

Phoenix Mecano Code of Conduct

PM集团行为准则

A. One Code of Conduct for everyone across the Phoenix Mecano Group

A、PM集团全体人员的行为准则

We have one Code of Conduct that is binding on all of us across all Phoenix Mecano Group companies.

我们有一套行为准则，对PM集团成员公司的全体人员都具有约束力。

The Phoenix Mecano Code of Conduct applies to all Phoenix Mecano employees and representatives across all Phoenix Mecano Group companies, regardless of their position whenever they act on behalf of Phoenix Mecano during or beyond official working hours.

PM集团的行为准则适用于集团成员公司的全体员工和代表，不论何种职位，不论是否在工作时间以PM名义行事。

We will always give priority to the standards and guidelines set out in this Phoenix Mecano Code of Conduct, irrespective of what others may expect or demand and whether adherence to these standards and guidelines may result in the loss of business opportunities. Acting with integrity and protecting our excellent reputation always takes priority.

我们将始终优先考虑本《PM行为准则》中规定的标准和准则，无论他人有何种期待或要求，或是遵守这些标准和准则是否会导致丧失商业机会。诚信行事并维护我们的良好声誉始终是首要任务。

B. Compliance with laws and regulations

B、遵守法律法规

We act with integrity and in compliance with applicable laws and regulations.

我们诚信行事并遵守适用的法律法规。

All Phoenix Mecano Group companies abide by all requirements under local, national, and international laws and regulations applicable in all countries where we operate or do business.

全体PM集团成员公司均应遵守适用于我们经营或开展业务的所在国家的当地、国家/地区和国际法律法规的所有要求。

All employees and representatives are obligated to be familiar with the basic laws, regulations and corporate policies that are relevant to their areas of responsibility.

所有员工和代表都有义务熟悉与其职责领域相关的基本法律、法规和公司政策。

C. Integrity and fairness in business dealings

C、商业交易中的诚信和公平

We do not pay or accept any bribes or facilitation payments.

我们不支付亦不接受任何贿赂或便利费。

Bribery can take place in the public sector, including public officials and employees of state-owned

enterprises, and in private business.

贿赂可能发生在公共部门，包括公职人员和国有企业员工，也可能发生在私营企业。

We reject corruption and bribery, which includes the giving or receiving of money or anything else of value (e.g., gifts, invitations, donations, other “favours” that are of value to the recipient, etc.) as an inducement or reward for an action which is illegal, unethical or a breach of trust in the performance of the function by a public official or an employee of a customer, supplier or other business partner.

我们拒绝腐败和贿赂，包括给予或接受金钱或任何其他有价物（例如礼物、邀请、捐赠、对接受者有价值的其他好处等），以作为公职人员或客户雇员、供应商雇员、其他业务合作伙伴雇员在履行职能过程中违法、不道德或违背信任的行为的诱因或奖励。

We maintain proper and legally irreproachable relations with all government regulators and agencies. In all our dealings with government and regulatory agencies and officials, we conduct ourselves in an honest and transparent manner and act in compliance with applicable laws. We also reject facilitation payments, which include any payments made to a public official in order to speed up a routine activity, such as the granting or processing of certificates, permits, visas, licenses, customs formalities or other procedures.

我们与所有政府监管部门和机构保持适当且合法的关系。在与政府、监管机构和官员的所有往来中，我们行事诚实透明，并遵守适用法律。我们秉持拒绝提供便利费，包括为加快日常业务活动而向公职人员支付的任何款项，如发放或处理证书、许可证、签证、执照、海关手续或其他程序。

Accordingly, we only make or receive gifts and provide or accept entertainment, hospitality or other courtesies when they are reasonable, proportionate and granted without the intention to unduly influence any business decision.

因此，我们仅提供和接受合理的、恰当的且不对任何商业决策产生不当影响的礼物、娱乐、款待或其他礼遇。

We do not engage in any anti-competitive behaviour.

我们不从事任何反竞争行为。

We reject any type of business practices that are designed to restrict free competition. Anti-competitive behaviour may include agreements and concerted practices with competitors, suppliers and distributors which have as their objective or effect the prevention or restriction of competition in the marketplace.

我们拒绝任何旨在限制自由竞争的商业行为。反竞争行为可能包括与竞争对手、供应商和分销商达成的协议和协同行为，其目的或效果是防止或限制市场竞争。

This includes agreements which seek to fix or control (purchase or sales) prices, premiums, surcharges, rebates, margins, terms, or conditions, allocate customers, products or territories or boycott certain customers, suppliers, or intermediaries; as well as, agreements with customers, suppliers or intermediaries (so-called vertical agreements) which include, but are not limited to, clauses that unduly restrict the business partners' freedom to set prices for its services/products, exclusivity clauses not compliant with the applicable law, non-compete arrangements and price parity agreements.

这包括旨在确定或控制（采购或销售）价格、保费、附加费、回扣、利润、条款或条件、分配客户、产品或地区或抵制某些客户、供应商或中介的协议；以及与客户、供应商或中介机构签订的协议（所谓的纵向协议），包括但不限于过度限制业务合作伙伴为其服务/产品的定价自由的条款、不符合适用法律的排他性条款、竞业禁止安排和价格对等协议。

D. Compliance with Restrictions imposed on international trade

D、遵守国际贸易限制

We comply with all national and international trade sanctions regimes and customs regulations.

我们遵守所有国家/地区和国际贸易制裁制度和海关条例。

Phoenix Mecano is a globally operating group with activities and business partners all over the world. We are aware that our domestic and international business relationships may be subject to trade control laws, as many countries and international organizations (e.g. UN, EU, US, Switzerland) impose sanctions against specified countries, governments, or organizations, targeting specified entities, individuals and business or industry sectors.

PM集团是一家业务和合作伙伴遍布世界各地的全球性运营集团。我们意识到我们国内和国际商业关系可能受到贸易管制法的约束，如许多国家和国际组织（如联合国、欧盟、美国、瑞士）针对特定实体、个人和商业或行业部门，对特定国家、政府或组织实施制裁。

These measures include so-called embargoes, which impose prohibitions and restrictions on dealings with entire countries; financial sanctions, which impose asset freezes and other restrictions on dealings with (or for the benefit of) specified government officials or representatives, organizations, entities and individuals, and trade sanctions, which restrict trade in specific goods or services or for specific end uses in specified countries (e.g. export/import bans, investment restrictions).

这些措施包括所谓的禁运，禁止和限制与整个国家的交易；金融制裁，与特定政府官员或代表、组织、实体和个人交易（或谋利）中实施资产冻结和其他限制；贸易制裁，对特定国家的特定商品或服务或特定最终用途进行限制（如出口/进口禁令、投资限制）。

By regularly updating our knowledge about applicable national and international customs, export control and embargoes regulations and by carrying out the necessary queries, we ensure that none of our national and international business activities violate any relevant embargoes, sanctions and other trade and custom regulations.

通过定期更新我们对适用的国家和国际海关、出口管制和禁运法规的了解，并进行必要的查询，我们确保我们的国内和国际业务活动不违反任何相关禁运、制裁和其他贸易和海关法规。

E. Prohibition of Money Laundering and Terrorism Financing

E、禁止洗钱和资助恐怖主义

We only maintain business relationships with reputable customers, partners and companies whose financial resources are of legitimate origin.

我们只与信誉良好、财务来源合法的客户、合作伙伴和公司保持业务关系。

We take appropriate measures to protect Phoenix Mecano against being used as a conduit to launder money or finance terrorism - even inadvertently. Money laundering occurs when funds or other assets originating directly or indirectly from criminal offenses, including tax evasion, are put into circulation in the legal economy, making their source appear legitimate. Terrorism financing occurs when money is made available to commit criminal acts of terrorism or to support terrorist organizations.

我们采取适当措施保护PM集团以防止其被用作洗钱或资助恐怖主义的渠道，即使是无意的。当直接或间接来源于违法犯罪（包括逃税）的资金或其他资产在合法经济体中流通，使其来源看似合法，由此发生洗钱行为。当资金用于实施恐怖主义犯罪行为或支持恐怖组织时，由此发生恐怖主义融资行为。

We carefully check the identity and credentials of potential suppliers, customers, and other business partners and we only maintain transparent business relationships with reputable partners.

我们仔细检查潜在供应商、客户和其他业务合作伙伴的身份和证书，我们只与信誉良好的合作伙伴保持透明的业务关系。

Large payments made in actual cash may be a sign of money laundering. Therefore, as a principle, we do not accept or make cash payments, except for small sums (e.g. petty cash). We strictly observe national laws that impose restrictions on cash transactions.

以实际现金支付的大额款项可能是洗钱的迹象。因此，原则上，我们不接受或支付现金，但小额款项（如零用现金）除外。我们严格遵守对现金交易施加限制的国家法律。

We are committed to responsible **not** sourcing of so-called conflict minerals which sourcing contribute to armed conflict or human rights abuses according to national or international regulations.

根据国内和国际法规，我们致力于不得采购所谓的助长武装冲突或侵犯人权的冲突矿产。

F. Respect for the integrity and health of our employees

F、尊重员工的诚信和健康

We respect the integrity of our employees, provide for fair working conditions and take care of occupational safety and a healthy working environment.

我们尊重员工的诚信，提供公平的工作条件，并注意职业安全和健康的工作环境。

Our employees are our most important asset. Everyone takes responsibility for a working environment that makes all employees proud to contribute to, and act as ambassador of, Phoenix Mecano towards all our clients and other stakeholders at all times.

我们的员工是我们最重要的资产。每个人都对工作环境负责，让所有员工始终自豪于担任PM集团大使，助力所有客户和其他利益相关者。

We respect the dignity of every single individual. We strongly oppose to inappropriate behaviour towards others, for example physical, sexual, psychological, verbal harassment or abuse, and we do not tolerate any discrimination based on race, ethnic origin, gender, religion or beliefs, disability, age, sexual identity or any other reason.

我们尊重每个人的尊严。我们强烈反面对他人的不当行为，例如身体、性、心理、言语骚扰或虐待，我们不容忍任何基于种族、族裔、性别、宗教或信仰、残疾、年龄、性身份或任何其他原因的歧视。

We insist that our interactions are always fair, and respectful of the privacy rights of each individual and their freedom of opinion and expression.

我们坚持我们的互动始终是公平的，尊重每个人的隐私权以及他们的意见和言论自由。

We aspire to comply with all local regulations and social standards with regard to working hours, employee rights, vacation time, minimum wage, occupational health and safety regulations, and participation rights. We want to be known as an attractive company for all our employees.

我们希望遵守有关工作时间、就业权利、休假时间、最低工资、职业健康和安全法规以及参与权的所有地方法规和社会标准。我们希望成为一家对所有员工都有吸引力的公司。

We maintain and promote health and occupational safety in order to prevent accidents and injuries and to help keep employees healthy. In particular, we observe general regulations and safety provisions, and take care of ourselves and our fellow employees.

我们维护和促进健康和职业安全，以防止事故和伤害，并帮助员工保持健康。特别是，我们遵守一般规定和安全规定，并照顾好自己和同事。

We expect that all employees draw attention to inadequate safety standards, dangerous working conditions, and violations of the occupational health and safety regulations so that preventive measures can be taken.

我们希望所有员工都注意到不充分的安全标准、危险的工作条件以及违反职业健康和安全法规的方面，以便采取预防措施。

G. Product Safety

G、产品安全性

We create and develop safe products and services for our customers.
我们为客户创造和开发安全的产品和服务。

We are committed to providing our customers with safe, high-quality products and services.
我们致力于为客户提供安全、优质的产品和服务。

Our products and services must be engineered and manufactured in such a way that they pose no threat to life, limb or property.
我们的产品和服务的设计和制造必须确保不会对生命、肢体或财产造成威胁。

Our products comply with the specifications for regulated substances and product contents and all relevant laws prohibiting or restricting the use, contents and handling of certain substances, applicable in our relevant markets.

我们的产品符合适用于我们相关市场的受管制物质和产品内容的规范，以及禁止或限制某些物质的使用、含量和处理的所有相关法律。

H. Corporate Environmental and Social Responsibility

H、企业环境和社会责任

We acknowledge our responsibility for environmental, social and governance concerns of the wider communities within which we drive our business.
我们承认，在推动自身业务期间，我们对于广泛社区的环境、社会和治理问题负有责任。

Phoenix Mecano has always cultivated the philosophy of shareholder value in its original, far-sighted meaning of value creation that is sustainable. We have always understood that this requires that we assume our fair share of responsibility for the environment and the societies within which we operate. We do so by bearing in mind the consequences of our business decisions and actions on economic, technological, social and environmental levels and bringing about an appropriate balance of interests.

PM集团始终以其原创的、具有远见的可持续价值创造理念培养股东价值观。我们一直明白，这要求我们对环境和我们所处的社会承担起我们应尽的责任。为此，我们牢记我们的商业决策和行动对经济、技术、社会和环境水平的影响，并实现适当的利益平衡。

As a part of maintaining our sustainable business, we meet the relevant environmental standards and regulations, including limitations or prohibitions regarding the use of certain materials.

作为维持我们可持续业务的一部分，我们符合相关的环境标准和法规，包括使用某些材料的限制或禁令。

We respect human rights. This includes in particular the core labour standards of the International Labour Organization (ILO) and the United Nations Conventions on the Rights of the Child and on Hu-

man Rights.

我们尊重人权。这尤其包括国际劳工组织（ILO）的核心劳工标准以及联合国儿童权利公约和联合国人权公约。

I. Data privacy and protection

I、数据隐私和保护

We protect the integrity of everyone who entrusts us with their personal data and collect, retain, use or transmit personal data in compliance with applicable law.

我们保护所有委托我们并提供个人数据的每个人的完整性，并根据适用法律收集、保留、使用或传输个人数据。

Whenever we collect and process and transmit personal data of our personnel or business partners, we will abide by all applicable laws and regulations.

无论何时我们收集、处理和传输我们的人员或业务合作伙伴的个人数据，我们都将遵守所有适用的法律法规。

J. Protection of intellectual property, business secrets and other confidential information

J、保护知识产权、商业秘密和其他机密信息

We protect our and our business partners intellectual property, business secrets and other confidential information through adequate information security measures and responsible communication about the same.

我们通过充分的信息安全措施和可信赖的沟通来保护我们和我们的业务合作伙伴的知识产权、商业秘密和其他机密信息。

Intellectual property, knowledge, expertise, business secrets and other confidential information are cornerstones of our success as an innovative group. We therefore place great importance on the necessary diligence when dealing with such information and take appropriate protective measures. We do never disclose any intellectual property, knowledge, expertise, business secrets or other confidential data to any third party without appropriate protective measures and arrangements in place, such as confidentiality agreements.

知识产权、知识、专门技术、商业秘密和其他机密信息是我们作为一个创新集团成功的基石。因此，我们非常重视在处理此类信息时的必要努力，并采取适当的保护措施。在没有适当的保护措施和安排（如保密协议）的情况下，我们绝不向任何第三方披露任何知识产权、知识、专门技术、商业秘密或其他保密数据。

Whenever our business partners entrust us with their business secrets, we take all adequate measures to handle such secrets on a need-to-know basis and protect it against disclosure to third parties with the same diligence we apply to our confidential information.

无论何时，我们的业务合作伙伴向我们提供商业机密，我们都会采取一切适当措施，在需要了解的基础上处理此类机密，并以我们对机密信息的同样努力保护其不向第三方披露。

K. Information technology use and security

K、信息技术的使用和安全

We use our workplace information technology for the benefit of our group only and help to protect systems and equipment against internal and external threats.

我们使用我们的工作场所信息技术只是为了我们的团队的利益，并帮助保护系统和设备免受内部和外部威胁。

We are aware that workplace-related IT systems in all forms constitute property of Phoenix Mecano which will be used only for legitimate business purposes and not for personal uses that are unreasonable or improper, or for unethical or illegal activities.

我们知道，各种形式的工作场所相关IT系统均为PM集团的财产，仅用于合法的商业目的，不得用于不合理或不正当的个人用途，或用于不道德或非法活动。

We operate adequate IT systems and ensure that we protect our IT infrastructure through adequate measures against the loss of data, cyber-attacks, operational failures, and other internal and external misuse or threats and we will pay special attention to cyber risks, such as phishing, malware import and other forms of cyber-attacks other insufficiencies.

我们运营适当的IT系统，并确保通过适当措施保护我们的IT基础设施，防止数据丢失、网络攻击、操作故障以及其他内部和外部误用或威胁，我们将特别关注网络风险，如网络钓鱼、恶意软件导入和其他形式的网络攻击等不足之处。

L. Conflicts of interest

L、利益冲突

Whenever there is a potential or actual conflict of interest, we disclose all facts in a timely manner for proper review and resolution.

当存在潜在或实际的利益冲突时，我们会及时披露所有事实，以便进行适当的审查和解决。

In our daily business we may be faced with situations in which a decision that is in the best interest of the company competes with our personal interests.

在我们的日常业务中，我们可能会面临这样的情况：符合公司最佳利益的决定与我们的个人利益相冲突。

We should avoid business decisions and actions that might be motivated by personal considerations or relationships. For example, a conflict of interest may arise where we personally or a member of our family have a private relationship with, or interest in, potential or existing customers, suppliers, distributors, or competitors and that relationship may affect your independent and sound judgment on behalf of Phoenix Mecano.

我们应该避免可能出于个人考虑或关系的商业决策和行动。例如，当我们个人或我们的家庭成员与潜在或现有客户、供应商、分销商或竞争对手有私人关系或利益关系时，可能会产生利益冲突，这种关系可能会影响您代表PM集团的独立和合理判断。

If any conflicts of interest are unavoidable, we will make these transparent in advance and disclose them to our superior or general manager for prompt resolution.

如果任何利益冲突不可避免，我们将提前使其透明化，并将其披露给上级或总经理，以便及时解决。

M. Insider Trading

M、内幕交易

We comply with applicable insider trading laws regarding insider information of our own or other businesses.

我们遵守有关我们自己或其他企业内幕信息的所适用的内幕交易法律。

As a publicly traded company we are subject to insider trading laws. These laws prohibit the trading in Phoenix Mecano securities based on non-public insider information and passing such information on to any third party.

作为一家上市公司，我们受到内幕交易法的约束。这些法律禁止基于非公开内幕信息交易 Phoenix Mecano 证券，并将此类信息传递给任何第三方。

Insider information is concrete information about any circumstance that is not publicly available and that, if made public, could significantly influence the price of securities or similar financial instruments.

内幕信息是关于任何未公开的情况的具体信息，如果公开，可能会对证券或类似金融工具的价格产生重大影响。

N. Company Assets

N、公司资产

We take good care of tangible and intangible company assets and resources and use them responsibly.

我们妥善保管公司有形和无形资产和资源，并负责任地使用它们。

Intellectual property, equipment in good conditions, machinery, computers, cars and furniture and a work environment in good order are essential for top quality production, delivery of best services and the well-being of all employees. Longevity of our equipment and sparing use of our resources supports our economic success.

知识产权、条件良好的设备、机械、计算机、汽车和家具以及良好的工作环境对高质量生产、提供最佳服务和所有员工的福祉至关重要。我们设备的使用寿命和资源的节约使用支持了我们经济上的成功。

We protect all tangible and intangible company assets against loss, damage, theft, or misuse. We are alert to attempts by others to damage our company assets through theft, fraud or hacking.

我们保护所有有形和无形的公司资产，防止丢失、损坏、被盗或误用。我们警惕其他人通过盗窃、欺诈或黑客攻击破坏我们公司资产的企图。

Without the express agreement of our superior, we do not use company assets for private purposes or remove them from our premises and we never use our company assets for illegal purposes.

未经上级明确同意，我们不会将公司资产用于私人目的，也不会将其从我们的场所移出，我们也不会将公司的资产用于非法目的。

The same applies when we handle assets belonging to any of our customers, business partners or other third parties.

当我们处理属于任何客户、业务合作伙伴或其他第三方的资产时，同样适用。

O. Books and Records

O、账簿和记录

We maintain books and records that give an accurate, fair, transparent and complete picture of our business.

我们保存账簿和记录，以准确、公平、透明和完整地描述我们的业务。

Books and records that provide a fair, transparent and complete picture of our business is the basis for Phoenix Mecano to take business decision in the best interest of all our stakeholders.

提供公平、透明和完整的业务情况的账簿和记录是PM做出符合全体利益相关者最佳利益的业务决策的基础。

We strictly comply with all applicable statutory requirements and accounting standards for proper accounting and financial reporting as well as tax laws and regulations.

我们严格遵守所有适用的法定要求和会计标准，以进行适当的会计核算和财务报告，以及税法 and 法规。

P. Business partners and supply chain

P.业务合作伙伴和供应链

We promote adherence by all our business partners to the principles and guidelines set out in our Code of Conduct.

我们鼓励全体业务合作伙伴遵守行为准则中规定的原则和准则。

Strong relationships with our business partners are important as they help us meet the expectations of our customers. However, business dealings of our business partners also affect our own reputation and we may also be held accountable for their actions.

与我们的业务合作伙伴建立牢固的关系非常重要，因为它们帮助我们达到客户的期望。然而，我们的业务合作伙伴的商业交易也会影响我们自身的声誉，我们可能会对他们的行为负责。

We choose our business partners carefully, partnering only with companies and individuals that share our values and operate their business responsibly.

我们谨慎地选择业务合作伙伴，只与认同我们价值观并负责任地经营业务的公司和个人合作。

We promote compliance with the contents of this Code of Conduct also among our business partners across the entire value chain within the scope of our respective possibilities and scope for action. To this end, we communicate our Code of Conduct to all our business partners in appropriate form and may request that they certify adherence to its principles and values.

在我们各自的可能性和行动范围内，我们也在整个价值链中促使业务合作伙伴中遵守本行为准则的内容。为此，我们以适当的形式向所有业务合作伙伴传达我们的行为准则，并可能要求他们证明遵守其原则和价值观。

We are aware of our increasing responsibility for business practices in our supply chain as reflected in evolving legislations as well as our role as supplier of customers and take the required measures in this regard.

我们意识到，我们对供应链中商业行为的责任越来越大，这反映在不断变化的法律以及我们作为客户供应商的角色中，并在这方面采取了必要的措施。

Q. Consequences of Deviations

Q、偏差的后果

We will not tolerate breaches of the principles laid down in this Code of Conduct, neither by our employees and representatives nor our business partners.

我们不会容忍我们的员工和代表以及我们的业务合作伙伴违反本行为准则中规定的原则。

We expect our employees and representatives to comply with all the requirements laid down in this Code of Conduct. We expect our employees and representatives to seek guidance if unsure, whether or not an action or decision complies with this Code of Conduct.

我们希望我们的员工和代表遵守本行为准则中规定的所有要求。我们希望我们的员工和代表在不采取行动或决定是否符合本行为准则时寻求指导。

A violation of this Code of Conduct may lead to disciplinary action including termination of employment.

违反本行为准则可能导致纪律处分，包括终止雇佣。

R. Reporting of concerns

R、问题报告

We protect the integrity of Phoenix Mecano by way of speaking-up and raising all concerns regarding adherence with our Code of Conduct such that corrective measures can be taken without delay.

我们保护PM的完整性，通过公开声明和提出有关遵守行为准则的所有问题，以便及时采取纠正措施。

While it is important to set out our principles and values in this Code of Conduct as a beacon and reminder as to what these are, all of us know intuitively what is right and what is wrong. Doing the right thing and looking left and right to ensure that all our associates do the same and, if they do not, addressing issues within the framework of our open communication has been the foundation of our strong corporate culture.

作为灯塔和提示，在本《行为准则》中阐明我们的原则和价值观是很重要的，与此同时，我们都能直观地区分什么是对的，什么是错的。做正确的事情，核查并确保我们的所有员工也做正确的事情，如有员工违反，在我们开放的沟通框架内解决问题，一直是我们强大的企业文化基础。

We want to keep up with that and request all employees to raise any concerns of non-compliance with this Code of Conduct or any potential or actual violation of applicable laws, internal regulations or any other misconduct with their superiors or general managers. In addition, or alternatively, we request that they report any potential or actual violation of this Code of Conduct or any other misconducts using the designated communication channel.

我们希望与此保持一致，并要求所有员工向其上级或总经理提出任何不遵守本行为准则的问题，或任何潜在或实际违反适用法律、内部法规或任何其他不当行为的问题。此外，或者，我们要求他们使用指定的沟通渠道报告任何潜在或实际违反本行为准则或任何其他不当行为。

In addition, our employees should rest assured that the Phoenix Mecano Group Management and Board members are available anytime should your concerns not be addressed appropriately by any superior or general manager.

此外，我们的员工应放心，如果上级或总经理未能妥善解决您的问题，PM集团管理层和董事会成员将随时可沟通。

Employees, who report potential misconduct or who provide information or otherwise assist in an inquiry or investigation of potential misconduct, will be protected against retaliatory action. We will also respect any request for confidentiality to the utmost extent possible, which for legal or other reasons is not always the case.

报告潜在不当行为或提供信息或以其他方式协助调查或调查潜在不当行为的员工将受到保护，免受报复行动。我们还将尽可能尊重任何保密要求，但出于法律或其他原因可能存在例外情况。

Status: 21 September 2021

状态：2021年9月21日