

Vanke Group Supplier Code of Conduct

1. Objective

China Vanke Co., Ltd. (hereinafter referred to as “Vanke”) is dedicated to operating in line with business ethics, ensuring a safe work environment and treating employees with respect and dignity, and we expect our suppliers to practise and adhere to the same standards.

2. Scope of Application

It is applicable to the management of all suppliers of engineering procurement of companies controlled or invested by Vanke.

3. Responsibilities

Suppliers are subject to evaluations by the Group’s, regional and grassroots procurement departments based on multi-dimensional indicators such as online intelligent site evaluation performance, third-party unannounced inspection evaluation performance, Skynet Action material inspection qualification rate and after-sale repair rate. The evaluation indicators cover the business performance of suppliers throughout the whole cycle.

4. ESG Code of Conduct for Suppliers

Vanke has developed our internal policies for supply chain management, including Supplier Management Measures, Skynet Action Management Measures, and Sunshine Cooperation Agreement to impose proper restraints on the behaviour of suppliers, striving to build a sustainable supply chain in conformity with the standards of conduct of Vanke. When selecting suppliers, Vanke will give priority to suppliers that have passed ISO 14000 or other environmental management system certifications, OASHS 18000 or other occupational health and safety management system certifications and SA 8000 or other social responsibility standards, depending on the actual situations of the procurement.

Suppliers of Vanke Group should conform to the following code of conduct minimally:

- **Compliance with laws and regulations**
 - Suppliers must abide by the laws and regulations of the business premises, implement the labour wage deposit system with the general contractor for construction, and handle all social insurances in accordance with the law.
- **Salary and Working Hours**
 - Suppliers should enter into employment contracts with all their employees in accordance with local regulations.
 - Employee remuneration paid by suppliers shall comply with laws and regulations

regarding minimum wages, overtime hours and statutory benefits.

- **Prohibition of Forced Labour**

- Any inhumane acts such as violence and coercion, or forced labour in any forms should be prohibited.

- **Labour Relations**

- Suppliers should have appropriate communication mechanisms and complaint procedures to enable employees to express their claims and complaints to the management.

- **Health and Safety**

- Create a safe and healthy working environment for workers of contractors and suppliers of Vanke Group, encourage the establishment of a robust health and safety management system, and continuously identify, assess and control risks that may damage employees' safety and health.
- Provide workers of contractors and suppliers of Vanke Group with specific occupational health and safety instructions, training, and equipment to minimise the risk of work-related accidents.
- Establish procedures for the prevention, management, follow-up and reporting of work-related injuries and illnesses.
- Identify and assess potential emergencies and develop contingency plans covering emergencies including but not limited to fires and natural disasters.

- **Business Ethics**

- Adhere to the standards of honesty and integrity formulated by Vanke Group and suppliers themselves as well as prohibit bribery, corruption, extortion and embezzlement in any forms.
- Prevent unfair competition and abide by applicable anti-money laundering, anti-terrorism financing, and sanction laws and regulations.
- Respect intellectual property rights and transfer technology, experience, knowledge or information in a manner that protects intellectual property rights.
- Before cooperation, suppliers are required to complete the declaration of conflict of interest in a timely and truthful manner in accordance with Vanke's requirements, and any concealment, misrepresentation, affiliation, proxy holding, etc., will affect warehousing and evaluation.

- **Environmentally Friendly**

- Obtain the required environmental licences or other approvals and implement corresponding environmental protection measures as well as disclosure requirements.
- Suppliers should adopt appropriate policies and systems to assess, monitor and minimise the environmental impacts of their business operations.
- Improve the efficiency of resource utilisation, and save consumption of power

and water resources.

- o Adhere to the 3R Principle (reducing, reusing, and recycling) to reduce the impact on the environment.

- **Anti-discrimination**

- o No employee should be discriminated based on their gender, age, marital status, sexual orientation, nationality, race, religion, or physical disability, and they should be provided with a workplace free from discrimination and harassment.

5. Other

Vanke encourages suppliers to recruit and purchase locally within the feasible scope to maximise the positive impact of the supply chain on the local economy and maximise local development opportunities.

Suppliers may report any suspected or actual misconduct regarding Vanke via the Company's website (5198.vanke.com), the 5198 reporting mailbox (5198@vanke.com), and the "Vanke Integrity" WeChat official account.

6. Monitoring and Regular Review of Policies

Vanke continuously monitors the behaviour of its suppliers, regularly reviews Supplier Code of Conduct, and update its contents as appropriate.