

# China Mobile International Limited

## Code of Conduct for suppliers – V1.0

China Mobile International Limited (CMI) upholds values of honesty, integrity and compliance to regulations to create social wealth and foster harmony. CMI will maintain the priority of legal compliance over economic interests to promote the concepts of integrity and compliances in all aspects of operation and management, including CMI's suppliers. In this document, "CMI's suppliers" means any legal entity, organization or natural person that offers good(s) or service(s) to China Mobile International Limited. China Mobile International Limited Code of Conduct for Suppliers (Code of Conduct) is prepared and executed with purposes of securing sustainable development and virtuous cycle between CMI and every supplier; establishing business-oriented compliance standard and ethical requirement; protect legitimate interests of parties involved in any procurement project. Suppliers' businesses with CMI are obliged to ensure full compliance with this Code of Conduct.

### **I. Compliance to laws and regulations**

1. Suppliers shall operate with full compliance to laws and regulations of their places of registration and/or operation, as well as the international laws and rules.
2. Suppliers shall uphold integrity, business ethics and code of practice. Suppliers shall not involve in and shall resist any illegal, rules-breaking

or dishonest act.

## **II. Anti-bribery and Anti-corruption**

1. Suppliers shall be in full compliance with any applicable anti-bribery and anti-corruption laws throughout their operation.
2. Suppliers shall prohibit any form of corruption, extortion, blackmail, fraud and bribery, which brings benefit to perpetrators and/or their relatives, friends and partners.
3. In the case of a major conflict of interest, suppliers shall disclose the situation to CMI. If any CMI employee owns a major interest in the supplier' s business, or he/ she owns an economic relationship with the supplier, the supplier shall declare to CMI.

## **III. Protection to the intellectual property right and personal data**

1. Suppliers shall respect and protect intellectual property rights.  
Unauthorized disclosure to the confidential information gained during the negotiation between CMI and supplier is strictly prohibited.
2. Suppliers shall fully comply with the laws or regulations of internet security and person data protection. Suppliers shall not violate the privacy or freedom in the communication of end-users, including but not limited to CMI staff or client.
3. In case of sensitive data leakage, suppliers shall inform CMI as soon as practical to facilitate remedy.

#### **IV. Labour Rights and Protection**

1. Suppliers shall not employ any personnel which is defined as child labour in any law or regulation.
2. Suppliers shall not deploy any forced labour, which the employment relationship is formed by involuntary contract, slavery or any agreement which is against his/her will.
3. Suppliers shall respect and treat employees well. Any form of corporal-punishment, violence, emotional abuse, verbal abuse, inhuman treatment or degrading treatment is strictly prohibited.
4. Discrimination based on races, skin colours, ages, sexes, sexual orientation, religion, political beliefs, disabilities and/ or other similar reason(s) is forbidden in the recruiting procedures of suppliers.
5. Suppliers shall pay salaries and benefits at the level or extent not less than the legal minimum wage or benefits. On-time wage payment shall be performed by suppliers.
6. Suppliers shall comply with the laws and regulations of its location regarding working hours, leave and holiday arrangement.
7. Suppliers shall comply with all applicable occupational health and safety laws or regulation. Suppliers shall provide their employees with a safe working environment, implement measures to prevent incidents which harm the mental or physical health of employees.

## **V. Environmental Protection and Corporate Social Responsibility**

1. Suppliers shall comply with all applicable laws or regulations of environmental protection.
2. CMI encourages suppliers to implement environmental protection measures and facilitate reusable resources to reduce its negative impact on the environment.
3. CMI encourages suppliers to contribute to regional sustainable development, actively participate in charity and make an effort in promoting regional harmony.

## **VI. Others**

1. Suppliers shall fully comply with the export restriction, laws or resolutions valid at its location and imposed by the United States of America
2. Suppliers shall not conceal truthful information, submit forged certificates, provide counterfeit financial statements, make false promises, or exaggerate quality or performance of the good(s) or service(s) they provided.
3. Suppliers shall not solely or collaboratively dominate the market or involve in any anti-competition behaviour.
4. CMI encourages suppliers to establish own compliance-management system to ensure its compliance towards its local laws and exercise fair acts in businesses.

## VII. Modification

CMI reserves the rights to supplement or modify this document. The most recent version with the supplier's authorization through signature or stamping shall prevail.

## VIII. Complaint Handling Mechanism

1. If suppliers are in doubt of this Code of Conduct or find any violation by any supplier with good faith and reasonable suspicion, please feedback by email to the following email:

[cmo@cmi.chinamobile.com](mailto:cmo@cmi.chinamobile.com)

2. Whistleblowers shall raise concerns or report with their real names, otherwise, the cases will not proceed. CMI will make best effort to keep whistleblowers' identities as confidential. Even though the cases cannot be verified, CMI ensures the rights of fair treatment for suppliers which make faithful and appropriate reports. If the reports are regarded as misleading information or defamation, the partnership between CMI and suppliers will possibly be affected.