

## 隆士丹公司行为守则

隆士丹致力于建立一个公正、透明、负责任的企业文化。

### 1. 遵守法律和规定

公司员工必须遵守所有适用的法律和内部规定，包括但不限于反腐败、反贿赂、反竞争、数据保护等方面的法律。

### 2. 诚信与道德

公司员工应该始终保持高度诚信和道德标准，并在处理业务时避免任何不端行为和冲突利益。

### 3. 反腐败和反贿赂

公司对腐败和贿赂零容忍，员工禁止接受或提供任何形式的贿赂或非法回扣，禁止参与任何形式的腐败行为。

### 4. 竞争和公平

公司鼓励自由和公平的市场竞争，员工需要遵守反垄断和反不正当竞争法规，并避免利用公司资源或信息来获得不正当竞争优势。

### 5. 禁止童工

公司禁止使用童工，不允许聘请或使用未达到合法就业年龄的未成年人。

### 6. 员工健康与安全

公司致力于提供安全、健康的工作环境，提供预防事故和职业疾病的最佳保护措施，提供训练机会，确保所有员工都熟知劳动安全方面的知识。

### 7. 社会责任

公司认为社会责任是企业成功的基础，公司倡导员工积极参与社会公益活动，推动可持续发展，尊重人权和劳工权利。

### 8. 环境保护

公司采用 ISO 14001 环境管理体系认证，并遵循环境保护相关法律标准和国际标准，努力将环境污染降至最低并持续改善环境保护。

Ronstein is committed to establishing a fair, transparent and responsible corporate culture.

## **Compliance with Laws and Regulations**

All Ronstein employees must comply with all applicable laws and internal regulations, including but not limited to anti-corruption, anti-bribery, anti-competition, and data protection laws.

## **Integrity and Ethics**

Ronstein employees should always maintain high standards of integrity and ethical conduct, and avoid any misconduct or conflicts of interest when conducting business.

#### **Anti-Corruption and Anti-Bribery**

Ronstein has a zero-tolerance policy towards corruption and bribery. Employees are prohibited from accepting or providing any form of bribe or illegal kickback, and from engaging in any form of corrupt behavior.

#### **Competition and Fairness**

Ronstein encourages free and fair market competition. Employees must comply with antitrust and anti-unfair competition regulations and avoid using company resources or information to gain unfair competitive advantages.

#### **Child Labor Prohibition**

Ronstein prohibits the use of child labor and does not allow the hiring or employment of minors who have not reached the legal working age.

#### **Employee Health and Safety**

Ronstein is committed to providing a safe and healthy working environment, offering the best protection measures to prevent accidents and occupational diseases, providing training opportunities, and ensuring that all employees are familiar with labor safety knowledge.

#### **Social Responsibility**

Ronstein believes that social responsibility is the foundation of corporate success. The company encourages employees to actively participate in social welfare activities, promote sustainable development, and respect human and labor rights.

#### **Environmental Protection**

Ronstein adopts ISO 14001 environmental management system certification, adhering to environmental protection-related laws, standards, and international standards, striving to minimize environmental pollution and continuously improve environmental protection.