



CK Hutchison Group Telecom Supplier Code of Conduct

---

---

**CK Hutchison Group Telecom Holdings Limited**

**Supplier Code of Conduct**

---



## CK Hutchison Group Telecom Supplier Code of Conduct

---

### Table of Contents

1. Purpose and Scope
2. Approach
  - 2.1 Promoting Ethical Standards
  - 2.2 Protecting the Rights of All Employees
  - 2.3 Operating Responsibly



## CK Hutchison Group Telecom Supplier Code of Conduct

---

### 1. Purpose and Scope

CK Hutchison Group Telecom Holdings Limited, its subsidiaries and controlled affiliates (collectively, the “CK Hutchison Group Telecom” or “the Group”) works with a large range of business partners, and products and service providers (“business partners and suppliers”) that meet its standards and quality requirements. It strongly encourages sound environmental performance, social well-being and governance (“sustainability”) practices amongst its business partners and suppliers.

CK Hutchison Group Telecom has developed this Supplier Code of Conduct (the “Code”) as a guide to its business partners and suppliers and to promote compliance with the Code so as to bring broader improvements in sustainability practices and performance for its business partners and suppliers. We expect our business partners and suppliers across the supply chain to comply with these practices.

This Code is also addressed in the CK Hutchison Group Telecom Human Rights Policy and the CK Hutchison Modern Slavery and Human Trafficking Statement.

### 2. Approach

CK Hutchison Group Telecom works with business partners and suppliers which demonstrate adherence to best practices. It encourages business partners and suppliers to improve sustainability standards and practices, whilst respecting local traditions, cultures and norms.

CK Hutchison Group Telecom’s business partners and suppliers are expected to disseminate and educate the requirements of this Code to their employees, agents, sub-contractors and suppliers, and hold them accountable for any non-conformance acts.

CK Hutchison Group Telecom also encourages and expects its business partners and suppliers to periodically assess themselves and their suppliers for conformance, and communicate their conformance status to CK Hutchison Group Telecom when requested. If non-conformance to this Code is detected, the Group will attempt to work with them to correct the situation. CK Hutchison Group Telecom expects the business partner or supplier concerned to develop a corrective plan to bring its operations into Code conformance. If a business partner or supplier does not develop such a plan or fails to implement it, CK Hutchison Group Telecom may terminate the business relationship.

The content of this Code has been developed taking into consideration a number of international charters and conventions such as the United Nation’s Declaration on Human Rights and the International Labour Organization (ILO) Core Conventions.



## CK Hutchison Group Telecom Supplier Code of Conduct

---

### 2.1 Promoting Ethical Standards

CK Hutchison Group Telecom expects its business partners and suppliers to act in accordance with the highest standards of ethical conduct and professionalism.

Suppliers and business partners shall comply with all laws, legislation, regulations and directives relevant to its business and in particular in relation to any goods and services it provides to the CK Hutchison Group Telecom.

CK Hutchison Group Telecom's business partners and suppliers are required to implement anti-corruption policies and programmes, and to verify that such policies and programmes are complied with.

Suppliers and business partners shall ensure that materials are not sourced through illegal or unethical practices, which includes any products, components or materials that contain conflict minerals: tin, tungsten, tantalum and gold from conflict-affected and high-risk areas.

### 2.2 Protecting the Rights of All Employees

To safeguard the rights and dignity of employees, CK Hutchison Group Telecom requires its business partners and suppliers to abide by the standards and conditions detailed below:

- Ensure a fair and equitable workplace environment that is free from any form of harassment or discrimination based on but not limited to age, race or ethnic origin, disability, gender, nationality, marital status, sexual orientation, political convictions or union affiliation.
- Provide a safe work environment in accordance with all applicable health and safety requirements and that minimises any health hazards or harm to employees.
- Prohibit the use of forced, prison, bonded and child labour<sup>1</sup> as well as any form of slavery or human trafficking, and remain in compliance with all applicable minimum age legislation.
- Abide by any legislation governing minimum wage payments, and where none is available, ensure that salaries are commensurate with experience and industry standards.
- Ensure working hours are in compliance with applicable regulation or legislation and ILO standards.
- Implement clear, uniformly applied disciplinary practices and grievance procedures including the prohibition of any form of corporal punishment, including mental, physical, sexual, psychological or verbal abuse.

---

<sup>1</sup>The term 'child' refers to any person less than 14 years of age, unless the minimum age for work or mandatory schooling is higher by local law, in which case the stipulated higher age applies.



## CK Hutchison Group Telecom Supplier Code of Conduct

---

- Ensure that employees are provided with freedom of association and the right to collective bargaining. Where no such legislation on collective bargaining exists locally, appropriate channels should be made available for discussion and recourse on labour related issues.

### 2.3 Operating Responsibly

CK Hutchison Group Telecom encourages its business partners and suppliers to consider the risks posed to their operations from climate change and to actively mitigate their environmental impacts.

CK Hutchison Group Telecom is committed to the achievement of its science-based greenhouse gas emissions reduction targets. As such, it prioritizes suppliers that also have commitments to a science-based target and/or a greenhouse reduction plan.

It also reiterates to its business partners and suppliers the value brought to business in terms of more efficient resource consumption and monitoring of wastage.

CK Hutchison Group Telecom invites its business partners and suppliers to emulate the standards, practices and principles outlined below and in the CK Hutchison Environmental Policy.

- Abide by all relevant local and national environmental legislation and in a manner that ensures environmental preservation, including protection of natural resource and biodiversity.
- Minimise the consumption of energy and carbon footprint from operations through the implementation of energy efficient measures and use of renewable energy.
- Manage environmental risks and impacts through environmental policies and environmental management systems.
- Encourage the use of environmentally friendly technology that can reduce energy consumption, minimise the need for business travel, and reduce reliance on resources such as paper.
- Expand the use of environmentally friendly, recycled and/or sustainably forested products in operations.
- Promote the recycling of waste while taking the necessary precautions, and ensure compliance with legislation on the handling or disposal of any hazardous materials in operations.