

# Code of Conduct for Business Partners

Aier Eye Hospital Group Co., Ltd.

## PREAMBLE

Aier Eye Hospital Group Co., Ltd. and its operating subsidiaries (hereinafter referred to as "Aier Eye", "the Company" or "we") expect all business partners to comply with all applicable laws and regulations, abide by business ethics, and conduct business activities in an economically, ecologically and socially responsible manner. Aier Eye believes that a common understanding of ethical values and sustainable practices is an important foundation for cooperation, so we expect our business partners to comply with and support the requirements of the Code of Conduct for Business Partners (hereinafter referred to as the Code) of Aier Eye.

The requirements and principles of this Code of Conduct are integral to contractual obligations and the collaboration of our business partners and Aier Eye.

Our business partners therefore undertake to comply with and promote the following principles of this Code of Conduct, and to provide regular and appropriate training to their workforce to this end. This Code of Conduct's contents shall also apply in its entirety to suppliers and other third parties used by our business partners to fulfill any contracts with Aier Eye.

Therefore, our business partners shall integrate requirements corresponding to the contents of the Code into their respective own contracts. We expect them to use their best efforts to oblige their suppliers and other third parties accordingly.

This guideline includes requirements based on the internationally recognized principles firmly supported by Aier Eye, such as:

- Internationally recognized human rights conventions, especially the *International Bill of Human Rights*, the eight core conventions of the *Core Conventions of the International Labour*

*Organization*, the ten principles of the *United Nations Global Compact*, the *United Nations Guiding Principles on Business and Human Rights* and Article 32 of the *United Nations Convention on the Rights of the Child*, as well as the guiding principles of the *United Nations Convention on the Rights of the Child on business and human rights*;

- The *OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions* and the *OECD Guidelines for Multinational Enterprises*.

When there are differences between national laws and international human rights standards, we follow the higher standard. When there is a conflict between the two, we abide by national laws while trying to comply with the principles of internationally recognized human rights.

## PRINCIPLE OF LEGALITY

Aier Eye respects the principle of strict legality in all activities, measures, contracts, and other practices of Aier Eye, and expects the same from its business partners. This includes but is not limited to laws and regulations related to business ethics, quality of

products and services, labor rights, occupational health and safety, and environmental protection.

## BUSINESS ETHICS

### Avoiding conflicts of interest

We expect our business partners to make decisions based on objective considerations and not to be improperly guided by personal interests. A business partner who becomes aware of a potential conflict of

interest shall take internal measures to remedy these conflicts and notify Aier Eye without delay.

### **Anti-Corruption**

Our business partners undertake to abide by the applicable anticorruption laws. In particular, they shall ensure that their employees, subcontractors, or representatives do not offer, promise, or grant advantages to associates of Aier Eye with the aim of obtaining a contract or other preferential treatment in the course of business. The same rules apply to agreements with third parties concluded in connection with a contract with Aier Eye.

### **Data privacy and data security**

Our partners undertake to enforce the right to informational self-determination, the privacy of personal data, and the security of all business information and personal data in all business processes in compliance with statutory provisions and the applicable privacy and information security laws.

### **QUALITY OF PRODUCTS AND SERVICES**

Aier Eye expects our business partners to establish sound quality control standards and regularly conduct quality audits and certifications to ensure that the

products and services provided meet quality requirements. If there are any changes in product specifications, service plans, secondary supplier arrangements, raw materials, component manufacturer or country of origin from what was originally agreed,

the supplier shall notify the relevant business contact persons at Aier Eye in advance and explain its potential impact.

### **LABOR RIGHT**

We expect our business partners to consistently respect and actively protect labor rights:

Our business partners undertake to enforce the right to fair labor conditions. This includes fair wages and social benefits equal to or higher than the rates prescribed by national or regional authorities, legal standards, or other labor agreements. The statutory provisions on minimum wage in the respective countries are to be observed alongside the applicable regulations on working hours, breaks, and vacation entitlements; Strictly reject any form of forced labor, which includes but is not limited to human trafficking, torture, and slavery or compulsory labor of any kind; Maintain zero tolerance for any form of child labor. Prohibit coercion, fraud or hiring of children below the local legal age to engage in labor activities; Any discrimination based on race, color, age, religion, sex, pregnancy, disability, sexual orientation or any additional category protected by law is prohibited.

### **OCCUPATIONAL HEALTH AND SAFETY**

At the minimum, our business partners shall comply with national workplace safety and hygiene standards, and take appropriate measures to meet occupational health and safety requirements so as to ensure healthy working conditions.

### **ENVIRONMENTAL PROTECTION**

#### **Environmental Management**

Our business partners are expected to conduct their business in an environmentally sustainable manner, comply with local environmental regulations, ensure operational compliance, and operate as efficiently as possible in an effort to reduce the risks to people and the environment from their own operations. All processes, operating sites, and production resources employed by our business partners must meet applicable statutory requirements and standards for environmental protection.

### **Pollution Prevention and Waste Management**

Prevent the discharge of waste contaminants as required by international standards and applicable laws and regulations, while identify, reduce, monitor, control and process all hazardous wastes.

### **Greenhouse Gas Emission Management**

Control greenhouse gas emissions in a responsible manner, identify, monitor and minimize greenhouse gas emissions (GHG), and reduce the energy consumption in company operations, including carbon dioxide emissions in transportation and travel.

### **Resource Consumption Management**

Use recyclable packaging or green and environmentally friendly materials as much as possible for product packaging; reduce the use of fossil fuels, water resources, harmful substances and natural resources through energy conservation, reuse, recycling, alternative energy or other methods.

## **COMPLIANCE WITH THE CODE OF CONDUCT**

Aier Eye reserves the right to take reasonable steps to check for compliance with the Code of Conduct.

Business partners shall actively support any required compliance checks. Aier Eye will contact the business partner beforehand to agree on the scope, time, and place of such checks. The partner shall respond to inquiries and requests for information within a reasonable timeframe and in compliance with the formalities specified by applicable data protection laws.

We reserve the right to require corrective action from business partners who violate the Code and to terminate cooperation with any business partner who does not comply with or violates the Code.

## **REPORTING CHANNELS**

Aier Eye encourages business partners, their employees or related parties to report suspected cases and violations of the Code, and our business partners should inform their employees how to report them.

Our whistleblowing channels:

Email: [jcjb@aierchina.com](mailto:jcjb@aierchina.com)

Hotline: +86-18975199961 (The same number on WeChat )