采取与应对气候变化和促进循环经济相关的行动。

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 promotes self-assessment and capability-building initiatives, conducts on-site audits and material sourcing due diligence programs, and expects Suppliers to actively participate in said initiatives. We promote an approach of shared commitment and will work with our Suppliers in case they need to improve their performance. Together, we will strive for continued improvement.

我们在很大程度上通过供应商是否以承认工人权利和他人权利的方式开展业务、确保为工人提供健康安全的工作环境以及保护环境来评估我们的供应商可持续发展计划的成功。康斯博格汽车相应地推动自我评估和能力建设，开展现场审计和材料采购尽职调查计划，并期待供应商积极参与这些活动。我们倡导共同承诺的方法，并将在供应商需要提升表现时提供支持。我们将共同努力，持续改进。

We expect our Suppliers to have an appointed management function with responsibility over the rights of the environment, human, labour, health and safety, and responsible sourcing topics. In addition, Sustainability governance, management and performance structures, and the ability to have a positive impact on the environment and people via environmental or social innovations, programs and actions will have a positive impact on our sourcing decisions.

我们希望供应商指定一个管理职能部门，负责环境、人权、劳工、健康和安全以及负责任的采购。此外，可持续性治理，管理和绩效结构，以及通过环境或社会创新、计划和行动对环境和人类产生积极影响的能力，将对我们的采购决策产生积极影响。

# SUSTAINABILITY GUIDELINES FOR SUPPLIERS

## 供应商可持续性指南

The following paragraphs outline the requirements for performing business with Kongsberg Automotive.  
以下各段概述与康斯博格汽车开展业务的要求。

### **BUSINESS PARTNERS 业务合作伙伴**

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

在与康斯博格汽车的业务往来中，供应商必须表现出最高标准的诚信和道德。

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 the Code of Conduct available to all stakeholders and have in place a related mechanism for reporting non-compliances.

供应商必须制定相应行为准则，以反映我们的《供应商宣言》中的原则。供应商的最高管理层必须制定并实施一个反映我们《供应商宣言》原则的行为准则。供应商的最高管理层必须认可该行为准则。此外，供应商必须将行为准则向所有利益相关者公开，并建立相关机制以举报不合规行为。

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 workforce has received the training. Kongsberg Automotive may ask individual employees of suppliers whether they have participated in Code of Conduct training.

供应商必须对其所有员工进行《行为准则》原则的培训。康斯博格汽车有权要求供应商提供培训的证据，并确认所有员工的培训情况。康斯博格汽车可能会询问供应商的个别员工是否参加过《行为准则》培训。

### **THE CODE OF CONDUCT OF A SUPPLIER 供应商行为准则**

The code of conduct of a supplier must include the following topics: Anti-Corruption and Anti-Money Laundering, Data Protection and Data Security, Financial responsibility (Accurate Records), Disclosure of Information, Fair competition and anti-trust, Conflicts of interest, Counterfeit parts, Intellectual property, Export controls and economic sanctions, and Whistleblowing and protection against retaliation.

供应商的行为准则必须包括以下内容：反腐败和反洗钱、数据保护和数据安全、财务责任（准确记录）、信息披露、公平竞争和反垄断、利益冲突、假冒零部件、知识产权、出口管制和经济制裁，以及举报和反报复保护。

### **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 business is performed without making any exceptions to the obligations outlined in the proceeding sentence. This means that the supplier must have adequate compliance programs and policies in place. Furthermore, internal verification procedures shall be in place to assure that the supplier will never:

供应商应确保遵守业务经营所在国家/地区的所有适用法律和法规，不得对前述义务作任何例外。这意味着供应商必须制定适当的合规计划和政策。此外，供应商应制定内部核查程序，以确保自身绝不：

- Take part in, induce to, or facilitate in cartels or other illegal anti-competitive cooperation;  
参与、诱导或协助卡特尔或其他非法反竞争合作；
- 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（包括但不限于政府机关）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与其购买的零部件有关的生产材料、成品、资本设备、模具和工具、样品和原型、维修或退货产品，以及技术信息的不准确信息；
- 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;  
将康斯博格汽车的商业秘密和机密信息披露给未经授权的各方，或将这些信息用于其他目的，而非其被披露的目的；
- Apply for registration for any intellectual property rights based on information received from Kongsberg Automotive;  
根据从康斯博格汽车获得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;  
根据从康斯博格汽车获得的信息申请任何知识产权的注册；

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

上述清单并非详尽无遗。因此，供应商必须采用相应程序来识别、监控和了解适用的法律法规。

## **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 of obtaining 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 the requirements of Kongsberg Automotive. The supplier shall in addition ensure that none of the following occurs in business dealings with Kongsberg Automotive:

康斯博格汽车严格禁止其员工直接或间接地提供或承诺贿赂、疏通费或其他不正当好处，以获得商业优势。此外，供应商不得参与、影响或试图影响任何可能引发实际或潜在利益冲突的决策。供应商应实施的内部政策和指导方针不得低于康斯博格汽车的要求。此外，供应商应确保在与康斯博格汽车的业务往来中不发生以下情况：

- Supplier does not directly or indirectly offer, promise, or accept bribes, facilitation payments or undue advantages on behalf of Kongsberg Automotive.  
供应商不得代表康斯博格汽车直接或间接提供、许诺或收受贿赂、疏通费或不正当利益。
- Supplier does not directly or indirectly offer, promise, or accept bribes, facilitation payments or undue advantages to Kongsberg Automotive employees.  
供应商不得直接或间接向康斯博格汽车员工提供、许诺或收受贿赂、疏通费或不正当利益。

## **INFORMATION AND DATA SECURITY 信息和数据安全**

The Supplier shall implement and maintain information security controls that meet or exceed industry standards, such as ISO/IEC 27001, TISAX, or the AIAG Cybersecurity Framework, to protect Kongsberg Automotive's confidential information and systems (collectively referred to as "Kongsberg Automotive's Data").

供应商应实施并维持符合或超过行业标准的信息安全控制措施，例如ISO/IEC 27001、TISAX或AIAG网络安全框架，以保护康斯博格汽车的机密信息和系统（统称为“康斯博格汽车数据”）。

Upon reasonable notice, Kongsberg Automotive reserves the right to review the Supplier's security policies, procedures, and controls to verify compliance with this declaration regarding information security. This review may include on-site audits and assessments at a reasonable frequency.

康斯博格汽车保留在合理通知的情况下审查供应商的安全政策、程序和控制措施的权利，以核实其是否符合本声明中关于信息安全的要求。审查可能包括以合理频率进行的现场审计和评估。

The Supplier shall promptly notify Kongsberg Automotive of any security incidents involving Kongsberg Automotive's Data, including the nature and potential impact of the incident. Such notification shall occur as soon as reasonably practicable, but no later than 24 hours after the incident is discovered. Notifications shall be sent to notify itsecurity@ka-group.com.

供应商应及时通知康斯博格汽车任何涉及康斯博格汽车数据的安全事件，包括事件的性质和可能的影响。此类通知应在合理可行的情况下尽快进行，但不得晚于事件发现后的24小时内。通知应发送至 itsecurity@ka-group.com 以通知康斯博格汽车。

Kongsberg Automotive shall have the right, at its own expense, to conduct or engage a qualified independent third party to perform on-site audits of the Supplier's information security practices. The Supplier shall fully cooperate with such audits and provide any necessary documentation. The Supplier shall complete any audit questionnaires related to information security as requested by Kongsberg Automotive.

康斯博格汽车有权自费对供应商的信息安全实践进行现场审计，或聘请合格的独立第三方执行审计。供应商应全力配合此类审计，并提供必要的文件。供应商应按照康斯博格汽车的要求完成任何与信息安全相关的审计问卷。

The Supplier shall promptly implement any necessary safeguards identified through audits or assessments to enhance the security of Kongsberg Automotive's Data. The Supplier shall implement procedures for the secure retention and disposal of Kongsberg Automotive's Data in accordance with applicable legal, regulatory, and contractual requirements.

供应商应及时实施通过审计或评估确定的任何必要的安全措施，以加强对康斯博格汽车数据的保护。供应商还应根据适用的法律、法规和合同要求，制定安全的康斯博格汽车数据保留和销毁程序。

## **HUMAN RIGHTS AND LABOR PRACTICES 人权与劳工待遇**

The Supplier shall identify human and labor rights related risks and opportunities throughout the value chain and ensure effective prevention, mitigation and escalation. A policy or declaration shall cover the following topics: Child labor and young workers, Wages and benefits, Working hours, Modern slavery (i.e. slavery, servitude and forced or compulsory labor and human trafficking), Ethical recruiting, Freedom of association and collective bargaining, Non-discrimination and harassment, Women's Rights, Diversity, Equity, and Inclusion, Rights of Minorities and Indigenous Peoples, Land, Forest and Water Rights and Forced Eviction, Use of Private or Public Security Forces. Supplier shall be able to report on such matters and if legally obliged, make data on human rights policies, risks and management publicly available.

供应商应识别整个价值链中与人权和劳工权利相关的风险和机会，并确保采取有效的预防、缓解和上报。政策或声明应涵盖以下内容：童工和青少年工人，工资和福利，工作时间，现代奴隶制（即奴役、强迫劳动和人口贩卖），道德的招聘，结社自由和集体谈判，不歧视和骚扰，妇女权利，多样性、公平和包容，少数群体和土著人民的权利，土地、森林和水资源权利以及强制驱逐，使用私人或公共安全部队。供应商应有能力报告此类事项，并在有法律义务的情况下，公布有关人权政策、风险和管理的數據。

The supplier shall never employ children or forced labor. In addition, the supplier must uphold the human rights of workers and 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:

供应商不得雇用童工或强迫劳动。此外，供应商必须维护工人的人权，并以国际社会所认可的尊严和尊重对待他们，包括临时工、移民工、学生工、合同工、直接雇员以及任何其他类型的工人。因此，供应商应给予所有员工以下最基本的权利：

- The employee shall freely choose all employment. This means 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工作。这意味着不得强迫劳动、抵偿劳动（包括债务抵偿劳动）、契约劳动、非自愿监狱劳动或奴役。供应商不得参与人口贩卖，绑架或诈骗等手段运输、窝藏、招募、转移或接收人员以获取劳动或服务。此外，所有工作都必须是自愿的，工人应当可以随时离开工作岗位或终止雇佣关系雇主和代理人不得扣留、销毁、隐藏、没收或拒绝员工持有的身份或移民文件，如政府颁发的身份证、护照或工作许可证，除非法律要求持有工作许可证。个人证件的保留不得使工人受限于就业或限制他们的行动自由。

- The supplier shall not require an 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.

供应商不得要求员工为获得或以其他方式保住其工作而支付费用。因此，供应商不得直接或间接向员工收取全部或部分任何招聘费用或成本，包括与差旅、办理官方文件和工作签证（无论是在本国还是东道国）相关的费用。

- 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.

员工有权要求以他们能理解的语言提供书面雇佣合同。雇佣合同应明确规定员工在工资、工时及其他工作和雇佣条件方面的权利和责任。供应商应在员工派遣前向移民工人提供雇佣合同。严禁使用补充协议和合同替代（即用不利于员工的条款替换原合同或其任何条款）。

- Supplier shall guarantee employees a salary pursuant to law and/or collective bargaining agreement. Accordingly, salaries for employees shall comply with all applicable wage laws, including those related 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 salary relates.

供应商应根据法律和/或集体谈判协议保证员工的工资。员工工资应符合所有适用的工资法规，包括与最低工资、加班时数和法定福利等方面的要求。除非法律和/或集体谈判协议允许，供应商不得以扣减工资作为纪律措施。此外，应供应商应及时向员工提供清晰易懂的工资单，包括足够的信息，以核实工资期间所做工作的准确报酬。

- 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组建和加入自己选择的工会、进行集体谈判、参与和平集会的权利，并且尊重员工不参加此类活动的权利。此外，员工应能够与管理层就工作条件和管理实践进行公开沟通，分享意见和关切，而无需担心遭受歧视、报复、恐吓或骚扰。

The supplier shall further secure:

供应商应进一步确保：

- That it 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. The use of legitimate workplace learning programs, which comply with all laws and regulations in that country is permissible.

不雇用儿童。供应商在任何生产阶段或业务活动中都不得使用童工。此处“儿童”指的是未满 15 岁、尚未完成义务教育年龄，或未满该国规定的最低就业年龄的任何人，以年龄最大者为准。允许使用符合相关国家/地区所有法律法规的合法工作场所学习计划。

- That it does not risk the health and safety of young employees (persons did not deem a child but younger than 18) or offer less favorable terms of employment. Young employees shall not perform work that is likely to jeopardize 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.

不会危及青少年员工（指未满 18 岁但不属于儿童的人员）的健康和安全，也不会提供不利的就业条件。青少年员工不得从事可能危及健康或安全的工作，包括夜班和加班。供应商应根据适用的法律法规，通过准确的记录、对教育合作伙伴的严格尽职调查以及对学生权利的保护，确保对青少年工人进行适当的管理。供应商应为所有青少年员工提供适当的支持和培训。如果当地法律没有相关规定，则青少年工人、学生、实习生和学徒的工资水平至少应与从事同等或类似工作的其他初级工人相同。

- 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. Furthermore, the 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.

供应商不得强迫员工超时工作。员工劳累会导致工作效率下降、人员流动增加以及伤病增加。工作周数量不得超过当地法律规定的上限。此外，供应商应允许员工至少每七天休息一天，且每周总工作时间（包括加班）不得超过 60 小时，除非在紧急情况、特殊情况或根据法律认可的集体谈判协议的情况下。供应商不得以处罚、解雇或向当局举报的威胁强迫员工加班，也不得将加班作为纪律措施。

- 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. Supplier should make reasonable accommodations for religious practice by workers. Policies shall be up to date with

applicable legislation, and consistently verify compliance with said policies. Such verifications shall be made available for Kongsberg Automotive upon request.

不得歧视。供应商应始终执行反歧视政策，确保无论工人或求职者的种族、肤色、年龄、性别、性取向、种族或民族血统、残疾、怀孕、宗教、政治派别、工会组织、退伍军人身份、婚姻状况或其他明显特征如何，都能获得平等的就业机会。不得出于歧视目的对任何员工进行医学测试或体检。供应商应为员工的宗教活动提供合理的便利措施。相关政策应与最新适用的法律保持一致，并持续进行合规性核查。这些核查记录应在康斯博格汽车要求时提供。

- The supplier shall respect the rights of minorities and indigenous peoples, recognizing their cultural heritage and traditional land rights. The supplier shall not engage in any activities that infringe upon their rights or contribute to their marginalization, displacement, or discrimination. The supplier shall not participate in any activities that result in forced eviction or displacement of communities from their lands, forests, or water sources. All business operations and sourcing activities must respect the land and resource rights of local communities and indigenous peoples, ensuring their free, prior, and informed consent in accordance with international standards.

供应商应尊重少数民族和土著人民的权利，承认其文化遗产和传统土地权。供应商不得参与任何侵犯这些人民的权利或助长其边缘化、流离失所或歧视的活动。供应商不得参与任何导致社区成员被迫迁离其土地、森林或水源的活动。所有业务运营和采购活动都必须尊重当地社区成员和土著人民的土地及资源权利，确保他们能够按照国际标准拥有自由、事先和知情同意权。

- The supplier shall ensure that the use of private or public security forces aligns with internationally recognized human rights standards. These forces must not be involved in any form of violence, harassment, or intimidation against employees, local communities, or any other stakeholders.

供应商应确保私人或公共安全部队的使用符合国际公认的人权标准。这些部队不得参与针对员工、当地社区成员或任何其他利益相关者的任何形式的暴力、骚扰或恐吓行为。

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. Supplier shall strive for ensuring living wage, equity and inclusive working environment for all employees.

供应商对待员工的方式应始终体现对个体的尊重。因此，供应商必须确保不出现任何苛刻或不人道的待遇，包括性骚扰、性虐待、体罚、精神或身体胁迫以及言语虐待，并且不得存在此类待遇的威胁。供应商应明确并传达相关纪律政策和程序，以支持这些要求。供应商还应致力于确保所有员工获得维生工资，享有公平的待遇，并拥有包容的工作环境。

The supplier shall implement an 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，确保员工可以无惧任何偏见或报复地提交申诉（包括举报）。

Supplier shall operate an effective certified management system equal to SA8000 or equivalent, including employee and stakeholder training to ensure compliance and improve positive impact on human and labour rights issues throughout its value chain.

供应商应实施经过认证的管理体系（如SA8000或等效标准），包括对员工和利益相关者的培训，以确保遵守规定并提高在人权和劳工权利方面的积极影响。

## **OCCUPATIONAL HEALTH AND SAFETY STANDARDS 职业健康与安全标准**

We base our health and safety requirements on national laws and ISO45001. 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 workplace 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.

我们的健康与安全要求以国家/地区法律和 ISO45001 为基础。安全健康的工作环境能提高工作效率和员工士气，员工留存率以及产品和服务的质量。因此，我们要求供应商提供并维护一个安全的工作场所，并采取主动措施预防职业伤者和危险。供应商必须同意按要求向康斯博格汽车提供有关健康与安全计划、培训和违规行为的记录。

Supplier shall articulate a high-level policy or declaration covering the following topics and cascade to the entire supply chain: Personal protective equipment; Machine safety, Emergency preparedness, Incident and accident management, Workplace ergonomics, Handling of chemical and/or biological substances, Fire protection. If any of the following is not considered applicable, a statement to that effect should be provided. 供应商应阐明涵盖以下主题的概要政策或声明，并将其传达给整个供应链：个人防护设备、机器安全、应急准备、事件和事故管理、工作场所人体工程学、化学和/或生物物质的处理、防火。如果认为以下任何一项不适用，则应提供相关说明。

In addition, the supplier shall:

此外，供应商还应：

- 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.  
实施并维护应急响应程序。应识别和评估潜在的紧急情况和事件，并通过实施应急计划和响应程序将其影响降至最低。这种应急计划和响应程序包括紧急情况报告、员工通知、疏散程序、员工培训、演习、适当的火灾探测和灭火设备、充分的安全出口设施和恢复计划。应急计划和程序应着重减少对生命、环境和财产的危害。
- Train its employees. The supplier shall provide the employees with appropriate workplace health and safety training in their primary language.  
培训员工。供应商应以员工的母语为其提供适当的工作场所健康与安全培训。
- Post health and safety related information such as emergency procedures and potential safety hazards within the facility in the primary language of the worker.  
在设施内张贴健康和安全管理信息，如应急程序和潜在安全隐患，使用员工的主要语言。
- 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). Furthermore, employees shall be trained in proper use and limitations of use. PPE shall be replaced as often as is necessary.  
发放个人防护设备。应识别、评估和控制员工接触化学、生物和物理因子的情况。必须使用工程控制或行政控制措施来防止过度暴露。如果无法通过这些方法充分控制危害，则应使用适当的个人防护设备 (PPE) 来保护工人的健康。此外，还应对员工进行正确使用和使用限制方面的培训。个人防护设备应视需要经常更换。
- 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.

识别风险并报告关切问题。供应商应确定与其业务相关的健康、安全和劳动实践风险。风险评估流程应确定每项风险的相对重要性，并实施适当的程序和物理控制措施，以确保遵守法规并有效控制这些风险。所有区域都应纳入健康与安全风险评估范围，包括厂房和设施、仓库和储藏设施、辅助设备、实验室和测试区、卫生设施和浴室、厨房/食堂以及工人住所和宿舍。应评估生产和其他机械是否存在安全隐患。应在可能对员工造成伤害的机械处提供并维护物理防护、联锁装置和屏障。员工在体力要求高的工作中，如手动搬运材料、重物或重复举重、长时间站立以及高度重复或用力的装配任务中，暴露的危险应被识别、评估并控制。

- 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 the return of workers to the job.

建立预防、管理、跟踪和报告工伤和职业病的程序和系统，包括鼓励员工自我报告；分类和记录伤病案例；提供必要的医疗治疗；调查案例并实施纠正措施以消除根本原因；以及便利工人重返工作岗位。

- Comply with applicable health and safety rules and regulations and labor codes which include regular health checkups, strengthen individual and collective responsibility and safety culture. Set up an employee engagement on first aid kits usage where appropriate.

遵守适用的健康与安全规章制度和劳动法规，包括定期健康检查、加强个人和集体责任以及安全文化。在适当情况下，组织员工参与急救包的使用培训。

Supplier shall operate an effective certified management system equal to ISO45001 or equivalent, including employee and stakeholder training to ensure compliance and improve positive impact on occupational health and safety issues throughout its value chain.

供应商应实施经认证的 ISO45001 或等效标准的有效管理体系，并包括对员工和利益相关者的培训，以确保在整个价值链中遵守规定并提升对职业健康和安全问题的积极影响。

## ENVIRONMENTAL STANDARDS 环境标准

We base our environmental requirements on national laws and ISO14001 Environmental Management System. We expect our Suppliers to be certified under ISO14001 or under an equivalent environmental management system that effectively manages 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.

我们的环保要求以国家法律和 ISO14001 环境管理体系为基础。我们希望供应商获得 ISO14001 或同等环境管理体系认证，以有效管理风险、节约自然资源和保护环境。相关工作应支持减少能源使用、水资源使用、废物产生、温室气体排放和空气污染。供应商必须同意应要求向康斯博格汽车提供与环境保护情况、培训和违规行为有关的记录。

Supplier shall implement a high level environmental policy or declaration that covers the following topics as a minimum: GHG emissions reporting, Energy efficiency, Renewable energy, Decarbonization, Water quality, consumption & management, Air quality, Responsible chemical management, Sustainable resources management, Waste reduction, Reuse and recycling, Animal welfare, Biodiversity, land use and deforestation, Soil quality, Noise emissions or statement should be available if any of them are not considered as relevant and why.

供应商应制定并实施高水平的环境政策或声明，至少涵盖以下主题：温室气体排放报告、能源效率、可再生能源、脱碳、水质、消耗和管理、空气质量、负责任的化学品管理、可持续资源管理、减少废物、再利用和再循环、动物福利

、生物多样性、土地利用和森林砍伐、土壤质量、噪音排放；如果供应商认为上述任何主题不相关，则应作出声明并解释原因。

In addition, the supplier shall:

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.  
确保获取和维持环境许可及其报告要求。所有必要的环境许可、批准和注册必须获得并保持最新，同时遵守其操作和报告要求。
- Establish a greenhouse gas (GHG) emissions reporting mechanism, including setting reduction targets in alignment with the Paris Agreement. Efforts should be made to transition towards renewable energy sources and adopt decarbonization strategies in the production process to minimize the environmental impact.  
建立温室气体 (GHG) 排放报告机制，包括根据《巴黎协定》设定减排目标。应努力向可再生能源过渡，并在生产过程中采用脱碳战略，以尽量减少对环境的影响。
- 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.  
实施污染防治和能源资源减少计划。应通过改变生产、维护和设施流程，材料替代，节约，回收和材料再利用等措施，从源头减少或消除资源（包括能源）的使用和各类废物的产生。
- Actively pursue the integration of renewable energy sources into its operations. This can include investing in on-site renewable energy systems, procuring renewable energy from external sources, and exploring opportunities to support the local community's transition to renewable energy  
积极推动将可再生能源纳入业务运营。这可能包括投资于现场可再生能源系统、从外部采购可再生能源，并探索支持当地社区向可再生能源过渡的机会。
- Preserve water resources through assessment of water stress in operations and throughout the life cycle and by considering water management and sustainable use in operational planning.  
通过评估业务运营和整个生命周期的用水压力，以及在运营规划中考虑水资源管理和可持续利用，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.  
识别危险物质，应识别和管理那些释放到环境中可能造成危害的化学品和其他材料，确保它们在处理、移动、储存、使用、回收或再利用及处置过程中安全无害。
- 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 compounds, 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。供应商应实施系统化的方法，以识别、管理、减少和负责任地处置或回收固体废物（无害）。由业务运营、工业流程和卫生设施产生的废水应在排放或处理之前进行特征描述、监测、控制和处理。此外，还应采取措施减少废水的产生。供应商应对其废水处理系统的性能进行例行监测。运营过程中产生的挥发性有机化合物、气溶胶、腐蚀性物质、微粒、臭氧消耗化学品和燃烧副产物等气体排放物，在排放前应按要求进行特征描述、常规监测、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。

- Demonstrate a commitment to animal welfare and biodiversity conservation. Additionally, the supplier must comply with all applicable regulations pertaining to animal welfare and biodiversity conservation.  
展示对动物福利和生物多样性保护的承诺。此外，供应商必须遵守与动物福利和生物多样性保护相关的所有适用法规。
- Adopt practices that promote responsible land use and forest conservation. Additionally, the supplier must comply with all applicable regulations pertaining to the prevention of deforestation, soil contamination, erosion, land degradation, or habitat loss, and support initiatives for reforestation and ecosystem restoration in areas affected by their operations or supply chains.  
采取促进负责任地使用和森林保护的做法。此外，供应商必须遵守与防止森林砍伐、土壤污染、水土流失、土地退化或栖息地丧失有关的所有适用法规，并支持在受其运营或供应链影响的地区开展重新造林和生态系统恢复活动。
- Strive for ecologically friendly product and service development and actively participate in contributing to decreasing the carbon footprint of Kongsberg Automotive's products.  
努力开发生态友好型产品和服务，积极参与减少康斯博格汽车产品碳足迹的活动。

## **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适用的法律、法规和客户要求，涉及禁止或限制在产品和使用中使用特定物质的规定，包括对产品的适当安全使用、正确处理、回收和处置的披露与标识。

- Establish programs to collect data from material manufacturers for all components, identifying all substances that are in the final product.  
制定计划，从材料制造商处收集所有部件的数据，确定最终产品中含有的所有物质。
- Collect data regarding all processed 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.  
收集有关所有已知有毒或可能有毒的加工化学品和中间体的数据。根据物料清单 (BOM) 衡量数据的完整性，识别数据缺失；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 required information.  
验证数据是否符合产品安全和监管要求的时效性与完整性。应提供充分的培训和流程，以报告所需信息。
- Initiate appropriate changes to achieve compliance and reduce risks.  
采取适当措施以实现合规并降低风险。

## **CONFLICT AND EXTENDED MINERALS 冲突和扩展矿产**

Suppliers shall have a policy to reasonably ensure that the conflict and extended minerals, e.g. Tantalum, Tin, Tungsten and Gold (3TG), mica, cobalt etc., according to OECD guidelines 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，按照经济合作与发展组织 (OECD) 准则,合理确保其制造的产品中的冲突矿产和扩展矿产（如钽、锡、钨和金 (3TG)、云母、钴等）不会直接或间接资助或惠及在刚果民主共和国、其邻国或其他已知冲突地区严重人权侵犯行为的武装团体。供应商应对这些矿物的来源和监管链进行尽职调查，并应该应要求向康斯博格汽车提供其尽职调查措施。

All suppliers understand and conform to expectations outlined in our Responsible Minerals Sourcing Position Statement (former Conflict Minerals Position Statement). Suppliers acting contrary to our position regarding Conflict and Extended Minerals must commit to implementing a corrective action plan with a reasonable timeline.

所有供应商都理解并遵守我们的《负责任的矿产采购立场声明》（原《冲突矿产立场声明》）中概述的期望。违反我们对冲突矿产和扩展矿产的立场的供应商必须承诺在合理的时限内实施纠正行动计划。

## **SUSTAINABLE AND RESPONSIBLE SUPPLY CHAIN MANAGEMENT**

### **可持续和负责任的供应链管理**

Our sustainability requirements and guidelines must be rolled down by our Tier1 Suppliers to the supply chain on every and each level. We expect our Suppliers to articulate clear sustainability requirements towards their own suppliers in a policy, manual, supplier code or equivalent covering the following topics: Human rights and working conditions (Child labor and young workers, Wages and benefits, Working hours, Modern slavery (i.e. slavery, servitude and forced or compulsory labor and human trafficking), Ethical recruiting, Freedom of association and collective bargaining, Non-discrimination and harassment, Women's Rights, Diversity, Equity, and Inclusion, Rights of Minorities and Indigenous Peoples, Land, Forest and Water Rights and Forced Eviction, Use of Private or Public Security Forces), Health and Safety, Business ethics (Anti-Corruption and Anti-Money Laundering, Data Protection and Data Security, Financial responsibility (Accurate Records), Disclosure of Information, Fair competition and anti-trust, Conflicts of interest, Counterfeit parts, Intellectual property, Export controls and economic sanctions, Whistleblowing and protection against retaliation), Environment (GHG emissions reporting, Energy efficiency, Renewable energy, Decarbonization, Water quality, consumption & management, Air quality, Responsible chemical management, Sustainable resources management, Waste reduction, Reuse and recycling, Animal welfare, Biodiversity, land use and deforestation, Soil quality, Noise emissions).

我们的可持续发展要求和准则必须由一级供应商逐级下达到各级供应链。我们希望供应商能够在政策、手册、供应商准则或同等文件中对他们自己的供应商提出明确的可持续发展要求，这些文件应涵盖以下主题：人权和工作条件（童工和青少年工人，工资和福利，工作时间，现代奴隶制（包括奴役、强迫劳动及人口贩卖），合道德的招聘，结社自由和集体谈判，不歧视和骚扰，妇女权利，多样性、公平和包容，少数群体和土著人民的权利，土地、森林和水资源权利以及强制驱逐，使用私人或公共安全部队）、健康与安全、商业道德（反腐败和反洗钱、数据保护和数据安全、财务责任（准确记录）、信息披露、公平竞争和反垄断、利益冲突、假冒零部件、知识产权、出口管制和经济制裁，举报和防报复、环境（温室气体排放报告、能源效率、可再生能源、脱碳、水质、消耗和管理、空气质量和、负责任的化学品管理、可持续资源管理、减少废物、再使用和再循环、动物福利、生物多样性、土地利用和森林砍伐、土壤质量、噪音排放）。

Supplier shall inform effectively its own suppliers about the requirement (for example by updating its Terms and Conditions, provide supplier training, articulate a Supplier Code of Conduct / Supplier Sustainability Policy, publish it on the company website / Supplier portal) and require from their suppliers to do the same with further Tier-x suppliers.

供应商应有效地向其下游供应商传达这些要求，例如通过更新条款和条件、提供供应商培训、制定《供应商行为准则》或《供应商可持续发展政策》并在公司网站或供应商门户上发布，并要求这些供应商将相同要求传递至其进一步的各级供应商。

Supplier shall set up an effective management approach and implement processes to review if suppliers fulfil your requirements (sustainability self-assessments, assessment, 2nd party audits conducted by the Supplier and/or 3rd party audits etc.). The supplier must agree to provide Kongsberg Automotive with records relating to supply chain sustainability management, risks and performance, training and violations when requested.

供应商应制定有效的管理方法并实施相应流程，以审查其供应商是否满足要求（可持续发展自我评估、评估、供应商进行的第二方审计和/或第三方审计等）。供应商必须同意应要求向康斯博格汽车提供与供应链可持续性管理、风险和表现情况、培训和违规行为有关的记录。

In addition, Supplier should strive for further positive impact through purchasing activities e.g. encourage local employment and economic value generation, supplier diversity and inclusivity, buy social initiatives, and encourage environmental and social innovations.

此外，供应商应努力通过采购活动进一步发挥积极影响，例如促进当地就业和创造经济价值、提升供应商多样性和包容性、Buy Social 倡议（鼓励从社会企业采购），以及鼓励环境和社会创新。

## CORRECTIVE ACTION RELATING TO REPORTED VIOLATIONS

### 与报告的违规行为有关的纠正行动

Kongsberg Automotive aims to select low sustainability risk suppliers, whereas the sustainability risk assessment approach is described on [http://www.kongsbergautomotive.com/for\\_suppliers/](http://www.kongsbergautomotive.com/for_suppliers/) and during onboarding and/or supplier classification processes.

康斯博格汽车的目标是在入职和/或供应商分类过程中选择可持续发展风险低的供应商。有关可持续发展风险评估方法，请参见以下网站：[http://www.kongsbergautomotive.com/for\\_suppliers/](http://www.kongsbergautomotive.com/for_suppliers/)。

Where breaches of the Supplier Sustainability Manual 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 on-site audits, in particular to substantiate specific supplier-related allegations concerning practices that may violate the Supplier Sustainability Manual. If it is proven that the supplier has violated the Supplier Sustainability Manual, 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).

如果康斯博格汽车发现有违反《供应商可持续发展手册》的行为，供应商应制定相应行动计划，详细说明他们为纠正违规行为而将采取的补救措施。根据需要，康斯博格汽车可能会进行现场审核，特别是验证有关供应商的指控，这些指控可能涉及违反《供应商可持续发展手册》的行为。如果证实供应商确实违反了手册，供应商须赔偿康斯博格汽车因此产生的所有费用、损失和责任，包括但不限于第三方审计费用。

Suppliers and stakeholders are encouraged to report violations against Kongsberg Automotive Code of Conduct and Supplier Sustainability Manual, as improvements can only be made if unsatisfactory issues are brought to the attention of the right authority within the company.

我们鼓励供应商和利益相关方举报违反康斯博格汽车《行为准则》和《供应商可持续发展手册》的行为，因为只有将问题提交给公司内部相关部门，才能取得改进。

Anyone who in good faith reports concerns about compliance with the Kongsberg Automotive Code of Conduct and the Supplier Sustainability Manual, or KA policies, will be protected against any sanction from KA and KA Personnel. The SpeakUp system of Kongsberg Automotive serves whistle blowing and grievance related reports as well. It is a violation of the Code of Conduct to discriminate, retaliate against or harass anyone for making a report in good faith. The report can be made through the following channel, that goes to an external neutral service provider, who will ensure that the report will be handled appropriately and that the person reporting the issue will be protected in accordance with the Code of Conduct:

任何善意举报康斯博格汽车《行为准则》和《供应商可持续发展手册》或康斯博格汽车政策遵守情况的人，都将受到保护，不会受到康斯博格汽车及其员工的任何处罚。康斯博格汽车的 SpeakUp 系统还为举报和投诉相关报告提供服务。歧视、报复或骚扰任何善意举报者都将违反《行为准则》。举报可通过以下渠道提交，即提交给外部中立服务提供商，该服务提供商将确保举报得到妥善处理，并根据《行为准则》保护举报人：

- Click on the link to the SpeakUp system on our public webpage:  
点击我们公共网页上的 SpeakUp 系统链接：  
<https://www.kongsbergautomotive.com/about-us-company/sustainability/code-of-conduct/>
- Directly access the SpeakUp online portal:  
直接访问 SpeakUp 在线门户：  
<https://www.speakupfeedback.eu/web/miw3dr/>



- Call the country specific local phone numbers as detailed on page 33 and 34 of Kongsberg Automotive's Code of Conduct [+47 90 11 45 82; +1(248) 765 9658; +46 70659 8049].

请拨打康斯博格汽车《行为准则》第 33 页和第 34 页详列的各国家/地区当地电话号码 [+47 90 11 45 82; +1 (248) 765 9658; +46 70659 8049]。

## LINK TO RELATED DOCUMENTS 相关文件链接

Access related documents by visiting our web page at:

请访问我们的网页获取相关文件

[http://www.kongsbergautomotive.com/for\\_suppliers/](http://www.kongsbergautomotive.com/for_suppliers/)

Kongsberg Automotive is committed to the following global frameworks and conventions (without completeness listed) and expects suppliers and partners to work along these principles, values and requirements together:

康斯博格汽车承诺遵守以下全球框架和公约（此处列举非详尽无遗），并希望供应商和合作伙伴共同遵守这些原则、价值观和要求：

- UN Global Compact  
联合国全球契约
- Declaration on Fundamental Principles and Rights at Work adopted by the International Labour Organisation (ILO)  
国际劳工组织 (ILO) 通过的《关于工作中的基本原则和权利宣言》
- UN Guiding Principles on Business and Human Rights UN Protect, Respect and Remedy Framework  
联合国《工商业与人权指导原则》、联合国《“保护、尊重和补救”框架》
- Modern Slavery Act  
现代奴隶制法案
- OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict Affected and High-Risk Area  
《经济合作与发展组织关于来自受冲突影响和高风险区域的矿石的负责任供应链尽职调查指南》
- EU Green Deal and Paris Climate Agreement  
欧盟绿色交易和巴黎气候协定
- German Supply Chain Due Diligence Act (LkSG)  
德国《供应链尽职调查法》(LkSG)
- EU Corporate Sustainability Reporting Directive  
欧盟《企业可持续发展报告指令》
- EU Corporate Sustainability Due Diligence Directive  
欧盟《企业可持续性尽职调查指令》
- Global Automotive Sustainability Guiding Principles  
《全球汽车业可持续发展指导原则》
- Green House Gas Protocol  
《温室气体议定书》
- CDP – Carbon Disclosure Project  
CDP - 碳信息披露项目
- Responsible Mineral Initiative  
《负责任矿物倡议》
- Actual environmental legislations as REACH, RoHS, Minamata, Stockholm, Basel and Vienna Convention and  
实际环境立法，如欧盟《化学品注册、评估、授权和限制法规》（REACH 法规）、欧盟《关于限制在电子电气设备中使用某些有害成分的指令》（RoHS 指令）、《水俣公约》、《斯德哥尔摩公约》、《巴塞尔公约》和《维也纳公约》，以及
- Other relevant environmental, social or ethical legislation or voluntary agreements.  
其他相关的环境、社会或道德立法或自愿协议。



[WWW.KONGSBERGAUTOMOTIVE.COM](http://WWW.KONGSBERGAUTOMOTIVE.COM)