

Code of Conduct

At CIeNET 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 the CIeNET's affairs and activities with the highest standards of ethical conduct. CIeNET Code of Conduct provides guidance for decisions and actions during our daily work.

We commit to the responsible use of CIeNET 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.

CIeNET 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 – Modern slavery and forced Labour shall not be used, the Labour employed shall not be derived from human trafficking, and employees shall be free to leave their jobs with reasonable notice as required by applicable law or contract. No employee shall be required to deposit money or identity documents with the employer. If modern slavery/forced labor/human trafficking is found in the supply chain, local regulatory authorities should be contacted to rescue employees involved in forced work, and to liaise with regulatory authorities to track employee health, etc.
- c. Child labor avoidance – No person who is below the minimum legal age for employment shall be employed. If child Labour is found in the supply chain, local regulatory authorities should be contacted immediately, and follow the result whether the child has been taken to a guardian.
- d. Elimination of discrimination – All employees shall be treated with respect and dignity. All kinds of discrimination 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 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, 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. Committed to providing industry leading products and services, 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 rapid-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 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. Land, Forest and Water rights and Forced Eviction

We pay high attention to issues such as soil erosion and water pollution, comply with legal requirements for the use of natural resources, and avoid negative impacts on the stability of ecosystems during production and service delivery.

H. Use of Private or Public Security Forces

We use private or public security teams to ensure the safety of our customers' property and the safety of people inside the premises, to prevent unauthorized entry and to enhance security.

We have made rules and regulations to restrict the behavior of private or public security teams to ensure that they are not overly defensive, can seriously perform their duties, prevent accidents, maintain a safe production and living environment, promptly detect and report any damage, pollution or illegal behavior, and protect the safety and health of the environment. When performing duties, it is not only necessary to perform duties, but also to build a sense of self-protection and respect the personnel human rights.

I. Supervision

According to the requirements of the company's integrity supervision committee, 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 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.