

长安汽车商业合作伙伴行为准则

ChangAn Auto Business Partner Code of Conduct

本《长安汽车商业合作伙伴行为准则》（以下简称“本准则”）借鉴行业和国际社会普遍接受的原则，结合长安汽车对供应商的管理要求拟制而成。

本准则正式规定了长安汽车及其全球关联企业商业合作伙伴应遵守的重要可持续发展相关原则，覆盖环境保护（E）、责任雇佣（S）、公司治理（G）、负责任供应链（SC）四大维度，构成长安汽车与其商业合作伙伴所签订的合同的组成部分。在与长安汽车保持业务关系期间，商业合作伙伴应按照适用法律法规和本准则规定的原则开展业务。商业合作伙伴应向其分包商和下游供应商传达本准则要求并监督执行。

This *ChangAn Auto Business Partner Code of Conduct* (hereinafter referred to as the "Code") is formulated based on widely accepted industry and international principles, combined with ChangAn Auto's management requirements for suppliers.

The Code formally defines key sustainability principles to be adhered to by ChangAn Auto, its global affiliated enterprises, and business partners, covering four dimensions: Environmental Protection (E), Responsible Employment (S), Corporate Governance (G), and Responsible Supply Chain (SC). It constitutes an integral part of contracts between ChangAn Auto and its business partners. During the term of their business relationship with ChangAn Auto, business partners shall operate in accordance with applicable laws and regulations and the principles set forth in this Code. Business partners shall communicate the requirements of this Code to their subcontractors and downstream suppliers and monitor compliance.

法律及本准则

Law and the Code

商业合作伙伴应遵守本准则及适用法律的规定。如果适用法律和本准则之间发生冲突，商业合作伙伴应告知长安汽车并遵从长安汽车提供的建议。

Business partners shall comply with this Code and applicable laws. In the event of any conflict between applicable laws and this Code, business partners shall notify ChangAn Auto and follow the recommendations provided by ChangAn Auto.

陈述与保证

Representations and Warranties

商业合作伙伴保证其在合同谈判阶段向长安汽车以书面形式和非书面形式提供的信息真实、全面且无遗漏。

Business partners warrant that all information provided to ChangAn Auto in written and non-written forms during contract negotiations is true, comprehensive, and without omission.

依法纳税

Tax Compliance

商业合作伙伴应遵守适用法律中关于税收征收管理的规定，不得违反适用法律实施逃税、避

税等行为，不得在纳税申报或配合税务监管部门调查时做出任何虚假陈述。

Business partners shall comply with applicable laws regarding tax administration and shall not engage in illegal tax evasion, avoidance, or any other violations of applicable laws. They shall not make any false statements in tax declarations or during investigations conducted by tax regulatory authorities.

环境保护 Environmental Protection (E)

■ 环境管理体系 Environmental management system

1. 商业合作伙伴须严格遵守国家、地方及各行业相关环境保护法律法规，定期监测运营对周围生态环境与社区的影响，并提供公开沟通与申诉渠道；应取得并及时更新所有必备的环境许可证及相关资质认证，并遵守这些文件所规定的要求。

Business partners shall strictly comply with national, local, and industry-specific environmental protection laws and regulations, regularly monitor the impact of their operations on the surrounding ecological environment and communities, and provide open channels for communication and grievances. They must obtain and timely renew all required environmental permits and relevant certifications, and adhere to the requirements stipulated in these documents.

2. 商业合作伙伴应依据 ISO14001 等环境管理体系，建立并持续完善环境管理体系，设定环境绩效目标并监控达成情况。

Business partners shall establish and continuously improve an environmental management system based on frameworks such as ISO 14001, set environmental performance targets, and monitor their achievement.

■ 废弃物管理 Waster management

3. 商业合作伙伴应建立完善对废水、废气和噪声的管理制度，制定突发环境污染事故应急预案；生产废水须分类收集、分质处理；针对不同生产工艺和废气成分，应配备相应的废气处理设施，确保废水、废气排放符合国家、地方和行业标准要求。

Business partners shall develop comprehensive management systems for wastewater, exhaust gases, and noise, and formulate emergency plans for sudden environmental pollution incidents. Production wastewater must be classified for collection and treated according to quality. Appropriate exhaust gas treatment facilities shall be installed based on different production processes and exhaust compositions to ensure compliance with national, local, and industry standards for wastewater and emissions.

4. 商业合作伙伴应根据固废管理相关法规，识别一般固废的产生来源，制定一般固废的回收措施；应遵循减量化、资源化、无害化的原则，确保一般固废处置过程合法合规；应建立一般固废来源和回收处置相关数据的收集系统，确保准确追溯。

Business partners shall identify the sources of general solid waste in accordance with relevant solid waste management regulations and develop recycling measures for such waste. They shall adhere to the principles of reduction, resource recovery, and harmless treatment to ensure lawful and compliant disposal processes. A data collection system for tracking the sources and recycling/disposal of general solid waste shall be established to ensure accurate traceability.

5. 商业合作伙伴应建立危废管理制度，对所产生的危废进行妥善收集和储存，并委托有资质的单位进行无害化处置；积极寻求工艺改造和原辅材料替代，减少危废的产生。

Business partners shall establish a hazardous waste management policy to properly collect and store generated hazardous waste, and entrust licensed entities for harmless disposal. They shall actively seek process improvements and alternative raw materials to reduce hazardous waste generation.

■ **水资源管理** Water resource management

6. 商业合作伙伴应建立完善水资源保护管理制度，识别生产过程中的水资源消耗节点，通过工艺优化、循环利用、回收处理等措施降低取水量与废水产生量，并定期监测地下水及周边水体质量以预防生态影响。

Business partners shall develop a comprehensive water resource protection management policy, identify water consumption points in production processes, and reduce water extraction and wastewater generation through process optimization, recycling, and treatment measures. Regular monitoring of groundwater and surrounding water quality shall be conducted to prevent ecological impacts.

■ **能源与碳管理** Energy and carbon management

7. 商业合作伙伴应积极响应国家“3060”双碳目标，识别运营过程中的温室气体排放，并通过节能、重复利用、循环使用、替代能源等措施减少排放；鼓励开展组织碳核查，制定碳减排路径规划，推动节能技改项目，加大清洁能源使用比例；鼓励开展产品碳足迹核算及供应链减排工作，推动研发和使用可循环或可再生的原材料，并配合长安汽车低碳绿色可持续发展管理要求（包括但不限于完成自身碳核查和产品碳足迹核算、满足国内外相关法规要求等）。

Business partners shall actively support China's "3060" Dual Carbon goals, identify greenhouse gas emissions from operations, and reduce emissions through energy conservation, reuse, recycling, and alternative energy measures. They are encouraged to conduct organizational carbon verification, develop carbon reduction roadmaps, promote energy-saving technological upgrades, and increase the use of clean energy. Additionally, they are encouraged to perform product carbon footprint accounting and supply chain emission reduction efforts, promote the development and use of recyclable or renewable raw materials, and align with ChangAn Auto's low-carbon and green sustainable development management requirements (including but not limited to completing their own carbon verification and product carbon footprint accounting, and complying with domestic and international regulatory requirements).

■ **限用物质管控** Restricted substance control

8. 商业合作伙伴须严格控制产品及生产过程中禁限用和有害物质的使用，确保符合GB/T30512《汽车禁用物质要求》、欧盟RoHS、REACH等国内外相关法规要求，持续对相关产品环保法规进行动态分析，严格遵守各国环保要求。

Business partners shall strictly control the use of prohibited, restricted, and hazardous substances in products and production processes, ensuring compliance with domestic and international regulations such as GB/T 30512 "Automotive Prohibited Substances

Requirements," EU RoHS, and REACH. They shall continuously monitor updates in relevant environmental product regulations and strictly adhere to environmental requirements across different countries.

责任雇佣 Responsible Employment (S)

■ 童工 Child labor

1. 长安汽车禁止雇用童工并坚决反对任何使用童工的行为。商业合作伙伴应尊重联合国《儿童权利公约》和《儿童权利与企业原则》，遵守国际劳工组织《准予就业最低年龄公约》及当地法律有关最低工作年龄的规定，确保工人的最低年龄不得低于16岁，杜绝雇佣童工。

ChangAn Auto prohibits the employment of child labor and firmly opposes any use of child labor. Business partners shall respect the *UN Convention on the Rights of the Child and the Children's Rights and Business Principles*, comply with the *ILO Minimum Age Convention* and local laws regarding minimum working age, ensure that the minimum age of workers is no less than 16 years, and eliminate all forms of child labor.

■ 强迫劳工 Forced labor

2. 长安汽车禁止强迫劳工、抵债性劳工、契约劳工、奴工以及任何形式的非人道用工。商业合作伙伴应尊重国际劳工组织《强迫劳动公约》和《废除强迫劳动公约》，遵守所有禁止强迫劳动的适用法律、法规和条例，杜绝任何形式的强迫劳动；不得限制人身自由、扣留身份证明文件、收取招聘相关费用、参与通过威胁或欺骗等方式雇佣此类劳工的活动等。

ChangAn Auto prohibits forced labor, debt bondage labor, indentured labor, slave labor, and any form of inhumane labor practices. Business partners shall respect the *ILO Forced Labour Convention* and *Abolition of Forced Labour Convention*, comply with all applicable laws, regulations, and ordinances prohibiting forced labor, and eliminate any form of forced labor. They shall not restrict personal freedom, retain identity documents, charge recruitment-related fees, or engage in activities involving the employment of such labor through threats or deception.

■ 反骚扰 Anti-harassment

3. 商业合作伙伴必须尊重所有员工的尊严。不得对任何员工进行体罚或从身体、性别、心理或口头进行骚扰或虐待。商业合作伙伴应避免使用罚金作为纪律性惩罚。

Business partners must respect the dignity of all employees. They shall not subject any employee to corporal punishment or physical, sexual, psychological, or verbal harassment or abuse. Business partners shall avoid imposing fines as disciplinary punishment.

■ 工资福利 Wages and benefits

4. 商业合作伙伴应按适用的法律法规，确保员工薪资高于法律规定的最低薪酬和福利要求，承诺按时全额支付员工薪资。商业合作伙伴应结合当地市场条件和生活水平，向员工提供公平的薪酬与福利、带薪休假、健康保障，包括但不限于：针对工伤事故为工人提供意外保险，并根据当地法律的要求为导致永久残疾的工伤事故提供补

偿等。

Business partners shall, in accordance with applicable laws and regulations, ensure that employee compensation exceeds legally mandated minimum wage and benefit requirements, and commit to paying employees fully and on time. Business partners shall provide fair compensation and benefits, paid leave, and health protection reflective of local market conditions and living standards, including but not limited to: providing accident insurance for work-related injuries and compensating for injuries resulting in permanent disability as required by local laws.

■ 工作时间 Working hours

5. 商业合作伙伴应确保（特殊情况除外）不得要求员工超出工厂所在国家地区法律所允许的正常工作时间和加班时间限制。除特殊业务或情况外，应确保员工的休息时间。

Business partners shall ensure that, except under exceptional circumstances, employees are not required to exceed legally permitted normal and overtime working hours in the country/region of operation. Except for specific business needs or situations, employees' rest periods shall be guaranteed.

■ 反歧视 Non-discrimination

6. 商业合作伙伴应推动员工享有平等的工作机会和待遇；基于能力而非任何与工作本质无关的个人特征，包括肤色、种族、宗教、年龄、民族、性取向、性别、HIV、婚姻状况、怀孕、政治立场、工会会员、残疾或任何其他特征，进行雇佣、支付报酬、福利、晋升、解约及退休。

Business partners shall promote equal opportunities and treatment for employees; hiring, compensation, benefits, promotion, termination, and retirement shall be based on merit rather than personal characteristics unrelated to job performance, including skin color, race, religion, age, ethnicity, sexual orientation, gender, HIV status, marital status, pregnancy, political affiliation, union membership, disability, or any other characteristic.

■ 员工沟通和参与 Employee communication and engagement

7. 商业合作伙伴应根据当地法律，保障所有员工依法自由结社（如工会）、集体协商、以及拒绝参与此类活动的权利。

Business partners shall, in compliance with local laws, guarantee all employees the right to freely associate (e.g., join trade unions), engage in collective bargaining, and refrain from participating in such activities.

8. 商业合作伙伴应建立员工沟通机制，定期与员工或员工代表沟通，确保员工或其代表能够与管理层针对工作条件和管理实践公开交流并表达看法和疑虑；同时保护其员工不因行使上述权利而遭受歧视、骚扰或报复。

Business partners shall establish employee communication mechanisms, regularly engage with employees or their representatives, and ensure that employees or their representatives can openly communicate with management regarding working conditions and management practices to express views and concerns. Employees shall be protected from discrimination, harassment, or retaliation for exercising these rights.

■ 健康安全 Health and safety

9. 商业合作伙伴应遵守经营所在国家/地区对工作场所健康和安全的法律法规，鼓励依照 ISO 45001 或等同职业健康安全相关管理体系要求，建立制度化的职业安全管理体系；系统识别职业病危害因素，采取设备安全防护、配备个人防护装备等预防措施消除隐患；制定应急预案并确保应急设施可用，定期组织应急演练，指定专人负责急救保障；实施全员安全培训。

Business partners shall comply with all workplace health and safety laws and regulations in the countries/regions where they operate. They are encouraged to establish an institutionalized occupational safety management system in line with ISO 45001 or equivalent occupational health and safety management standards; systematically identify occupational hazard factors, implement preventive measures such as equipment safety protections and personal protective equipment to eliminate risks; develop emergency response plans and ensure the availability of emergency facilities, conduct regular drills, and designate personnel responsible for first aid; and provide comprehensive safety training for all employees.

公司治理 Corporate Governance (G)

■ 可持续管理体系 Sustainable management system

1. 商业合作伙伴应建立完善的可持续管治架构，将可持续风险纳入企业战略决策；制定组织层面的可持续目标及实施路线图；积极遵循和参与国内外相关标准和倡议；定期收集利益相关方要求与诉求，公开披露可持续绩效表现。

Business partners shall establish a comprehensive sustainable governance framework, integrate sustainable risks into corporate strategic decision-making, set organization-level sustainable goals and implementation roadmaps, actively adhere to and participate in relevant domestic and international standards and initiatives, regularly collect stakeholder requirements and feedback, and publicly disclose sustainable performance.

■ 反腐败反贿赂 Anti-corruption and anti-bribery

2. 严禁任何形式的贿赂、勒索和回扣。商业合作伙伴的行为必须符合适用的关于反腐败、反贿赂等法律法规；最大程度地保持正直、诚实和透明。

Any form of bribery, extortion, and kickbacks is strictly prohibited. Business partners must comply with applicable laws and regulations on anti-corruption and anti-bribery, and uphold the highest standards of integrity, honesty, and transparency.

3. 商业合作伙伴不得通过贿赂政府官员¹的方式影响官员的判断或获得不正当竞争优势。供应商应确保在与长安汽车的业务往来过程中，不得为了获取不正当竞争优势或不正

¹ 政府官员包括担任任何国家的立法、行政、军队或司法职位的人员；为任何国家、政府或政府机构行使公共职能的人员；公共国际组织的官员或代理；政党或政党官员；国有企业或国有机关的员工（如国有医院、国立学校的员工）。

Government officials include individuals holding legislative, administrative, military, or judicial positions in any country; persons exercising public functions for any state, government, or government agency; officials or agents of public international organizations; political parties or party officials; employees of state-owned enterprises or public institutions (e.g., public hospitals, state schools)

当利益，通过其员工或任意第三方，直接或间接地向包括长安汽车员工及其关系人、第三方（包括但不限于长安汽车的客户、政府官员）在内的任何公司或个人提供或提议任何贷款、礼品、服务或其他款项等利益。

Business partners shall not bribe government officials to influence their judgment or gain undue competitive advantages. Suppliers shall ensure that in their business interactions with ChangAn Auto, they do not directly or indirectly offer or propose any loans, gifts, services, or other benefits to any entity or individual, including ChangAn Auto employees and their associates, or third parties (including but not limited to ChangAn Auto's customers and government officials), through their employees or any third party, for the purpose of obtaining improper competitive advantages or illicit benefits.

■ **利益冲突** Conflict of interest

4. 如果商业合作伙伴的员工（或其家庭成员）与长安汽车有供应商业务决策权的员工之间存在个人或利益关系，则可能存在利益冲突。商业合作伙伴应避免与长安汽车之间可能产生利益冲突的情形，防止长安汽车或商业合作伙伴员工的专业判断、履职或决策能力受到个人利益等其他因素的影响。

A conflict of interest may arise if an employee of a business partner (or their family member) has a personal or interest-based relationship with a ChangAn Auto employee who holds decision-making authority over supplier-related business. Business partners shall avoid situations that may create conflicts of interest with ChangAn Auto, ensuring that the professional judgment, performance, or decision-making capabilities of ChangAn Auto or the business partner's employees are not compromised by personal interests or other factors.

■ **公平竞争与反垄断** Fair competition and anti-monopoly

5. 商业合作伙伴必须严格遵守反垄断法规，禁止与竞争者或第三方达成限制竞争的协议，不得滥用市场支配地位，禁止交换敏感竞争信息，并确保所有营销行为合法合规。同时，应通过公平竞争获取商业机会，向长安汽车提供的所有声明、陈述及其他信息必须真实准确。

Business partners must strictly comply with anti-monopoly regulations, refrain from entering into agreements with competitors or third parties that restrict competition, avoid abusing market dominance, prohibit the exchange of sensitive competitive information, and ensure all marketing activities are lawful and compliant. Additionally, business opportunities shall be obtained through fair competition, and all declarations, statements, and other information provided to ChangAn Auto must be truthful and accurate.

■ **反洗钱** Anti-money laundering

6. 长安汽车坚决打击洗钱相关的违法行为；要求商业合作伙伴采取恰当措施，确保其合法业务不作为促进、支持或掩饰恐怖主义及犯罪活动的资金来源，并依据适用的法律法规保存适当的财务记录。

ChangAn Auto firmly combats illegal activities related to money laundering. Business partners are required to take appropriate measures to ensure their legitimate operations do not serve as a source of funding for promoting, supporting, or concealing terrorist and criminal activities, and shall maintain adequate financial records in accordance with applicable laws and regulations.

■ **国际采购** International procurement

7. 长安汽车遵守世界各地所有适用的海关、贸易和出口相关法律法规。长安汽车要求其商业合作伙伴在与其业务往来中同样遵守相关法律法规。

ChangAn Auto complies with all applicable customs, trade, and export-related laws and regulations worldwide. ChangAn Auto requires its business partners to similarly adhere to these laws and regulations in their business dealings.

8. 在国内或跨国转移货物、服务、软件或技术时，商业合作伙伴应遵守国内和国际制裁和出口管制要求，确保遵守所有关税缴付的义务。

When transferring goods, services, software, or technology domestically or across borders, business partners shall comply with domestic and international sanctions and export control requirements, and ensure fulfillment of all tariff payment obligations.

■ **商业秘密与知识产权保护** Protection of trade secrets and intellectual property

9. 商业合作伙伴应严格遵守中国及可适用的国家和地区的知识产权相关法律法规；在处理长安汽车的保密信息时，应采取恰当措施识别、保护并正当使用长安汽车及其他利益相关方的保密信息和知识产权（包括但不限于专利、设计、商标、商业秘密、版权等），保证长安汽车及其他利益相关方的保密信息和知识产权免受不当披露、窃取或滥用。

Business partners shall strictly comply with intellectual property laws and regulations in China and other applicable countries/regions. When handling ChangAn Auto's confidential information, they shall take appropriate measures to identify, protect, and properly use the confidential information and intellectual property (including but not limited to patents, designs, trademarks, trade secrets, copyrights, etc.) of ChangAn Auto and other stakeholders, ensuring such information and intellectual property are not improperly disclosed, stolen, or misused.

■ **隐私保护与数据安全** Privacy protection and data security

10. 商业合作伙伴应遵守其运营所在地或信息处理活动所在地当地的个人信息保护和数据安全的法律法规；应采取恰当措施保护长安汽车的个人数据、确保其所有的个人信息处理活动依法合规，避免发生数据泄露、丢失、被篡改或窃取的情况。

Business partners shall comply with local personal information protection and data security laws and regulations in the jurisdictions where they operate or where information processing activities occur. They shall take appropriate measures to protect ChangAn Auto's personal data, ensure all personal information processing activities are lawful and compliant, and prevent data leakage, loss, tampering, or theft.

负责任供应链 Responsible Supply Chain (SC)

■ **可持续供应链管理** Sustainable supply chain management

1. 商业合作伙伴应建立完善供应商可持续评价体系，通过定期审核，评估供应商的可持续绩效表现，根据风险等级进行分级分类管理；建立透明化的风险纠错流程及申诉渠道，对违规供应商采取限期整改、退出等措施实现闭环管理。

Business partners shall establish a comprehensive supplier sustainability evaluation system, conduct regular audits to assess suppliers' sustainable performance, and implement categorized management based on risk levels. They shall develop transparent risk correction procedures and grievance channels, and adopt measures such as rectification within deadlines or termination for non-compliant suppliers to achieve closed-loop management.

- **关键原材料管理与信息溯源** Critical raw material management and information traceability
 2. 针对涉及矿产材料的商业合作伙伴，应按照《中国负责任矿产供应链尽责管理指南》和《经合组织关于来自受冲突影响和高风险区域的矿石的负责任供应链尽责管理指南》（以下简称《中国指南》和《经合组织指南》）相关要求，对关键原材料的供应商开展尽职调查（至少包括镍、钴、锂和石墨），确保供给长安汽车的产品所含矿物或金属在开采、加工和交易中符合环境和人权标准。

For business partners involved in mineral materials, due diligence shall be conducted on suppliers of critical raw materials (at least including nickel, cobalt, lithium, and graphite) in accordance with the *Chinese Due Diligence Guidelines for Responsible Mineral Supply Chains* and the *OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas* (hereinafter referred to as the Chinese Guidelines and OECD Guidance). This ensures that minerals or metals contained in products supplied to ChangAn Auto comply with environmental and human rights standards during mining, processing, and trading.

3. 长安汽车努力确保冲突矿物及扩展矿物（例如：锡、钽、钨、云母、锰、钢、铝、铜等）的供应链透明和可追踪，商业合作伙伴应给予支持和配合：认可并遵守长安汽车关于关键材料的政策；提供相关产品、部件或原材料中的关键材料的追溯信息（例如，生产过程、物流运输和上游供应商信息）；配合执行长安汽车关键材料负责任来源和可追溯性有关的程序（例如，可持续采购评估）。

ChangAn Auto strives to ensure transparency and traceability in supply chains for conflict minerals and extended minerals (e.g., tin, tantalum, tungsten, mica, manganese, steel, aluminum, copper, etc.). Business partners shall provide support and cooperation by: recognizing and adhering to ChangAn Auto's policies on critical materials; providing traceability information for critical materials in relevant products, components, or raw materials (e.g., production processes, logistics, and upstream supplier information); and cooperating with ChangAn Auto's procedures for responsible sourcing and traceability of critical materials (e.g., sustainable procurement assessments).

4. 如果商业合作伙伴确定供应给长安汽车的任何产品、部件或原材料中的关键材料来自《中国指南》和《经合组织指南》定义的受冲突影响和高风险地区，应立即通知长安汽车。

If a business partner identifies that any critical material in products, components, or raw materials supplied to ChangAn Auto originates from conflict-affected and high-risk areas as defined by the Chinese Guidelines and OECD Guidance, ChangAn Auto shall be notified immediately.

- **可持续要求传递** Cascading sustainability requirements
 5. 商业合作伙伴应向上游供应商传递长安汽车和自身的可持续相关理念与要求，确保

供应商知悉并遵守相关环境、劳工及商业道德标准；鼓励定期为上游供应商组织相关培训与执行合规审查，并对未达标供应商实施协同整改。

Business partners shall communicate ChangAn Auto's and their own sustainability concepts and requirements to upstream suppliers, ensuring suppliers are aware of and adhere to relevant environmental, labor, and business ethics standards. They are encouraged to regularly organize training and conduct compliance reviews for upstream suppliers, and implement collaborative rectification for non-compliant suppliers.

6. 商业合作伙伴使用分包商制造长安汽车所委托的商品或向长安汽车提供服务时应获得长安汽车事先允许。商业合作伙伴承诺其分包商也需同样遵守本准则中的要求。

Business partners must obtain prior approval from ChangAn Auto when using subcontractors to manufacture goods commissioned by ChangAn Auto or to provide services to ChangAn Auto. Business partners commit that their subcontractors shall equally comply with the requirements of this Code.

管理与补救措施 Management and remediation measures

1. 商业合作伙伴应建立适当的管理体系，建议采用国际认可的管理认证标准，配置必要的人员和资源以落实本准则的要求，并制定公司层面的行为准则、政策及流程，设定并跟踪相关绩效目标，确保员工及相关方充分理解并遵守本准则的规定。

Business partners shall establish appropriate management systems, preferably adopting internationally recognized management certification standards, allocate necessary personnel and resources to implement the requirements of this Code, and develop company-level codes of conduct, policies, and procedures. They shall set and track relevant performance targets to ensure employees and relevant parties fully understand and comply with the provisions of this Code.

2. 鼓励商业合作伙伴定期评估自身对本准则规定的符合情况；为可能或已受到不利影响的个人、员工或社区提供补救措施，并承诺不会阻碍受影响方采取其它合法的补救措施或程序。

Business partners are encouraged to regularly assess their compliance with this Code; provide remediation for individuals, employees, or communities that may be or have been adversely affected; and commit not to impede affected parties from pursuing other legitimate remediation measures or procedures.

举报与申诉渠道 Whistle-blowing and grievance channels

1. 长安汽车鼓励所有商业合作伙伴及其分包商的员工，以及其他利益相关方通过恰当渠道进行咨询、举报与申诉。长安汽车设置了下述举报邮件，用于接受及处理相关的投诉：

阳光电话：023-67591581，电子邮箱地址：cats@changan.com.cn

ChangAn Auto encourages all employees of business partners and their subcontractors, as well as other stakeholders, to raise inquiries, report concerns, or file grievances through appropriate channels. ChangAn Auto has established the following dedicated email address

for receiving and handling related complaints:

Sunshine hotline: **023-67591581**, Email address: **cats@changan.com.cn**

2. 如果对于本准则的内容有任何疑问，也可以通过上述邮箱联系我们寻求解答。

If there are any questions regarding the content of this Code, please also contact us via the above email for clarification.

3. 商业合作伙伴应确保其董事、管理层、员工、代理人遵守本准则的要求，并不得对任何举报违反本准则行为的人或组织采取降职、减薪、终止合作等报复性措施。

Business partners shall ensure that their directors, management, employees, and agents comply with the requirements of this Code and shall not retaliate against any individual or organization reporting violations of this Code through measures such as demotion, salary reduction, or termination of cooperation.

4. 商业合作伙伴应以有效方式（包括以员工熟悉的语言）去向其员工及其自身供应商传递本准则的规定及长安汽车提供的沟通渠道。

Business partners shall effectively communicate the provisions of this Code and the reporting channels provided by ChangAn Auto to their employees and their own suppliers (including in languages understood by employees).

备注：本准则英文版供参考，最终解释依据本中文版。

Note: The English version of these guidelines is provided for reference purposes only. The Chinese version shall prevail in the event of any discrepancy.