

SANHUA AWECO Code of Conduct

This Code of Conduct is applicable to all locations within the SANHUA AWECO Group, and compliance is required of our suppliers.

General requirements

Laws and regulations

All SANHUA AWECO Group units, suppliers and subcontractors shall operate in full compliance with relevant laws and regulations applicable to their operations and employment in the countries in which they operate. This is the minimum requirement in all sections of this Code of Conduct.

Suppliers and subcontractors

Suppliers shall agree to comply with this Code of Conduct. If suppliers use subcontractors, it is the responsibility of the supplier to require that the subcontractor complies with the provisions in this Code of Conduct.

Specific requirements

Child labour

Child labour of any form is forbidden. Unless local law stipulates a higher age limit, no person younger than the age for completing compulsory education or younger than 15 (except as provided for by ILO convention No. 138) shall be employed. Workers under the age of 18 shall not perform hazardous work and may be restricted from night work with consideration given to educational needs.

Forced labor

Forced or involuntary labor is not tolerated in any form. This includes prison, indentured and bonded labor, and other forms of working against one's own will or choice.

Health & safety

All employees shall be provided with a safe and healthy working environment and, when applicable, safe and healthy residential facilities, with applicable local law as a minimum. The employer should take appropriate action to prevent workplace accidents or illnesses.

Non-discrimination

SANHUA AWECO recognizes and respects cultural differences. Nevertheless, all employees shall be treated strictly according to his or her abilities and qualifications in any employment decisions, including but not limited to hiring, advancement, compensation, benefits, training, layoffs and termination.

Harassment

The personal dignity, privacy and personal rights of every individual have to be respected. Employees shall not be subject to corporal punishment or to physical, sexual, psychological or verbal harassment or abuse.

Working hours

Unless national regulations require less maximum hours of work and except under extraordinary business circumstances, employees of the supplier shall not, on a regularly scheduled basis, be required to work a standard work week of more than 45 hours per week or a total work week of more than 60 hours (including overtime). Employees shall be provided at least one day off in every seven-day period, except in extraordinary business circumstances.

Compensation

Wages, including overtime and benefits, shall equal or exceed the level required by applicable law.

Corruption and bribery

Every form of corruption or bribery is forbidden, this is valid for active as well as passive bribery.

Freedom of Association and Collective bargaining

All employees are free to exercise their legal rights to form, join, or refrain from joining organizations representing their interests as employees. No employee should be subject to intimidation or harassment in his or her peaceful exercise of these rights. The employer shall also respect the employees' right to collectively bargain.

Environment

All SANHUA AWECO units and suppliers shall comply with environmental regulations and standards applicable to their operations, and will observe environmentally conscious practices in all locations where they operate. Environmental pollution shall be minimized and environmental protection shall be improved continuously.

Supply Chain

The supplier shall oblige all his sub-suppliers to recognize and respect the requirements of this Code of Conduct.