



## GLOBAL SUPPLIER CODE OF CONDUCT

At SharkNinja, how we achieve our business goals is just as important as the goals themselves. Making ethical decisions demonstrates the Company's commitment to operating responsibly and lawfully, builds trust with our consumers and partners, protects our reputation, and is simply the right thing to do.

SharkNinja expects its Suppliers to conduct business ethically and with integrity. The Supplier Code of Conduct sets out how SharkNinja expects its suppliers, vendors, contractors, consultants, agents and other providers of goods and services who do business with or on behalf of SharkNinja ("Suppliers") to act and to behave ethically. All Suppliers are expected to follow the Supplier Code of Conduct as a condition of doing business with SharkNinja, and to communicate and apply the Supplier Code throughout their supply chains.

### Our Business Principles

	<ul style="list-style-type: none"><li>• Obey All Applicable Laws, In Letter And In Spirit.</li><li>• No Bribery Or Corruption, In The Public Or Private Sectors.</li><li>• Avoid Conflicts Of Interest And Remain Free Of Improper Influence.</li><li>• Abide by Antitrust Laws and Compete Fairly.</li><li>• Respect International Trade And Do Not Engage With Sanctioned Parties.</li></ul>
	<ul style="list-style-type: none"><li>• Maintain A Workplace Free From Discrimination, Harassment Or Abuse.</li><li>• Treat Employees Fairly, With Equitable Pay, Working Hours And Benefits.</li><li>• Respect Employees' Rights To Freedom Of Association And Collective Bargaining.</li><li>• Uphold Fundamental Human Rights And Prohibit Forced Labor and Child Labor.</li><li>• Exercise Due Diligence And Source Materials Responsibly.</li></ul>
	<ul style="list-style-type: none"><li>• Minimize risks to workers from safety hazards and emergency situations.</li><li>• Protect workers from exposure to chemical, biological and physical agents.</li><li>• Prevent, manage, track and report occupational injury and illness.</li><li>• Provide workers with ready access to sanitary facilities and potable water.</li><li>• Ensure workers have safety information in languages they can understand.</li></ul>
	<ul style="list-style-type: none"><li>• Protect The Planet And Follow Sound Environmental Management Practices.</li><li>• Abide By Required Environmental Permits, Approvals and Registrations.</li><li>• Minimize or Eliminate Waste, Emissions and Discharges of Pollutants and Seek Ways to Improve Energy Efficiency and Use Cleaner Sources of Energy.</li><li>• Ensure the Safe Handling, Movement, Storage, Use or Disposal of Chemicals and Other Materials Posing a Hazard to Humans or the Environment.</li></ul>
	<ul style="list-style-type: none"><li>• Adopt Appropriate Management Processes And Internal Controls.</li><li>• Keep Accurate Books And Records, And Submit Accurate Invoices.</li><li>• Respect Privacy And Maintain The Confidentiality of Our Information.</li><li>• Protect Our Assets, Including Our Intellectual Property Rights.</li><li>• Allow For Reporting of Compliance Concerns Without Fear of Retaliation.</li></ul>



## SUPPLIER CODE OF CONDUCT (“CODE”)

### 供应商行为准则（“准则”）

#### A. ETHICS

##### 道德

To meet social responsibilities and to achieve success in the marketplace, Supplier and its agents will uphold the highest standards of ethics including:

为了履行社会责任，并在市场中获得成功，供应商和其代理应严守最高道德标准，包括：

##### 1) Business Integrity

###### 商业诚信

The highest standards of integrity are to be upheld in all business interactions. Supplier shall have a zero-tolerance policy prohibiting any and all forms of bribery, corruption, extortion, money laundering, and embezzlement.

在所有的商业活动中应严守最高诚信标准。供应商应采取零容忍政策，禁止任何形式的贿赂、腐败、勒索、洗钱和贪污行为。

##### 2) No Improper Advantage

###### 禁止不正当好处

Supplier must comply with all applicable anti-bribery and anti-corruption laws, and may not promise, offer, authorize, give or accept anything of value, either directly or indirectly through a third party, to anyone in order to obtain or retain business, direct business to any person, or otherwise gain an improper advantage. Business entertainment or hospitality must be reasonable, in compliance with SharkNinja’s gift and hospitality policies, and not given with an intent to improperly influence business decisions. Supplier will ensure that all of its employees, intermediaries and subcontractors are familiar with, and will comply with the requirements of applicable anti-bribery and anti-corruption laws. Supplier shall implement monitoring and enforcement procedures to ensure compliance with anti-corruption laws.

供应商必须严格遵守所有适用的反贿赂和反腐败法律。禁止承诺、提供、授权、给予或接受贿赂或其他获得不适当或不正当好处的手段。这一禁令适用于承诺、提供、授权、给予或接受任何有价值物（无论是直接的还是间接通过第三方进行），以获得或保留业务，将业务授予任何人或通过其他方式获得不正当好处。商务娱乐或招待必须合理，符合 SharkNinja 的礼品和招待政策，并且不是为了不正当地影响商业决策而提供。供应商将确保其所有员工、中介机构和分包商熟悉并遵守适用的反贿赂和反腐败法律的要求。供应商应实施监督和执行程序，以确保遵守反腐败法律。

### 3) Conflicts of Interest

#### 利益冲突

Supplier must make procurement decisions that are commercially justifiable and free of improper influence, and that are not based on personal interests.

供应商必须做出在商业上合理且不受不当影响的采购决策，且这些决策不能基于个人利益。

### 4) Disclosure of Information

#### 信息披露

All business dealings should be performed transparently and accurately reflected on Supplier's business books and records. Information regarding participant labor, health and safety, environmental practices, business activities, structure, financial situation and performance is to be disclosed in accordance with applicable regulations and prevailing industry practices. Falsification of records or misrepresentation of conditions or practices in the supply chain are unacceptable.

所有商业交易均应透明化，并准确地反映在供应商的业务账簿和记录中。根据适用法规和现行行业惯例披露关于劳动参与者、健康和安全、环境实践、业务活动、架构、财务状况和业绩的信息。禁止伪造记录或就供应链中的情况或做法作虚假陈述。

### 5) Intellectual Property

#### 知识产权

Intellectual property rights are to be respected; transfer of technology and know-how is to be done in a manner that protects intellectual property rights; and, customer and supplier information is to be safeguarded.

尊重知识产权；技术和专业知识转让时注意保护知识产权；保护客户和供应商的信息。

### 6) Fair Business, Advertising and Competition

#### 公平营商、广告和竞争

Standards of fair business, advertising and competition are to be upheld. Supplier will comply with all applicable laws regarding fair competition and antitrust.

严守公平营商、广告和竞争的标准。供应商必须遵守有关公平竞争和反垄断的所有适用法律。

### 7) Responsible Sourcing of Minerals

#### 在采购矿物时秉承负责任的态度

Supplier shall have a policy to reasonably assure that the tantalum, tin, tungsten and gold in the products it manufactures does not directly or indirectly finance or benefit armed groups that are perpetrators of serious human rights abuses in the Democratic Republic of the Congo or an adjoining country. Supplier shall exercise due diligence on the source and chain of custody of these minerals and make their due diligence measures available to customers upon customer request.

供应商应实行一项政策，合理确保其制造的产品中的钽、锡、钨和黄金不直接或间接资助或有益于刚果民主共和国或其相邻国家境内严重侵犯人权的武装组织。供应商应对这些矿物的来源和监管链进行尽职调查，并应要求提供尽职调查措施。

## **8) Privacy**

### **隐私**

Supplier will commit to protecting the reasonable privacy expectations of personal information of everyone they do business with, including suppliers, customers, consumers and employees. Supplier will comply with privacy and information security laws and regulatory requirements and take every reasonable precaution to avoid improper disclosure or use when personal information is collected, stored, processed, transmitted, and shared.

供应商应尽力保护与其有业务往来的每个人（包括供应商、客户、消费者和员工）的合理个人信息隐私保护要求。在收集、存储、处理、传输和共享个人信息时，供应商应遵守隐私和信息安全法律法规规定。

## **8) Trade Controls and Sanctions**

### **贸易管制和制裁**

Supplier shall comply with all applicable export controls and economic sanctions laws and regulations, and shall not engage in any transactions, dealings, or other conduct or activities that would reasonably be expected to result in violations of the export controls and economic sanctions laws and regulations applicable to them. Supplier also shall not engage in any transactions, dealings, or other conduct or activities that could reasonably be expected to expose any of them to becoming a restricted or sanctioned entity under the laws, regulations, orders or resolutions of the United States, the United Kingdom, the European Union or any of its Member States, or the United Nations.

供应商应遵守所有适用的出口管制和经济制裁法律法规、而不得从事任何交易、业务或其他行为或活动导致违反适用于他们的出口管制、经济制裁法律和法规。供应商也不得从事任何可能使其成为美国、英国、欧盟或其任何成员国或联合国法律、法规、命令或决议规定的受限制或制裁实体的交易、交易或其他行为或活动。

## **B. LABOR**

### **劳动人事**

Supplier shall uphold the human rights of workers, and to treat them with dignity and respect. This applies to all workers including temporary, migrant, student, contract, and direct employees.

供应商应尽力保障员工的人权，并尊重其人格尊严。本条款适用于包括临时工、移民工、学生工、合同工、直属员工等任何其他类型员工在内的所有员工。

Our labor standards are as follows:

我们的劳动标准如下：

## **1) Freely Chosen Employment**

### **自由择业**

Supplier shall not use forced, bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery or trafficking of persons. This includes transporting, harboring, recruiting, transferring or receiving persons by means of threat, force, coercion, abduction or fraud for labor or services. Supplier shall not place unreasonable restrictions on workers' freedom of movement in the facility in addition to unreasonable restrictions on entering or exiting company- provided facilities. As part of the hiring process, workers must be provided with a written employment agreement in their native language that contains a description of terms and conditions of employment prior to the worker departing from his or her country of origin and there shall be no substitution or change(s) allowed in the employment agreement upon arrival in the receiving country unless these changes are made to meet local law and provide equal or better terms. All work must be voluntary, and workers shall be free to leave work at any time or terminate their employment. Employers and agents may not hold or otherwise destroy, conceal, confiscate or deny access by employees to their identity or immigration documents, such as government-issued identification, passports or work permits, unless such holdings are required by law. Workers shall not be required to pay employers' or agents' recruitment fees or other related fees for their employment. If any such fees are found to have been paid by workers, such fees shall be repaid to the worker.

禁止强迫劳动、抵债劳动（包括债役）或契约劳动、非自愿性或剥削性狱中劳役、奴役和人口贩卖。其中包括通过威胁、武力、胁迫、绑架或欺诈手段运输、窝藏、招募、转移或接收人员，迫使其提供劳动或服务。除了对进出公司提供的设施的不合理限制以外，对员工在设施内的自由行动不应有任何不合理的限制。作为招聘过程的一部分，必须向员工提供以其母语拟订的书面劳动合同；此类劳动合同必须包含员工离开其原籍国之前的雇用条款和条件的描述，且在抵达接收国之后，此类劳动合同中不得有任何替代或变更，除非这些变更符合当地法律并提供同等或更优越的条款。所有工作必须是自愿的，且员工有权随时自由离开工作或解除其劳动合同。用人单位和代理人不得扣留或以其他方式销毁、隐瞒、没收或拒绝员工查阅其身份或移民文件，例如政府颁发的身份证明、护照或工作许可证，法律另有规定的除外。不得要求员工支付用人单位或代理人招聘费用或其他相关的就业费用。如发现员工已支付任何此类费用，则应将此类费用退还给员工。

## **2) Young Workers**

### **青少年职工**

Supplier shall not use child labor in any stage of our manufacturing. The term "child" refers to any person under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. The use of legitimate workplace learning programs, which comply with all laws and regulations, is supported.

Workers under the age of 18 (Young Workers) shall not perform work that is likely to jeopardize their health or safety, including night shifts and overtime. Supplier shall ensure proper management of student workers through proper maintenance of student records, rigorous due diligence of educational partners, and protection of students' rights in accordance with applicable law and regulations. Supplier shall provide appropriate support and training to all student workers. In the absence of local law, the wage rate for student workers, interns and apprentices shall be at least the same wage rate as other entry-level workers performing equal or similar tasks.

在我们的任何生产阶段都不得使用童工。“儿童”一词指任何未满 15 周岁或没有达到相应国家完成义务教育年龄或没有达到相应国家最低就业年龄（以最大年龄为准）的人。若实行符合所有法律法规规定的合法在职学习计划是认可的。未满 18 周岁的员工（青少年职工）不应从事可能危害其健康和安全的的工作，包括上夜班和超时工作。供应商应根据适用法律法规适当保存学生工记录，对教育合作伙伴进行严格尽职调查，保护学生工权利，以确保对学生工进行合理管理。供应商应向全体学生工提供适当的支持和培训。在当地法律没有规定的情况下，学生工、实习生和学徒的工资标准应至少与执行相同或类似任务的其他入门级员工的工资标准相同。

### **3) Working Hours**

#### **工作时间**

Studies of business practices clearly link worker strain to reduced productivity, increased turnover and increased injury and illness. Working hours are not to exceed the maximum set by local law. Further, a workweek should not be more than 60 hours per week, including overtime, except in emergency or unusual situations. Workers shall be allowed at least one day off every seven days.

商业实践研究发现，工作压力与生产率降低、流失率上升以及伤病率升高具有明显相关性。工作时间不得超过当地法律规定的最长工作时间。此外，每周工作时间不得超过六十小时（含加班时间，紧急情况和特殊情况除外）。员工每七天应至少休息一天。

### **4) Wages and Benefits**

#### **薪酬福利**

Compensation paid to workers shall comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. In compliance with local laws, workers shall be compensated for overtime at pay rates greater than regular hourly rates. Deductions from wages as a disciplinary measure shall not be permitted. For each pay period, workers shall be provided with a timely and understandable wage statement that includes sufficient information to verify accurate compensation for work performed. All use of temporary, dispatch and outsourced labor will be within the limits of the local law.

支付给员工的报酬应符合所有适用的工资法律规定，包括与最低工资、加班时间和法定福利有关的法律。在遵守当地法律的前提下，超时工作的工资标准应高于正常工资标准。禁止扣工资作为纪律处分措施。及时向员工提供易懂的每个工资周期的工资单，其中列明足够的信息以核实所完成工作对应的报酬是否准确。所有临时、派遣或外包员工的使用都应在当地法律的限制范围内进行。

### **5) Humane Treatment**

#### **人道待遇**

There is to be no harsh and inhumane treatment including any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of workers; nor is there to be the threat of any such treatment. Disciplinary policies and procedures in support of these requirements shall be clearly defined and communicated to workers.

禁止任何包括性骚扰、性侵害、体罚、精神或肉体胁迫或言语虐待员工等严苛和不人道的待遇；此外，禁止威胁给予任何此类待遇。明确界定支持这些要求的纪律政策和程序，并将其传达给员工。

## **6) Non-Discrimination and Commitment to Diversity, Equity and Inclusion**

### **禁止歧视**

Supplier is committed to a workforce free of harassment and unlawful discrimination. Supplier shall not engage in discrimination based on race, color, age, gender, sexual orientation, gender identity and expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, covered veteran status, protected genetic information or marital status in hiring and employment practices such as wages, promotions, rewards, and access to training. Workers shall be provided with reasonable accommodation for religious practices. In addition, workers or potential workers should not be subjected to medical tests or physical exams that could be used in a discriminatory way. Supplier should strive to create and maintain a workforce of personnel from different cultures, backgrounds, and experiences, and to engage its own diverse suppliers.

供应商应尽力创造没有骚扰和非法歧视的工作环境。在工资、晋升、奖励和培训机会等招聘和劳动人事实践中，供应商不得基于种族、肤色、年龄、性别、性取向、性别认同和表达、族裔或国籍、残疾、怀孕、宗教、政治立场、工会会员身份、受保护退伍军人身份、受保护基因信息或婚姻状况进行歧视。为员工提供合理的宗教活动场所。此外，员工或潜在员工不应接受可能以歧视性方式使用的医学检查或体检。供应商应努力创建和维持一支来自不同文化、背景和经验的员工队伍，并与多元化的供应商合作。

## **C. HEALTH and SAFETY**

### **健康和安全**

Supplier recognizes that in addition to minimizing the incidence of work-related injury and illness, a safe and healthy work environment enhances the quality of products and services, consistency of production and worker retention and morale. Supplier also recognizes that ongoing worker input and education is essential to identifying and solving health and safety issues in the workplace.

供应商认识到，除尽量减少与工作有关的伤害和疾病的发生率以外，一个安全健康的工作环境有利于提升产品和服务质量、生产一致性、员工留任率和士气。此外，供应商还认识到，对员工持续进行资源投入和教育对于发现和解决工作场所的健康和安全问题而言至关重要。

Our health and safety standards are as follows:

我们的健康和安全标准如下：

### **1) Occupational Safety**

#### **职业安全**

Worker potential for exposure to safety hazards (e.g., chemical, electrical and other energy sources, fire, vehicles, and fall hazards) are to be identified and assessed, and controlled through proper design, engineering and administrative controls, preventative maintenance and safe work procedures (including lockout/tagout), and ongoing safety training. Where hazards cannot be adequately controlled by these means, workers are

to be provided with appropriate, well-maintained, personal protective equipment and educational materials about risks to them associated with these hazards. Reasonable steps must also be taken to remove pregnant women/nursing mothers from working condition with high hazards, remove or reduce any workplace health and safety risks to pregnant women and nursing mothers including those associated with their work assignments, as well as include reasonable accommodations for nursing mothers.

对员工接触安全隐患（例如化学、电力和其他能源、火灾、车辆和坠落危险）的可能性进行识别和评估，并通过适当的设计、工程和行政控制措施、预防性维护和安全工作程序（包括封锁工作区域/悬挂警示标牌）和持续的安全培训来控制隐患。如果上述手段不足以控制隐患，应向员工提供适当的、保养良好的个人防护用品和与这些隐患有关的风险相关的教育材料。还需采取合理措施确保孕期或哺乳期职工远离危险性高的工作环境，消除或减少孕期和哺乳期职工可能面临的任何工作场所健康和安全风险（包括与其工作任务相关的那些健康和安全风险），并为哺乳期职工提供合理的设施。

## **2) Emergency Preparedness**

### **应急准备**

Potential emergency situations and events are to be identified and assessed, and their impact minimized by implementing emergency plans and response procedures including: emergency reporting, employee notification and evacuation procedures, worker training and drills, appropriate fire detection and suppression equipment, clear and unobstructed egress adequate exit facilities and recovery plans. Such plans and procedures shall focus on minimizing harm to life, the environment and property.

实行包括紧急报告、员工通知和疏散程序、员工培训和演习、相应的火灾探测和灭火装置、出口标记清楚、畅通无阻的适当疏散设施和恢复计划等应急预案和响应程序，发现和评估潜在紧急情况 and 事件，并将其影响降至最低。这些计划和程序应着重于尽量减少对生命、环境和财产的危害。

## **3) Occupational Injury and Illness**

### **工伤与职业病**

Supplier must establish procedures and systems to prevent, manage, track and report occupational injury and illness including provisions to: encourage worker reporting; classify and record injury and illness cases; provide necessary medical treatment; investigate cases and implement corrective actions to eliminate their causes; and facilitate return of workers to work.

制定相应程序和制度，防止、管理、追踪和报告工伤与职业病，包括以下规定：鼓励员工进行报告；对伤病案件进行分类和记录；提供必要的医疗；调查案件并实施纠正措施以消除其起因；帮助员工重返工作岗位。

## **4) Industrial Hygiene**

### **工业卫生**

Supplier must identify, evaluate, and control worker exposure to chemical, biological and physical agents according to the hierarchy of controls. Potential hazards are to be eliminated or controlled through proper design, engineering and administrative controls. When hazards cannot be adequately controlled by such means, workers are to be provided with and use appropriate, well-maintained, personal protective equipment.



Protective programs shall include educational materials about the risks associated with these hazards.

以分级控制的方式识别、评估和控制员工接触化学、生物和物理试剂的危害。通过适当的设计、工程和行政控制措施来消除或控制潜在的危害。如果这些手段不足以控制危害的，应向员工提供并促使员工使用适当的、保养良好的个人防护用品。保护计划应包括与这些危害有关的风险相关的教育材料。

## **5) Physically Demanding Work**

### **重体力劳动**

Worker exposure to the hazards of physically demanding tasks, including manual material handling and heavy or repetitive lifting, prolonged standing and highly repetitive or forceful assembly tasks is to be identified, evaluated and controlled.

鉴定、评估和控制员工重体力劳动的危险，包括人工物料搬运工作和提重物或频繁提重物工作、长时间站立工作和高度重复性或高强度装配工作。

## **6) Machine Safeguarding**

### **机器设备安全防护**

Production and other machinery shall be evaluated for safety hazards. Physical guards, interlocks and barriers are to be provided and properly maintained where machinery presents an injury hazard to workers.

评估生产和其他机器设备的安全隐患。在机器设备可能对员工造成伤害危险的地方，应提供并妥善维护物理防护装置、联锁装置和防范装置。

## **7) Sanitation, Food, and Housing**

### **卫生、食品和住宿**

Supplier must provide workers with ready access to clean toilet facilities, potable water and sanitary food preparation, storage, and eating facilities. Worker dormitories provided by Supplier or a labor agent are to be maintained to be clean and safe, and provided with appropriate emergency egress, hot water for bathing and showering, adequate lighting heat and ventilation, individually secured accommodations for storing personal and valuable items, and reasonable personal space along with reasonable entry and exit privileges.

为员工提供干净的厕所设施、饮用水和卫生食品制备、储存和食用设施。供应商或劳务代理商提供的员工宿舍应保持清洁和安全，并具备适当的紧急出口、洗澡和淋浴的热水、充足的照明、供暖和通风、用于存放个人和贵重物品的单独、安全的设施、合理的个人空间以及合理的进出权利。

## **8) Health and Safety Communication**

### **健康和安全沟通**

Supplier shall provide workers with appropriate workplace health and safety information and training in the language of the worker or in a language the worker can understand for all identified workplace hazards that workers are exposed to, including but not limited to mechanical, electrical, chemical, fire, and physical hazards.

供应商应向员工提供适当的工作场所健康和信息安全信息，并以员工使用的语言或员工可以理解的语言为员工提供培训，使其了解其可能接触的所有已发现的工作场所隐患，包括但不限于机械、电气、化学、火灾和物理隐患。

## **D. ENVIRONMENTAL**

### **环境**

Supplier recognizes that environmental responsibility is integral to producing world class products. In manufacturing operations, adverse effects on the community, environment and natural resources are to be minimized while safeguarding the health and safety of the public. Supplier agrees to follow and comply with all relevant national and local laws.

供应商认识到，环境责任是生产世界级产品不可或缺的条件。在制造作业过程中，应尽量减少对社区、环境和自然资源的不利影响，同时保护公众的健康和安全。供应商同意遵循并遵守所有相关的国家和地方法律。

Our environmental standards are:

我们的环境标准如下：

### **1) Environmental Permits and Reporting**

#### **环境许可证和报告**

Supplier must obtain, maintain and keep current all required environmental permits (e.g. discharge monitoring), approvals and registrations and follow their operational and reporting requirements.

获得、持有所有必需的环境许可证（例如排放监测）、批准和登记备案并使其保持最新状态，并遵循其操作和报告要求。

### **2) Pollution Prevention, and Resource Reduction, and Clean Energy**

#### **污染防治和资源减量化**

Emissions and discharges of pollutants and generation of waste are to be minimized or eliminated at the source or by practices such as adding pollution control equipment; modifying production, maintenance and facility processes; or by other means. The use of natural resources, including water, fossil fuels, minerals and virgin forest products, is to be conserved or by practices such as modifying production, maintenance and facility processes, materials substitution, re-use, conservation, recycling or other means.

Supplier will track, document, and seek to minimize energy consumption and greenhouse gas emissions, and seek ways to improve energy efficiency and use cleaner sources of energy. Supplier should also avoid deforestation such as illegal logging, and encroachment on protected areas.

从源头或通过增加污染控制设备、改变生产、维护和设施流程或其他手段等措施尽量减少或消除污染物的排放以及废物的产生。通过改变生产、维护和设施流程、材料替代、再利用、保护、回收或其他方式等措施来节约水、化石燃料、矿物和原始森林产品等自然资源。供应商将跟踪、记录并寻求最大限度地减少能源消耗和温室气体排放，并寻求提高能源效率和使用更清洁能源的方法。供应商还应避免非法采伐等森林砍伐和侵占保护区。

### **3) Hazardous Substances**

#### **有害物质**

Chemicals and other materials posing a hazard to humans or the environment are to be identified, labelled and managed to ensure their safe handling, movement, storage, use, recycling or reuse and disposal.

识别、标记和管理对人类或环境构成危害的化学品和其他材料，以确保其安全处理、移动、储存、使用、回收或再利用和处置该等化学品和材料。

### **4) Solid Waste**

#### **固体废物**

Supplier shall implement a systematic approach to identify, manage, reduce, and responsibly dispose of or recycle solid waste (non-hazardous).

供应商应采用系统化的方法识别、管理、减少并以负责任的方式处理或回收（无害）固体废物。

### **5) Air Emissions**

#### **废气排放**

Air emissions of volatile organic chemicals, aerosols, corrosives, particulates, ozone depleting chemicals and combustion by-products generated from operations are to be characterized, routinely monitored, controlled and treated as required prior to discharge. Supplier shall conduct routine monitoring of the performance of its air emission control systems.

易挥发有机化合物、气溶胶、腐蚀性物质、颗粒物、破坏臭氧气层类化学物质和操作产生的燃烧副产物的废气排放应在排放前按要求进行区分、定期监测、控制和处理。供应商应对其废气排放控制系统的性能定期进行监测。

### **6) Materials Restrictions**

#### **材料限制**

Supplier will adhere to all applicable laws, regulations and customer requirements regarding prohibition or restriction of specific substances in products and manufacturing, including labeling for recycling and disposal.

供应商应遵守所有禁止或限制产品 and 生产中使用特定材料的适用法律、法规和客户要求，包括材料回收和处理的标签。

### **7) Water Management**

#### **用水、排水管理**

Supplier shall implement a water management program that documents, characterizes, and monitors water sources, use and discharge; seeks opportunities to conserve water; and controls channels of contamination. All wastewater is to be characterized, monitored, controlled, and treated as required prior to discharge or disposal. Supplier shall conduct routine monitoring of the performance of its wastewater treatment and containment systems to ensure optimal performance and regulatory compliance.

供应商应实施用水、排水管理计划，记录、区分和监测水源、使用和排放；寻求节约用水的机会；并控制污染渠道。在排放或处理之前，应按要求对所有废水进行区分、监测、控制和

处理。供应商应对其废水处理和储存系统的性能定期进行监控，确保其保持最佳性能和合规性。

## **E. MANAGEMENT SYSTEMS**

### **管理体系**

Supplier shall adopt or establish a management system whose scope is related to the content of this Code. The management system shall be designed to ensure: (a) compliance with applicable laws, regulations and customer requirements related to the Supplier's operations and products; (b) conformance with this Code; and (c) identification and mitigation of operational risks related to this Code. It should also facilitate continual improvement.

供应商应采用或建立一个范围与本准则内容相关的管理体系。此管理体系应旨在确保：(a) 符合有关供应商运营和产品的适用法律、法规和客户要求；(b) 符合本准则规定；(c) 识别和减轻与本准则相关的操作风险。此管理系统也应促进持续改进工作。

The management system should contain the following elements:

此管理系统应该包含如下内容：

#### **1) Company Commitment**

##### **企业承诺**

Supplier shall post a corporate social and environmental responsibility policy statements affirming Supplier's commitment to compliance and continual improvement, endorsed by executive management, in the facility in the local language.

经高级管理人员签字批准的并以当地语言张贴在相关场所中的企业社会和环境责任政策声明，确认供应商对合规性和持续改进的承诺。

#### **2) Management Accountability and Responsibility**

##### **管理人员责任划分和责任追究**

Supplier must clearly identify senior executive and company representative(s) responsible for ensuring implementation of the management systems and associated programs. Senior management should review the status of the management system on a regular basis.

明确指定负责确保管理体系和相关计划实施的高级管理人员和公司代表。高级管理层应定期审查管理体系的状况。

#### **3) Confidentiality**

##### **保密性**

Supplier shall take all reasonable and necessary precautions to protect confidential information, to use it only for authorized reasons, and to prevent theft, misuse or improper disclosure of such information.

供应商应采取一切合理和必要的预防措施保护机密信息，仅出于授权原因使用，并防止此类信息被盗、误用或不当披露。

#### **4) Legal and Customer Requirements**

##### **法律和客户要求**

Supplier shall monitor and understand applicable laws, regulations and customer requirements, including the requirements of this Code.

制定相关程序，识别、监控和理解适用法律、法规和客户要求（包括本准则的要求）。

## **5) Risk Assessment and Risk Management**

### **风险评估和风险管理**

Supplier shall establish a process to identify the legal compliance, environmental, health and safety and labor practice and ethics risks associated with Supplier's operations. The process should determine the relative significance for each risk and implement appropriate procedural and physical controls to address the identified risks and ensure regulatory compliance.

制定相关程序，识别与供应商运营相关的法律合规、环境、健康和安全以及劳工实践和道德风险。确定每种风险的相对重要性并采取适当的程序和物理控制措施，控制已识别的风险,并确保合规性。

## **6) Improvement Objectives**

### **改进目标**

Written performance objectives, targets and implementation plans to improve the Supplier's social and environmental performance, including a periodic assessment of Supplier's performance in achieving those objectives.

制定提升供应商社会和环境绩效的书面绩效目标、任务和实施计划，包括定期评估供应商在实现这些目标方面的表现。

## **7) Training**

### **培训**

Programs for training managers and workers to implement Supplier's policies, procedures and improvement objectives and to meet applicable legal and regulatory requirements.

制定管理人员和员工培训计划，以贯彻落实供应商政策、程序和改进目标以及满足适用法律和监管要求。

## **8) Communication**

### **沟通传达**

A process for communicating clear and accurate information about Supplier's policies, practices, expectations and performance to workers, suppliers and customers.

制定相关程序，向员工、供应商和客户传达清晰、准确的关于供应商政策、实践、要求和绩效的信息。

## **9) Worker Feedback, Participation and Grievance**

### **员工反馈、参与和申诉**

Ongoing processes, including an effective grievance mechanism, to assess employees' understanding of and obtain feedback on or violations against practices and conditions covered by this Code and to foster continuous improvement.

制定持续的程序(包括有效的申诉机制), 评估员工对本准则所涵盖的实践和条件的理解, 获取与该等实践和条件有关或违反该等实践和条件情况的反馈, 并促进持续改进工作。

## **10) Audits and Assessments**

### **审计和评估**

Periodic self-evaluations to ensure conformity to legal and regulatory requirements, the content of the Code, and customer contractual requirements related to social and environmental responsibility.

定期进行自我评估, 确保符合与社会和环境责任相关的法律和监管要求、本准则内容以及客户合同要求。

## **11) Corrective Action Process**

### **纠正措施流程**

A process for timely correction of deficiencies identified by internal or external assessments, inspections, investigations and reviews.

制定相关程序, 及时纠正内部或外部评估、检查、调查和复审中所发现的缺陷。

## **12) Documentation and Records**

### **文档和记录**

Creation and maintenance of documents and records to ensure regulatory compliance and conformity to company requirements along with appropriate confidentiality to protect privacy. Supplier must comply with all applicable privacy and information security laws when they collect, store, process, transmit, and share personal information.

创建和维护文件和记录, 确保符合法规要求和公司要求以及保护隐私所需的适当保密性。供应商在收集、存储、处理、传输和共享个人信息时, 必须遵守所有适用的隐私和信息安全法律。

## **13) Supplier Responsibility**

### **供应商责任**

A process to communicate Code requirements to suppliers and to monitor supplier compliance to the Code.

制定相关程序, 向供应商传达本准则要求并监督供应商对本准则遵守情况。

## **14) Protection of Identity and Non-Retaliation**

### **身份保护及禁止报复**

Maintain programs that ensure the confidentiality, anonymity and protection of supplier and employee whistleblowers, unless prohibited by law. Supplier will have a communicated process for their personnel to be able to raise any concerns without fear of retaliation. Supplier's employees or contractors may also report suspected violations of this Code to the SharkNinja hotline at 855-409-0976 in the United States or to dedicated phone lines in other countries.

制定相关计划, 确保供应商和员工举报人的保密性、匿名性和保护, 法律禁止的情形除外。供应商应建立与员工的沟通机制, 以便员工在指出任何问题时不畏打击报复。供应商的

员工或承包商也可以向美国的 SharkNinja 热线 855-409-0976 或其他国家的专用电话线报告涉嫌违反本准则的行为。