



# Fosun Tourism Group Supplier Code of Conduct

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[Finance Management centre]

Fosun Tourism Group  
15<sup>th</sup> August, 2023

Fosun Tourism Group (FTG) expects all of our suppliers to conduct their business ethically.

As a supplier, you must comply with all applicable laws and regulations, the requirements set out in this FTG Supplier Code of Conduct and your contractual obligations to us.

This FTG Supplier Code of Conduct defines the main principles underlying your business activities as one of our suppliers. More specific guidance, where to go for questions, is available on [www.fosun.com](http://www.fosun.com).

A. **Human rights:** As a supplier to FTG, you shall ensure respect of all internationally proclaimed human rights by avoiding causing and complicity in any human rights violations, heightened attention shall be paid to ensuring respect of human rights of specifically vulnerable rights holders or groups of rights holders such as women, children or migrant workers, or of (indigenous) communities.

B. **Fair labor conditions:** You shall ensure fair labor conditions. In particular, you will refrain from employment discrimination based on gender, age, ethnicity, nationality, religion, disability, union membership, political affiliation or sexual orientation; You shall refuse to tolerate any unacceptable treatment of individuals such as mental cruelty, sexual harassment or discrimination including gestures, language and physical contact, that is sexual coercive, threatening, abusive or exploitative. Respect the rights of employees to freely associate and bargain collectively; Not tolerate or use child labor in any stage of your activities other than in accordance with all applicable laws and regulations; Not use any forced labor, including but not limited to involuntary prison labor, victims of slavery and human trafficking and allow all employees the choice to leave their employment freely upon reasonable notice; In accordance with local wage regulations, above the local legal minimum wage, compensate employees fairly and reasonably; Ensure that working hours,

including overtime, do not exceed the upper limit of applicable legal requirements.

**C. Environment, Health, Safety and Quality management :** You shall conduct business in an environmentally sustainable manner. In particular, you shall operate in compliance with Chinese laws and legislations and industry requirements, and all the applicable local laws and legislations of the business activities of the host country/region; A safe, healthy, comfortable work environment will be provided for the employees; Establish environmental, health, safety and quality management system, conduct regular check and audit to ensure it operates smoothly and effectively; Continue to drive down the environmental and health impact of the operations by reducing solid waste, air pollutant and wastewater and by using energy and resources efficiently, try to use environmentally friendly degradable materials or recyclable materials to achieve the purpose of green environmental protection, at the same time, explore opportunities to re-use and recycle waste; Prohibit the operations in globally or nationally biodiversity-sensitive areas and protect biodiversity; Improve energy and water efficiency and reduce greenhouse gas emissions to reduce negative impacts on climate change, water scarcity and other issues. At the same time, we also advocate that you comply with the relevant policies in the "Fosun Tourism Group Safety, Quality and Environmental Protection Policy".

**D. Business ethics:** You shall conduct your business in an ethical manner. In particular, you shall refrain from any and all forms of corruption, extortion and bribery, and specifically ensure that payments, gifts or other commitments to customers (including FTG employees), government officials and any other party are in compliance with applicable anti-bribery laws; Disclose to FTG information regarding potential conflicts of interest relating to your activities as an FTG supplier, including disclosure of any financial interest an FTG employee may hold in your business; Protect all confidential information provided by FTG and our respective business partners; Respect intellectual property of others, including FTG; and adhere to international trade

regulations and export control regulations.

E. **Safe operation:** You shall conduct your business in a safe manner. In particular, you will implement reasonable measures for minimizing exposure of FTG to security threats such as terrorism, crime, pandemics and natural disasters; and when visiting or working at FTG locations, follow FTG' s security procedures and report any security concerns to the appropriate FT channels.

F. **Sustainable operation:** You shall conduct your business in a sustainable manner, including but not limited to active management on issues such as conflict minerals and animal welfare (if applicable). You shall adopt a policy and exercise due diligence on the source and chain of custody of the gold (Au), tantalum(Ta), tungsten(W), tin(Sn), and other minerals in the products manufactured to reasonably assure that they are sourced in a way consistent with the Organization for Economic Co-operation and Development (OECD) Guidance for Responsible Supply Chains of Minerals from Conflict Affected and High Risk Areas or an equivalent and recognized due diligence framework, to ensure that your products do not involve "conflict minerals". We advocate treating animals well and require suppliers to actively promote animal welfare, including providing animals with an environment free of pain, violence, abuse and neglect, and complying with all applicable laws and industry norms.

G. **Fair Competition, Anti-Trust Laws and Intellectual Property Rights:** You shall act in accordance with national and international competition laws and do not participate in price fixing, market or customer allocation, market sharing or bid rigging with competitors; Respect the intellectual property rights of others.

H. **Data Privacy:** You shall process personal data confidentially and responsibly, respect everyone' s privacy and ensure that personal data is effectively protected and used only for legitimate purposes. You shall comply

with privacy and information security laws and regulations when collecting, retaining, processing, transmitting, and sharing personal information.

I. **Procurement by supplier:** You shall procure goods and services in a responsible manner. In particular, you will select your own tier one suppliers providing goods or services directly or indirectly to FTG based on requesting them to adhere to standards comparable to those set forth in this FTG Supplier Code of Conduct.

J. **Inspections and corrective actions:** In order to ensure and demonstrate compliance with the Fosun Tourism Supplier Code of Conduct, you shall keep record of all relevant documentation, and provide supporting documentation to us upon request. To verify your compliance, we reserve the right to audit and inspect your operations and facilities, at our own cost and upon reasonable notice, with or without support of a third party. If the results of such an audit or inspection show that you do not comply with this Fosun Tourism Supplier Code of Conduct, you shall take necessary corrective actions in a timely manner, as directed by us. If you fail to take corrective actions or fail to comply with this Fosun Tourism Supplier Code of Conduct after taking corrective actions, then we may take actions against you, including but not limited to suspending or terminating your activities as one of our suppliers.

K. **Reporting Channels:** In our business relationship, if you or your employees believe that this Fosun Tourism Supplier Code of Conduct has been violated or not been executed, we encourage you to raise your concerns via the FTG stakeholder reporting channels:

FTG Procurement Complaints Email: [liqiang@fosunholiday.com](mailto:liqiang@fosunholiday.com).

Contact information for anti-corruption audit:

(1) Report via mobile phone scanning.



(2) Email report: [ec@fosunholiday.com](mailto:ec@fosunholiday.com).

(3) Phone report: 021-23300629.

(4) Letter report: 16th Floor, Building T1, Fosun Holiday Cultural Group Risk Control Department, No. 118 Feihong Road, Hongkou District, Shanghai, Postal Code 200086.

(5) Report by appointment visit.

(6) Other forms of reporting deemed appropriate by the whistleblower.