

Code of Conduct

At CleNET we are dedicated to working with our employees, partners, vendors, and customers to deliver high quality services and products in the most effective way. We commit to conducting all of CleNET's affairs and activities with the highest standards of ethical conduct. CleNET's Code of Conduct provides guidance for our decisions and actions during daily work.

We commit to the responsible use of CleNET's assets, to provide the highest quality services to customers, to respect the confidentiality of customers' Intellectual Property Rights and other information, to comply with all rules and regulations, and to proactively promote ethical behavior.

CleNET supports the United Nations Global Compact initiative. In order to make this commitment clear to interested parties, the following Code of Conduct is based on the Global Compact's ten principles and is publicly available.

A. Human rights

We respect all internationally proclaimed human rights. We strive to ensure that we are not complicit in human rights abuses. We shall, in all contexts, seek ways to honor the principles of internationally recognized human rights, even when faced with conflicting requirements.

B. Labor standards

- a. Freedom of association -- All employees shall be free to form and to join, or not to join, trade unions or similar external representative organizations and to bargain collectively. Information and consultation with employees can be done through formal arrangements or, if such do not exist, other mechanisms may be used.
- b. Forced labor avoidance -- Forced, bonded or compulsory labor shall not be used, and employees shall be free to leave their employment after reasonable notice as required by applicable law or contract. Employees shall not be required to lodge deposits of money or identity papers with their employer.
- c. The effective abolition of child labor -- No person who is below the minimum legal age for employment shall be employed.
- d. Elimination of discrimination -- All employees have dignity and should be treated with respect. All kinds of discrimination in respect of employment and occupation based on partiality or prejudice are prohibited, such as discrimination based on race, gender, sexual orientation, marital status, pregnancy, parental status, religion, political opinion, nationality, ethnic background, social origin, social status, indigenous status, disability, age, union membership and any other characteristic

protected by local law, as applicable. Employees with the same qualifications, experience and performance shall receive equal pay for equal work with respect to those performing the same jobs under similar working conditions.

C. Environment

We shall strive to develop, produce, and offer products and services with excellent sustainability performance and contribute to the sustainable development of society.

We shall strive to continuously improve, with a lifecycle perspective, the environmental performance of our products.

We shall work to continuously reduce the negative impact of our own operations on the environment and take a precautionary approach to environmental challenges.

We shall use appropriate methodologies to determine significant issues and aspects, for setting and reviewing objectives and targets of our business operations, and as a basis for communicating sustainability performance of our operations, products, and services.

D. Business ethics

We encourage mutual respect and promote teamwork, inclusion, and balance diversity principles to provide equal work opportunities for competent employees. We are committed to providing industry-leading products and services and demonstrating anti-unfair competitive practices, through honest and frank communication with business partners to build productive long-term relationships.

No form of extortion and bribery, including improper offers for payments to or from individuals performing work for enterprise with business relations, or organizations, shall be tolerated.

E. Social responsibility

We understand that our actions have impacts beyond the business world. We share a commitment to our community and our environment. We feel a sense of connection to today's rapidly-changing society, a responsibility to take part in the advancement of the communities we live and work in. Thus, we strive to embed good corporate citizenship into our business practices. The core of our business is integrity – integrity in interactions with our customers, our employees, and our community. Beyond that, we take additional measures to fulfill our social responsibility.

F. Sustainable procurement

For social responsibility, we extend beyond the company's divisions to involve suppliers from around the

world.

We prioritize respect for basic human rights and diversity. While achieving the basic economic function of "value for money," we also launch sustainable procurement policies and conduct regular audits among suppliers to better monitor their professional ethics and environmental performance and to support the improvement of sustainability policies and management systems.

This initiative aims to validate the selection of new suppliers and contribute to the good business practices of existing suppliers.

G. Supervision

According to the requirements of the company's integrity supervision committee, we regularly conduct publicity and education for employees involved in business behaviors. The regulation specifies the various types of corruption that must be prohibited for the purpose of seeking improper benefits, and it also sets punishment measures for corruption of different severity to ensure that all kinds of corruption can be punished accordingly.

If you encounter some unfair treatment in the process of cooperating with CI@NET, which seriously affects our cooperation, you can report it through the following channel: supervision@cienet.com.cn.