

亿纬锂能商业伙伴行为准则

EVE Business Partner Code Of Conduct

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前言 Foreword

惠州亿纬锂能股份有限公司及其子公司（统称为“亿纬锂能”或“我们”）致力于以合法、道德和负责任的方式开展业务，始终将社会责任、生态保护、绿色治理贯彻融入高质量经营、可持续性发展的战略思想，以“让世界充满前进的力量”为愿景，通过责任采购、智能制造、绿色发展的可持续管理和高效利用，坚定构建负责任、可持续的产业链。

EVE is committed to conducting business in a legal, ethical, and responsible manner, always integrating social responsibility, ecological protection, and green governance into its strategy of high-quality operations and sustainable development. With the vision of "Empower the world with EVE energy", we steadfastly establish the responsible and sustainable supply chain through responsible procurement, intelligent manufacturing, sustainable development, efficiency utilization.

目标 Purpose

亿纬锂能有责任和义务，携手亿纬锂能供应链中的直接商业伙伴、上游商业伙伴、分包商和其他实体（以下简称“商业伙伴”）共筑绿色新能源体系，通过深度合作、协同发展，共同打造绿色健康可持续的价值链。我们希望供应链伙伴严格遵守社会责任、职业健康安全、环境保护、商业行为、不冲突矿产等领域内所有适用的法律法规、国际规范和标准，鼓励供应链伙伴持续提升企业社会责任管理水平，推动符合亿纬锂能核心价值观（即追求卓越、创造价值、言而有信、团队合作、尊重个人）的商业行为。为此，亿纬锂能特制定《亿纬锂能商业伙伴行为准则》（以下简称“本准则”），描述我们对供应链伙伴在社会责任、职业健康安全、环境保护、商业行为、冲突矿产等方面的基本要求，旨在确保可持续的长期供应并实现我们的目标。

EVE has the responsibility and obligation to jointly establish “renewable energy system” with business partners. Through cooperation and synergistic development, EVE aims to create a healthy, and sustainable value chain. EVE hopes our business partners to adhere to all applicable laws, regulations, international norms, and standards in areas such as social responsibility, occupational health and safety, environmental protection, commercial behavior, and non-conflict minerals. EVE encourages business partners to continuously improve their CSR level and business behaviors

fulfilling EVE's core values (in Search of excellence, value creation, integrity, collaboration, and individuals respect). For this purpose, EVE has specifically formulated the "EVE Business partner Code of Conduct" (hereinafter referred to as "this Code"), which specifies EVE basic requirements for business partners in social responsibility, occupational health and safety, environmental protection, commercial behavior, and non-conflict minerals. This Code aims to ensure sustainable supply and achieve our target.

指导原则 Principle

本准则构成亿纬锂能与商业伙伴签订的合同的组成部分。我们希望供应链伙伴保持运营活动的透明，并致力于持续改进其运营实践，以彻底达到本准则的要求。在合理通知的情况下，亿纬锂能有权自行或委托第三方对商业伙伴进行现场审核，以评估商业伙伴遵守本准则的情况。对于遵守本准则情况良好的商业伙伴，亿纬锂能将在同等条件下提高采购份额或优先提供业务合作机会；对于不遵守本准则要求的商业伙伴，亿纬锂能将采取限期整改、暂停新订单和终止合作关系在内的一切必要行动。

This Code forms an integral part of all contracts between EVE Energy and its business partners. We require supply chain partners to maintain operational transparency and demonstrate continuous improvement in business practices to achieve full compliance with this Code. Subject to reasonable prior notice, EVE Energy reserves the right to conduct on-site audits – either directly or through authorized third parties – to verify compliance. Partners exhibiting exemplary compliance will receive preferential treatment through increased procurement allocation or priority collaboration opportunities under equal conditions. Conversely, partners found in violation shall implement corrective actions within stipulated timelines; persistent non-compliance will result in escalated measures including but not limited to suspension of new orders and contract termination.

实施范围 Implementation Scope

本准则适用于向惠州亿纬锂能股份有限公司及其子公司（统称“亿纬锂能”或“我们”）提供任何产品及/或服务的直接商业伙伴（及其所有附属机构）以及供应链除直接商业伙伴外其他相关商业伙伴，范围覆盖亿纬锂能的联合制造商、合资企业的合作伙伴，以及其员工、劳务用工、学徒工、外籍劳工等所有为其提供劳动或劳务的工作人员。供应链伙伴在选择与亿纬锂能相关的其自身的商业伙伴时，有责任开展适当的尽职调查，并要求其自身的上游商业伙伴遵守与本准则相同或相似的要求，包括要求上游商业伙伴分享持续改进工作的进展情况。

This Code applies to business partners (and all affiliated entities) providing any products and/or

services to Huizhou EVE Energy and its subsidiaries (collectively referred to as "EVE" or "we"), covering EVE 's joint manufacturers, joint ventures partners, and all personnel providing labor or services to them, including employees, labor workers, apprentices, and foreign labors. Business partners have responsibility to conduct due diligence and require their upstream business partners to adhere to this Code, including the obligation for upstream business partners to share working progress, when selecting business partners related to EVE.

商业伙伴承诺在与亿纬锂能相关的业务中，遵守以下基本原则和特别要求：

The business partner should commit to adhering to the following principles and requirements in their business operations related to EVE:

1. 基本原则 General Principle

1.1 商业伙伴遵守经营活动所在国家或地区的所有法律和法规，以及其他适用的法律和法规，包括与反商业贿赂、国际贸易（包括制裁和出口管制）、数据保护、保密和隐私、知识产权以及反垄断和反不正当竞争等领域相关的法律和法规，以符合本准则中详述的任何要求。对同一主题，在经营所在国家或地区适用的法律、法规或标准跟本准则都有规定且无相互冲突时，以要求较高者为准。若本准则中条款跟经营所在国家或地区适用的法律、法规或标准有冲突以致遵守本准则会导致违法时，以符合经营所在国家或地区法律、法规或标准的最高要求为准。

The business partner complies with all laws and regulations of the country or region in which it operates, and other applicable laws and regulations, including those relating to anti-bribery, international trade (including sanctions and export controls), data protection, confidentiality and privacy, intellectual property rights, and anti-monopoly and anti-unfair competition, to comply with any of the detailed requirements mentioned in this Code. If the applicable laws, regulations or standards of the country or area where the business partner operates and this Code have provisions with respect to the same subject that do not conflict, the provisions with higher requirements shall prevail. If any provision in this Code conflicts with any applicable laws, regulations, or standards of the country or area where the business partner operates, which may result in breach of laws through compliance with this Code, the applicable laws, regulations, or standards shall prevail.

1.2 本准则以引用方式纳入公司声明、商业合作协议和商业伙伴尽职调查问卷，以及其中的

任何企业社会责任要求。为遵守本准则,商业伙伴必须完成此类附加文件。

This code incorporates by reference the Company Declaration, Business Cooperation Agreement, and Business partner Due Diligence Questionnaire, and any corporate social responsibility requirements therein. To comply with this Code, business partners must complete these additional documents.

- 1.3 商业伙伴交付任何设备、原料、产品和/或服务时,应符合亿纬锂能相关合同文件中的规定。

Delivery of any equipment, raw materials, products and/or services by the business partner shall be in accordance with the provisions specified in EVE's relevant contract documents.

2. 社会责任要求 Social Responsibility Requirement

- 2.1 亿纬锂能鼓励商业伙伴参照 SA8000 社会责任国际标准建立并实施管理体系。

EVE encourages the business partner to establish and implement management systems with reference to the SA8000 international social responsibility standard.

2.2 童工和未成年工 Child and Underage Labor

商业伙伴应遵守所有适用的有关最低工作年龄的法律和法规,不得使用或支持使用任何形式的童工。“童工”指儿童或青少年从事劳动,国际劳工组织(ILO)最小年龄公约(C1973)规定可以接受的情形除外。在中国“儿童”指任何 16 周岁以下的人;在其他国家“儿童”指任何 15 周岁以下的人;当国家或当地法律法规规定了更高的义务教育年龄或者最低的法定就业年龄时,以较高者为准。

The business partner must adhere to laws and regulations regarding the minimum working age, and not employ or support the use of child labor in any form. "Child labor" refers to the employment of children or minors, except in situations acceptable under the International Labor Organization (ILO) Minimum Age Convention (C1973). In China, a "child" refers to anyone under the age of 16; in other countries, a "child" refers to anyone under the age of 15. When national or local laws regulate a higher compulsory education age or a minimum legal employment age, the higher age shall prevail.

商业伙伴应采取有效的措施以避免误招童工,包括但不限于在招聘时有效鉴别所有员工的年龄。

The business partner shall prevent the inadvertent hiring of child labor, including but not limited to effectively verifying the age of all employees during recruitment.

商业伙伴可依据当地法律法规聘用未成年工,但必须确保采取有效的未成年工保护措施,且不安排未成年工从事可能危及其身心健康或安全的工作,以及要求未成年工加班或从事夜班工作。

The Business partner may employ underage workers in accordance with local laws and regulations, but it must ensure that effective measures are taken to protect underage workers and that they do not arrange for underage workers to work in jobs that may endanger their physical or mental health or safety, or require them to work overtime or at night.

2.3 禁止强迫或强制性劳动 Prohibition on use of forced or mandatory labor

商业伙伴不得使用或支持使用任何形式的强迫或强制性劳动，不得限制员工人身自由，不得从事或支持贩卖人口。商业伙伴不得参与贩卖人口或雇用任何形式的奴隶、强迫劳动、抵债劳动、契约劳动或监狱劳动，并且不得通过威胁、强迫、诱拐或欺骗等手段运输、窝藏、招聘、转移或接收此类劳工或服务。商业伙伴不得要求员工在受雇时交纳“押金”、费用或寄存身份证件，不得扣留员工的任何工资、福利、财产或身份证件等文件，以迫使员工为其连续工作。

The Business partner shall not use or support the use of any form of forced or compulsory labor, restrict employees' personal liberty, or engage in or support human trafficking. Business partners shall not engage in human trafficking or employ any form of slavery, forced labor, bonded labor, indentured labor or prison labor, and not transport, harbor, recruit, transfer or receive such labor or services by means of threats, coercion, abduction or deception.

商业伙伴不得阻碍员工随时自由选择终止其雇佣关系，包括通过扣押工资、威胁、暴力等手段胁迫员工继续为其工作。

The Business partner shall not impede employees' right to terminate his or her employment at any time, including coercing an employee to continue working for them through wage withholding, threats, violence, etc.

商业伙伴应以员工能够充分理解的语言与员工签署雇佣协议。雇佣协议签署完成后，商业伙伴应向员工提供合同副本，以便员工能够随时查阅并了解自己的权益与职责。

The Business partner should sign employment agreements with employees in a language that employees fully understand. Upon the employment agreement completion, the Business partner shall provide the employee with the contract copy so that the employee can keep informed his or her rights and responsibilities at any time.

2.4 禁止使用罪犯劳工 Prohibition on use of convict labor

商业伙伴不得在其任何经营活动中使用或支持使用罪犯劳工。就本准则而言，“罪犯劳工”包括被监禁者进行的非自愿和自愿劳动。

The business partner shall not use or support the use of convict labor in any of its operations. For the purposes of this Code, “convict labor” includes both involuntary and voluntary labor performed by incarcerated persons.

2.5 人道待遇 Humane Treatment

商业伙伴应尊重国际公认的人权标准，不得参与或支持任何侵犯人权的行为。商业伙伴应尊重每一名员工的尊严、隐私和权利，不得从事或支持体罚、精神或肉体胁迫以及言语侮辱，也不得以粗暴、非人道的方式对待员工。

Business partners shall respect internationally recognized human rights standards and shall not engage in or support any human rights violations. Business partners shall respect the dignity, privacy and rights of each employee and shall not engage in or support corporal punishment, mental or physical coercion, and verbal abuse, or treat employees in a rude and

inhumane manner.

2.6 工作时间与休息 Working Time and Rest

商业伙伴应遵守适用的法律、法规以及行业标准中有关工作时间、休息和公共假期的规定。

The Business partner shall comply with applicable laws, regulations and industry standards regarding working hours, rest and public holidays.

商业伙伴应保留准确的工作时间（包括加班）记录。

The Business partner shall keep accurate records of working hours (including overtime)

商业伙伴应建立有效的加班控制和补偿机制，确保员工加班是自愿及身心健康。

The Business partner shall establish effective overtime control and compensation mechanisms to ensure that employees work overtime voluntarily and physically and mentally healthy.

2.7 薪资福利 Wage and Benefits

商业伙伴向员工支付的工资及提供的福利应符合所有适用的工资法律，包括有关最低工资、加班补偿和法定福利在内的各项法律和法规。

Wages paid and benefits provided by the Business partner to their employees shall comply with all applicable wage laws, including those relating to minimum wages, overtime compensation and statutory benefits.

商业伙伴发放工资时，应足额、按时向员工支付并提供清晰易懂的工资单。

The Business partner shall pay employees in enough, on time and provide clear and understandable payrolls.

2.8 无歧视制度与行为 Non-discrimination System and Behavior

在涉及聘用、报酬、培训机会、升迁、解职或退休等事项上，商业伙伴不得支持或从事基于种族、民族、国籍、宗教、身体残疾、性别、性取向、婚姻状况、生育状况、政治归属或年龄等因素上的歧视制度与行为。

The Business partner shall not support or engage in systems and behaviors that discriminate on race, ethnicity, national origin, religion, physical disability, gender, sexual orientation, marital status, maternity status, political affiliation or age, relating to hiring, compensation, training opportunities, promotion, termination or retirement.

商业伙伴应确保所有员工在相同岗位、相同工作条件下，享有平等的薪酬和福利待遇，无论其性别、种族、国籍、宗教或其他身份特征。

The Business partner shall ensure that all employees obtain equal payment and benefits in the same position and under the same working conditions, regardless of their gender, race, nationality, religion or other identifying characteristics.

商业伙伴应尊重不同种族、民族和不同宗教信仰的员工，不得干涉员工行使其遵奉信仰

和风俗等情况所需要的权利。

The Business partner shall respect employees of different races, nationalities and different religious beliefs, and shall not interfere with the exercise of the rights of employees as may be necessary for the observance of their beliefs and customs, etc.

商业伙伴不得允许在工作场所、由其提供或管理的住所和其他场所内进行任何威胁、虐待、剥削或性侵扰行为，包括姿势、语言和身体的接触。

The business partner shall not carry out any threatening, abusive, exploitative, or sexual harassment behaviors, including by way of conduct, language or physical contact, in any working environments, residences or other premises provided or operated by the business partner.

商业伙伴不得要求员工或准员工接受可能带有歧视性目的的医疗测试或体检。

The Business partners shall not require employees or prospective employees to submit to medical tests or examinations that may have a discriminatory purpose.

2.9 尊重员工结社自由和平等协商的权利 Respect Employees' Rights on Freedom of Association and Equal Negotiation

商业伙伴应根据适用的法律和法规，尊重员工自愿组建和加入工会、职代会或类似工人组织、进行集体谈判以及拒绝参加该等活动的权利。

The Business partner shall respect employees' rights to voluntarily form and join labor unions, works councils or similar workers' organizations, to engage in collective bargaining and to refuse to participate in such activities, in accordance with applicable laws and regulations.

商业伙伴应保证工会成员、工人代表以及任何参与类似工人组织的员工不会因为其是工会成员、工人代表或参与类似工人组织活动而受到歧视、骚扰、胁迫或报复，并保证相关员工代表可在工作场所与其所代表的员工保持接触。

The Business partner shall ensure that labor union members, workers' representatives and any employees involved in similar workers' organizations are not subjected to discrimination, harassment, coercion or reprisals on the basis of their membership of a trade union, workers representatives or involvement in the activities of similar workers' organizations, and that the relevant employees' representatives are able to maintain contact with the employees they represent in the workplace.

2.10 遵守亿纬锂能的监控机制 Compliance with EVE's monitoring mechanisms

商业伙伴应遵守亿纬锂能遵守和执行本准则的监控机制，包括本准则第 7.6 条中详述的机制，包括但不限于审计、实地考察或检查。

The business partner shall comply with EVE's mechanisms for monitoring compliance and implementation of this Code, including those detailed in Section 7.6 of this Code. This may include but is not limited to audits, site visits, or inspections

2.11 员工反馈与申诉管理

商业伙伴应建立收集员工反馈制度，以识别并了解员工在工资和福利、工作场所条件、培训教育、健康安全等方面的需求及评价。商业伙伴应采取适当措施回应员工反馈的问题，并将措施落实情况及效果定期向员工披露。

The Business partners shall establish a system for collecting employee feedback to identify and understand employees' needs and evaluations in wages and benefits, workplace conditions, training and education, and health and safety. The Business partners shall take appropriate measures to respond to employee feedback and disclose the measures implementation and their effects to employees regularly.

商业伙伴应建立有效的内部申诉制度及渠道，包含保护举报人的相关规定与程序，使员工能自由不用担心遭到报复的进行申诉举报。

The Business partners should establish effective internal grievance systems and channels, including whistleblower protection provisions and procedures, so that employees can report grievances freely and without fear of retaliation.

3. 职业健康与安全要求 Occupational Health and Safety Requirements

亿纬锂能鼓励商业伙伴参照 ISO45001 职业健康安全体系标准（或其他相似体系标准）建立并实施职业健康安全管理体系，确保工作场所的安全性，制定并实施有效的职业健康安全政策和程序，以识别、评估和控制潜在的职业健康安全风险。

EVE encourages business partners to establish and implement an OHS management system with reference to the ISO45001 OHS system standard (or other similar system standards), to ensure workplace safety, and to formulate and implement effective OHS policies and procedures for identifying, assessing and controlling potential OHS risks.

商业伙伴应提供安全健康的工作环境，并应根据适用的法律和法规取得、维护并更新所有必需的職業健康与安全许可，并遵守这些许可的相关规定。

The Business partners shall provide a safe and healthy working environment and shall obtain, maintain and renew all required occupational health and safety permits in accordance with applicable laws and regulations and comply with the relevant provisions of such permits.

商业伙伴应在员工受雇前充分告知员工应聘岗位存在的职业病危害因素，并与员工签订职业病危害因素告知书。

The Business partners should fully inform their employees of the applying position's occupational hazards before they are hired, and sign notification letter of occupational hazards with their employees.

商业伙伴通过建立必要的机制来识别、预防、管理、跟踪和报告工伤和职业病，并制定和实施纠正措施以消除或减轻影响。此外，商业伙伴还应采取适当的措施保护女工，尤其是孕妇和哺乳期女工的安全健康。

The Business partners shall identify, prevent, manage, track and report work-related injuries and occupational diseases by establishing necessary mechanisms, and develop and implement corrective measures to eliminate or mitigate the effects. In addition, the Business partners shall take appropriate measures to protect female employees' safety and healthy, especially

for pregnant and lactating female employees.

商业伙伴应向员工提供适当与充分的健康和安全培训及提示,以便员工能充分认识到与工作过程和工作环境有关的危险因素,以及如何最大限度地降低危险。

The Business partners should provide appropriate and sufficient health and safety training and reminders to employees so that they are fully aware of the hazards associated with the work process and work environment and how to minimize them.

商业伙伴应向员工提供必要的劳动防护用品,并对从事特种作业的员工进行专门培训并要求其取得特种作业资格。

The Business partners should provide employees with the necessary labor protection equipment, and provide special training to employees engaged in special operations and require them to obtain special operation qualifications.

商业伙伴应向员工应提供良好的工作环境,包括但不限于清洁卫生的休息与卫生设施和饮用水,必要时需提供清洁卫生的食物储存与用餐设施。如商业伙伴提供员工食堂,则需要按相关规定保证食堂环境和食品卫生安全。

The Business partners shall provide employees with a good working environment, including but not limited to clean and hygienic rest and sanitation facilities and drinking water, and where necessary, clean and hygienic food storage and dining facilities. If the Business partners provide canteens for employees, it is required to ensure the canteen environment and food hygiene and safety in accordance with relevant regulations.

商业伙伴若为员工提供住宿,则应确保宿舍环境良好,保持其宿舍及相关设施的整洁、卫生和安全,且应满足员工的基本生活需要。

If the Business partners provide accommodation for their employees, they shall ensure that the dormitory environment is good, maintain the Business partners dormitories and related facilities clean, hygienic and safe, and shall meet their employees' basic living demands.

商业伙伴应向所有员工和承包商提供已查明的工作场所风险的相关安全信息,并通过培训等方式确保员工及承包商能充分理解存在的风险及事件发生时如何自我保护。

The Business partners should provide all employees and contractors with relevant safety information on identified workplace risks and ensure, including through training, that employees and contractors fully understand the risks and how to protect themselves in the event of an incident.

商业伙伴应建立必要的机制来识别并评估可能出现的紧急情况 and 事件,并通过制定和实施应急预案(包括:紧急报告、员工撤离、培训和演练、火灾报警和灭火装置、安全出口和恢复计划等)将影响降到最低。

The Business partners should establish the necessary mechanisms to identify and assess potential emergencies and incidents and minimize the impact through the development and contingency plans implementation (including: emergency reporting, staff evacuation, training and drills, fire alarms and extinguishers, safe egress and recovery plans, etc.).

4. 安保管理 Security Management

商业伙伴应明确安保措施的合理界限, 避免采取任何具有侵犯性的行为并保证性别适宜。

The Business partners shall specify the security measures' reasonable limits, avoiding any intrusive behavior and ensuring gender appropriateness.

商业伙伴不得对工作场所内的人员走动或进出设置不合理的限制。

The Business partners shall not set unreasonable restrictions on movement or access to the workplace.

5. 社区和土著居民 Communities and Indigenous Residents

商业伙伴应当尊重当地社区的权利, 包括土著群体以及其他弱势和处境不利群体。

The Business partners should respect local communities' rights, including indigenous groups and other vulnerable and disadvantaged groups.

商业伙伴应就是否和如何开展商业活动, 事先获得当地土著群体和社区的知情同意。

The Business partners should obtain the prior informed consent of local indigenous groups and communities on whether and how to conduct business activities.

商业伙伴不应因开展商业活动而非法驱逐当地土著并剥夺当地自然资源, 包括土地、水、森林等。

The Business partners should not unlawfully evict local indigenous peoples and deprive them of local natural resources, including land, water, forests, etc., considering their commercial activities.

商业伙伴应建立于当地社区及土著沟通的机制, 听取当地居民关切的问题, 并努力通过当地参与产生积极影响。

The Business partners should establish mechanisms to communicate with local communities and indigenous residents, listen to the local populations' concerns and endeavor to make positive impacts through local participation.

商业伙伴应积极鼓励支持创造当地的就业机会、当地采购、提供教育机会和基础设施的发展。

The Business partners should actively encourage and support for local job creation, local procurement, provision of educational opportunities and infrastructure development.

6. 环境保护要求 Environment Protection Requirement

6.1 环境管理体系 Environment Management System

亿纬锂能鼓励商业伙伴参照 ISO14001 环境管理体系标准要求建立并实施环境管理体系, 体系应包含环境合规、污染控制、水资源管理、应对气候变化、有害物质管理、生物多样性保护、能源管理等内容。

EVE encourages the Business partners to establish and implement environmental management systems with reference to the ISO14001 environmental management system standard requirements. The system should include environmental compliance, pollution control, water resource management, response to climate change, hazardous substances management, biodiversity protection, energy management, and so on.

商业伙伴应建立有关污染物排放控制、温室气体排放、能源管理、生态环境保护（包括土壤与地下水、地表水体、生物保护区、森林、湿地、自然遗产等）等年度目标并定期跟踪目标达成情况。

The Business partners should establish annual targets for pollutant emission control, greenhouse gas emissions, energy management, and ecological environmental protection (including soil and groundwater, surface water bodies, biological reserves, forests, wetlands, and natural heritage, etc.) and follow up on the achievement of the targets on a regular basis.

6.2 污染控制 Pollution Control

环境许可和报告：商业伙伴应根据适用的法律和法规取得、维护并更新所有必需的环境保护行政许可证、审批和登记，并遵守其关于操作和报告的要求。

Environmental Permits and Reporting: The Business partners shall obtain, maintain and update all required administrative licenses, approvals and registrations for environmental protection in accordance with applicable laws and regulations, and comply with their requirements for operation and reporting.

污染监测：商业伙伴应根据所适用的污染物监测法规拟定并执行污染物排放监测计划，监测范围包括但不限于土壤与地下水、大气环境、地表及海洋水体等。

Pollution Monitoring: The Business partners shall prepare and implement a monitoring plan for pollutant discharges in accordance with applicable pollutant monitoring regulations, including, but not limited to, soil and groundwater, the atmospheric environment, surface and marine waters.

有害物质管理：商业伙伴所提供的任何原料、产品、服务应符合所有适用的有关环境有害物质过程管理方面的法律、法规和标准的要求。商业伙伴应当识别和控制释放到环境中的可能造成危险或污染的化学物质及其他物质（例如：汞及其化合物、持久性有机污染物（PoPs）、臭氧消耗物质(ODS)等）以确保这些物质得到安全的处理、运输、存储、回收或重用和处置。

Hazardous Substance Management: Any raw materials, products, and services provided by the Business partners shall comply with all applicable laws, regulations, and standards' requirements regarding environmentally hazardous substance processes management. The Business partners shall identify and control chemical and other substances released into the environment that may pose a hazard or contamination (e.g., mercury and its compounds, persistent organic pollutants (PoPs), ozone-depleting substances (ODSs), etc.) to ensure that they are handled, transported, stored, recycled or reused, and disposed of in a safe manner.

固体废物及废水管理：商业伙伴需对生产中的废水和固体废物实施分类、监控、控制及处理，制定相应管理制度，含监控计划与报告。商业伙伴应预备应急方案，并按法规要

求进行应急演练,确保事故时能迅速响应。同时,商业伙伴应制定计划评估现有设施系统的完整性和有效性,发现问题立即改进。

Solid Waste and Wastewater Management: The Business partners are required to classify, monitor, control and treat wastewater and solid waste in production, and formulate appropriate management systems, including monitoring plans and reports. The Business partners should prepare emergency plans and conduct emergency drills in accordance with regulatory requirements to ensure rapid response in case of accidents. Meanwhile, the Business partners should develop plans to assess existing facilities and systems integrity and effectiveness, and make immediate improvements when problems are identified.

废气排放: 商业伙伴在运营过程中产生的挥发性有机化学物质、气雾剂、微粒、臭氧消耗物质以及燃烧副产品,在排放之前应按要求辨别、监控、控制和处理。商业伙伴应预备应急方案,并按法规要求进行应急演练,确保事故时能迅速响应。同时,商业伙伴应制定计划评估现有设施系统的完整性和有效性,发现问题立即改进。

Exhaust Emissions: VOCs, aerosols, particulates, ozone depleting substances and combustion by-products generated by the Business partners during operations shall be identified, monitored, controlled and treated as required prior to release. The Business partners shall prepare emergency response plans and conduct emergency drills as required by regulations to ensure rapid responses in the event of an incident. At the same time, the Business partners should construct plan to assess the integrity and effectiveness of existing facility systems and make immediate improvements when problems are identified.

土壤与地下水保护: 商业伙伴应遵循相关环境法规,实施有效的污染防治措施,防止有害物质的泄漏和排放,确保土壤和地下水不受污染。此外,商业伙伴应定期监测和评估其对土壤和地下水的影响,并根据评估结果调整其生产和管理实践,保护土壤和地下水资源。

Soil and Groundwater Protection: The Business partners shall follow relevant environmental regulations and implement effective pollution prevention and control measures to prevent the leakage and discharge of hazardous substances and ensure that soil and groundwater are not polluted. In addition, business partners shall regularly monitor and assess their impact on soil and groundwater, and adjust their production and management practices based on the assessment results to protect soil and groundwater resources.

6.3 节能减排 Energy-saving and emission-reduction

商业伙伴应贯彻产品全生命周期管理理念,重点强化设计阶段的污染预防。通过采用生态设计、清洁材料替代和工艺优化等措施,从源头减少污染物(含废水、废气、固废及噪声等)产生。同时须制定量化减排方案,实施最佳可行技术,并建立定期评估机制确保持续改进

Business partners shall implement the concept of full lifecycle management for products, with a key focus on enhancing pollution prevention during the design phase. By adopting eco-design, substituting cleaner materials, and optimizing processes, they must reduce the generation of pollutants (including wastewater, exhaust gases, solid waste, noise, etc.) at the source. Additionally, quantitative emission reduction plans shall be formulated, best available

techniques implemented, and regular evaluation mechanisms established to ensure continuous improvement.

商业伙伴应采取措施以尽可能降低对水、电、天然气等能源和自然资源的消耗,例如改进生产、维护设施、优化工艺、使用替换材料、材料回收和重用、在保证质量和安全的前提下尽量减少包装材料的使用等。

The Business partners should take measures to minimize the consumption of energy and natural resources such as water, electricity and natural gas, such as improved production, maintenance of facilities, optimization of processes, use of replacement materials, recycling and reuse of materials, and minimization of the use of packaging materials while maintaining quality and safety.

商业伙伴在生产过程中应优先考虑使用无有害物质的材料,采用无污染、少污染、无危害、少危害的生产工艺、生产设备、先进的操作方法等。商业伙伴不得采用任何适用的法律法规已禁止使用的生产工艺与生产设备。

The Business partners shall give priority to the materials usage without hazardous substances in the production process, and adopt production processes, production equipment, advanced operation methods, etc. that are non-polluting, less polluting, non-hazardous and less hazardous. Business partners shall not adopt any production process and production equipment whose use has been prohibited by any applicable laws and regulations.

商业伙伴应通过相关节能减排措施,包含污染控制、适用绿色包装等,减少对自然资源的消耗和污染。

The Business partners should reduce the natural resources consumption and pollution through relevant energy saving and emission reduction measures, including pollution control and the green packaging application.

6.4 温室气体管理 Greenhouse Gas Management

产品环保 Environmentally Friendly Products

商业伙伴应当遵守所有适用的关于禁止或限制特定物质的法律法规和客户要求。例如满足 RoHS、REACH、WEEE、绿色包装等环保指令以及目标市场国家、地区的环保法规要求。

The Business partners shall comply with all applicable laws and regulations and customer requirements concerning the prohibition or restriction of specific substances. For example, to satisfy the RoHS, REACH, WEEE, green packaging and other environmental protection directives, and the environmental protection regulations of the target market countries and regions.

商业伙伴所有产品的生产应推行无铅化和低毒害性控制,满足所有适用的法律法规关于化学品管理、有毒有害物质管制要求。

The Business partners shall implement lead-free and low-toxicity controls in all products' production, and meet all applicable laws and regulations on chemical management, toxic and hazardous substances control requirements.

商业伙伴应实施绿色采购, 对其采购的物料应进行环保检验和管理。

The Business partners should implement green procurement, and the materials they purchase should be tested and managed for environmental protection.

温室气体 Greenhouse Gas

商业伙伴应定期评估其组织与产品温室气体排放情况, 制定明确的减排目标和计划, 采取有效措施降低在生产、运输和整个供应链过程中的碳排放。

The Business partners shall regularly assess the greenhouse gas emissions of their organizations and products, establish clear emission reduction targets and plans, and take effective measures to reduce carbon emissions throughout production, transportation, and the entire supply chain.

商业伙伴应积极推动低碳技术的应用和能源效率的提升, 鼓励使用可再生能源, 减少对环境的影响。

The Business partners shall actively promote the low-carbon technologies adoption and the energy efficiency improvement, encourage the renewable energy usage, and minimize environmental impact.

6.5 生物多样性、文化遗址及栖息地保护 Biodiversity, Culture Heritage and Habitat Conservation

商业伙伴应根据所有适用的法律法规对识别并评估其商业活动对生物多样性带来的潜在或实际负面影响, 并及时采取有效的避免、减缓和恢复措施及跟踪措施落实情况。

Business partners shall, in accordance with all applicable laws and regulations, identify and assess the potential or actual negative impacts of their business activities on biodiversity. They must promptly implement effective measures to avoid, mitigate, and restore such impacts, and track the implementation of these measures.

商业伙伴应当遵守有关法律法规, 采取必要措施, 防止对文化遗产和生态环境的破坏。这包括但不限于制定环境和文化遗产评估方案, 进行影响评估, 制定保护计划。商业伙伴还应鼓励员工和合作伙伴提高对文化和自然保护的认识, 促进可持续发展。

Business partners shall comply with relevant laws and regulations and take necessary measures to prevent damage to cultural heritage and the ecological environment. This includes, but is not limited to, developing environmental and cultural heritage assessment plans, conducting impact assessments, and formulating protection plans. Business partners should also encourage employees and partners to enhance awareness of cultural and natural conservation and promote sustainable development practices.

商业伙伴应参照所有适用的法律法规, 识别和评估所有商业活动对生物多样性可能产生的积极和消极影响。

The Business partners should identify and evaluate all business activities' possible positive and negative impact to biodiversity referring all applicable laws and regulations.

商业伙伴应遵循相关法律法规, 采取必要措施防止对文化遗产和生态环境的破坏, 包括

但不限于制定环境与文化遗址评估计划、开展影响评估和制定保护方案。商业伙伴还应鼓励员工及合作伙伴增强对文化和自然保护的意识，推动可持续发展实践。

Business partners shall comply with relevant laws and regulations by implementing necessary measures to prevent damage to cultural heritage and ecological environments, including but not limited to developing environmental and cultural site assessment plans, conducting impact evaluations, and formulating protection programs. They shall also foster awareness of cultural and natural conservation among employees and partners, promoting sustainable development practices.

7. 商业道德要求 **Business Ethics Requirements**

商业伙伴所有商业活动应遵循诚信标准，禁止任何形式的贿赂、腐败、欺诈、内幕交易、洗钱等不正当和不诚信行为。

All commercial activities of the business partner shall comply with the standards of integrity; behaviors such as bribery, corruption, fraud, insider trading, money laundering and other improper and dishonest behaviors shall be prohibited.

商业伙伴须制定反腐败程序文件，明确禁止一切贿赂及不当利益输送行为，包括但不限于：通过直接或间接方式提供/收受现金、礼品卡、过高规格招待等不正当利益；以回扣、虚假交易等形式谋取不当优势。严禁设立账外资金或伪造财务记录，所有交易须真实、完整记录。供应商应建立合规内控机制（如礼品申报、第三方审计等），并配合采购方进行合规审查与调查，确保业务往来透明合规。

Business partners must establish documented anti-corruption policies explicitly prohibiting all forms of bribery and improper benefits, including but not limited to: directly or indirectly offering/accepting cash, gift cards, excessive entertainment, or other undue advantages; or seeking improper benefits through kickbacks or sham transactions. Off-the-book funds and falsified records are strictly prohibited—all transactions must be accurately and completely documented. Suppliers shall implement compliance controls (e.g., gift declarations, third-party audits) and cooperate with the purchaser's compliance reviews and investigations to ensure transparent and compliant business dealings.

商业伙伴应严格遵守竞争法规，禁止参与串通投标、价格操纵、产量限制等卡特尔行为，不得以任何形式获取不正当竞争优势。

Business partners shall strictly comply with competition regulations and are prohibited from engaging in cartel conduct such as bid rigging, price manipulation, and output restriction. No form of unfair competitive advantage may be obtained by any means.

商业伙伴应遵守所有适用的有关数据安全和个人信息保护的法律法规，避免相关数据和个人信息遭到不当披露、窃取或滥用。

The Business partners shall comply with all applicable laws and regulations related to data security and personal information protection, and shall prevent improper disclosure, theft, or misuse of such data and personal information.

商业伙伴应尊重知识产权（包括商业秘密）、遵守所有适用的有关知识产权保护的法律

法规和保密条款, 自觉维护行业稳定和安全, 妥善保护各类知识产权。

The Business partners shall respect intellectual property rights (including trade secrets) and comply with all applicable laws, regulations, and confidentiality agreements related to intellectual property protection. The Business partners shall proactively maintain industry stability and security and ensure the proper protection of all types of intellectual property.

商业伙伴须严格防范利益冲突, 确保商业决策客观公正。若存在实际或潜在利益冲突(包括但不限于: 供应商员工或其关联方与采购方存在经济利益关联、同时为采购方竞争对手提供服务、持有采购方关联企业权益等情形), 应立即向亿纬锂能书面申报。在冲突未解决前, 相关责任人员及关联方应主动回避涉及采购方的商业活动, 直至冲突消除。

Business partners must strictly prevent conflicts of interest to ensure objective and impartial commercial decision-making. Where actual or potential conflicts of interest exist (including but not limited to: economic interest connections between supplier employees/affiliated parties and the purchaser; simultaneous provision of services to the purchaser's competitors; holding equity interests in the purchaser's affiliated enterprises, etc.), immediate written disclosure to EVE Energy is required. Until such conflicts are resolved, relevant personnel and affiliated parties shall recuse themselves from commercial activities involving the purchaser.

商业伙伴严禁利用亿纬锂能资源谋取私利、通过利益输送影响采购决策、或隐瞒关联关系参与投标。

Business partners shall not utilize EVE Energy's resources for personal gain, and are prohibited from engaging in improper conduct such as benefit transfers or participating in bids by concealing affiliated relationships.

商业伙伴应建立外部申诉管理程序及外部申诉渠道(包含匿名投诉渠道), 并对申诉内容进行有效跟踪, 解决。

The Business partners shall establish external grievance management procedures and channels (including anonymous complaint channels) and effectively track and resolve the issues raised in such grievances.

8. 负责任采购 Responsible Sourcing

商业伙伴应当参照《亿纬锂能商业伙伴行为准则》, 对其各层级上游商业伙伴(包括通过商业伙伴的直接商业伙伴要求间接商业伙伴, 下同)进行管理, 并督促他们遵守相关要求。

The Business partners shall refer to the EVE Energy Business partner Code of Conduct to manage their upstream business partners at all levels (including indirect business partners through direct business partners, hereinafter the same) and ensure their compliance with relevant requirements.

商业伙伴应参考适用的法律法规及相关行业标准与指南等的要求, 建立与自身实际运营活动相称的供应链尽责管理体系, 包括但不限于: 将供应链尽责管理纳入商业伙伴的合

规政策与流程或者制定专门的政策与流程；识别并评估商业伙伴自身运营活动以及供应链上潜在或现实的环境与人权风险与不利影响；采取包括预防、缓解与补救在内的适当行动管理前述风险与不利影响；对相关员工和部门、上游商业伙伴或其他利益相关方进行培训或与其积极沟通；建立或完善有关投诉受理、监督执行以及对外披露尽责义务履行情况的机制等。商业伙伴应当妥善保存相关文件资料，并按要求及时披露给亿纬锂能。

The Business partners shall, in accordance with applicable laws, regulations, industry standards, and guidelines, establish a supply chain due diligence management system commensurate with their actual operational activities. This includes, but is not limited to: integrating supply chain due diligence into the business partner's compliance policies and procedures or developing dedicated policies and procedures; identifying and assessing potential or actual environmental and human rights risks and adverse impacts arising from the business partner's operations and supply chain; taking appropriate actions, including prevention, mitigation, and remediation, to manage the aforementioned risks and adverse impacts; providing training or actively communicating with relevant employees, departments, upstream business partners, or other stakeholders; and establishing or improving mechanisms for complaint handling, monitoring implementation, and disclosing the fulfillment of due diligence obligations. Business partners shall properly maintain relevant documentation and disclose it to EVE Energy in a timely manner as required.

亿纬锂能同时鼓励商业伙伴督促自身各层级上游商业伙伴参照负责任采购上文的要求建立、完善与其自身实际运营活动相称的供应链尽责管理体系，并对商业伙伴的上游商业伙伴开展定期尽职调查。

EVE Energy also encourages the Business partners to urge their upstream business partners at all levels to establish and improve a supply chain due diligence management system commensurate with their actual operational activities, in line with the responsible sourcing requirements mentioned above, and to conduct regular due diligence on their upstream business partners.

作为前述供应链尽责管理体系的一部分，商业伙伴应参考国内外行业良好实践指南，如中国五矿化工进出口商会发布的《中国矿产供应链尽责管理指南（第二版）》、《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（第三版）》以及相关行业标准与指南，就商业伙伴向亿纬锂能所供应产品中含有的锡、钽、钨、金、钴、云母、锂、镍、锰、石墨以及电池制造过程中使用的含有他们的化合物建立产销监管链或供应链追溯信息的控制和透明度系统，收集保存供应链溯源相关数据资料，并按照亿纬锂能要求在约定时间内提供相关信息及证明材料。

As part of the aforementioned supply chain due diligence management system, the Business partners shall refer to domestic and international industry best practice guidelines, such as the China Minerals Supply Chain Due Diligence Guidelines (Second Edition) issued by the China Chamber of Commerce of Metals, Minerals & Chemicals Importers & Exporters, the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (Third Edition), and relevant industry standards and guidelines. The Business partners shall establish a chain of custody or a system for controlling and ensuring transparency of traceability information for tin, tantalum, tungsten,

gold, cobalt, mica, lithium, nickel, manganese, graphite, and compounds containing these materials used in battery manufacturing that are supplied to EVE Energy. The Business partners shall collect and maintain supply chain traceability data and provide relevant information and supporting documents as required by EVE Energy.

根据实际情况和管理需要, 亿纬锂能将自行或委托第三方对商业伙伴及商业伙伴上游商业伙伴进行实地或线上尽职调查, 审核商业伙伴及商业伙伴上游商业伙伴的供应链尽责管理体系建设和管理实践是否满足相关法律法规要求以及能否对标行业最佳实践。商业伙伴应配合审核并提供相应支持。

Depending on actual circumstances and management demands, EVE Energy may conduct on-site or online due diligence on business partners and their upstream business partners, either independently or through a third party, to assess whether their supply chain due diligence management systems and practices comply with relevant legal and regulatory requirements and align with industry best practices. The Business partners shall cooperate with due diligence audits and provide necessary support.

亿纬锂能鼓励商业伙伴及供应链上其他商业伙伴, 尤其是处于高冲突及高风险地区商业伙伴, 获得第三方认证。

EVE Energy encourages the Business partners and other entities in the supply chain, especially those in high-conflict and high-risk areas, to obtain third-party certifications.

9. 综合要求 Comprehensive Requirements

商业伙伴应当以适当方式确保其管理人员和相关员工均知悉本准则的要求。

The Business partners shall take appropriate measures to ensure that their management personnel and relevant employees are aware of the requirements of this Code.

商业伙伴应参照本准则, 对其上游商业伙伴进行管理, 包括将与本准则相同或实质上相同的要求作为采购要求纳入上游商业伙伴管理, 包括签署书面承诺、纳入认证选择标准及定期审核等。

The Business partners shall manage their upstream business partners by referencing this Code, including incorporating requirements identical or substantially equivalent to this Code into procurement agreements with upstream business partners. This includes signing written commitments, integrating such requirements into certification and selection criteria, and conducting periodic audits.

商业伙伴应根据适用的法律法规、行业标准、客户要求、本准则的要求和自身战略需求, 制定程序以识别与其经营有关的社会责任、职业健康安全、环境保护、商业行为和冲突矿产等方面的风险, 并实施适当的程序以确保合规性和风险控制。

The Business partners shall establish procedures, in accordance with applicable laws and regulations, industry standards, customer requirements, this Code, and their own strategic needs, to identify risks related to social responsibility, occupational health and safety, environmental protection, business conduct, and conflict-free minerals associated with their

operations. They shall implement appropriate procedures to ensure compliance and risk control.

商业伙伴应定期进行内部审核和自我评估,以确保遵守法律法规和本准则的要求。对于通过内外部的评估、检查、审核等发现的合规问题,根据其性质和严重性,商业伙伴及时制定有效且充分的改进计划予以适当的补救和纠正。

The Business partners shall conduct regular internal audits and self-assessments to ensure compliance with laws, regulations, and this Code. For compliance issues identified through internal or external evaluations, inspections, or audits, business partners shall promptly develop effective and comprehensive improvement plans to address and correct such issues based on their nature and severity.

亿纬锂能努力确保其产品供应链的透明度和可追溯性,商业伙伴应给予支持和配合。商业伙伴通过妥善保存记录、建立可追溯的管理系统来保障产品及其供应链的透明度和可追溯性,并应根据亿纬锂能的要求,尽其所能配合提供与产品的负责任来源和可持续供应链相关的证明文件,包括但不限于相关原料和产品的来源信息、相关商业伙伴合规程序、尽职调查问卷、自我评估问卷等。

EVE Energy strives to ensure transparency and traceability within its product supply chain, and business partners shall provide support and cooperation. Business partners shall maintain proper records and establish traceability management systems to ensure transparency and traceability of their products and supply chains. Upon request from EVE Energy, the business partners shall endeavor to provide documentation related to responsible sourcing and sustainable supply chains, including but not limited to source information of raw materials and products, business partner compliance procedures, due diligence questionnaires, and self-assessment reports.

亿纬锂能根据《商业伙伴行为准则》提供相关内容培训或资源,支持商业伙伴提高绩效表现。

EVE Energy provides training or resources related to the Business partner Code of Conduct to support business partners in improving their performance.

遵守及执行本准则的监控机制。

Detail mechanisms for monitoring compliance with and implementation of this code.

EVE 采用远程或现场年度检查的方式对商业伙伴遵守行为准则的情况进行评估,并制定详细的评估实施细则。针对检查中发现的违规行为,将根据问题严重程度采取分级处理措施:(1)对于轻度违规,要求商业伙伴列入纠正措施计划,并在合理期限内完成整改;(2)对于中度违规,在实施纠正措施计划的同时,暂停新订单直至整改验收通过;(3)对于严重违规,立即终止合作关系,并依据合同条款追究违约责任。

EVE conducts annual assessments of business partners' compliance with the Code of Conduct through remote or on-site inspections, with detailed implementation rules defined for the evaluation. If violations of the Code of Conduct are identified during inspections, the following measures will be taken based on the severity of the issue:(1) For minor violations, the Business Partner will be placed on a corrective action plan and given a reasonable

timeframe to implement remedies;(2) For moderate violations, in addition to the corrective action plan, new orders will be suspended until the required improvements are completed and verified;(3) For serious violations, the partnership will be terminated immediately, and contractual liabilities will be pursued.

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(请签署下列回执、并回传给亿纬锂能)

(Please sign the following acknowledgment and return it to EVE)

我司作为亿纬锂能的商业伙伴,已阅读、理解并承诺完全遵守本准则的适用条款。
Our company, a Business Partner of EVE has read, understood, and commits to fully comply with applicable provisions of this Code of Conduct..

公司名称(加盖公章)(Company Name): _____

授权代表签字(Signature of Authorized Representative): _____

职务(Position): _____

日期(Date): _____