



## **Business Ethics Policy**

### **1. Commitment to Ethical Conduct**

At CBC Tech, we are committed to conducting our business with the highest standards of integrity, honesty, and ethical behavior. Our reputation is built on trust, and we recognize that ethical conduct is fundamental to our success and the trust of our stakeholders.

### **2. Compliance with Laws and Regulations**

CBC Tech is committed to complying with all applicable laws, regulations, and legal requirements in every jurisdiction where we operate. We expect all employees to understand and comply with the laws and regulations that govern our business activities.

### **3. Integrity and Honesty**

We conduct our business with integrity and honesty, and we expect all employees to act with honesty, fairness, and transparency in all their dealings with colleagues, customers, suppliers, and other stakeholders. We do not tolerate dishonesty, fraud, or deceptive practices of any kind.

### **4. Conflicts of Interest**

CBC Tech employees are expected to avoid conflicts of interest that may interfere with their ability to act in the best interests of the company. Employees must disclose any

actual or potential conflicts of interest to their supervisor or the executive team and take appropriate steps to mitigate or resolve them.

## **5. Protection of Company Assets**

Employees are responsible for protecting CBC Tech's assets, including physical assets, intellectual property, confidential information, and proprietary data. Employees must use company assets responsibly and only for legitimate business purposes.

## **6. Respect for People**

CBC Tech is committed to creating a workplace culture that values and respects the dignity, diversity, and rights of every individual. We do not tolerate discrimination, harassment, or any form of disrespectful or abusive behavior based on race, ethnicity, gender, sexual orientation, age, religion, disability, or other protected characteristic.

## **7. Environmental Responsibility**

CBC Tech recognizes its responsibility to minimize its environmental impact and promote environmental sustainability. We are committed to reducing our carbon footprint, conserving natural resources, and minimizing waste generation in our operations.

## **8. Supplier and Customer Relationships**

CBC Tech is committed to building mutually beneficial relationships with our suppliers and customers based on fairness, transparency, and respect. We expect our suppliers and customers to adhere to the same high ethical standards that we uphold in our own business practices.

## **9. Reporting Violations**

Employees who become aware of any violations of this Business Ethics Policy or any other unethical behavior within the company are encouraged to report their concerns through the appropriate channels, such as their supervisor, manager, the executive team. CBC Tech prohibits retaliation against individuals who report concerns in good faith.

## **10. Review and Revision**

This Business Ethics Policy will be reviewed periodically to ensure its effectiveness and compliance with applicable laws, regulations, and industry standards. Any updates or revisions to the policy will be communicated to all employees and stakeholders.

# 商业道德政策

## 1. 对道德行为的承诺

在 **CBC Tech**，我们致力于以最高标准的正直、诚实和道德行为开展业务。我们的声誉建立在信任之上，我们认识到道德行为是我们成功和利益相关者信任的基础。

## **2. 遵守法律法规**

**CBC Tech** 致力于遵守我们运营所在司法管辖区的所有适用法律、法规和法律要求。我们希望所有员工都了解并遵守管理我们业务活动的法律法规。

## **3. 正直和诚实**

我们以正直和诚实的态度开展业务，我们希望所有员工在与同事、客户、供应商和其他利益相关者的所有交易中都以诚实、公平和透明的方式行事。我们绝不容忍任何形式的不诚实、欺诈或欺骗行为。

## **4. 利益冲突**

**CBC Tech** 员工应避免利益冲突，以免干扰他们为公司最佳利益行事的能力。员工必须向其主管或执行团队披露任何实际或潜在的利益冲突，并采取适当措施来减轻或解决这些冲突。

## **5. 保护公司资产**

员工有责任保护 **CBC Tech** 的资产，包括实物资产、知识产权、机密信息和专有数据。员工必须负责任地使用公司资产，并且只能用于合法的商业目的。

## **6. 尊重他人**

**CBC Tech** 致力于创造一种重视和尊重每个人的尊严、多样性和权利的工作场所文化。我们不容忍基于种族、民族、性别、性取向、年龄、宗教、残疾或其他受保护特征的歧视、骚扰或任何形式的不尊重或辱骂行为。

## **7. 环境责任**

**CBC Tech** 认识到其有责任最大限度地减少对环境的影响并促进环境的可持续性。我们致力于减少碳足迹，保护自然资源，并最大限度地减少运营中的废物产生。

## **8. 供应商和客户关系**

**CBC Tech** 致力于在公平、透明和尊重的基础上与我们的供应商和客户建立互惠互利的关系。我们希望我们的供应商和客户遵守我们在自己的商业实践中所坚持的高道德标准。

## **9. 举报违规行为**

我们鼓励员工在发现任何违反本商业道德政策或公司内部任何其他不道德行为的行为时，通过适当的渠道（例如他们的主管、经理、执行团队）报告他们的担忧。**CBC Tech** 禁止对善意举报问题的个人进行报复。

## **10. 审查和修订**

本商业道德政策将定期审查，以确保其有效性并符合适用的法律、法规和行业标准。对政策的任何更新或修订都将传达给所有员工和利益相关者。