

康龙化成（北京）新药技术股份有限公司

Pharmaron Beijing Co., Ltd.

商业合作伙伴行为准则

Code of Conduct for Business Partners

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前言 Forward

康龙化成（北京）新药技术股份有限公司（“总部”）及其分公司、全资或控股子公司（与总部分别及合并称为“康龙化成”或“公司”或“我们”）始终秉承诚信与合规的经营理念，遵守公司运营所在地的法律法规及国际法规。公司期望商业合作伙伴采取和公司一致的价值观，共同打造可持续的商业活动，携手提升产品及服务质量，确保安全，创建阳光透明，绿色健康的价值链生态。

Pharmaron Beijing Co., Ltd. (the “Headquarter”) and its branches, and its wholly-owned or controlled subsidiaries (respectively and collectively “Pharmaron” or the “Company” or “We”) always adhere to the business philosophy of integrity and compliance, comply with the laws and regulations where the Company operates as well as the international laws and regulations. The Company expects the business partners to share the same value, work together to make the business sustainable, jointly improve the quality of products and services, ensure safety, and create a transparent, green and healthy value chain ecology.

公司基于国家法规、国际规定及惯例制定了本准则。此外，本准则还考虑了康龙化成内部标准和价值观。本准则阐明了公司对于商业合作伙伴在商业活动中行为方式的期望，这些是公司与商业合作伙伴成功发展业务关系的基础。这些要求适用于公司与商业合作伙伴之间的所有业务关系，商业合作伙伴应采取恰当措施，确保自身及供应链符合这些要求。

By integrating the value and internal rules and regulations of Pharmaron. This Code is based on both national and international laws and regulations and global best practices. This Code sets forth the expectations on business partners’ behaviors in business activities. Conformance with the expectations is fundamental to a successful business relationship between the Company and business partner. These expectations apply to all business between the Company and business partners. Business partners shall take appropriate steps to ensure compliance with these expectations by their own and along the supply chain.

一、道德与合规 Ethics and Compliance

我们期待商业合作伙伴诚信行事，以公开、透明的方式开展业务。

We expect business partners to act with integrity and conduct business in an open and transparent manner.

遵纪守法 Comply with laws and regulations

商业合作伙伴应遵循经营所在地的法律法规、国际标准及本准则的要求。

Business partners shall comply with the laws and regulations where they operate, global standards and this Code.

反贿赂与反腐败 Anti-bribery and Anti-corruption

康龙化成不容忍任何形式的腐败。我们期待商业合作伙伴应确保有适当的系统、程序和其他适当的控制措施来防止贿赂和腐败。

Pharmaron do not tolerate any form of corruption. We expect business partners to make sure you have systems, procedures and other appropriate controls in place to prevent bribery and corruption.

商业合作伙伴必须遵守所有适用的反腐败法律或法规，不可以任何形式或代表康龙化成提供或接受贿赂、回扣或参与商业或政府关系中的其他非法诱导行为，包括通融费（为了加快公务人员执行常规公务的速度而支付的费用）、不当捐赠或赞助、政治捐赠或者其他不当报酬或利益，不得从事勒索、挪用公款或其他非法或不正当支付。

Business partners must comply with all applicable anti-corruption laws and regulations and shall not, in any form or on behalf of Pharmaron, offer or accept bribes, kickbacks or participate in other illegal inducements in business or government relationships, including facilitation payments (payments to expedite the process of officials performing routine functions), improper donations or sponsorships, political donation or other improper payments or benefits, and must not engage in extortion, embezzlement and other illegal or improper payments.

反垄断和公平竞争 Anti-trust and Fair Competition

商业合作伙伴应尊重公平自由竞争的市场原则，并遵守所有适用的公平竞争法和反垄断法，尤其是不与竞争对手、供应商、客户或其他第三方达成反竞争协议，不滥用市场支

配地位。商业合作伙伴应妥善保管竞争敏感信息，不得与他方交换信息，且不得以任何不当方式限制竞争。商业合作伙伴应采用公平的商业惯例，包括准确和真实的广告。

Business partners shall respect the principle of fair and free competition and comply with all applicable fair-competition and anti-trust laws. In particular, they shall not enter into anticompetitive arrangements or agreements with competitors, suppliers, customers or other third parties and shall not abuse a possible market dominant position. Business partners shall keep competition sensitive information properly, not to exchange such information with other parties, and not to improperly restrict competition in any form. Business partners shall employ fair business practices including accurate and truthful advertising.

生产安全 Product Security

商业伙伴不得参与任何支持非法药品贸易的活动。非法贸易包括假冒、非法转移、欺诈交易、篡改和/或被盗。商业伙伴应当采取措施，通过端到端供应链确保产品的真实性，包括维护程序和记录，以确保成品、废物、剩余、退货和废弃产品的可追溯性。

Business Partners shall not be involved in any activity that supports the illegal trade of medicines. Illegal trade includes counterfeit, illegally diverted, fraudulently traded, tampered with, and/or stolen. Business Partners shall take steps to ensure the authenticity of products through the end-to-end supply chain, including maintaining procedures and records that ensure traceability of, for example, finished products, waste, and surplus, returned, and discarded products.

贸易管制和经济制裁 Trade Control compliance and Sanction

商业合作伙伴应遵守所有适用的贸易法律法规，包括出口管制、制裁和禁运。未经适当批准、许可或其他授权，不得运输或转移可能受出口管制和/或制裁限制的任何货物、技术、服务及相关技术资料。供应商应提供适用于此类货物、技术、服务或技术的任何贸易识别码，如：出口管制分类编号。此外，商业合作伙伴还应注意遵守适用的制裁、禁运及管制清单。

Business partners shall comply with all applicable trade laws and regulations, including export controls, sanctions and embargoes and shall not convey or transfer any goods, technologies, services and relevant technology and data that may be subject to export control and/or sanctions restrictions without appropriate permit, license or other

authorization. Suppliers shall make available any trade identifiers applicable to such goods, technologies, services and relevant technology and data, such as Export Control Classification Numbers. Furthermore, the business partners shall comply with applicable sanctions, embargoes and/or Export-control item lists.

动物研究与福利 Animal Trail and Welfare

如适用于其业务，商业合作伙伴应人道地对待动物，尽量减少痛苦和压力。商业合作伙伴应秉承动物使用的替代、减少和优化原则（即3R原则），尽可能寻求替代动物试验的方法，减少使用的动物数量或改进程序以尽量减少痛苦后进行。

If applicable to their business, business partners shall treat animals humanely with pain and stress minimized. They shall consider and applied the 3Rs: Replacement, Reduction and Refinement (3Rs Principals). Animal testing should be performed after consideration to replace animals, to reduce the numbers of animals used, or to refine procedures to minimize distress.

利益冲突 Conflict of Interest

公司的商业合作伙伴应根据客观标准做出决定，不受经济利益、个人利益或关系的影响。

Business partners shall make decisions solely on the basis of objective criteria and are not influenced by financial or personal interests or relationships.

保护试验参与者和患者 Protection of Trial Participants and Patients

如适用于其业务，商业合作伙伴应拥有足够的管理系统，以尽量减少对患者、受试者和捐赠者权利产生不利影响的风险，包括他们的健康权和直接获取信息的权利。

If applicable to their business, business partners shall have sufficient management systems in place to minimize the risk of adversely impacting the rights of patients, subjects, and donors, including their rights to health and to directly access information.

数据及隐私保护与知识产权及保密信息 Data Privacy, Intellectual Property and Confidentiality

商业合作伙伴应遵循经营地有关数据及隐私保护和知识产权相关的法律法规。

Business partners shall comply with applicable data and privacy protection laws and regulations and intellectual property related laws and regulations where they operate.

商业合作伙伴必须依据适用的数据保护法对个人数据进行处理（如：收集、使用、保留和披露个人数据），以保证员工、患者和其他第三方的个人数据隐私权得到保障。

Business partners shall process personal data under the applicable data protection laws (e.g. collection, use, retention and disclosure of personal data) to ensure the privacy of employees, patients and other third parties.

商业合作伙伴必须尊重知识产权，不得侵犯他人的知识产权。商业合作伙伴应遵守与康龙化成签订的保密协议并应要求其员工、外包商和雇佣的其他第三方同样遵循，未经必要授权，不得将任何机密信息发布、传送给第三方或以任何其他形式提供机密内容。

Business partners shall respect the intellectual property rights and shall not infringe upon the intellectual property rights of others. Additionally, business partners shall comply with the confidentiality agreement with Pharmaron and shall require their employees, contractors, and other third parties employed to comply with the same requirements. Furthermore, no confidential information can be published, transmitted to third party or provided in any other form without necessary authorization.

AI 系统的道德与责任 Ethical and Responsible Artificial Intelligence (AI)

如商业合作伙伴在业务活动中使用了 AI 系统，应坚持道德和责任原则，以确保数据隐私保护与透明度。

If business partners use AI in their business activities, they shall adhere to the principles of ethicalness and responsibility to ensure data privacy protection and transparency.

信息安全 Information Security

商业合作伙伴应遵循经营地有关信息安全的法律法规，以行业认可的框架建立信息安全管理体系以保护公司的数据和系统的保密性、真实性以及可获取性。

Business partners shall comply with all applicable information security laws and regulations where they operate and establish an information security management

system based on well-recognized framework to protect the confidentiality, authenticity and accessibility of the data and system.

税务 Tax

商业合作伙伴不应逃税或采取任何便利逃税的行为，应建立合理的管理程序防范员工、代理人或其他人从事任何可能有利于逃税的行为。

Business partners must not commit tax evasion or do anything to facilitate it. They shall maintain reasonable procedures to prevent employees, agents, or others from engaging in any conduct which might facilitate tax evasion.

内幕交易 Insider Trading

商业合作伙伴应禁止员工进行内幕交易，无论是为了自己还是他人的利益。

Business partners should prohibit employees from insider trading, whether for their own benefit or the benefit of others.

二、人权与劳工 Human Right and Labor

康龙化成认为尊重国际公认的人权是所有业务关系的基础。公司要求商业合作伙伴承诺尊重员工和其他利益相关方的权利，以国际社会认可的方式让他们能拥有尊严和得到尊重。

Pharmaron believe respect of the internationally recognized human rights forms the basis of all business relationships. We expect the business partners commit to respect the rights of employees and other stakeholders and to treat them with dignity and respect according to the rules of the international community.

自愿选择雇佣、禁止童工或强迫劳动、反奴役和人口贩卖 Freely Chosen Employment, never use Child Labor and Forced Labor, Anti-Slavery and Anti-Trafficking

商业合作伙伴应遵守各运营所在地适用的法律法规要求，响应国际劳工组织对于废除强迫劳动、禁止童工、男女同工同酬、反就业歧视、反暴力及骚扰等公约，反对所有有意的强迫或强制劳动以及一切形式的现代奴役和人口贩运。不得开展抵债性劳动和非自愿的囚犯劳动。雇佣关系应建立在双方自愿的基础之上，员工可在适当的离职通知期限内自行决定终止雇佣关系。

Business partners shall comply with the applicable laws and regulations where they operate, and conform to the International Labor Organization (ILO) Conventions about abolition of forced labor, prohibition of child labor, equal remuneration for men and women employment and compensation equality , elimination of employment discrimination, elimination of violence and harassment etc., rejecting all conscious use of forced labor as well as all forms of modern slavery and human trafficking, prohibiting bonded labor or involuntary prison labor. Employment relationships are entered into on a voluntary basis and employees may freely choose to end their employment upon reasonable prior notice.

商业合作伙伴不得雇佣童工，必须遵守经营所在地规定的最低就业年龄以及确保年轻员工已经达到完成义务教育的年龄。如果该国不存在最低就业年龄限制，则应确保年轻员工不低于15岁（或如国际劳工组织第138号公约中所述的在某些发展中地区不低于14岁）。商业合作伙伴应确保18岁以下的员工的工作环境不得对其健康、安全、精神面貌或未来发展造成负面影响。

Business partners shall not use child labor and shall comply with the minimum requirement of age for employment where they operate and ensure the employees are

above the age established for completing the compulsory education. Employees shall be employed at least at the age of 15 (or 14 in certain developing countries, as described in ILO Convention No. 138) if there is no such rules about the minimum requirement of age for employment in its operating country. In addition, Business partners shall ensure the employees under the age of 18 are protected against working conditions that harm their health, safety, mentality or development.

包容性和多元化 Inclusion and Diversity

包容性和多样化对于康龙化成取得成功至关重要，我们期望商业合作伙伴秉承和公司同样的价值观，维护自身及供应链的包容性和多元化。

Inclusion and diversity are fundamental to the success of Pharmaron. We expect our business partners share the same value and maintain the inclusion and diversity in their organization and their supply chain.

我们期望供应商采用包容且透明的采购做法，并尽最大努力从小型和多元化所有制形式的企业和社会组织中采购，并确保这些企业获得平等进入的机会。

We expect our suppliers to implement inclusive and transparent procurement practices and make best efforts to procure from small and diverse-owned businesses and social enterprises and ensure that such businesses are provided with equal opportunity for inclusion.

不歧视、公平对待及反骚扰 Non-Discrimination, Fair Treatment and Non-Harassment

商业合作伙伴应致力于确保工作场所安全无敌意以及不存在欺凌或骚扰（包括性骚扰）等欺辱性的行为，应促进尊重并确保员工在身体或心理上免受不人道待遇、体罚或威胁。

Business partners shall ensure the workplace is safe and free of hostility and there is no bullying or harassment (including sexual harassment). They shall promote respect and ensure the employees are not subject to physically or psychologically inhuman treatment, physical punishment or threats.

薪酬、福利及工作时间 Wages, Benefits and Working Hours

商业合作伙伴应当至少支付当地法律法规要求的最低工资给员工以及提供法定的福利（包括法定节假日休假时间和休假的权利）。此外也应按相关法律法规要求支付员工加班费，所有加班都必须自愿且工作时长不能超过当地法律法规要求的最长工作时限。商业合作伙伴应向其员工对薪酬、福利、工作时间做出清晰的说明。

Business partners shall pay employees at least legal minimum wage and supply mandated benefits (including statutory holidays and right to take vacation), pay for relevant overtime hours. All overtime work must be performed on a voluntary basis. Working hours will not exceed the maximum set by applicable law and regulations. Business partners shall clearly communicate with employees regarding their wages, welfare, working hours.

结社自由 Freedom of Association

商业合作伙伴应鼓励员工就工作环境问题和薪酬福利问题与管理层进行坦诚的直接沟通。必须尊重员工成立工会和员工代表组织并加入这些组织的权利。如果这一权利受到经营所在地的法律限制，商业合作伙伴应支持员工参与其他合法组织。商业合作伙伴不能因为员工参与此类活动或者担任员工代表而使其处于不利地位或占据优势。

Business partners shall encourage employee to have open and direct communication with management regarding working conditions and compensations and benefits. The rights of employees to form labor unions and employee representatives and to join them must be respected. In countries where this right is restricted by local laws, alternative legitimate options for employee participation shall be supported. Business partners shall not disadvantage or advantage employees who participate such activities or act as employee's representatives.

健康与安全 Health and Safety

商业合作伙伴应致力于为员工提供一个安全健康的工作环境，严格遵循经营所在地相关的法律法规要求。

Business partners shall provide employee a safe and healthy working environment and strictly comply with the applicable laws and regulations where they operate.

商业合作伙伴应保护员工不受化学、生物和物理有害物质的侵害。提供恰当的控制、程序和保护措施，以持续减少与工作相关的健康危害，并改善职业健康及安全。商业合作伙伴应提供恰当的免费个人防护设备和防护服。商业合作伙伴应当建立管理、跟踪和报告

职业伤害和疾病的程序和体系，鼓励员工报告事件，并提供必要的医疗和消除起因的纠正措施。应免费向员工提供工伤和因工疾病的必要医疗。与有害物质相关的安全信息必须以员工能够明白的语言提供，以培训并保护员工免受此等有害物质的侵害。

Business partners shall protect employees from chemical, biological and physical hazardous materials. Business partners must provide appropriate controls, procedures and protective measures to continuously mitigate health risks in the workplace and improve occupational health and safety. Business partners shall provide suitable protective equipment and protective clothing free of charge. Business partners shall establish procedures and systems to manage, track and report occupational injury and illness, to encourage employees to report incidents, to provide necessary medical treatment and to implement corrective action to eliminate their causes. Necessary medical treatment for work-related injuries and illnesses shall be provided to the employees freely. The business partner all make safety information relating to hazardous materials available in a language that employees can understand, and use the information to train and protect employees from such hazards.

商业合作伙伴应建立程序预防灾难性的化学物质泄露事件的发生或减低其发生时的影响。

Business partners shall set up programs in place to prevent or mitigate catastrophic releases of chemicals.

商业合作伙伴应确定并评估工作场所可能和潜在的紧急情况，并通过实施紧急计划和响应程序最大限度地减小影响。此等程序包括员工培训和演习、适当的急救用品、适当的火灾侦测和灭火设备以及充足的设施出口。

Business partners shall identify and assess likely and potential emergency situations in the workplace and minimize the impact by implementing emergency plans and response procedures. Such procedures include employee training and drills, appropriate first-aid supplies, appropriate fire detection and suppression equipments and adequate facility exits.

三、供应链管理 Supply Chain Management

康龙化成致力于打造负责任和有道德的可持续供应链。我们期望商业合作伙伴在选择供应商时围绕诚信经营、商业信息安全、环境保护、劳工权益和产品质量等设立多维度的标准，努力确保仅与遵纪守法的供应商展开合作。同时，商业合作伙伴应特别关注供应链的多元化以及弱势群体，给予其平等的竞争机会。商业合作伙伴应将本准则规定的原则传达给其供应链，并定期评估其供应链对适用法律和此等原则的合规。

Pharmaron is committed to building a responsible and ethical and sustainable supply chain. We expect business partners to set up multi-dimensional standards on ethics, information security, environmental protection, labor rights and product quality for selecting suppliers, and ensure to do business only with those compliance with laws and regulations. In the meantime, business partners shall pay special attention to the diversity of supply chains and the vulnerable groups, providing them equal opportunities. Business partners shall communicate the principles set forth in this Code to their supply chain and regularly assess their supply chain's compliance with the applicable laws and such principles.

四、环境 Environment

公司期望商业合作伙伴及其各自价值链内的商业合作伙伴以对环境负责的方式运营，致力于减少其运营对环境的影响。

We expect business partners and their business partners within their respective value chains shall operate in an environmentally responsible manner and shall commit to reducing the environmental impact of their operations.

环境许可和报告 Environmental Permits and Reporting

商业合作伙伴必须获得、保存和更新所有必要的环境许可证、执照和注册文件，并遵循此等许可证的所有必要报告和运营要求。

Business partners must obtain, maintain and keep current all required environmental permits, licenses and registrations and follow all reporting and operational requirements of such permits.

应对气候变化 Climate Action

商业合作伙伴应将应对气候变化置于可持续发展的重要位置。了解并努力通过设定科学目标来最大限度地减少自身的运营和整个价值链中的温室气体排放，包括范围1，2和3。商业合作伙伴应了解气候变化给企业带来的风险，并确保风险缓解计划到位。

Business partners shall place the climate change response in an important position for sustainable development, understand and work to minimise greenhouse gas emissions from their own operations and through their value chain by setting Science-Based Targets (SBTs), including Scope 1, 2 and 3. Business partners shall understand the physical risks to your business from climate change and ensure risk mitigation plans are in place.

污染防治 Waste Management

商业合作伙伴应尽可能在其生产和设施工艺中实施恰当的保护措施，力求减少或消除有害固体废弃物、废水和气体排放，并实施相应的系统，确保废弃物的安全处置、移动、存储、回收、再利用和管理废水和气体的排放。应实施计划以使用具有回收成分和可回收性的包装材料。

Business partners shall seek to reduce or eliminate solid and hazardous waste, wastewater and air emissions, by implementing appropriate conservation measures in their production and facilities processes where possible, and implement systems to ensure the safe handling, movement, storage, recycling, reuse and management of waste, air emissions and wastewater discharges. Programs should be implemented to use packaging materials with recycled content and recyclability.

商业合作伙伴应确保拥有适当的系统来预防和减少意外泄漏和释放燃料、原材料、化学品、中间体、产品和其他有害物质到环境中以及对当地社区的任何相关不利影响。

Business partners shall have systems in place to prevent and mitigate accidental spills and releases of fuels, raw materials, chemicals, intermediates, products, and other hazardous materials to the environment and any associated adverse impact on the local community.

使用资源 Resource Use

商业合作伙伴应采取措施节约水、能源和其他自然资源，使用可再生资源，包括但不限于可再生电力和可再生热力，并把对环境和健康的负面影响降至最低。

Business partners shall take steps to conserve water, energy, and other natural resources, use renewable resources, including renewable electricity and clean heat, and minimize the negative environmental and health impacts.

生物多样性 Biodiversity

商业合作伙伴应尊重并保护生物多样性，避免在运营过程中对自然生态系统造成破坏。商业合作伙伴在开展涉及建设、运营、排放或处置活动的过程中，尤其是在建设研发与生产设施、扩展基础设施或进行废弃物处置时，应优先选择不涉及天然林、生态敏感区域或濒危物种栖息地的区域，以实现零毁林目标。

Business partners shall respect and protect biodiversity, and avoid causing harm to natural ecosystems in the course of their operations. When engaging in activities involving construction, operations, emissions, or waste disposal—particularly the development of R&D and manufacturing facilities, infrastructure expansion, or waste treatment—business partners should prioritize locations that do not involve natural forests, ecologically sensitive areas, or habitats of endangered species, in order to achieve the goal of zero deforestation.

同时，康龙化成鼓励合作伙伴在土地使用与管理过程中主动采取生态恢复与土地复原措施，如绿化覆盖、原生植被恢复或生态屏障建设，以减缓对生态环境的扰动，助力维持当地生态系统稳定。对于开展农业、生物原料采购、植物提取或天然产物研发等相关业务的合作方，应在原料采购环节关注产地的土地利用情况，避免因商业活动导致栖息地退化、生物多样性丧失或非法砍伐等问题。

Pharmaron also encourages its partners to proactively implement ecological restoration and land rehabilitation measures in their land use and management practices, such as greening, restoration of native vegetation, or the establishment of ecological buffers, to mitigate environmental disturbance and help maintain the stability of local ecosystems. For partners involved in agriculture, sourcing of biological materials, plant extraction, or the development of natural products, careful attention should be paid to land use at the source to avoid habitat degradation, biodiversity loss, or illegal deforestation resulting from commercial activities.

五、管理系统和报告 Management System and Reporting

商业合作伙伴应建立管理系统以促进对适用法律法规的合规和达到本准则的要求。

Business partners shall establish management systems to facilitate compliance with applicable laws and regulations and the expectations set forth in this Code.

承诺及问责 Commitment and Accountability

商业合作伙伴应通过分配适当的资源和指定负责的高级管理人员来负责符合本准则中要求。

Business partners shall allocate appropriate resources and identify senior personnel accountable for meeting the expectations stated in this Code.

法律及客户要求 Legal and Customer Requirements

商业合作伙伴应识别并遵守适用的法律、法规、标准和相关客户要求并要求自身的商业合作伙伴也遵循一致的要求。

Business partners shall identify and comply with all applicable laws, regulations, standards, and relevant client requirements and require the same of their own business partners.

风险识别及管理 Risk Identification and Management

商业合作伙伴应建立机制来识别、评估、减缓及管理本准则涉及的所有领域的风险，通过监控流程和业务活动确保风险控制措施有效的执行。商业合作伙伴应执行定期的针对风险控制措施的审阅以识别持续提升的空间。

Business partners shall ensure have mechanisms in place to identify, assess, mitigate and manage risks in all areas addressed in this Code and monitor processes and activities to make sure risk control measures are operating effectively. Business partners shall perform periodic reviews to risk control measures to identify any opportunity for continuous improvement.

文档记录 Documentation

在法律要求的范围内，商业合作伙伴必须保留相关文件和注释的记录，以确保符合法规。

To the extent required by law, business partners must keep records of the relevant documentation and notes to ensure compliance with regulations.

沟通及培训 Communication and Training

商业合作伙伴应制定有效的沟通计划，确保员工、外包人员及雇佣的其他第三方知悉和明白本准则规定的要求并通过培训确保以上人员具有恰当的知识、技术和能力满足本准则的要求。商业合作伙伴应保存培训记录。

Business partners shall have effective communication plan to ensure employees, contractors and other third parties employed be informed of and understand the expectations set forth in this Code and provide training to ensure them have appropriate level of knowledge, skills, and abilities to meet the expectations. Business partners shall maintain records of training.

如何对待不当行为 Dealing with Misconduct

商业合作伙伴应识别、处理并立即纠正不当行为。

Business partners shall identify, investigate and immediately remedy misconduct.

康龙化成的举报系统旨在让知情人举报公司员工的严重违规和违法行为。该举报系统的程序公平而透明，对公司、涉事人员和举报者进行保护。

Pharmaron's whistleblowing system facilitates whistleblower to report Pharmaron employee's serious violations including violations of laws and regulations. In the context of a fair and transparent procedure, the whistleblowing system protects the Company, the involved personnel and the whistleblowers.

如果遇到违反本准则要求的情况，公司希望商业合作伙伴的员工能够敢于直言，直接与您在康龙化成的业务员联系或者通过以下方式向公司举报：

In case of any violation of this Code, the Company expects the employees of business partners to speak out and directly report to your contact person in Pharmaron or report to Pharmaron in the following ways:

全球资源 Global Resources:

举报专线 Whistleblowing Hotline-: +86 10 5733 0257

举报邮箱 Whistleblowing Email: compliance@pharmaron.com

康龙化成对合规情况的验证 Verification of Compliance by Pharmaron

康龙化成保留以恰当手段对商业合作伙伴是否遵守本准则的要求进行验证的权利，形式包括问卷或派遣专家至现场。

Pharmaron reserves the right to verify business partner's compliance with these requirements set forth in this Code by using appropriate means. This verification may take the form of questionnaires or expert on-site visits.

现场审计仅在事先通知商业合作伙伴后开展，并在正常工作时间内、有商业合作伙伴代表在场的情况下，遵循适用法律进行。

An on-site audit is only carried out upon prior notice, in the presence of representatives of the business partners, during regular working hours, and to the extent permitted by applicable laws.

上述验证/现场审计亦可能在正式建立商业合作伙伴关系前进行。在商业合作关系建立后，上述验证/现场审计将具备合同强制性。如果供应商在供应链中发现任何不符合可持续发展要求的情况，供应商必须在一段合理的时间内对其进行评估，供应商负责对不合规情况进行整改。

The verification/on-site audits described above may also take place prior to commissioning of the business partners and are then contractually mandatory upon commissioning of business partner. Any identified non-compliance with the sustainability requirements in the supply chain of a supplier will be assessed by the supplier within a reasonable period of time, the supplier is responsible for remedying such non-compliance.

违反上述要求的法律后果 Legal Consequences of Violation of These Requirements

康龙化成为遵守本准则中列出的要求对于合作关系而言至关重要。如果商业合作伙伴不遵守这些要求，康龙化成将保留诉诸法律的权利。

Pharmaron deems compliance with the requirements set out in this Code to be essential to our business relation with business partner. Pharmaron reserves the right to take appropriate legal action if a business partner does not comply with these requirements