



Supplier Code of Conduct

供应商行为准则

ONYX Hospitality Group and its people are committed to operating and conducting our business in an environmentally, socially and economically sustainable manner, ensuring satisfaction of all our stakeholders.

ONYX 酒店集团及其员工秉持着环境管理，社会责任，经济可持续发展等目标运营并开展业务，以确保所有利益主体满意。

As our company expands, our responsibility also grows and extends beyond our core operations and into our supply chains. Suppliers are one of our key stakeholders. The actions of our suppliers directly impact our reputation and customer relationships. The Supplier Code of Conduct has been introduced to encourage our suppliers to share our commitment towards sustainable supply chain management.

随着公司的扩张，我们的责任已超出核心业务并渗透进供应链层面。供应商已然成为我们的关键利益主体。供应商的行为将直接影响到我公司的声誉和顾客关系。本供应商行为准则旨在鼓励与供应商共同承诺发展可持续性供应链管理。

The Code sets out minimum standards under which we wish to engage our suppliers, and of which ONYX encourage suppliers to exceed.

本准则仅设定最低标准，谨此希望供应商遵守，同时 ONYX 鼓励供应商超标准完成。

Compliance with Laws and Regulations

遵纪守法

Suppliers are required to abide by all applicable laws, codes or regulations regarding wages and benefits, workmen's compensation, working hours, environmental impact and product safety.

供应商应遵守所有关于工资、福利、员工报酬、工作时间、环境影响和产品质量等法律法规和规章。

Employment Practices

雇用管理

Suppliers should not employ workers under the legal age for the type of work being performed in any facility in which the Supplier is doing work for OHG. In no event should Suppliers use employees younger than 15 years of age.

供应商为 ONYX 酒店集团工作时不得为其任何岗位雇佣童工。同时严令禁止雇佣未满 15 周岁人员。

Suppliers are expected not to utilize forced, prison, or indentured labor, or workers subject

to any form of compulsion or coercion to perform work or produce goods for OHG.

供应商不得使用囚工及监狱或抵债劳工或以任何形式被迫为 ONYX 酒店集团工作或生产产品的劳动力。

Suppliers are expected to provide a safe and healthy working environment for their employees.

供应商应当为员工提供安全、健康的工作环境。

To the extent required by law, Suppliers should establish company-wide practices and/or policies implementing the standards outlined in this Code and post notices of those policies for their employees. The notices should be in all languages to fully communicate the policy to its employees.

在法律允许范围内，供应商应建立面向全公司的实践和/或政策以落实本行为准则，并为其员工公示相关政策内容。该公示应涵盖各类语言以确保员工明确知晓。

Environmental Protection

环境保护

Suppliers are expected to comply with laws and regulations protecting the environment and not to adversely affect the local community.

供应商应遵守有关环境保护的法律法规，不得为地方政府带来负面影响。

Suppliers are encouraged to develop and integrate sustainable practices, to reduce use of energy and water, make efforts to minimize packaging and re-use and recycle the waste and resources consumed by its business wherever practical.

鼓励供应商本着可持续发展原则节约能源及水源，在业务运营时尽量减少包装并重复循环使用易消耗品。

Suppliers are encouraged to engage its customers, colleagues, partners, suppliers and contractors in their efforts to protect the environment.

鼓励供应商带动其顾客、员工、合作伙伴、其他供应商和承包商一同致力于环境保护工作。

Integrity

诚实守信

Suppliers are expected to respect the intellectual property of others.

供应商应尊重他人知识产权。

Suppliers are required to ensure that products and services are sourced and delivered in accordance with industry standards.

供应商应确保产品及服务的来源及配送符合行业惯例及标准。

Application

准则适用

The Code is a general statement of OHG's expectations with respect to its Suppliers. The Code should not be read instead of but in addition to the Supplier's obligations as set out in any agreements between OHG and the Supplier. In the event of a conflict between the Code and an applicable agreement, the agreement shall prevail.

本准则仅为 ONYX 酒店集团基于对供应商的期望所做出的概括性声明。不得视为任何双方已签署协议中有关供应商责任的替代性约定。若本准则与该协议约定有抵触时，以该协议为准。

Each Supplier is encouraged to conduct audits and inspections to ensure their compliance with this Code and applicable regulations and legal standards. Suppliers' co-operation and commitment in this regard is essential for being an OHG supplier and for a mutually beneficial business relationship.

鼓励各供应商组织审计和监察以确保其严格遵守本准则及相关法律法规。供应商的积极配合与承诺将成为 ONYX 酒店集团与之共同发展合作的关键。

Acknowledged by (认可方)

Date (日期)

Company name (公司名称)

If your company holds an ISO or any third-party environment/social scheme, please specify and provide us a copy of supporting document

若贵司具有国际认证标准 (ISO) 或任何第三方环境保护/社会责任方案，请具体列明并提供相应证明文件：

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If your company runs or supports a social responsible programme, please specify:

若贵司有组织或资助任何社会责任项目，请具体列明：

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SAFFRON | ORIENTAL RESIDENCE | AMARI | SHAMA | OZO | THE MOSAIC COLLECTION

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