



佳通轮胎 可持续采购手册

Giti Tire
Sustainable Procurement Manual



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1 公司简介 About us

佳通轮胎是创始于新加坡的全球领先的轮胎制造商，提供完善的高品质轮胎和服务解决方案。

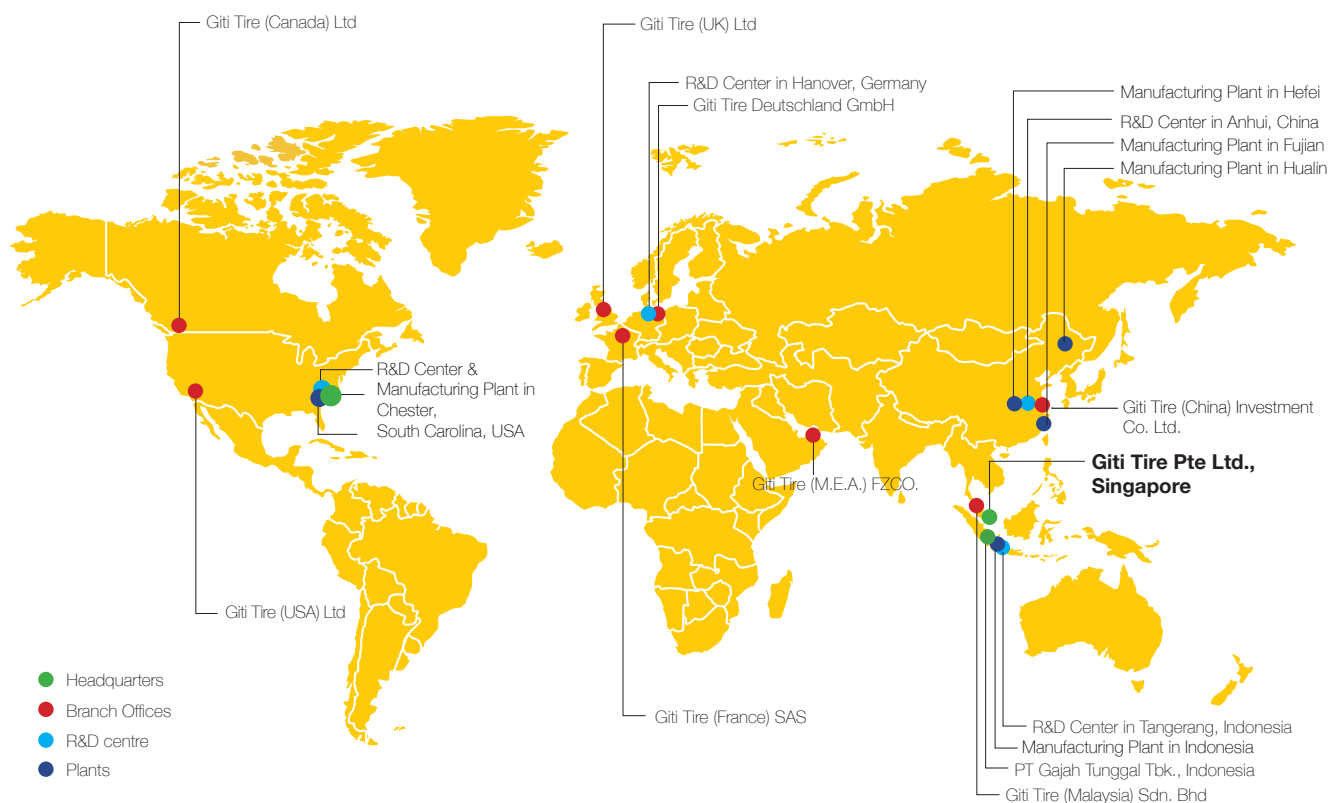
Giti Tire is a Singapore-Based top leading tire corporation in the world, offering a complete range of quality tires and services.

佳通轮胎拥有超过 70 年行业经验，深知如何才能屹立于高度竞争和飞速变幻的市场中，并随时为之做好了充分的资源准备。

With its roots going back more than 70 years in the tire industry, Giti Tire understands the requisites of being a resilient and consistent tire manufacturer in the highly competitive and fast changing marketplace, and has the necessary resources in place.

如今，佳通将全球化的制造研发、创新性的销售、推广和分销渠道以及全球赛事活动高度整合，着眼于未来长远发展。

Today, the Giti business platform fully integrates its worldwide manufacturing and R&D footprint, and innovative sales, marketing, and distribution channels together with its global motorsports activities to assure its future growth.



2 企业战略方针 Company Strategy and Policy

佳通轮胎一直认为，实现高品质和稳定发展取决于对每一位员工的真切关怀，对设施的照料以及积极投身于社会活动。

Giti Tire knows that quality and consistency depends on the care of each employee, facility, and activity.

因此，佳通轮胎秉承三大方针：

Because of this, the company orientates itself to focus on three key areas which included,



值得信赖的产品

Reliable Products

传递价值，可靠性能，顶级质量。

Delivering value, reliable performance, and top quality.

创新

Innovation

为树立并提升值得信赖的品牌形象，不断融入见解，创新和创造力。

Bringing insights, innovation, and creativity to the continuous process of building and improving our trusted brands.

品质服务

Quality Services

倾听消费者的声音，努力满足和超越他们的需求与期望，创造一个以服务优先的环境。

Listening to our customers and striving to meet or exceed their needs and expectations, in a service-focused environment.

合作关系

Partnerships

以诚信为基础，为客户建立并保持长期具有卓越价值的合作关系。

Engaging with our customers and building long-term relationships with superior value in our partnerships, built on a foundation of integrity.



领导力

Leadership

秉承求胜的精神，乐于分享和诚实守信，专注重点，打造一个理想的工作环境。

Embracing a winning spirit, sharing skills, demanding integrity, focusing on priorities, and becoming a workplace of choice.

成长发展

Growth

鼓励员工通过技能培训，个人发展和事业晋升机会实现自身成长。

Encouraging personal growth through skills training, development, and career advancement opportunities.

赋能授权

Empowerment

我们鼓励员工分享知识与体验，创建一个能跨越界限的，充满信任和开放沟通的环境。

Building on a culture of continuous improvement, we encourage our people to share knowledge and experience in an environment that builds trust, creating an open communication channel that transcends boundaries.



股东利益

Shareholder Value

通过持续的增长提升在行业的市场领导地位，同时实施负责任的管理决策，实现股东利益最大化。

Maximizing shareholders' value through continuous growth and upholding our market leadership in the industry, while being supported by responsible management practices.

可持续发展

Sustainability

在实现可持续发展的同时，牢记保护环境，关注人类发展的使命与责任。

Achieving sustainable growth while being mindful of our responsibility to the environment and the people who live in it.

企业治理

Corporate Governance

坚持诚信为原则，恪守商业道德和规范，并保持高透明度，为我们的股东承担全部责任。

Embracing full responsibility to our stakeholders, we are committed towards the highest levels of integrity, business ethics, and transparency.

3 企业社会责任 Giti Corporate Social Responsibility

世界级的绿色生产与精益制造

World Class Green Production and Lean Manufacturing

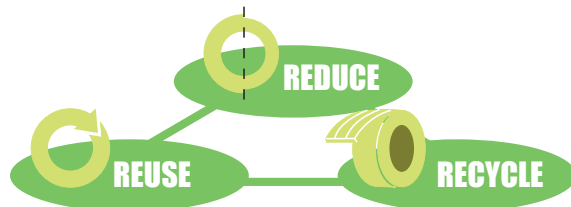
佳通轮胎以可持续发展为目标，秉承“绿色生产，精益制造”的理念，持续扩张其全球化的战略布局，创建轮胎生产制造的世界级绿色工厂。目前，佳通轮胎已经拥有遍布全球的 8 家轮胎制造工厂，分别位于中国、印度尼西亚和美国。同时还拥有来自超过 20 个国家的 30000 名员工。

Giti Tire always adheres to the concept of "green production and lean manufacturing" for sustainable development, and constantly expands its strategic layout of globalization, forming world-class green factories for tire manufacturing. At present, Giti tire has eight tire manufacturing plants in the world, which are located in China, Indonesia, and the United States, and have 30,000 employees from more than 20 countries.



从原材料、橡胶混合、零部件准备、轮胎成型和硫化到最终检查，佳通已经创建了一个世界级的绿色标准轮胎制造流程和供应链系统。依托减少排放、重复利用和循环使用的三大原则，佳通将废料和环境污染物排放降到最低，提升资源利用率，为全球消费者提供节能、环保和高品质的绿色轮胎产品。

From the raw materials, rubber mixing, spare parts preparation, tire formation, and vulcanization to final inspection, Giti has created a world-class green standard tire manufacturing process and supply chain system. Relying on the three principles of reduction, reuse, and recycling, Giti minimizes environmental pollution and waste emissions, improves resource utilization, and provides energy saving, environmental protection and high quality green tire products for global consumers.



佳通生产制造遵循统一的 GES 优质制造管理系统，结合质量管理、EHS 环境健康安全、成本管理和个体培训，创建一个高效标准化生产质量管理和轮胎质量控制管理系统，确保生产的所有轮胎都符合持续性发展的绿色标准，创造能真正满足消费者需求的绿色产品。佳通所有工厂都有获得 ISO14001 环境管理系统和 ISO45001 职业健康安全管理系统认证。

Giti's manufacturing always adheres to the unified GES excellent manufacturing management system, combining quality management, EHS environmental health and safety management, and cost management and personnel training- forming efficient, standardized production, quality management, and tire quality control management systems- so as to ensure that tires produced are in line with green standards for sustainable development and create green products that really satisfy users' needs. Giti factories have obtained ISO14001 environmental management system and ISO45001 occupational health and safety management system certifications.



绿色生产 -- 佳通轮胎致力于环境保护和促进社会发展，生产有益于环境的产品。采用创新生产技术，减少废料排放，更好的保护能源

Green Manufacturing—Giti Tire focuses on strong environmental protection and promoting ethical growth and contribution to society, creating more environmentally friendly products. Using innovative production methods to reduce waste and better conserve energy



环境保护 -- 佳通轮胎为保护项目提供资金，并资助保护国际经济会项目

- 佳通轮胎与保护国际经济会 (CI) 合作的鲸鲨追踪项目将全球最大的鱼类保护纳入其中
- 支持中国偏远地区巡山保护野生动物项目，支持实现申遗项目

Environmental Protection—Giti Tire funds conservation projects and supports Conservation Initiative Projects

- Giti's Shark Tracking Project with Conservation International Includes World's Largest Fish
- Supporting Wildlife and Locals in Remote China Region, Helping Enable World Heritage Classification



关怀员工—“专业、真实、实用”是佳通员工发展的三大基石

Employee Health & Wellness Professional, Authentic, and Applicable” are the main three whales of the Giti employee development

专注教育—佳通轮胎深知青年人是社会的未来，并致力于通过教育帮助明日领袖成长

Focus On Education—Giti Tire knows that our youth is the most important future resource, and dedicates great efforts to fostering the leaders of tomorrow through education



关注社会公益—佳通轮胎积极帮助需要帮助的人群，并且通过合作带来积极的社会变化

Helping Out the Less Fortunate—Giti Tire also reaches out to help those in need, and is committed to partnerships that drive positive social change



Enabling the Disabled

佳通轮胎一直支持联合国可持续发展目标（SDGs），并将这些目标纳入到公司的企业社会责任活动中。

Giti Tire endorsed the United Nations Sustainable Development Goals (SDGs) and incorporated these goals into the CSR activities.



4 企业承诺保护天然橡胶的可持续性 Giti Commitment to NR Sustainability

天然橡胶是一种可再生的自然资源。它是制造轮胎的主要原材料之一。随着机动化需求的增加，对天然橡胶的需求也将随之增加。佳通轮胎意识到天然橡胶生产对环境和社会问题的影响，如森林砍伐，生态系统健康，社区生计等。因此，以可持续的方式采购天然橡胶是佳通轮胎面临的一项重要挑战。

Natural rubber is a renewable natural resource. With increasing demand of mobility, the demand for natural rubber will increase in tandem. Giti Tire is aware of the impact of natural rubber production on environmental and social issues such as deforestation, health of ecosystems, and community livelihoods. Hence, procuring natural rubber in a sustainable manner is an important challenge for Giti Tire

同时佳通轮胎作为全球可持续天然橡胶平台 (GPSNR) 的成员，本集团将致力于积极支持 GPSNR 并维护其活动和政策。在 GPSNR 可持续发展框架的指导下，我们制定了一项可持续天然橡胶政策并发布在佳通官网上 (<https://www.giti.com/social-responsibilities>) 。

Meanwhile Giti Tire is proud to be a member of the Global Platform for Sustainable Natural Rubber (GPSNR), and we are committed to actively support GPSNR and uphold its activities and policies. Guided by GPSNR Sustainability Framework, we have developed a sustainable natural rubber policy which is published in the Giti Website —(<https://www.giti.com/social-responsibilities>).

实现可持续天然橡胶经济的道路是永无止境的。它需要所有利益相关方的合作，包括来自我们客户的支持。佳通轮胎呼吁相关方紧密合作，从经济、环境和治理条件方面不断推进天然橡胶可持续改进，从而实现可持续天然橡胶经济的宏伟目标。

The work towards achieving a Sustainable Natural Rubber economy is forever a work-in-progress. It requires the collaboration from all stakeholders, including the support from our customers. Giti Tire calls on the relevant parties to cooperate closely, to continuously promote the sustainable improvement of natural rubber towards economic, environmental and governance conditions, so as to achieve the ambitious goal of sustainable natural rubber economy.



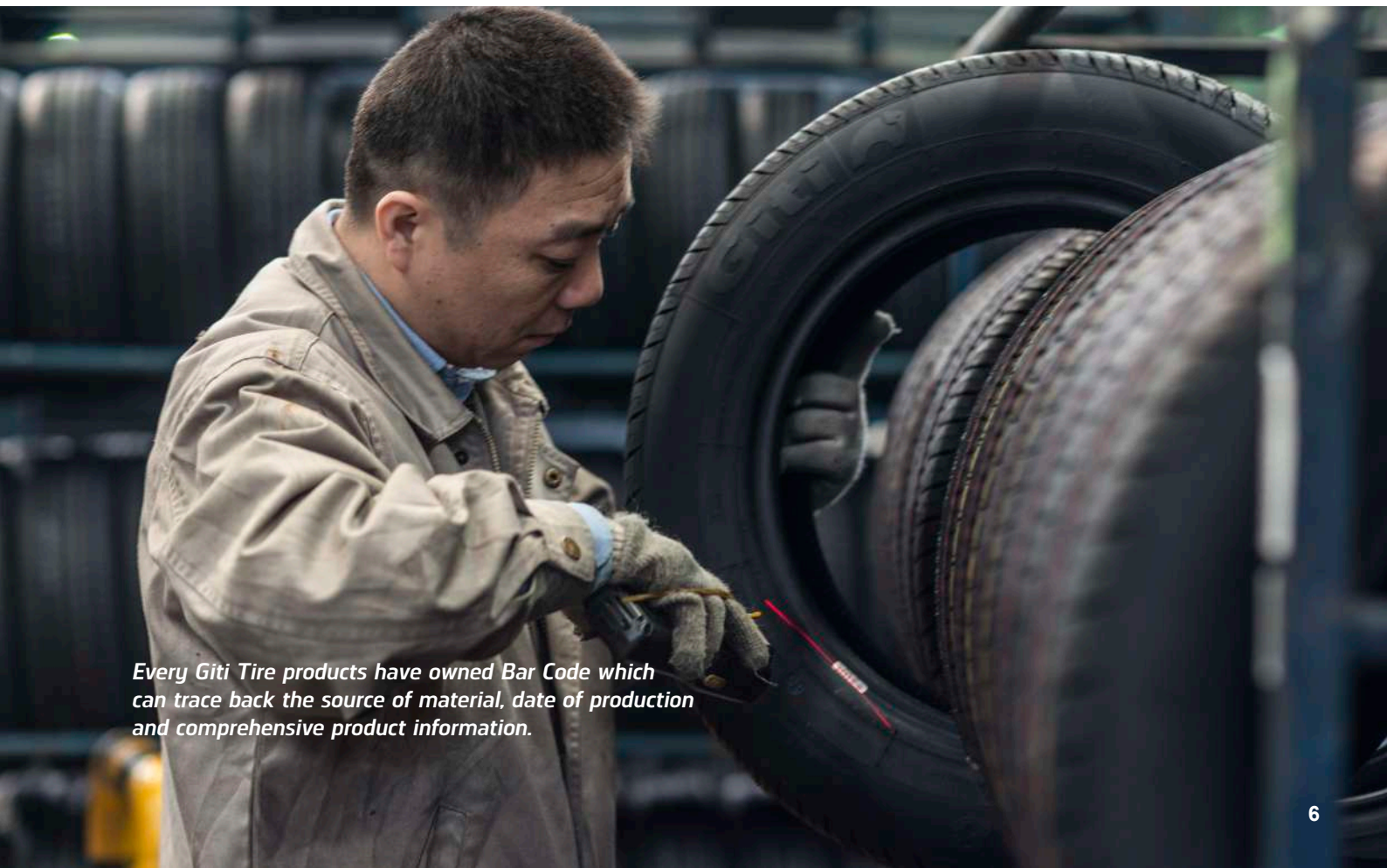
5 可持续采购理念 The Concept of Sustainable Procurement

佳通轮胎致力成为其所经营和服务社区的负责任的公民、邻居和合作伙伴，希望通过创造清洁、有效和高性能的产品来为建立可持续发展的未来尽一份力。

Giti Tire strives to be a responsible citizen, Neighbor, and partner to the many communities the company operates in and serves. The group kept an eye on building a sustainable future with innovative products that are clean, efficient, and of world-class performance.

为了实现这个目标，佳通轮胎并不是简单地购买其供应商的产品和服务，而是兼顾供应商企业文化、公司发展、环境保护、商业道德、员工关怀等企业社会责任表现。同时，佳通轮胎立志于可持续再生材料的探究，积极研究并使用更少的、可循环的、节能的、低碳排放的及其他“绿色”材料、清洁能源和可再生能源，将循环可持续理念植入产品 DNA，渗透到整个产业链条中，实现社会效益、环境效益和经济效益“三赢”的企业可持续发展观。

To achieve this goal, Giti Tire does not simply purchase its suppliers' products and services, but takes into account suppliers' corporate culture, company development, environmental protection, business ethics, employee care and other corporate social responsibility performance. At the same time, Giti tire force in sustainable renewable materials of exploration, positive research and use less, recycled, energy saving, low carbon emissions and other "green" materials, clean energy and renewable energy, planted the concept of recycling sustainability into DNA of product, permeate the whole industry chain, realizing the social benefit, environmental benefit and economic benefit of the "three win" enterprise sustainable development.



Every Giti Tire products have owned Bar Code which can trace back the source of material, date of production and comprehensive product information.

6 可持续采购方针 Sustainable Procurement Policy

佳通轮胎坚守企业社会责任和可持续发展原则，根据公平的商业交易制定可持续采购方针，期望其供应商遵守与其自身标准相当的可持续性卓越标准，在公平交易、诚实守信和相互尊重的基础上建立合作关系。遵守本方针是考虑及谋求与佳通轮胎建立良好商业关系的前提条件，也是佳通轮胎向其客户保证提供来自充满公平与尊重、循环可持续价值链的优质产品的基础。

Giti Tire adheres to the principles of corporate social responsibility and sustainable development. Giti Tire sets a sustainable procurement policy based on fair business transactions, its suppliers are expected to adhere to standards of sustainability excellence comparable to their own standards, and to establish business relationships with Giti based on fair trade, honesty and mutual respect. Compliance with this policy is a prerequisite for considering and pursuing a good business relationship with Giti Tire, and a basis for Giti Tire to assure its customers of quality products from a fair and respectful, circular and sustainable value chain.

本“可持续采购方针”将用于促进可持续采购实践，并帮助佳通轮胎识别、评估符合条件的产品和服务供应商，且适用于佳通轮胎多个供应链的各个方面。

This policy will be used to promote Sustainable Procurement practices and help Giti Tire identify and/or evaluate qualified Suppliers of products and services. The Policy is applicable to all points of Giti Tire's various supply chains.

遵守本方针要求供应商以下基本要素为指引，将佳通轮胎的要求纳入其业务。

Adherence with the Policy requires that Suppliers adopt the following foundational elements to guide the inclusion of Giti's requirements and Preferred Practices into their businesses.

愿意与佳通保持业务关系的供应商必须满足本方针中规定的佳通要求。佳通还致力于帮助供应商在企业社会责任方面超越这些要求。

Suppliers who are willing to keep business relationships with Giti are required to meet the Giti requirements, as defined in this present policy.

Giti is also committed to helping suppliers would want to go beyond these requirements in terms of CSR.



如果供应商不符合要求，佳通将帮助供应商取得一些进展并达到完全合规。但是，如果供应商明显不愿意达成合规，或者佳通的多次帮助未取得成功，佳通可能会重新考虑与该供应商的业务关系，直至预见到这种关系的终止。

In the unlikely event that a supplier is not meeting the requirements, Giti will support this supplier to make some progress and to reach full compliance. However, should a supplier be clearly unwilling to reach compliance, or should Giti's repeated help be, Giti may reconsider its business relation with that supplier, up to foreseeing the termination of this relation.

供应商需要尽可能在其整个供应链中与自己的供应商共享佳通的本方针。佳通希望供应商能够立即报告任何可能扰乱佳通业务的外部变化事件。

Suppliers are required to share the Giti policy with their own suppliers, as much as possible throughout their whole own supply chain.

Giti is expecting that suppliers will report immediately any external event of change that may disrupt the Giti business.

在任何情况下，供应商都必须严格遵守其经营所在国家 / 地区的所有相关国家、地区和地方法律法规。

In any case, suppliers are required to strictly comply to all relevant national, regional and local laws and regulations in the country in which they operate.

佳通可能随时更新本政策，以适应其产业或社会环境的任何重大变化。佳通期望供应商将与他们自己的供应商分享当前方针的任何变化。

This present policy can be at any time updated by Giti, to adapt to any major change in its industrial or social environment. Giti is expecting that suppliers will share with their own suppliers any change of the present policy.

由于天然胶这种农业资源的特殊性，请注意以下要求并不完全适用于天然胶生产商。针对天然胶生产商，佳通轮胎作为 GPSNR 的成员致力于遵守该组织的方针，更多对于天然胶生产商的明确规定请见 < 佳通轮胎可持续天然橡胶政策 >。

It is important to note that the following requirements may not totally apply to NR due to the specific nature of this agricultural resource. Regarding NR producers, Giti as a member of GPSNR is committed to following the orientations of this organization, and more precise requirements for NR producers please refer to < GITI TIRE SUSTIANABLE NATURAL RUBBER POLICY>



6.1 商业道德 **Business Ethics**

供应商要严格遵守商业道德及有关的法律法规，包括但不限于反垄断法、反不正当竞争法、贪污受贿有关法律法规、会计及财务报告准则、与进出口、外汇、税务、劳动、安全及环境相关的法律法规。

Suppliers shall strictly comply with all applicable laws and regulations. These may include but not limited to laws, rules and regulations relating to antitrust and competition, anti-corruption and bribery, accounting and reporting standards, import and export, foreign exchange, taxes, employment, safety and environment

供应商不得与佳通轮胎员工发生经济利益，从而导致与佳通轮胎产生利益冲突，包括但不限于任何通过经济利益（如借贷，财产或任何有价值的资产）体现的直接间接利益，股权……

Suppliers shall not have any financial or other relationships of any kind with Giti Tire employees which may lead to conflict with the interests of Giti Tire. Financial or other relationships include but not limited to direct or indirect interest via economic interests (e.g. loan, property, anything of value), equity ownership...

6.2 无骚扰 **Non-harassment**

供应商应致力于公司的核心信念，其中包括对待所有员工以尊重和尊严，不容忍骚扰、性或其他针对任何员工、申请人、客户、供应商或其他商业伙伴的骚扰。任何制造恐吓、敌意或攻击性的工作环境的行是严格禁止的。

Suppliers are committed to the company's core beliefs, which include the treatment of all employees with respect and dignity. Accordingly, suppliers shall not tolerate harassment, sexual or otherwise, against any employee, applicant, customer, sub-supplier or other business associate. Any behavior that creates an intimidating, hostile or offensive working environment is strictly prohibited.



6.3 机密信息、商业秘密和知识产权 Confidential Information, Trade Secrets and Intellectual Property

供应商应尊重团队成员的个人、财务和健康信息的保密性。并对佳通轮胎的知识产权、商业秘密和专有和机密信息有同等的尊重。供应商应有适当的保护措施和政策，以便保护任何这样的信息，而且必须始终遵守适用的数据隐私法律。个人信息只有在合法的商业理由下才能被处理和使用，必须符合适用的法律。

Suppliers shall respect the confidentiality of the personal, financial and health information of its teammates. Suppliers shall have the same level of respect with regard to Giti Tire's intellectual property, trade secrets, and proprietary and confidential information. Suppliers Shall have proper protections and policies in place so they can safeguard any such items and must always comply with applicable data privacy laws. Personal data should be handled and processed only when there is a legitimate business reason to do so, and then only in accordance with applicable law.

供应商应要求所有的团队成员保护机密信息。此义务在团队成员离开公司后依旧延续。机密信息包括但不限于：

Suppliers shall require all teammates to protect the confidential information. This obligation continues after teammates leave the company. Confidential information includes, but is not limited to:

- | | |
|--------------------------------------|--|
| • 收益和财务信息 | Earnings and financial results |
| • 关于收购的信息 | Information regarding acquisitions |
| • 资产剥离、并购或合资企业 | Divestitures, mergers or joint ventures |
| • 价格和成本数据 | Pricing and cost data |
| • 客户和供应商清单 | Customer and supplier lists |
| • 研究数据、营销策略、战略计划、
人事数据和专用计算机软件和技术 | Research data, marketing strategies, strategic plans,
personnel data, and proprietary computer software and
technology |

知识产权，包括专利、商标、版权、商业机密、创新、创意和窍门

Intellectual property rights, including patents, trademarks, copyrights, trade secrets, innovations, ideas and knowhow.



6.4 健康和安全管理 Health and Safety

供应商应拥有基于国际标准，如 ISO45001，的健全的健康和安全管理體系，遵守所有有关工作场所安全的法律、法规。健康与安全管理体系需涵盖相关工作和程序来识别工作场所危险、减少事故和降低接触有害环境和物质的可能性，例如保证工作场所的空气质量水平和噪音水平符合国家标准。还包括对人员在事故预防、事故响应、应急程序，和防护服装及设备使用方面的培训。

Suppliers shall have in place a robust health and safety management system based on international standards such as ISO45001 and comply with all laws and regulations governing workplace safety. Health and Safety management system relates to organized efforts and procedures for identifying workplace hazards and reducing accidents and exposure to harmful situations and substances, such as ensuring the air quality and noise levels of workplaces meet national standards. It also includes the training of personnel in accident prevention, accident response, emergency procedures, and use of protective clothing and equipment.

供应商应当谨记：安全永远第一；任何工作都要安全地执行，不管此项工作是多重要、多紧急。佳通轮胎可以要求支持供应商健康和安全的文档。供应商应同意配合这样的请求和提供及时响应。如果供应商已被指控犯有严重的健康或安全问题导致暂停业务或重大处罚，或者如果供应商在任何法律或行政诉讼关于健康或安全方面被判有罪的，供应商必须立即通知佳通轮胎。

Suppliers should keep Safety in mind always: Safety must always come first; no job is so important or task so urgent that it cannot be performed safely. Giti Tire can ask for documentation supporting suppliers' health and safety programs. Suppliers shall agree to cooperate with such requests and provide timely responses. If suppliers have been charged with a serious health or safety violation that results in suspension of operations or significant penalties, or if suppliers are found guilty in any legal or administrative proceeding of a serious health or safety violation, suppliers shall immediately notify Giti Tire.

6.5 环境 Environment

佳通轮胎有丰富的识别减少其对环境的影响的方法的历史，并在其所从事的领域作为一个环境的监管者。佳通轮胎期望其的供应商遵守所有适用的环境法律、法规以及供应商的内部相关的环境方面的规定。供应商必须同意提供环保符合性的历史记录和文档来满足佳通轮胎要求。如果供应商已被指控犯有严重违反环境法并导致暂停业务或重大处罚，或者如果供应商在任何法律或任何行政诉讼中由于严重违反环境法被判有罪，供应商必须立即通知佳通轮胎。

Giti Tire has a strong history of identifying ways to reduce its environmental impact and to act as an environmental steward in the communities where it does business. Giti Tire expects its suppliers to comply with all applicable environmental laws and regulations as well as the supplier's own internal environmental policies. Suppliers shall agree to provide environmental compliance histories and documentation upon request by Giti Tire. If suppliers have been charged with a serious environmental law violation that results in suspension of operations or significant penalties, or if suppliers are found guilty in any legal or administrative proceeding of any serious environmental law violation, suppliers shall immediately notify Giti Tire.



供应商需有计划建立基于国际标准 ISO14001 等的环境管理系统，并配合佳通进行碳排放核查，建立减排目标和减排措施计划。佳通有权在现场审核过程中检查该计划存在与否或环境管理体系的有效性。

Suppliers are expected to have a plan to develop an environmental management system, based on international standards such as ISO14001, and to cooperate with Giti to conduct carbon footprint investigation, establish emission reduction targets and emission reduction measures. Giti Tire is entitled to check the existence of such a plan or the effectiveness of the environmental management system during on-site audits.

基于佳通的具体要求，供应商愿意提供证据证明其遵守限制使用物质和化学处理方面的法规，如 REACH（注册，评估，授权，和化学品限制）和 RoHS（有害物质限制）。

Upon specific request from Giti Tire, Suppliers shall agree to show evidence in respect of regulations on restricted substances and chemical handling, such as REACH (Registration, Evaluation, Authorization, and Restriction of Chemicals) and RoHS (Restriction of Hazardous Substances).

6.5.1 土地、森林和水权以及强制驱逐政策 Land, forest and water rights and forced eviction policy

佳通轮胎承认到土地、森林和水权对可持续发展、环境保护和社区福祉至关重要。我们致力于安保这些权利，防止强迫迁离，确保公平获取自然资源，促进负责任的资源管理。

Giti Tire acknowledge the vital importance of land, forest, and water rights for sustainable development, environmental conservation, and the well-being of communities. We are committed to safeguarding these rights and preventing forced evictions, ensuring equitable access to natural resources, and promoting responsible resource management.

我们的政策旨在建立一个框架，尊重个人和社区的权利，特别是那些依靠土地、森林和水谋生和从事文化活动的人的权利。

Our policy aims to establish a framework that respects the rights of individuals and communities, particularly those who rely on land, forests, and water for their livelihoods and cultural practices.

我们的政策的主要原则包括：
Key principles of our policy include:

- 保障土地所有权：我们主张保障土地所有权，认识到获得土地是社区经济稳定和社会凝聚力的基础。我们支持使土地权正规化的努力，为防止强迫拆迁提供法律保护，促进土地公平分配。

Secure Land Tenure: We advocate for secure land tenure rights, recognizing that access to land is fundamental for communities' economic stability and social cohesion. We support efforts to formalize land rights, providing legal protection against forced evictions and promoting equitable land distribution.

- 可持续资源管理：我们鼓励土地、森林和水管理方面的可持续实践，以确保这些资源的长期可用性。考虑到资源开采和开发项目对生态和社会的影响，我们支持负责任的土地使用、森林保护和水资源管理。

Sustainable Resource Management: We encourage sustainable practices in land, forest, and water management to ensure the long-term availability of these resources. We support responsible land use, forest conservation, and water stewardship, considering the ecological and social impacts of resource extraction and development projects.

自由、事先和知情同意 (FPIC): 我们坚持 FPIC 原则，识别确保受任何决定或项目影响的社区的参与和同意至关重要。如果有必要，我们将会努力以透明和有意义的方式与社区接触，为他们提供有关可能影响其土地，森林或水资源的任何拟议活动的准确和全面的信息。我们尊重他们在知情情况下做出决定的权利，并让他们积极参与决策过程。

Free, Prior, and Informed Consent (FPIC): We uphold the principle of FPIC, identifying that ensuring the participation and consent of communities affected by any decision or project is crucial. If required, we will engage with communities in a transparent and meaningful manner, providing them with accurate and comprehensive information about any proposed activities that may impact their land, forest, or water resources. We respect their right to make informed decisions and actively involve them in the decision-making process.

- 减轻强迫迁离：我们不同意强迫迁离，并致力于防止这种情况发生。我们致力于建立保护个人和社区免遭任意流离失所的法律框架和政策。在需要重新安置的情况下，我们优先考虑公平公正的补偿，确保受影响的个人和社区在整个过程中得到充分的支持。

Mitigating Forced Evictions: We disagree with forced evictions and are committed to preventing them. We work towards establishing legal frameworks and policies that protect individuals and communities from arbitrary displacement. In cases where resettlement is deemed necessary, we prioritize fair and just compensation, ensuring that affected individuals and communities are adequately supported throughout the process.

- 合作与伙伴关系：我们愿意致力于与政府、民间社会组织和当地社区合作，解决土地、森林和水权问题。我们促进对话、知识共享和能力建设，以增强社区权能，促进可持续土地治理。

Collaboration and Partnerships: We are willing to engage with governments, civil society organizations, and local communities to address land, forest, and water rights issues. We promote dialogue, knowledge sharing, and capacity building to empower communities and foster sustainable land governance.

通过这项政策，我们的目标是保护土地、森林和水权做出贡献，并防止强制驱逐。因此我们期望供应商也遵守和执行此政策。

Through this policy, we aim to contribute to the protection of land, forest, and water rights, and prevent forced eviction. So we expect the supplier to obey and implement this policy

6.5.2 土壤质量政策 Soil quality policy

佳通轮胎认识到，土壤是一种宝贵而有限的资源，在确保粮食安全、支持生物多样性和维持生态系统健康方面发挥着关键作用。我们致力于推广可持续土地管理做法，为今世后代维护土壤质量。

Giti Tire recognizes that soil is a precious and finite resource that plays a critical role in ensuring food security, supporting biodiversity, and maintaining ecosystem health. We are committed to promoting sustainable land management practices and safeguarding soil quality for present and future generations.

我们的政策寻求解决土壤退化、侵蚀、污染和肥力丧失所面临的挑战，并优先考虑保持和改善土壤质量。

Our supporting policy seek to address the challenges facing soil degradation, erosion, pollution, and loss of fertility, and to prioritize the conservation and improvement of soil quality.

我们的政策的主要原则包括 :Key principles of our policy include

- 土壤保持和恢复：我们通过采用可持续的土地管理做法，促进保持和恢复土壤健康，如泥炭地。我们支持有机农业、农林复合、泥炭地保护、保护性农业和水土流失防治等方法，防止土壤退化，提高土壤肥力，恢复退化土壤。

Soil Conservation and Restoration: We promote the conservation and restoration of soil health such as peatland, through the adoption of sustainable land management practices. We support methods such as organic farming, agroforestry, peatland conservation, conservation agriculture, and erosion control measures to prevent soil degradation, enhance soil fertility, and restore degraded soils.

- 教育和意识：我们认为教育和意识对可持续土壤管理至关重要。我们努力提高供应商们和公众对土壤保持的重要性、有害做法的影响以及可持续土壤管理技术的好处的认识。

Education and Awareness: We believe that education and awareness are essential for sustainable soil management. We strive to raise awareness among suppliers, and the general public about the importance of soil conservation, the impacts of harmful practices, and the benefits of sustainable soil management techniques.

- 土壤监测：我们强调定期土壤监测，以了解土壤健康动态，识别潜在风险，并制定有效的管理策略。如果有需要，我们合作和利益相关者参与：我们认识到，应对土壤质量挑战需要各利益相关者之间的合作，科学家、政策制定者和当地社区。如果有需要，我们会与这些利益攸关方合作，促进知识共享，分享最佳实践以改善土壤质量。

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Soil Monitoring: We emphasize the importance of regular soil monitoring to understand soil health dynamics, identify potential risks, and develop effective management strategies. If required, we collaboration and Stakeholder Engagement: We recognize that addressing soil quality challenges requires collaboration among various stakeholders scientists, policymakers, and local communities. If required, we will collaborate with these stakeholders to promote knowledge sharing and best practices to improve soil quality

- 政策支持：我们坚信制定和实施支持性政策，鼓励可持续土壤管理实践。这可能包括向供应商们提供资源支持，例如，技术援助和培训项目来采取最佳实践。

Policy Support: We believe in the development and implementation of supportive policies that encourage sustainable soil management practices. This may include providing resource support such as, technical assistance, and training programs to suppliers adopting best practices.

通过这项政策，我们的目标是促进可持续土壤管理，减轻土壤退化，增强土壤健康。因此我们期望供应商也遵守和执行此政策。或这些矿物质来自冲突地区，如刚果民主共和国，如存在使用冲突矿物质风险，供应商应对产地进行应有的调查并且提交冲突矿物质报告。

Through this policy, we aim to promote sustainable soil management, mitigate soil degradation, and enhance soil health. So we expect the supplier to obey and implement this policy



6.6 劳动和就业 Labour and Employment

供应商应不容许和严格禁止不合法的歧视、骚扰和报复，包括任何制造恐吓、攻击性或者敌对的工作环境。佳通轮胎致力于推进供应链多元化、平等和包容。供应商将实现平等的就业机会 (EEO)、薪酬和人事政策和教育员工多样性和 EEO 问题。所有适用的 EEO、工资和工时和人员政策必须符合现行法律，一定要传播到所有员工，并严格执行。相互尊重也是一个重要的和可见的符合性计划的一部分。供应商应非常重视国际人权义务，并有健全和全面的规定来确保没有奴隶制、强迫劳动、童工或不人道条件存在于供应商的生产或供应链之中。供应商应承认工人在全球范围内有权组建工会并加入他们所选择的工会，并同意确保并维持工会的独立性和多元性。

Suppliers do not tolerate and strictly prohibits unlawful discrimination, harassment and retaliation, including any behavior that creates an intimidating, offensive or hostile work environment. Giti Tire commit to develop diversity, equity and inclusion in supplier chain. Suppliers shall implement equal employment opportunity ("EEO"), compensation and personnel policies and to educate suppliers' employees on diversity and EEO issues. All applicable EEO, wage and hour, and personnel policies must be consistent with current laws, regularly disseminated to all employees, and strictly enforced. Mutual respect should also be an important and visible part of compliance program. Suppliers shall take international human rights obligations very seriously, and suppliers should have a sound and comprehensive program to insure that no slavery, forced labour, child labour, or inhumane conditions exist in its operations or supply chains. Supplier shall acknowledge the global right of workers to form labour unions and join the labour union of their choice and agree to ensure that union independence and pluralism are maintained.

如果供应商知晓或怀疑任何违反本条内容的情况发生，应尽快通过以下保密方式告知佳通轮胎，举报人会以匿名处理并享有豁免权：

Suppliers shall promptly inform Giti Tire of any known or suspected violations or improprieties related to the content of the term via the following confidential channels. Whistleblower will remain anonymous and be entitled to immunity.

举报热线：+86 -21-2207 3656
Hotline: +86 -21-2207 3656
电子邮箱：compliance@giti.com
E-mail address: compliance@giti.com



6.7 努力维持社区生计 Efforts to support Community livelihoods

供应商应通过支持运营地点当地社区内的经济和社会活动，支持当地居民的经济、社会和文化权利，包括获得教育和就业的权利，鼓励当地居民成为好公民。

Suppliers should support the economic, social and cultural rights of local people, including the right to education and employment and encourage them to become a good local citizen by supporting the economic and social activities within the local communities of in the place of operations.

少数民族权利和土著人民政策

Rights of minorities and indigenous people's policy:

佳通轮胎相信支持包容性、多样性，并保护少数群体和土著人民的权利。我们理解维护其独特文化特征、促进其参与决策进程、确保其平等获得机会和资源的重要性。

Giti Tire believe in supporting inclusivity, diversity, and the protection of the rights of minorities and indigenous peoples. We understand the importance of upholding their unique cultural identities, promoting their participation in decision-making processes, and ensuring their equal access to opportunities and resources.

我们的政策旨在促进一个尊重和颂扬少数民族和土著人民丰富的遗产和贡献的社会。

Our policy aims to foster a society that respects and celebrates the rich heritage and contributions of minorities and indigenous peoples.

我们的政策的主要原则包括：

Key principles of our policy include:

非歧视：我们致力于消除一切形式的歧视，无论是基于种族、民族、宗教、语言还是文化背景的歧视。我们努力创造一个包容的环境，让每个人都得到尊严和尊重。

Non-Discrimination: We are dedicated to eradicating all forms of discrimination, whether based on race, ethnicity, religion, language, or cultural background. We strive to create an inclusive environment where everyone is treated with dignity and respect.

文化保护：我们承诺保护和促进少数民族和土著人民的文化遗产和传统。这可能包括支持保护他们的语言、信奉、艺术和风俗的举措，以及促进社会所有成员之间的跨文化理解。

Cultural Preservation: We pledge to protect and promote the cultural heritage and traditions of minorities and indigenous peoples. This may include supporting initiatives that preserve their languages, practices, arts, and customs, as well as fostering intercultural understanding among all members of society.

参与和代表权：我们致力于确保少数民族和土著人民有意义地参与与土壤质量有关的所有决策进程和倡议，并有代表性。我们认识到他们的传统知识、实践和对环境的整体理解的重要性。

Participation and Representation: We are committed to ensuring the meaningful participation and representation of minorities and indigenous peoples in all decision-making processes and initiatives related to soil quality. We recognize the importance of their traditional knowledge, practices, and holistic understanding of the environment.



通过这项政策，我们的目标是保护少数民族和土著人民的权利，防止这些人民受到不公平的管辖。因此我们期望供应商也遵守和执行此政策。

Through this policy, we aim to protect the rights of minorities and indigenous peoples, and prevent unfair jurisdiction of these peoples. So we expect the supplier to obey and implement this policy.

6.8 冲突矿物质 Conflict minerals

供应商应该告知佳通轮胎，如果其产品包含以下任何一种矿物质：钽，锡，金，钨，钴或这些矿物质来自冲突地区，如刚果民主共和国，如存在使用冲突矿物质风险，供应商应对产地进行应有的调查并且提交冲突矿物质报告。

Suppliers shall inform Giti Tire if the products of its site contain any of the following minerals: tantalum, tin, gold, or these minerals originate from a conflict region e.g. the Democratic Republic of Congo region. If suppliers are at risk of using conflict minerals, suppliers shall undertake due diligence on the sourcing and file a conflict minerals report.

除了上述的具体要求，佳通还希望供应商能够意识到可持续发展的重要性，能基于企业社会责任指南要求，如 ISO26000，主动开展可持续发展的实践活动；同时能将可持续发展的相关内容纳入到自己的供应链中。

Except for the above specific requirements, Giti wants suppliers to be aware of the importance of sustainability, and to take the initiative to carry out the practice of sustainable development according to Guidance on social responsibility, like ISO26000; and suppliers should integrate the requirements of sustainable development into its own supply chain.



7 监控和实施 Monitoring and Implementation

从可持续发展的角度评估供应商是佳通轮胎负责任和可持续采购政策的一部分，佳通轮胎会定期对我们主要的供应商进行企业社会责任成熟度的评估，其评估方式一般有如下几种：

Evaluating suppliers from the perspective of sustainable development is part of Giti Tire's own supply chain sustainable procurement policy. Giti Tire will regularly assess the maturity of corporate social responsibility of our major suppliers. The evaluation methods are generally as follows:

- 问卷调查
- **Questionnaire**
- 现场审核
- **On-site audit**
- 委托第三方机构评估
- **Entrust a third-party agency to evaluate**

通过评估，我们监控供应商的可持续发展表现和进展，识别供应商在可持续发展方面的风险，并推进和帮助供应商进行改善。供应商可持续发展的绩效表现及其对进步的承诺是佳通轮胎供应关系管理的关键因素，并会作为供应商新品开发和年度供应商综合绩效评价方面的重要考量因素。

Through evaluation, we monitor the sustainability performance and progress of suppliers, identify suppliers' risks, promote and help suppliers to make improvements. Sustainability performance of our suppliers and their commitment to progress is a key factor in Giti Supply Relationship Management, and will be an important factor in the development of new supplier products and the annual comprehensive supplier performance evaluation.

同时为了进行内部测量和监控佳通轮胎可持续采购策略实施的有效性，以及向利益相关方报告绩效，佳通轮胎将会根据行业特点设定 KPI 指标，并年度报告展示本政策实施进展的 KPI 数据。

At the same time, in order to internally measure and monitor the effectiveness of the implementation of Giti Tire's sustainable procurement strategy, and to report performance to stakeholders, Giti Tire will set KPI indicators based on the characteristics of the industry, and annually report the KPIs of the implementation of this policy.



8 目标 Targets

- 2026 年前 85% 目标供应商通过 ISO 14001 认证
85% of target suppliers are ISO 14001 certified by 2026
- 2026 年前 70% 目标供应商通过 ISO 45001 认证
70% of target suppliers are ISO 45001 certified by 2026
- 2022 年前 100% 采购员工进行可持续采购培训
100% of procurement team are trained about sustainable procurement practices by 2022
- 2026 年前 88% 目标供应商进行劳工人权与环境方面的表现的评估
88% of target suppliers are assessed on labor rights and environmental performance by 2026
- 2026 年前 100% 目标供应商签署 / 接受《 供应商行为准则 》
100% of target suppliers sign/accept Supplier Code of Conduct by 2026
- 2026 年前 100% A 类目标供应商完成 Ecovadis 评估
100% of target Category A (frame) suppliers are evaluated via Ecovadis by 2026

注：这些目标当前适用于除天然胶生产商外的所有原材料供应商。对于天然胶生产商，佳通轮胎将遵循 GPSNR 的方针并制定相应的可持续性目标。

NB: these targets currently apply to all RM suppliers except Natural Rubber producers. Indeed, as for NR producers Giti will follow the orientations of GPSNR and define sustainability targets accordingly.

9 权责和适用范围 Responsibility and Scope of application

本政策适用于佳通轮胎的供应商管理过程。涉及供应商管理工作的员工必须确认他们收到并阅读本政策。采购经理负责维护和拟修本政策，通过内联网将此政策传达给员工。

This policy is applicable to Giti Tire supplier management process. The staffs involved to supplier management are required to have read and acknowledged this policy. Purchasing manager is in charge of upholding and reviewing this policy, and communicating it to employees via the company intranet.

生效日期 Implementation date	下一个复查日期 Next date of review	版本 Version
2021 年 5 月 15 日	2022 年 01 月 30 日	V1.0
2022 年 3 月 20 日	2023 年 03 月 21 日	V2.0
2023 年 3 月 28 日	2024 年 03 月 28 日	V3.0

佳通轮胎管理层【签名】

Signature of Giti Top Management

A handwritten signature in black ink, appearing to read '李瑞清' (Li Ruiqing), written in a cursive style.

术语 Terminology

- **联合国可持续发展目标 Sustainable Development Goals (SDGs)**

SDGs 是联合国峰会上正式通过的 17 个新可持续发展目标，旨在从 2015 年到 2030 年间以综合方式彻底解决社会、经济和环境三个维度的发展问题，转向可持续发展道路。

SDGs are 17 new Sustainable Development Goals (SDGs) formally adopted at the UN summit, it aims to completely solve the development problems in the three dimensions of society, economy and environment in a comprehensive way from 2015 to 2030, and turn to the path of sustainable development.

- **全球可持续天然橡胶平台 GPSNR (Global Platform for Sustainable Natural Rubber)**

(<https://sustainablenaturalrubber.org/>) (GPSNR 网址)

(<https://sustainablenaturalrubber.org/>) (GPSNR website)

GPSNR 是一个跨行业的平台，旨在促进全球天然橡胶的生产和使用，以便更多地考虑环境和社会问题。

GPSNR is a cross-industry platform aimed at promoting global natural rubber production and use in a way to take environmental and social issues into more consideration.

- **平等就业机会 Equal Employment Opportunity(EEO)**

平等就业机会是指所有人，无论其种族、肤色、性别、宗教、血统、年龄，都能依据自身资格得到的同样工作机会。

Equal employment opportunity means that all people, regardless of race, color, sex, religion, origin, age, can get the same job opportunities according to their qualifications

