

## Foreword 序言

Southland Rubber Group is a natural rubber processor producing high quality products and services; it is our mission to be a global leader in what we do. To align with our mission, we must continue Southland's legacy and further strengthen our presence internationally.

联益橡胶集团是一家生产高品质产品和服务的天然橡胶加工商;我们的使命是成为我们所从事行业领域的全球领导者。为了与我们的使命保持一致,我们必须继续保留联益的传统,并进一步加强我们在国际上的存在。

For the past decades, we have built our reputation of a trusted and respected company on the unwavering integrity of our people. The future for us is full of business opportunities and risks. As representatives of the company, we must protect and improve the Group's reputation. It is important to remember the core values that provide a foundation for the way we do business.

在过去的几十年里,我们以坚定不移的诚信为基础建立了一个值得信赖和尊重的公司的声誉。我们的未来充满了商机和风险。作为公司的代表,我们必须保护和提高集团的声誉。重要的是要记住为我们开展业务提供基础的核心价值观。

We, Southland Rubber Group, will not compromise our commitment to integrity and will only do business by lawful and ethical means. All in Southland Rubber Group must read, understand, and abide to this Code of Conduct, uphold our ethical commitment by complying with the Code in our day to day business operations to create a shared company culture. Any violations of the Code of Conduct must be reported without exception.

我们联益橡胶集团不会妥协于我们对诚信的承诺,只会通过合法和道德的方式开展业务。联益橡胶集团的所有人都必须阅读,理解并遵守本行为准则,在日常业务运营中遵守本准则以维护我们的道德承诺,以创建共享的公司文化。任何违反行为准则的行为都必须毫无例外地报告。

We expect all directors and managers to lead in demonstrating this Code of Conduct to nurture an environment where ethical conduct is recognized, valued, and exemplified by all. The adherence by all to the fundamental values in this Code of Conduct will help us guarantee the future success of ourselves and our Company.

我们希望所有董事和经理都能够以身作则的示范本行为准则,以培养一个所有人都能认可,重视和体现道德行为的环境。所有人都遵守本行为准则中的基本价值观将有助于我们保证自己和公司未来的成功。

Thank you.

谢谢。

Warm regards.


顺祝商祺。



Mr. Pherm Tirasarnvong  
Chairman 董事长

Southland Rubber Group 联益橡胶集团

Signed on: 29 January 2019 签于: 2019年1月29日

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## 1.0 Introduction 简介

### 1.1 Purpose 目的

Southland Rubber Group Code of Conduct is the Group's policy on business ethics and standards of behavior for our workplace activities. This document provides essential guidelines of the company's expectations on our business conduct and moral commitments. It also acts as a useful guidance for management of ethically critical risk areas.

联益橡胶集团行为准则是集团关于商业道德和工作场所活动标准的政策。本文件提供了公司对我们的商业行为和道德承诺的期望的基本指导。它还可作为管理道德关键风险领域的有用指南。

### 1.2 Scope and Application 范围和应用

The Code of Conduct is applicable to all in Southland Rubber Group, no matter their position or country they are located in, including Southland Rubber Group's wholly owned affiliates and subsidiaries and other business entities such as joint ventures which we own a majority of the shares.

Everyone must be personally responsible to adhere to this Code of Conduct. We must hold on to our business conduct with principles of morality and highly ethical considerations.

“行为准则”适用于联益橡胶集团的所有人，无论他们所在的位置或国家，包括联益橡胶集团的全资附属公司和子公司以及我们拥有大部分股份的合资企业等其他业务实体。

每个人都必须亲自负责遵守本行为准则。我们必须坚持我们的商业行为，遵循道德原则和高度道德的考虑。


### 1.3 Consequences of non-compliance 违规的后果

If any act in violation of the guidelines in this Code of Conduct should be confirmed, we take corrective action. This includes an investigation into the cause and education and training of those involved in the act, as well as related individuals.

At Southland Rubber Group, we may consider disciplinary action against officers and employees.

如果确认任何违反本行为准则的行为，我们会采取纠正措施。这包括调查涉及该行为的人员的根源，所受的教育和培训，以及相关人士。

在联益橡胶集团，我们可能会考虑对主管和员工采取纪律处分。

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## 2.0 Core Values 核心价值

### 2.1 Respect 尊重

To treat all stakeholders in the same manner no matter background, culture, ability, or beliefs.  
无论背景，文化，能力或信仰如何，都以同样的方式对待所有利益相关者。

### 2.2 Integrity 正直

To take pride in being consistently honest and sincere; aligning to our ethics, standards and values.  
以自己一贯的诚实和真诚为荣；符合我们的道德规范，标准和价值观。

### 2.3 Passion 激情

To achieve our goals with active enthusiasm, strong will, and momentum to excel.  
以积极的热情，坚强的意志和超越的动力实现我们的目标。

### 2.3 Visionary 有远见

To be far-sighted, have wisdom and insight in leading the Group to reach higher achievements.  
要有远见，要有智慧和洞察力领导集团取得更高的成就。

## 3.0 Implementation Guidelines 实施指南

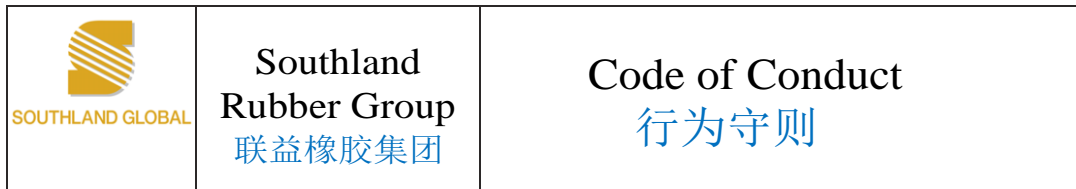
### 3.1 Compliance with Laws and Regulations 遵守法律法规

We are to ensure compliance with the prevailing laws, regulations and appropriate social customs of in the countries and/or regions they operate from including anti-trust laws, commercial codes, subcontractor regulations, foreign exchange laws, personal privacy laws, copyright laws, etc.

我们将确保遵守其所在国家和/或地区的现行法律，法规和适当的社会习俗，包括反托拉斯法，商业法规，分包商法规，外汇法，个人隐私法，版权法等。

We must avoid bribery of any kind (any gift, payment, consideration, financial or non- financial advantage or benefit of any kind that constitutes a corrupt and illegal practice).

我们必须避免任何形式的贿赂（任何礼物，付款，代价，财务或非财务优势或构成腐败和非法行为的任何形式的利益）。



### 3.2 Human Rights 人权

We are committed to the principles of the Universal Declaration of Human Rights and associated conventions. We strictly prohibit human rights violations, such as any form of harassment and discrimination, child labour, and forced labour. We develop and implement measures to ensure that such violations do not occur.

我们致力于“世界人权宣言”和相关公约的原则。我们严格禁止侵犯人权，例如任何形式的骚扰和歧视，童工和强迫劳动。我们制定并实施措施以确保不发生此类违规行为。

### 3.3 Environment 环境

We strive to consider about the environment in our daily business activities to ensure that we clearly identify the impacts and find solutions to improve. We communicate with our business partners and suppliers in hoping that they will share our commitment to the conservation of the environment.

我们努力在日常业务活动中考虑到环境问题，以确保我们清楚地识别影响并找到改进的解决方案。我们与业务合作伙伴和供应商沟通，希望他们分享我们对环境保护的承诺。

### 3.4 Anti-monopoly practices 反垄断行为

We shall comply with anti-monopoly law and ensure that our employees are aware of its requirements not to obstruct competitions through improper means.

我们将遵守反垄断法，并确保我们的员工了解其不得以不正当手段阻碍竞争的要求。

### 3.5 Money Laundering 洗钱

We transparently perform and accurately record all business and commercial dealings.

我们透明地执行并准确记录所有业务和商业交易。


### 3.6 Information Security 信息安全

We apply internal management rules of documentary and IT security in order to prevent the leakage of personal information and confidential information to respect privacy.

我们遵守文件和信息技术安全的内部管理规则，以防止个人信息和机密信息泄露，以尊重隐私。

### 3.7 Conflict of Interest and Insider Trading 利益冲突和内幕交易

We shall only use the Group's property and resources for the Group's benefit and none others. Hence, we exclude any employee who has real or potential conflict of interest from any decision-

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making process of relevant business and we restrict employee from insider-trading.

我们仅将本集团的财产和资源用于本集团的利益，而不是其他任何人。因此，我们排除任何与相关业务的任何决策过程存在实际或潜在利益冲突的员工，并限制员工进行内幕交易。

### 3.8 Intellectual Property 知识产权

We protect our intellectual property rights and respect intellectual property held by other parties by proper management of property rights.

我们通过妥善管理财产权来保护我们的知识产权并尊重其他方持有的知识产权。

### 3.9 Basic Policy on Safety 基本安全政策

We prepare a Health and Safety Policy to assure that our employees have a healthy and safe workplace as well as to provide safe and secure products to our customers by observing safety regulations in related countries.

我们制定健康和安全管理政策，以确保我们的员工拥有健康和安全的工作场所，并通过遵守相关国家的安全法规为客户提供安全可靠。

**DISCLAIMER:** In the event of inconsistency or discrepancy between the original English version and the translated version, the original version shall prevail.

如果原始英文版本与翻译版本不一致或不同，则以原始版本为准。