

上汽大众汽车有限公司供应商可持续发展的要求

SAIC-Volkswagen requirements regarding sustainability with supplier

I. 前言

Preface

下列要求详细陈述了，上汽大众汽车有限公司（以下简称上汽大众）对供应商伙伴在企业运作中的观点及行为的期望。这些要求被视作上汽大众与供应商成功建立业务关系的基础。

The following requirements define the SAIC-Volkswagen' expectations regarding the way supplier act in their corporate activities. The requirements are considered a basis for successful business relations between the SAIC-Volkswagen and its suppliers.

II. 合作

Cooperation

这些要求以国内国际规定和协定、企业内部标准和价值为指南，它们主要建立在全球契约原则、国际商会长期可持续发展的宪章以及国际劳工组织的相关协定等基础上，并补充以上汽大众的环保方针，从中导出环保目标和环保指标、质量方针以及上汽大众的社会权利声明。

The requirements are based on national and international provisions and conventions, and internal standards and values. They are based on the principles of the United Nations Global Compact, the International Chamber of Commerce's Business Charter for Sustainable Development, and the relevant conventions of the International Labour Organisation, and are supplemented by SAIC-Volkswagen's environmental policy, the environmental objectives and guidelines derived from this, the Group's quality policy, and its declaration on social rights.

以成功和可持续的业务运作为目标，我们在竞争中用产品和服务的质量和来证明我们的实力。上汽大众的业务合作伙伴对企业的成功起着重要作用。伙伴式的行为可以形成稳固的、双方受益的业务关系。因此上汽大众积极致力于与其业务合作伙伴保持紧密合作的关系。对于我们的合作，诚实、公平、透明和伙伴关系是最重要的基石。

Our goal is to conduct successful and sustainable business activities, and the quality and value of our products and services give us a competitive edge. SAIC-Volkswagen's business partners play an integral part in the success of the Group. Cooperative conduct results in enduring business relationships which are mutually beneficial. This is why SAIC-Volkswagen sets great store by close cooperation with its business partners. The values underlying our collaboration are integrity, fairness, transparency and partnership

上汽大众极力主张在日常业务工作中采取光明正大、诚实可信和恪守规则的行为方式，也希望其业务合作伙伴，特别是在人权、劳动和健康保护、环保和反腐败等方面也采取这样的行为方式。因此上汽大众希望，业务合作伙伴及其员工也要负责任地行事，并遵守本文件中列出的要求。此外上汽大众期望业务合作伙伴能责成其供应商遵守这些要求。第三方无权从这些要求中主张任何权利。

SAIC-Volkswagen stands for reputable and honest business dealings in the course of everyday business which comply with the relevant rules and regulations. This standard is also

expected of our business partners, particularly where human rights, health and safety at work, environmental protection and combatting corruption are concerned. Volkswagen therefore expects its business partners and their employees to act responsibly and to agree to comply with the requirements set out in this document. In addition, SAIC-Volkswagen expects its business partners to request their suppliers to comply with these requirements. No claims arising from these requirements may be made by third parties.

III. 应用范围

Scope of application

对可持续性发展的要求适用于上汽大众与其供应商之间的所有业务关系。

Our sustainability requirements apply to all business relationships between SAIC-Volkswagen and its suppliers.

上汽大众保留，只在事先通知和有业务伙伴代表在场的情况下、由专家定期在正常营业时间内并在遵守各个适用权利、特别是数据保护的情况下，就地检查业务合作伙伴对下述要求遵守情况的权利。

SAIC-Volkswagen reserves the right to send experts to inspect the business premises of its partners for compliance with the requirements listed below. Advance warning will be given of such inspection, which will take place during normal business hours in the presence of a representative from the business partner and in compliance with applicable law, particularly regarding data protection.

IV. 要求

Requirements

1. 环保

Environmental protection

为了确保个人机动性，大众汽车公司在全球开发、制造和销售汽车。从经济观点考虑，公司为不断提高其产品的环境相容性和减少自然资源的使用承担责任。出于这个原因，在所有国家运作的业务合作伙伴理应遵守所有相关的环境法律和法规，并有义务遵守：

大众的环保政策；

Volkswagen environmental policy

技术发展的环境目标

The environmental targets of the Technical Development division

大众标准 01155（汽车外购件）

VW Standard 01155 (Vehicle Supply Parts)

大众标准 99000（在组件开发范围内提供服务的总要求）中的第 2.1 款（标准的目标）、第 8 条（环境相容性）、第 9.1 款（准许和禁止使用的材料）和第 9.2 款（材料要求），以及

Sections 2.1 (Objectives of standard), 8 (Environmental compatibility), 9.1 (Material requirements and prohibitions) and 9.2 (Materials requirements) of VW Standard 99000 (General Requirements for the Performance of Component Development Contracts)

标准组件任务书中的要求。

The specification in the standard component specifications catalogues

此外，上汽大众还希望其业务合作伙伴也考虑和遵守以下方面的准则：

In addition, SAIC-Volkswagen expects its business partners to heed and comply with the following:

建立和应用环保管理体系

Creation and application of environmental management systems

面向环保的管理是企业方针的头等目标之一。因此，上汽大众期望所有拥有生产基地的供应商要建立一套合适的环保管理体系，此外还期望其主要供应商拥有一套按照国际标准 ISO 14001 或欧盟生态管理和审核系统（EMAS）认证的环保管理体系。

Environment-oriented management is one of the main objectives of the corporate policy. Volkswagen therefore expects all suppliers with production sites to have a suitable environmental management system. In addition, Volkswagen expects its main suppliers to have a certified environmental management system in accordance with international standard ISO 14001 or the EMAS Directive of the European Union.

主动迎接生态的挑战

Active approach to ecological challenges

要谨慎周到、高瞻远瞩地迎接生态的挑战。要采取措施满怀责任感地对待环境。开发和传播有利环境的技术是努力的方向。

Ecological challenges are tackled with due care and with foresight. Measures are taken to ensure that environmental issues are dealt with in a responsible manner. The objective is to develop and disseminate environmentally friendly technologies.

避免对环境和健康的损害；开发资源消耗低和温室气体排放量少的产品和生产过程

Avoidance of damage to health and the environment; products and processes which use few resources and have low greenhouse gas emissions

在任何活动中都要避免对环境和员工健康造成影响，或者使影响尽可能降到最低。在产品的开发、生产和使用阶段以及在其它活动中，都要考虑到节约使用能量和原材料，尽可能降低温室气体的排放，使用可再生资源以及把对环境和健康的损害降到最小。

Negative impacts on the environment and the health of employees are avoided or kept to a minimum in all activities. The efficient use of energy and materials, the minimization of greenhouse gas emissions, the use of renewable resources and the minimization of damage to health and the environment are all considered in the development, manufacture and use of products and in other activities.

废物和回收利用

Waste and recycling

在产品的开发、生产和使用阶段以及在其它活动中，要考虑到避免产生废物、重复使用、回收利用以及无害地、有利环境地处理废物等问题。

Avoiding waste, re-using resources and recycling, as well as the safe, environmentally friendly disposal of residual waste are taken into account during the development, production and service life of products, and during the development and execution of production processes

and other activities.

员工培训

Training employees

根据员工在环保中的任务对其进行鼓励、提供信息和进行培训。

Employees are instructed and qualified in environmental protection according to their duties, and encouraged to act accordingly.

2. 员工的权利

Employee rights

对于上汽大众来说，尊重国际公认的人权是所有业务关系的基础。特别要遵守业务合作伙伴运作所在国的下列规定以及劳工法：

For SAIC-Volkswagen, the observance of internationally recognized human rights forms the basis of all business relations. In particular, the following regulations must be heeded alongside the labour law of the country in which the business partner operates.

结会自由

Freedom of association

承认所有员工建立并加入工会和职工代表机构的基本权利。在这些权利受到当地法律限制的地方，应该促进形成替代的、和法律一致的职工代表的形式。

The basic right of all employees to form trade unions and employee representations and to join them is recognised. In countries where this right is restricted by local laws, alternative legitimate options for employee participation are to be supported.

不得歧视

No discrimination

保障无论种族、肤色、性别、宗教、国籍、性取向、社会出身或政治观点，以及建立在民主原则和对不同观点的容忍基础上的人人机会均等和同等对待。原则上根据其资质和能力来选择、雇用和提拔员工。

Equal opportunities and equal treatment irrespective of ethnic origin, skin colour, sex, religion, nationality, sexual orientation, social origin or political view are guaranteed insofar as they are based on democratic principles and tolerance towards those of a different opinion. In general, employees are chosen, employed and supported on the basis of their qualifications and capabilities.

不得强迫劳动

No forced labour

上汽大众抵制任何有意识的利用强迫劳动和义务劳动，包括债务奴役或非自愿的囚犯劳动。

Volkswagen rejects the conscious use of forced or compulsory labour including bonded labour and involuntary prisoner labour.

不得雇用童工

No child labour

禁止使用童工。必须遵守国家规定的最低允许工作年龄。

Child labour is forbidden. The minimum age for permission to work (according to national regulations) is observed.

薪酬和福利

Compensation and benefits

按一个正常工作周支付或提供的薪酬和福利，至少要符合法定有效的和必须保证的最低标准。如果没有法定的或劳资协议规定，则以行业具体的、地区普遍的、能保证员工及其家庭达到适当生活水平的劳资薪酬和福利为准。

The compensation and benefits paid or received for a normal working week correspond at the very least to the legally valid and guaranteed minimum. Where legal or collective bargaining agreements do not exist, compensation and benefits are based on industry-specific collective agreements customary to the respective location that ensure an appropriate standard of living for the employees and their families.

工作时间

Working hours

工作时间要至少符合所在国家法定的标准和所在国家经济领域的最低标准。

Working hours correspond at least to the national legal standards or the minimum standards of the national economic sectors which the supplier is in.

工作和健康保护

Occupational health and safety

业务合作伙伴至少要遵守所在国家对工作环境的安全和卫生标准，并在此框架下采取适当措施来保障工作场所的健康和安全，从而保障符合健康要求的工作条件。

The partner complies at least with the national standards which the supplier is in for a safe and hygienic working environment and takes appropriate measures to guarantee health and safety at the workplace so that good working conditions are ensured.

v. 违反要求的法律后果

Legal consequences of violation of these requirements

上汽大众将遵守本文件中规定的要求视为各个合同关系的根本。如果上汽大众的供应商不遵守这些要求，上汽大众保留通过非正常的解约形式结束与该业务合作伙伴的业务关系的权利。如果这个业务合作伙伴能够可信地承诺和证明，已立即采取相应措施以避免以后再发生类似的违反行为，是否取消解约以及是否采取其他替代措施的决定权在上汽大众一方。

SAIC-Volkswagen considers compliance with the requirements set out in this document to be essential to its contractual relationships. SAIC-Volkswagen reserves the right to end its relationship with supplier by terminating the relevant contract for cause if the supplier does not comply with these requirements. The ultimate decision lies with SAIC-Volkswagen as to whether it is willing to forgo such measures and instead to take alternative action if the supplier is able to prove to Volkswagen's satisfaction that it has implemented immediate counter measures to prevent comparable violations occurring in future.

供应商承诺:

Supplier acknowledge:



我承诺了“供应商的可持续发展要求”

I acknowledge the "SAIC-Volkswagen requirements regarding sustainability with supplier"

注意：遇到不承诺可持续发展要求的情形时，报价将不会被转发给采购员。

Attention: In case of Non-Acknowledgement of Sustainability Requirements, the offer will not be forwarded to the purchaser.