



我们的行为准则

致全体

Fronius 商业伙伴



We act

in line with  
our values.

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版本 2025-01/01

合规

此 PDF 的指导规范文档：

CCI\_CC\_Fronius\_Code of Conduct\_Business Partners (ZH), 版本 1 (01/25)

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# 1 序言--我们的价值观决定一切

Fronius商业伙伴行为准则为全体Fronius公司的所有商业伙伴制定了明确标准。我们希望我们的全球商业伙伴在整个价值链中都能依法行事，并符合我们的Fronius价值观。作为整个价值链的一部分，我们承担着共同的责任，从而确保我们以诚信、可持续发展和负责任的态度携手合作。

我们的企业价值观是我们日常活动的核心：社区、创新与创意、可持续发展、品质意识和经济效益。

这些价值观也反映在我们的内部行为准则中，该准则概括了我们在合规、道德和遵纪守法方面的标准。

对于我们而言，遵守这些价值观以及适用的法律和标准是理所当然的。我们致力于以生态和社会责任为企业治理。我们的商业伙伴是公司成功的重要组成部分，他们是 Fronius 获得名誉声望的基石。正因为如此，在商务生涯中确立明确的原则（环境、社会和治理）对我们而言至关重要。

**我们对您成为我们的商业伙伴的期望：**

我们还希望我们的商业伙伴能够**按照我们的价值观行事，遵守所有相关的适用法律，并承诺遵守国际公认的人权、环境、社会和企业治理标准（"ESG 标准"）。**

在本商业伙伴行为准则中，我们制定了诚信、可持续发展和负责任的合作原则，希望我们的商业伙伴能够加以遵守。

我们认为您也会向您的商业伙伴传达本行为准则的内容，并要求他们遵守这些原则。

## 2 诚信与合规

Fronius为其做出的决策和开展的活动，对社区、经济和环境的影响**承担责任**。诚实守信是我们行动的基础。

**遵守适用法律和内部规定**是所有业务活动和决策的基础。

**我们对您成为我们的商业伙伴的期望：**

我们希望我们的商业伙伴**遵守适用于其活动的所有法律法规**。包括遵守出口相关法规和制裁法规。尊重并保护人身权利、知识产权和信息保密性。

任何限制自由和公平竞争的协议和安排都不是我们实施项目的适当手段。我们的商业伙伴承诺遵守相关的竞争和反垄断法规。

我们绝不容忍任何形式的腐败、贿赂或洗钱行为。我们的商业伙伴不会向其合作伙伴索要礼物、个人好处或不当的服务。我们希望您确保个人关系或利益不会影响业务活动。务必立即披露任何包括潜在的**利益冲突**，以便共同采取适当措施加以澄清。

我们希望贵公司的**财务和运营记录按照公认的会计原则妥善保管**。并披露与供应链尽职调查相关的**社会和环境实践以及商业活动的信息**。

对我们而言，遵守法律是理所当然的事情。我们的商业伙伴不会容忍腐败或限制价格的行为，并会披露利益冲突。

### 3 人民至上

对于我们而言，**以人为本**是重中之重。每个人都是独一无二且有价值的个体，有权得到尊重与尊严。宽容和欣赏是我们互动的核心。

我们谴责任何形式的歧视、欺凌或性骚扰。

我们的员工以及价值链中全体员工的**健康和安全**对我们尤为重要。

我们视自己为**公平的雇主**。尊重人权和遵守国际劳工标准对Fronius至关重要。

**我们对您成为我们的商业伙伴的期望：**

**尊重国际公认的人权**，尤其致力于遵守《人权宪章》和国际劳工组织的核心劳工标准。尊重并遵守**劳动法和工会法的要求**。

严禁商业伙伴强迫劳动、使用童工或任何其他形式的剥削和贩卖人口。

承诺遵守国际人权和核心劳工标准。

确保根据经合组织准则履行对**含有冲突矿产的产品**进行尽职调查的义务。

确保贵司员工获得适当、**公平的工资**，并严格遵守有关最低工资的法律规定。依照适用法律设定**工作时间**。

尊重员工，促进**多元化、平等和包容**。确保**工作环境安全健康**。拒绝任何形式的歧视、骚扰或欺凌。如果委托私人或公共安全部队保护企业场所，他们在行动时应尊重人权，特别是避免暴力和侵犯结社自由。

作为我们的商业伙伴，应尊重适用的地方、国家和国际**土地、森林和水权**，尤其是**少数民族和土著人民的权利**，并遵守**禁止非法强制驱逐**的规定。

采取技术和组织措施，遵守**数据保护法**，防止网络犯罪攻击。

## 4 环境保护

**可持续发展**是我们行动的基础。这不仅体现在我们的研发、产品和服务中，也体现在各个部件的生产中。我们共同努力，保护资源，改善我们及子孙后代的生活品质。

**我们对您成为我们的商业伙伴的期望：**

遵守有关环境保护和可持续发展的所有适用法规和国际协议。致力于节约、高效地使用原材料、土壤、空气和水等自然资源。尽可能采取适当措施，减少温室气体排放，例如，实施节能措施和使用可再生能源。注意减少和避免浪费，并重复使用和回收资源。认真负责处理危险化学品和其他物质，并妥善处置废物。尊重对生物多样性的保护，不破坏生态系统。特别是，确保商业伙伴不会改造、砍伐或破坏天然林，并确保生产国的原材料和产品在生产过程中没有砍伐森林，且符合当地的相关法律规定。

我们的商业伙伴认真履行其在供应链中的尽职调查义务，并向其商业伙伴传达本行为准则中的标准原则。确保产品质量和安全符合相关要求。特别是，遵守有关产品安全、标签和包装以及使用危险材料和物质的法律规定。

作为我们的商业伙伴，您必须符合适用的**质量标准**，并致力于**不断改进**您的产品。确保您经营所在地区的自然资源得到保护，并激励全体员工以环保方式行事。



## 5 严于律己，言行一致

违反法律和道德标准不仅违背于我们的价值观，而且会带来 **严重后果和制裁**。

我们绝不容忍任何违规行为，一旦发现任何涉嫌违反本行为准则规定的行为，我们将采取相应行动。

**我们对您成为我们的商业伙伴的期望：**

我们希望我们的商业伙伴立即举报任何相关问题，或发现的违反此处规定的行为原则和规则的行为。为此，请联系 [compliance@fronius.com](mailto:compliance@fronius.com)。您也可以通过 Fronius 网站上的举报渠道提交举报。

所有举报都会得到保密处理并认真调查。

我们依靠您的支持，在日常业务中实现我们的价值观。

**承诺遵守并履行本《商业伙伴行为准则》规定的各项要求。**



**Our Code of Conduct**  
for all  
Fronius Business Partners



we act

in line with  
our values.

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Version 01/01-2025

Compliance

Specified in Controlled Document for this PDF:

CCI\_CC\_Fronius\_Code of Conduct\_Business Partners (EN), Version 2 (01/2025)

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# 1 Introduction – Our values define us

The Fronius Code of Conduct for Business Partners sets out clear standards that apply to all business partners of the entire Fronius company. We expect our business partners along the entire value chain to act in accordance with the law and in line with our Fronius values worldwide. As part of that entire value chain, we assume joint responsibility and thus ensure that we work together sustainably, responsibly and with integrity.

Our corporate values are at the centre of our daily activities: Community, Innovation, Creativity, Sustainability, Quality Awareness and Cost Effectiveness.

These are also reflected in our internal Code of Conduct, which summarises our standards in terms of compliance, ethics and legal conformity.

For us, it goes without saying that we adhere to these values as well as applicable laws and standards. We are committed to an ecologically and socially responsible form of corporate governance. Our business partners are an essential part of the company's success, they are the reason for the trust placed in Fronius and our reputation. This is precisely why it is important to us to establish clear principles (environmental, social and governance) for business activities.

## What we expect from you as our business partner:

We expect our business partners to also act in **accordance with our values**, to **comply with all relevant applicable laws** and to **commit to internationally recognised human rights, environmental, social and corporate governance standards** (“ESG standards”).

In this Code of Conduct for Business Partners, we have set out our principles for working together with integrity, sustainably and responsibly, which we expect our business partners to adhere to.

We require that you communicate the content of this code to your business partners as well and that you will also oblige them to comply with the same principles.

## 2 With Integrity and Legally Compliant

Fronius takes **responsibility for** the impact of decisions and activities on the society, the economy and the environment. Honesty and integrity form the basis of our actions.

Compliance **with the applicable laws and internal rules** is the basis for all business activities and decisions.

### What we expect from you as our business partner:

We expect our business partners **to comply with all laws and regulations** that are applicable to their activities. This includes compliance with export-related regulations as well as sanction regulations. They respect and protect personal rights, intellectual property, and the confidentiality of information.

In our view, agreements and arrangements of any kind that restrict free and fair competition are not an adequate means to realise projects. Our business partners are committed to complying with the relevant competition and antitrust regulations.

We do not tolerate any form of corruption, bribery, or money laundering. Our business partners do not demand gifts, personal favours or inappropriate services from their cooperation partners. We require that you ensure that personal relationships or interests do not affect your business activities. Any – even merely potential – **conflicts of interest** must be disclosed immediately so that appropriate measures can be taken jointly in order to resolve them.

We expect your **financial and operating records to** be maintained in accordance with generally accepted accounting principles. They **disclose information on social and environmental practices and business activities** where these are relevant for compliance with the supply chain related due diligence obligation.

Compliance with the law is a matter of course for us. Our business partners do not tolerate corrupt or value-restricting behaviour and disclose conflicts of interest.

### 3 For the People

For us, **people** are at the centre. Every person is unique, valuable and has the right to be treated with respect and dignity. Our corporate culture is characterised by tolerance and appreciation.

We condemn any form of discrimination, bullying or sexual harassment.

The **health and safety** of our employees and all people employed across our value chain are particularly important to us.

We see ourselves as a **fair employer**. Fronius attaches great importance to respect for human rights and a commitment to international labour standards.

#### What we expect from you as our business partner:

You respect **internationally recognised human rights** and are committed in particular to complying with the Human Rights Charter and the ILO core labour standards of the International Labour Organisation. **Labour law and social law requirements** are respected and complied with. Business partners are strictly prohibited from resorting to forced labour, child labour, or any other form of exploitation and human trafficking.

You are committed to international human rights and core labour standards.

You ensure that you fulfil your due diligence obligations regarding **products containing conflict minerals** in accordance with the **OECD Guidelines**.

Your **employees** receive appropriate and **fair wages**, and legal requirements regarding the minimum wage are strictly adhered to. **Working hours** are set in accordance with applicable laws.

Our business partners treat their employees with respect and promote **diversity, equality and inclusion**. You ensure a **safe and healthy working environment**. Any form of discrimination, harassment, or bullying is rejected. If private or public security forces are commissioned to protect business premises, they act with respect for human rights, in particular to avoid violence and the violation of freedom of association.



As our business partner, you respect the applicable local, national and international **land, forest and water rights**, especially those of **minorities and indigenous peoples**, and observe the ban on unlawful forced evictions.

You take technical and organisational measures to comply with **data protection laws** and to prevent cybercrime attacks.

## 4 For our Environment

**Sustainability** forms the basis of our actions. This is reflected not only in our developments, products, and services, but also in the production of the individual components. Together, we are helping to conserve resources and improve the quality of life for ourselves and future generations.

### What we expect from you as our business partner:

Our business partners comply with all applicable regulations and international agreements regarding environmental protection and sustainability. You endeavour to use natural resources such as raw materials, soil, air, and water sparingly and efficiently. As far as possible, you take appropriate measures to reduce your greenhouse gas emissions, for example by implementing energy efficiency measures and using renewable energies. You pay attention to the reduction and avoidance of waste as well as the reuse and recycling of resources. You handle hazardous chemicals and other substances responsibly and dispose of waste properly. They respect the protection of biodiversity and do not contribute to the degradation of ecosystems. In particular, it is ensured that the business partner does not contribute to the alteration, deforestation or damaging of natural forests and that raw materials and products in the countries of production are produced deforestation free and in accordance with the relevant local legislation.

Our business partners take their due diligence obligations across the supply chain seriously and also communicate the principles standardised in this Code of Conduct to their business partners. You ensure that product quality and safety meet the applicable requirements. In particular, you observe the legal requirements regarding the safety, labelling and packaging of products and the use of hazardous materials and substances.

As our business partner, you fulfil valid **quality standards** and strive to **continuously improve** your products. You ensure that natural resources are conserved in the areas in which you work and that all employees are motivated to act in an environmentally conscious manner.

## 5 Committed and Consistent

Violations of laws and ethical standards do not only contradict our values, they can also result in **serious consequences and sanctions**.

We do not tolerate any violations and will take action in the event of any suspicion of violations of the provisions set out in this Code of Conduct.

### What we expect from you as our business partner:

We expect our business partners to immediately report any relevant concerns or observed violations of the principles and rules of conduct standardised herein. To do so, please contact [compliance@fronius.com](mailto:compliance@fronius.com). Alternatively, you can submit a report via the Fronius whistleblower reporting channel, which is available on our website.

All reports are treated confidentially and will be investigated carefully.

We rely on your support to realise our values in our day-to-day business.

**You undertake to comply with and implement the requirements set out in the Code of Conduct for Business Partners.**