



文件编号	HQ- COM-SCOC	爱派克斯国际物流集团 供应商行为准则	适用范围	所有供应商
版本	2022v1		制度分类	合规

**爱派克斯供应商行为准则**  
**Apex Supplier Code of Conduct**

爱派克斯是全球领先的国际货运公司，在 70 多个国家拥有 41 个分公司。我们经营的强大供应商和其他第三方网络是我们爱派克斯成功的原因之一。我们采购服务和外包作业的方式影响着作为负责任的企业公民的声誉。对于我们的可持续发展和全面成功，我们的供应商起着重要的推动作用。为保证爱派克斯及其股东的长远成功，爱派克斯提出了对经济、社会和环境的可持续发展至关重要的几项原则。为此，爱派克斯要求其供应商亦能遵守《供应商行为准则》中的原则，并付出合理的努力确保自己的供应商亦能遵守这些原则。

Apex is a global leader in international forwarding with 41 branches in more than 70 countries. We deal with a large network of suppliers and other third parties that contribute to our success. The way we purchase supplies and contract out operations affects our reputation as a responsible corporate citizen. Our suppliers play an important role as enablers of our sustainable growth and overall success. Apex has set forth principles that are key for economic, social and environmental sustainability in order to ensure long-time success of Apex and its stakeholders. Because of this, Apex requires its suppliers to adhere to the principles embodied in the Supplier Code of Conduct and to use reasonable efforts to ensure that their own suppliers will also comply with these principles.

**法律与道德规范**

**Laws and Ethical Standards**

供应商应当以道德的方式诚信地开展业务。这包括：

Suppliers shall conduct their business in an ethical manner and act with integrity. This includes:

1. 供应商应当遵守所适用的法律体系的所有法律。  
1. Suppliers shall comply with all laws of the applicable legal system.
2. 供应商应当遵守国际和地方反腐败、反贿赂法律和规范。这包括供应商不得为影响爱派克斯员工代表爱派克斯履行的职务行为而向爱派克斯员工提供服务、礼物或好处。  
2. Suppliers shall comply with international and local anti-corruption and bribery laws and standards. This includes that the supplier may not offer services, gifts or benefits to Apex employees in order to influence employee conduct in representing Apex.
3. 所有供应商均应鼓励员工报告他们在工作场所所遇到的非法活动或隐忧。



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3. All supplier workers should be encouraged to report concerns or illegal activities in the workplace.

## 劳动者权利

### Labor

供应商应当致力于维护员工享有的国际公认的人权。劳动者权利包括：

Suppliers shall be committed to uphold internationally proclaimed human rights of workers. The labor elements include:

1. 童工：供应商不得雇佣不满 15 周岁的儿童。如果国家法律法规允许 13 至 15 周岁的儿童从事轻工作，而该工作会影响未成年人完成义务教育或其他培训，或该工作会危害其健康以及身体发育的，则在任何情况下均不允许雇佣童工从事该工作（国际劳工组织第 138 号公约）。

1. Child labor: Suppliers shall not employ children under the age of 15. If national laws or regulations allow children between the ages of 13 and 15 to perform light work, such work is not permitted in any case if it hinders a minor from the completion of compulsory schooling or training, or if the employment would be harmful to their health or development (ILO convention 138).

2. 自由就业：供应商不得强制劳工劳动或使用包身工以及非自愿的奴工。

2. Freely chosen employment: Suppliers shall not use forced, indentured or involuntary prison labor.

3. 工作时间和报酬：供应商应当遵守当地法律法规关于工作时间、工资和福利的规定。

3. Working Hours and compensation: Suppliers shall comply with local laws and regulations regarding working hours, wages and benefits.

4. 禁止歧视：供应商应当提供无骚扰和无歧视的工作场所。不容许任何有关种族、肤色、年龄、性别、性取向、民族、残疾、宗教信仰、政治面貌、工会成员、婚姻状况或其他任何形式的歧视。

4. Non-Discrimination: Suppliers shall provide a workplace free of harassment and discrimination. Discrimination for reasons such as race, color, age, gender, sexual orientation, ethnicity, disability, religion, political affiliation, union membership or marital status is not tolerated.

5. 结社自由：供应商应当承认员工结社自由的权利，即不偏袒也不歧视员工组织或工会的成员。



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5. Freedom of Association: Suppliers shall recognize the right of free association of employees and to neither favor nor discriminate against members of employee organizations or trade unions.

### 健康与安全

#### Health and Safety

供应商应当遵守职业健康和安全规定并提供安全和有利于健康的工作环境以维护员工健康，并做到防止事故、伤害和职业病。

Suppliers shall comply with occupational health and safety regulations and provide a work environment that is safe and conducive to good health in order to preserve the health of employees and prevent accidents, injuries and work-related illness.

### 环境

#### Environment

供应商应当遵守所适用的环境法律、法规和标准。鼓励供应商保护自然资源，尽可能避免使用有害材料，并鼓励传播有利环境并采用完善的生命周期管理的科技。

Suppliers shall comply with all applicable environmental laws, regulations and standards. Suppliers are encouraged to conserve natural resources, to avoid the use of hazardous materials where possible and to encourage the diffusion of environmentally friendly technologies implementing sound life-cycle practices.

### 供应链

#### Supply Chain

供应商应付出合理的努力向其供应商宣传本《供应商行为准则》的原则，并在供应商选择和待遇方面遵守无歧视原则。

Suppliers shall use reasonable efforts to promote the principles stated in this Supplier Code of Conduct among its suppliers and to comply with the principles of non-discrimination with regard to supplier selection and treatment.

### 供应商声明

#### Declaration of the Supplier

1. 我们已收到《供应商行为准则》，并在此承诺遵守其原则和要求，作为我们与爱派克斯之间供应协议和/或购货订单中所列承诺以外的补充承诺。



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1. We have received a copy of the Supplier Code of Conduct and hereby commit ourselves, in addition to our commitments set out in the supply agreements and/or purchase orders with Apex, to comply with its principles and requirements.

2. 我们同意供应商违反本《供应商行为准则》所规定的原则将构成实质性违约。

2. We agree that any breach of the principles stipulated in this Supplier Code of conduct is considered a material breach of contract by supplier.

3. 我们同意本声明适用我们与爱派克斯之间的供应协议和/或购货订单中所规定的实体法、法律程序以及管辖机构。

3. We agree that this declaration is subject to the substantive laws, legal proceedings and venue which are set out in the supply agreements and/or purchase orders concluded between Apex and us.

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Place and Date

Company stamp and signature