



EMPLOYEE RESPONSIBILITY 员工责任

Learn & Understand

- Learn the details
- Understand the policy
- 了解细节
- 理解政策

Aware & Apply

- Aware the risks
- Apply to your job
- 风险意识
- 运用于工作

Report & Commit

- Report your concerns
- Commit your responsibility
- 提出疑虑
- 践行合规责任



BE THE VOICE OF INTEGRITY 成为诚信代言人

How To Raise A Compliance Concern

- Your Manager and HR
- Legal and Compliance
- Ombudspersons
- Email: integrity@aviagesystems.com
- Online Concern Reporting - Gensuite
- Scan the Concern Reporting Code

如何提出合规疑虑

- 直属经理和人力资源经理
- 法律和合规部门
- 诚信疑虑受理人
- 邮件: integrity@aviagesystems.com
- 线上汇报系统 - Gensuite
- 扫描二维码



COMPLIANCE

Simple Reference



CODE OF CONDUCT 昂际航电行为准则

- 1** Be honest, fair and trustworthy
保持诚实，公平和可信
- 2** Obey applicable laws and regulations
遵守适用的法律和法规
- 3** Be the voice of integrity and promptly report any concerns
诚信有声，履行汇报诚信疑虑的义务
- 4** Drive simplification to make compliance more effective. Work to run the company in a competitive way with speed, accountability and compliance
简明而高效，速度，责任和合规并行，以更具竞争力的方式运行公司



KEEPING BUSINESS SAFE 为业务保驾护航

SAFEGUARDS PRINCIPLES

- Civil/Commercial Operations
- Products and Technology for Civil-only end use
- Separate IT system

INTERNATIONAL TRADE COMPLIANCE

- No business with embargoed/sanctioned parties
- Compliant with export control and custom laws on cross-border transfers of goods and technology

IMPROPER PAYMENTS

- Do not permit or engage in bribery or corruption of any kind
- Watch third parties
- Request pre-approval regarding gifts and entertainment and other business courtesies

保障原则

- 仅开展民用和商用业务
- 产品和技术仅限于民用的最终用途
- 独立的信息系统

国际贸易合规

- 在适用法律下不与禁运或制裁实体或个人开展业务
- 遵守关于商品和技术跨境转移的出口管制和海关法规

不正当支付

- 禁止任意形式的贿赂
- 关注第三方交易
- 遵守关于公司商务宴请和礼物赠送的政策并获得事先批准



PROTECTING ASSETS AND INFORMATION 保护信息和资产

CYBER SECURITY

- Protect IT assets from theft or misappropriation
- Protect against cyber risks to AVIAGE SYSTEMS' information, network and products

INTELLECTUAL PROPERTY

- Identify and protect AVIAGE SYSTEMS' innovation and IP
- Respect third party's IP

CONFLICT OF INTEREST

- Make business decisions in the best interest of AVIAGE SYSTEMS
- No misuse AVIAGE SYSTEMS resources and influence.
- Duty to disclose

CONTROLLERSHIP

- Be compliant with company T&L policy
- Documents, records and accounting must be 100% accurate and honest

网络安全

- 保护信息技术资产不被盗窃或滥用
- 保护昂际航电网络和产品相关的信息安全

保护知识产权

- 保护昂际航电的创新和知识产权
- 尊重第三方知识产权

利益冲突

- 基于有利于昂际航电的利益开展业务
- 不滥用昂际的资源和影响力
- 履行利益冲突自我披露的义务

财务控制

- 遵循公司的差旅政策
- 文件，记录和财务账户管理必须准确，诚实



MAINTAINING TRUSTFUL RELEATIONSHIP WITH CUSTOMERS AND SUPPLIERS 保持与客户供应商的可信赖关系

SUPPLIER RELATIONSHIP

- Choose suppliers through sourcing per the procedures
- Work with suppliers that uphold AVIAGE SYSTEMS' compliance standards

ANTI-MONEY LAUNDERING

- Follow business rules about acceptance of payments
- Only conduct business with customers in legitimate activities and fund sources

COMPETITION

- Never agree with competitors to fix prices, rig bids or allocate customers, projects or territories
- Avoid contact with competitors that could create the appearance of impropriety

GOVERNMENT BUSINESS

- Be truthful and accurate when dealing with government

供应商关系

- 采购部门根据流程选择供应商
- 与遵守法律及昂际航电合规要求的供应商合作

反洗钱

- 遵守财务部门设定的接受付款的规则
- 仅和合法业务和资金来源的客户开展业务

遵守竞争法

- 不得与其他竞争对手达成固定价格，操纵投标过程，瓜分市场和客户的协议
- 避免与竞争对手进行可能显得不适当的接触

政府业务

- 与政府开展业务时必须真实准确



FOSTERING A POSITIVE WORKING ENVIRONMENT 培养积极的工作环境

ENVIRONMENT, HEALTH AND SAFETY

- Follow EHS procedures
- Be alert to EHS hazards in your workplace

EMPLOYMENT PRACTICES

- Treat all employees fairly
- Base employment decisions on merit
- Don't harass or discriminate

PRIVACY

- Respect privacy rights
- Collect and use personal employment data for legitimate purpose

环境，健康和安全

- 遵守环境安全的法规
- 警惕工作场所可能的环境伤害

雇佣实践

- 公平对待员工
- 做出雇佣相关的决定取决于员工的价值
- 禁止迫害或歧视

隐私保护

- 尊重个人隐私权
- 收集和使用个人数据应用于合法目的