

菲斯曼供应商行为准则

Viessmann Supplier Code of Conduct

第一部分-准则与菲斯曼标准 Part 1 - The Code and Viessmann standards	3
1.1 首席执行官致词 CEO Statement	3
1.2 前言 Foreword	3
1.3 价值观 Values	4
1.4 适用范围 Scope of application	4
1.5 这对供应商意味着什么？ What this means for our Suppliers	5
1.6 尽职调查：风险管理和投诉机制 Due Diligence: Risk management and complaint mechanism	5
1.6.1 风险管理 Risk management	5
1.6.2 审计供应商 Auditing Suppliers	6
1.6.3 投诉机制 Complaint mechanism	6
第二部分-劳动条件与人权 Part 2 - Labour Conditions & Human Rights	7
2.1 禁止雇佣童工 No child labour	7
2.2 禁止强迫劳动 No forced labour	7
2.3 职业健康与安全 Occupational health and safety	8
2.4 结社自由和集体谈判 Freedom of association and collective bargaining	9
2.5 就业平等待遇和无歧视 Equal treatment and no discrimination in employment	9
2.6 公平工资 Fair wages	9
2.7 不损害人民生计和健康 No harm to livelihoods and health of people	10
2.8 禁止非法驱逐和剥夺土地 No unlawful eviction and deprivation of land	10
2.9 禁止滥用保安 No misuse of security forces	11
第三部分-环保 Part 3 - Environment	11
3.1 环保法和许可证 Environmental laws and permit	11
3.2 禁止危害土壤或出现水污染或一般性污染 No harmful soil or water contamination, or contamination in general	12
3.3 禁止生产含汞产品与禁止使用汞 No production of products containing mercury and no use of mercury	12
3.4 禁止生产和使用有害化学品 No production and use of harmful chemicals	13
3.5 废弃物环境无害化储存和处置 Environmentally sound storage and disposal of waste	13
3.6 禁止进出口危险废弃物 No export and import of hazardous waste	13
第四部分-诚信与治理 Part 4 - Integrity and Governance	14
4.1 避免利益冲突 Avoidance of conflicts of interests	14
4.2 打击腐败贿赂行为 Combating corruption and bribery	14
4.3 公平竞争和反垄断法 Fair competition and antitrust law	14
4.4 无洗钱及防控 No money laundering and prevention	14
第五部分-数据处理 Part 5 - Data handling	15

5.1 保护隐私、保密、数据保护和数据安全 Protection of privacy, confidentiality, data protection and data security	15
5.2 信息技术与互联网的使用 Information technology and internet use	15
第六部分-最佳实践 Part 6 - Best practices	16
6.1 人权 Human Rights	16
6.2 最佳实践-环保 Best practices – Environment	17
6.2.1 碳核算 Carbon accounting	17
6.2.2 EcoVadis 评分 EcoVadis scoring	18
6.2.3 生命周期评估 Life Cycle Assessment	18
6.2.4 联合国全球契约组织成员 United Nations Global Compact Membership	18
第七部分-词汇表 Part 7 - Glossary	19

第一部分-准则与菲斯曼标准

Part 1 - The Code and Viessmann standards

1.1 首席执行官致词

CEO Statement

尊贵的合作伙伴:

Dear Valued Partners,

为了实现为子孙后代共同创造美好生活空间的目标，我们一直在不断努力中。我们不仅会提供合适的解决方案，还会在整个供应链和价值链中设计、制造和交付完整的产品组合。在每一个阶段，我们都必须保证做到担当、细心、勤奋、诚信、透明和公平。全球菲斯曼大家庭的成员致力于不断开发技术，为用户谋取更多福利。同时，我们同样重视与我们所有共同创造者的关系。

《菲斯曼供应商行为准则》是我们采取行动的依据，是我们历史发展的一部分，同时也是我们传承的一部分。它是我们的指南针，为我们指明了正确的发展方向，我们将共同尊重、加强和提升我们的社会基础以及环境和世界的完整性，造福子孙后代。这是现今我们所有人的共同责任。

We constantly strive to live up to our purpose of co-creating living spaces for generations to come. This includes much more than the solutions we provide, but also how we design, manufacture and deliver our complete portfolio across our entire supply and value chain. We must ensure responsibility, care, diligence, integrity, transparency and simple fairness in every stage of what we do. The global Viessmann family is developing technologies for the well-being of our users, but equally important is our relationships to all our co-creators. The Viessmann Supplier Code of Conduct is the basis of our actions, it is part of our history, and it will be part of our heritage. It is our compass that points us in the right direction to jointly respect, strengthen and enhance our social foundations and the integrity of an environment and a world for generations to come – a joint responsibility of all of us today.

菲斯曼集团首席执行官

Max Viessmann, CEO Viessmann Group

1.2 前言

Foreword

菲斯曼是全球领先的供暖、工业和制冷系统制造商。菲斯曼的名字是技术卓越和创新的代名词。作为一家企业和商业伙伴，我们需要兑现多样化的社会承诺，做任何事情时都要承担经济、生态和社会责任。

Viessmann is a leading global manufacturer of heating, industrial and cooling systems. Our name stands for technological excellence and innovation. As an employer, business partner and with our diverse social commitment, we assume economic, ecological and social responsibility in everything we do.

1.3 价值观

Values

“在一个大家庭中，我们相互关心，珍视彼此之间的关系。我们相信，所有的家庭成员都值得信赖。我们支持并授权同事选择工作方式、工作时间和工作地点。”

“As a family, we care for each other, and value the relationships we have. We believe that all family members can be trusted. We support and empower our colleagues to choose how, where and when they wish to work.”

在《菲斯曼行为准则》中，明确规定了家庭成员的行为方式。我们企业的价值观是公司文化的根基。我们所做的一切体现了我们的责任担当、团队合作和创业精神。

Within our Viessmann Code of Conduct, we define how family members do things at Viessmann. Our corporate values form the basis of our company culture. Being and behaving responsible, team-oriented and entrepreneurial is visible in all what we do.

本《供应商行为准则》遵循《菲斯曼行为准则》，使菲斯曼向成为一家在价值链上不会对人类或地球造成伤害的企业迈进了一步。菲斯曼要求供应商尊重并遵循菲斯曼集团的可持续发展目标，即成为一家净零公司，到 2050 年实现全循环，建立透明、零伤害的价值链，并在所有方面坚持人权。菲斯曼集团确保其商业行为始终与国际规范标准保持一致。有关此类规范标准体现的价值观，见菲斯曼人权和尽职调查资料附件。

This Supplier Code of Conduct is informed by the Viessmann Code of Conduct and is a step forward in making Viessmann a company that does not inflict harm on people or the planet along its value chain. We require from our Suppliers to respect and follow the Viessmann group’s sustainability ambitions of becoming a Net Zero company, being fully circular by 2050 along with a transparent and zero harm value chain, as well as adhere to human rights in all aspects. The Viessmann group orients its business conduct along and aligns it with international norms and standards enshrining those values that can be found in the Viessmann Informative Human Rights and Due Diligence Annex.

1.4 适用范围

Scope of application

本《供应商行为准则》适用于菲斯曼所有供应商及其分包商。所有供应商必须将本《供应商行为准则》传达给其员工、母公司、子公司或关联企业以及参与交付过程的分包商。当前合同协议中涉及的所有企业以及意欲与菲斯曼建立合作关系的企业都必须知晓并遵守本行为准则。

This Supplier Code of Conduct addresses all Viessmann Suppliers and their subcontractors. These have to communicate this Supplier Code of Conduct to their employees, parents, subsidiary or affiliate entities and subcontractors engaged in the delivery process. Any entity in a current contractual agreement and entities envisioning a partnership with Viessmann will have to acknowledge and adhere to this Code of Conduct.

1.5 这对供应商意味着什么？

What this means for our Suppliers

本《供应商行为准则》对所有供应商及其分包商具有法律约束力，并与菲斯曼的《一般合同条款和条件》相关。强烈建议供应商在处理业务合作伙伴关系方面采用相同的方法。对于以任何方式违反本行为准则的故意不当行为，菲斯曼将严肃对待，并给予纪律处分。

This Supplier Code of Conduct is binding to all our Suppliers and their subcontractors, and linked to our general contract terms and conditions. We strongly advise our Suppliers to share the same approach when it comes to their business partnerships. Any intentional misconduct that goes against this Code of Conduct in any way, will be taken very seriously by Viessmann leading up to disciplinary action.

1.6 尽职调查：风险管理和投诉机制

Due Diligence: Risk management and complaint mechanism

菲斯曼已制定出风险管理标准流程，确保发现、分析和评估存在的重大风险和威胁生存的风险，并确保菲斯曼所有公司每半年统一上报一次。在整个集团的规划过程中系统整合发现的风险和机遇。此外，应部门主管的要求，在审查会议、预算会议或战略规划会议中整合风险和机遇报告。

The Viessmann standardised risk management process ensures the identification, analysis and evaluation as well as the management of significant and existence-threatening risks and a uniform reporting system on a semi-annual basis for all Viessmann companies. The identified risks and opportunities are systematically integrated into the Group-wide planning process. In addition, the risk and opportunity reports are integrated as required on request from the Head of Controlling, in the review meetings, budget meetings or strategic planning meetings.

1.6.1 风险管理

Risk management

菲斯曼的**风险管理**发现、评估并优先考虑其经营的业务和供应链中存在的人权和环保风险。采用此种风险管理方法的主要目标是提高菲斯曼价值和供应链的透明度。基于风险分析结果，菲斯曼制定出充分的**预防补救措施**，以尽可能及时减缓或停止任何对人类或环境造成伤害的行动。越是提高供应链的透明度，就越能有效、及时地发现需要解决的潜在风险。

Viessmann's risk management identifies, assesses and prioritises human rights and environmental risks in the business and supply chains it operates in. The primary objective of this risk management approach is to increase transparency in Viessmann's value and supply chain. Based on the results of this risk analysis, Viessmann derives adequate **preventive and remedial measures** to alleviate or stop as timely as possible any action that causes harm to people or the environment. The more we join forces in increasing transparency along our supply chains, the more effective we can become together in identifying potential risks timely that need to be addressed.

这就是为什么我们要求供应商**自己进行分析**，以确定其业务或供应链中潜在的人权和环保风险。此外，我们还为供应商提供**培训支持**，并可转发本《供应商行为准则》，以便供应商能够

遵循、效仿并促使各自的供应商遵守本《供应商行为准则》。

This is why we ask our Suppliers to **conduct their own analysis** to identify potential human rights and environmental risks within their own business or supply chain. We also offer **training support** to our Suppliers so that they can follow, suit and enable their Suppliers - also by forwarding this Supplier Code of Conduct.

我们期望通过这一方式对解决潜在风险必需采取的**预防补救措施达成相互理解**。在任何情况下，供应商均应承诺与菲斯曼合作并支持菲斯曼针对供应商采取相关措施，确保尊重人权和保护环境。

In this way, we expect that there will be a **mutual understanding of the preventive and remedial measures** that are necessary to address potential risks. In any case, the Supplier shall commit to cooperate with and support Viessmann in undertaking - for the Supplier relevant - measures to ensure human rights are respected and the environment is protected.

1.6.2 审计供应商 Auditing Suppliers

如需要与菲斯曼合作，供应商应**允许定期审计**或需要进一步调查是否遵守本《供应商行为准则》的要求，如：

One form of required cooperation by the Supplier is to **allow audits to take place on a regular basis** or if there is a need for further investigation for the adherence of the requirements within this Supplier Code of Conduct, such as :

- (a) 遵守人权和环境相关法律法规的规定
Compliance with human rights and environmental regulations and laws;
- (b) 遵守国际商业法律法规，其中包括打击腐败相关法律法规
Observance of the legal regulations for international commerce incl. refraining from corruption;
- (c) 遵守数据保护相关法律法规的规定
Compliance with laws and regulations on data protection.

1.6.3 投诉机制 Complaint mechanism

菲斯曼通过外部独立平台提供商“EQS-Integrity Line”建立了自己的投诉机制，使员工、供应商和任何利益相关者能够提出投诉或示意任何人权或环境相关风险或实际侵权行为；如果愿意，可以匿名投诉。针对人权或环保相关风险或实际侵权行为提出的投诉或示意，可登录网址 <https://viessmann.integrityline.com>，按照所示投诉程序流程进行。菲斯曼希望供应商进行效仿，建立内部匿名投诉机制。

Viessmann has set up a complaint mechanism via “EQS - Integrity Line”, an external independent platform provider, that enables employees, Suppliers and any stakeholder to make a complaint or to hint to any human rights or environmental related risk or actual violation, also anonymously if preferred. Any complaint or hint to any human rights or environmental related risk or actual violation can be submitted via <https://viessmann.integrityline.com> where a description of the complaint procedure process can also be found. Viessmann expects the Supplier to follow suit by setting up an internal anonymous complaint mechanism.

第二部分-劳动条件与人权

Part 2 - Labour Conditions & Human Rights

以下部分强调了菲斯曼期望供应商尊重的人权，从废除任何形式的童工到确保所有员工的结社自由，再到正确使用保安。以下是供应商必须尊重的相关条件和权利。

The following part highlights the Human Rights Viessmann Suppliers are expected to respect. From the abolition of any form of child labour, to ensuring the freedom of association of all employees up to the correct use of security forces; here are the conditions and rights Suppliers have to respect.

2.1 禁止雇佣童工

No child labour

菲斯曼不接受任何形式的童工。

Viessmann does not tolerate child labour of any kind.

菲斯曼供应商应谴责一切形式的童工，不得在经营所在国雇佣低于最低工作年龄的儿童，且在任何情况下都不得降低 15 周岁最低工作年龄的门槛限制。尽管根据国际劳工组织关于最低年龄限制的 138 号核心公约，此项规则也包括一些例外情况，但菲斯曼希望所有供应商积极参与，确保儿童能够享有受教育的权利。关于国际劳工组织 138 号公约的详细信息，见菲斯曼人权和尽职调查资料附件。

Viessmann Suppliers should condemn all forms of child labour and not employ a child under the minimum working age in the operational country, whereas the threshold of the age of 15 years shall not be undermined in any case. Even though a few exceptions are accepted to this rule according to the ILO core convention No. 138 on minimum age, we expect all Suppliers to engage themselves proactively in ensuring that children can enjoy their right to education. Details of the ILO convention no. 138 can be found in the Viessmann Informative Human Rights and Due Diligence Annex.

任何情况下，禁止以任何可能损害儿童健康、安全或道德的恶劣形式雇佣童工，如贩卖儿童和让儿童参与非法活动。此外，禁止童工参与供应商任何商业活动。

Worst forms of child labor, that can harm the health, safety or morals of children, and involves for example child trafficking and the involvement of children in illicit activities, are prohibited in any case, and are to be excluded from the Suppliers' business activities.

2.2 禁止强迫劳动

No forced labour

菲斯曼不接受任何形式的强迫劳动或强制劳动。

Viessmann does not tolerate forced or compulsory labour of any kind.

菲斯曼所有供应商应避免并反对任何形式的强迫劳动或非法强制劳动以及任何形式的奴隶制或类似奴隶制、奴役制或其他形式的统治或压迫做法。

Viessmann Suppliers should refrain from and oppose any form of forced or unlawful compulsory labour and any form of slavery or practices similar to slavery, servitude or other forms of domination or oppression.

2021 年，国际劳工组织（ILO）宣布全世界有 2760 万人被强迫劳动。这一主题在 2009 年发行的纪录片《现代奴隶制》中得到了充分的说明和解释，并为根除这一仍然普遍存在的问题提供了解决方案。”

In 2021, the “International Labour Organisation” (ILO) declared that 27.6 million people were in forced labour throughout the world. This subject is tackled and well explained in the documentary “Modern Slavery”, released in 2009 and giving solutions to eradicate the still widespread scourge.”

资料来源：国际劳工组织

Source : [International Labour Organization](#)

2.3 职业健康与安全

Occupational health and safety

保护和促进员工的职业健康和安全是菲斯曼的首要任务。

At Viessmann, the protection and promotion of occupational health and safety of its employees is a top priority.

菲斯曼所有供应商应根据相关适用法律、指导方针和规范的规定采取一切必要措施保护员工的健康和安全，其中包括为员工提供安全健康的工作条件。特别是在职业事故或工作引发疾病的风险有所增加的情况下，供应商应确保：

Viessmann Suppliers, in line with the relevant applicable law, guidelines and norms, should take all the necessary measures to protect the health and safety of their employees, including the provision of safe and healthy working conditions for their employees. In particular in the case of an increased risks for occupational accidents or work induced illness, the Supplier shall ensure the following :

- (a) 针对提供和维护工作场所及工作设备采用合适的安全标准
Adequate safety standards in the provision and maintenance of the workplace, the workplace and work equipment.
- (b) 采取适当的保护措施防止接触化学、物理或生物制剂
Appropriate protective measures to prevent exposure to chemical, physical or biological agents.
- (c) 采取相应措施防止身心过度疲劳，特别要避免工作时间和休息时间不当工作安排
Measures to prevent excessive physical and mental fatigue, in particular through inappropriate work organisation in terms of working hours and rest breaks.
- (d) 给予员工充分培训和指导
Adequate training and instruction of employees.

“国际劳工组织（ILO）估计全球每周约有42000名工人死于工伤事故或职业疾病。”

“The International Labour Organisation (ILO) estimates that some 42,000 workers die each week worldwide as a result of work-related accidents or illnesses.”

资料来源：国际劳工组织

Source : International Labour Organization

2.4 结社自由和集体谈判

Freedom of association and collective bargaining

菲斯曼尊重员工组建和加入代表机构以及参与集体谈判的权利。菲斯曼秉承信任文化。在这种文化的熏陶下，所有人更愿意和接受建设性的对话和合作，任何人都不愿意将自己置于不利地位。

Viessmann respects the right of its employees to form and join representative bodies and to participate in collective bargaining. Viessmann has a culture of trust where constructive dialogue and collaboration are welcomed and no one is preferred or disadvantaged for engaging in these.

菲斯曼所有供应商应尊重相关适用法律规定的员工结社自由，即成立与加入工会以及参与集体谈判。菲斯曼所有供应商不得将组建和加入工会作为歧视或报复他人的理由。当本地法律限制此类权利时，供应商应寻求其他方式与员工进行合作和有意义的对话。

Viessmann Suppliers should respect their employees' freedom of association under the relevant applicable law, that implies the forming and joining of trade unions and the participation in collective bargaining. Viessmann Suppliers should not use formation, joining and membership in a trade union may as a reason for discrimination or retaliation. When local laws restrict these rights, then the Supplier should pursue other ways of engaging in a collaborative and meaningful dialogue with its employees.

2.5 就业平等待遇和无歧视

Equal treatment and no discrimination in employment

菲斯曼平等对待所有员工，对歧视零容忍。

At Viessman, all employees are treated equally and discrimination is not tolerated.

菲斯曼所有供应商不得针对员工的民族、种族、社会出身、健康状况、身体残疾、性取向、年龄、性别、政治面貌、宗教或信仰而给予不平等对待或歧视，尤其禁止同工不同酬的现象。

Viessmann Suppliers shall not treat their employees unequally or discriminate against them on the basis of national and ethnic origin, social origin, health status, disability, sexual orientation, age, gender, political opinion, religion or belief. In particular the payment of unequal remuneration for work of equal value is prohibited.

2.6 公平工资

Fair wages

菲斯曼为员工提供公平且具有竞争力的薪酬。

Viessmann remunerates its employees with fair and competitive compensation.

菲斯曼所有供应商应根据适用法律规定，遵循公平平等原则向员工支付最低工资。或者，如果不存在此类国家法律，即当地未明确最低工资时，则应遵守国际劳工组织关于最低工资制定的131号公约。有关更多详情，见菲斯曼人权和尽职调查资料附件。

Viessmann Suppliers should pay their employees fairly and at least equally to the minimum wage in accordance with applicable laws, or if such national law does not exist, i.e., a state has not defined such a minimum wage, adhere to ILO convention 131 on minimum wage. Information on the latter can be found in the Viessmann Informative Human Rights and Due Diligence Annex.

2.7 不损害人民生计和健康

No harm to livelihoods and health of people

菲斯曼尊重和重视人类赖以生技和健康的自然基础。

Viessmann respects the natural basis of our livelihoods and the health of people.

菲斯曼所有供应商不得造成任何环境污染，从而威胁到人类的生计或损害人类健康，因为环境污染会导致出现以下情况：

Viessmann Suppliers should not threaten the livelihoods or harm the health of people due to environmental pollution that causes the following:

- (a) 威胁保存和生产食品的自然条件
Threat to the natural conditions for the preservation and production of food.
- (b) 剥夺他人获得安全清洁饮用水的机会。如果供应商在严重缺水的地区经营并提取大量水，则应特别注意这方面。水资源短缺相关详细信息，见菲斯曼人权和尽职调查资料附件。
Denying a person's access to safe and clean drinking water. In this regard, Suppliers should give particular attention if they operate in regions of acute water scarcity and extract large quantities of water. Details on water scarcity can be found in the Viessmann Informative Human Rights and Due Diligence Annex.
- (c) 使人难以使用卫生设施。任何地下水污染或过量采水会危及卫生设施的使用
Make it difficult for a person to access sanitary facilities. Any groundwater contamination or the withdrawal of excessive amounts of water that threatens the access to sanitation.
- (d) 损害人体健康
Harm the health of a person.

2.8 禁止非法驱逐和剥夺土地

No unlawful eviction and deprivation of land

菲斯曼始终重视保障人民生计的土地、森林和水域，并在开展商业活动时始终遵守法律规定。
Viessmann aims to always respect the lands, forests and waters that secure the livelihoods of people, and adheres, in any case, to the law while conducting a business operation.

菲斯曼所有供应商应禁止在其商业经营或开发中存在任何非法驱逐、非法占用土地、森林或水域的行为。在任何情况下，菲斯曼所有供应商应确保在开展任何业务经营时保障人员的基本生活。

Viessmann Suppliers should prohibit any unlawful eviction, illegal taking of lands, forests or waters in its business operations or development. In any situation, Viessmann Suppliers should ensure that the livelihood of a person is secured when conducting any business operation.

2.9 禁止滥用保安

No misuse of security forces

菲斯曼不会雇佣威胁人民健康或生命的私人或公共保安。

Viessmann does not employ private or public security forces that endanger peoples' health or lives.

若想通过保安保护自身的业务运营，菲斯曼所有供应商必须确保保安接受过专业培训，具有高水平技术且专业精通。菲斯曼所有供应商不得雇佣未接受专业培训或管理和/或通过施加酷刑或其他残忍的、不人道的或有辱人格的方式对待人民并危及人民的健康或生命的私人或公共保安。此外，保安也不得阻碍和损害员工的结社自由权。

A Viessmann Supplier who would like to protect its business with security forces must ensure that these are well trained and maintain high levels of technical and professional proficiency. A Viessmann Supplier should not use private or public security forces if the security force is not adequately trained or controlled, and/or poses a threat to peoples' health or their lives by applying torture or cruel, inhuman or degrading treatment. The security force shall also not impair the employees' right of freedom of association.

第三部分-环保

Part 3 - Environment

以下部分强调了菲斯曼所有供应商在环保方面承担的任务和享有的权利。

The following part underlines the tasks and rights Viessmann Suppliers are expected to do in terms of environment.

3.1 环保法和许可证

Environmental laws and permit

菲斯曼所有供应商应遵守适用的环境法律、法规和行业标准，并确保获取所需的环境许可证，且及时更新并遵守所有要求。

All Viessmann Suppliers shall comply with the applicable environmental laws, regulations and industrial standards. The Supplier shall ensure that all required environmental permits are available, kept up to date and are complied with.

3.2 禁止危害土壤或出现水污染或一般性污染

No harmful soil or water contamination, or contamination in general

菲斯曼始终重视人类生计赖以生存的自然基础。

Viessmann respects the natural basis of livelihoods.

菲斯曼所有供应商不得致使或助长土壤有害变化、水污染、空气污染、噪音释放和过度用水。有关用水和合理使用资源的分布地图，见菲斯曼人权和尽职调查资料附件。

A Viessmann Supplier should not be the cause of, or contribute to harmful soil change, water pollution, air pollution, noise emission and excessive water consumption. A map on water usage and wise use of the resource can be found in Viessmann Informative Human Rights and Due Diligence Annex.

缺水：“指淡水资源的缺乏达到无法满足标准用水需求的程度。缺水可能由多种原因造成：水的需求可能超过供应、水基础设施可能不足或者各机构可能无法平衡每个人的需求。”

Water scarcity: “refers to the lack of fresh water resources to meet the standard water demand. Water can be scarce for many reasons: demand for water may be exceeding supply, water infrastructure may be inadequate, or institutions may be failing to balance everyone’s needs.”

资料来源：联合国水机制

Source : UN Water

3.3 禁止生产含汞产品与禁止使用汞

No production of products containing mercury and no use of mercury

菲斯曼旨在确保生产和使用中不使用汞或汞化合物。

Viessmann aims to eliminate all mercury or mercury compounds from its production and usage.

菲斯曼所有供应商应遵守禁止生产含汞产品、禁止使用汞和汞化合物以及禁止处理汞废弃物的禁令。更多详细信息，见菲斯曼人权和尽职调查资料附件。

Viessmann Suppliers shall respect the ban on the manufacture of products containing mercury, the ban on the use of mercury and mercury compounds and the ban on the treatment of mercury waste. Details on the topic can be found in the Viessmann Informative Human Rights and Due Diligence Annex.

3.4 禁止生产和使用有害化学品

No production and use of harmful chemicals

菲斯曼旨在确保生产和使用中不使用任何危险化学品。

Viessmann aims to eliminate all hazardous chemicals from its production and usage.

菲斯曼所有供应商应禁止生产和使用释放到环境中会造成危害的危险化学品，并识别和管理释放到环境中会造成危险的化学品和其他相关材料，确保安全处理和移动。有关危险化学品和其他相关材料的清单，见菲斯曼人权和尽职调查资料附件。

A Viessmann Supplier respects the prohibition of production and use of hazardous chemicals that pose a hazard if released to the environment. Chemicals and other related materials posing a hazard if released to the environment should be identified and managed to ensure their safe handling and movement. A list of hazardous chemicals and other related materials can be found in the Viessmann Informative Human Rights And Due Diligence Annex.

3.5 废弃物环境无害化储存和处置

Environmentally sound storage and disposal of waste

菲斯曼十分注意确保对不可避免产生的废弃物进行环境无害化储存和处理，其中包括含有危险物质和化学品的废弃物部分。

Viessmann takes great care in ensuring an environmentally sound storage and disposal of unavoidable waste - including waste fractions containing hazardous substances and chemicals.

菲斯曼所有供应商应根据《全球化学品统一分类制度》（GHS）和适用法规（如欧洲 CLP 法规）对危险物质和化学品进行标记，并确保对其安全处理、储存、运输和处置。所有供应商应遵守产品安全法规，禁止对废弃物进行不环保的处理、收集、储存、回收、再利用和处置。有关危险材料清单，见菲斯曼人权和尽职调查资料附件。请注意：此类材料会定期更改，可在资料附件中提供的链接中查阅具体更新情况。

Viessmann Suppliers should label hazardous substances and chemicals in compliance with the globally harmonised system (GHS) for hazard classification and applicable regulations, such as the European CLP Regulation and ensure their safe handling, storage, transport and disposal. All Suppliers should comply with product safety regulations and prohibit non-environmentally sound handling, collection, storage, recycling, reuse and disposal of waste thereof. A list of hazardous materials can be found in the Viessmann Generic Informative Human Rights and Due Diligence Annex. Be aware that these materials change on a regular basis and can be consulted in the link provided in the Informative Annex.

3.6 禁止进出口危险废弃物

No export and import of hazardous waste

根据《巴塞尔公约》以及所有国际和国家法规的规定，菲斯曼应遵守有关危险废弃物处理、加工和运输的所有贸易规则。更多详细信息，见菲斯曼人权和尽职调查通用资料附件。

In alignment with the Basel convention and respective international and national regulations, Viessmann adheres to all trading rules regarding the handling, processing and shipment of

hazardous waste. The details of the latter can be found in the [Viessmann Generic Informative Human Rights and Due Diligence Annex](#).

第四部分-诚信与治理

Part 4 - Integrity and Governance

4.1 避免利益冲突

Avoidance of conflicts of interests

菲斯曼一直出于慈善和非商业目的提供捐款和社会福利。我们绝不会为了获得商业利益或其他不正当利益而提供任何捐款和社会福利，我们拒绝无法通过诚实或合法方式获得任何利益。

At Viessmann we give donations and benefits for charitable and non-commercial purposes. However, we never give these to obtain business or other improper advantages, i.e. advantages that cannot be obtained honestly or legally.

菲斯曼所有供应商做出的任何商业决策均不得发生任何私人、经济或其他利益冲突。All business decisions made by Viessmann Suppliers should be made free from any conflict of interest with private, economic or other interests.

4.2 打击腐败贿赂行为

Combating corruption and bribery

菲斯曼对任何形式的腐败贿赂行为奉行零容忍政策。

Viessmann pursues a zero tolerance policy against corruption and bribery in any form.

菲斯曼所有供应商开展业务时不得存在任何贿赂、腐败或欺诈性商业行为。所有供应商应遵守国家相关法律法规。

Viessmann Suppliers shall conduct their business without bribery, corruption or any kind of fraudulent business practices. The Supplier shall comply with relevant national laws and regulations.

4.3 公平竞争和反垄断法

Fair competition and antitrust law

自由公平竞争对菲斯曼而言至关重要。

For Viessmann, free and fair competition is of great importance.

菲斯曼所有供应商应努力按照所有适用竞争法的规定在合理范围内公平竞争。The Supplier should strive to compete fairly and ethically under all applicable competition laws.

4.4 无洗钱及防控

No money laundering and prevention

菲斯曼严格遵守有关防控洗钱的所有法律要求。
Viessmann complies with all legal requirements to prevent money laundering.

菲斯曼所有供应商应遵守有关防控洗钱的法律要求，避免参与涉及洗钱的活动。
Viessmann Suppliers should comply with legal requirements on the prevention of money laundering and avoid any activities that could imply money laundering.

第五部分-数据处理

Part 5 - Data handling

5.1 保护隐私、保密、数据保护和数据安全

Protection of privacy, confidentiality, data protection and data security

菲斯曼根据国家和国际数据保护法律法规的规定以专业方式对公司数据和个人数据进行保密处理。

At Viessmann, we treat company and personal data in a confidential and professional manner in accordance with national and international data protection laws.

所有供应商有义务：
The Supplier is obliged to :

- (a) 保护隐私权和数据保护权，并对所有值得保护的信息保密
Safeguard the right to privacy and data protection and to maintain the confidentiality of all information worthy of protection.
- (b) 根据国家和国际数据保护法律法规的规定以专业方式对委托数据进行保密处理
Treat the data entrusted to it in a confidential and professional manner in accordance with national and international data protection laws and regulations.
- (c) 根据适用法律法规的规定收集、使用和存储个人数据
Collect, use and store personal data in accordance with the applicable laws and regulations.

5.2 信息技术与互联网的使用

Information technology and internet use

菲斯曼所有人应保护其整个基础设施和计算机系统数据，以免受到公司内外人员蓄意恶意行为的破坏和影响。

Everyone at Viessmann is expected to contribute to the protection of Viessmann's entire infrastructure and computer system data against intentional malicious acts by persons inside or outside the company.

菲斯曼所有供应商应支持菲斯曼保护计算机系统基础设施和数据免受任何蓄意恶意行为的侵害。所有供应商应特别注意电子邮件、附件、下载数据和存储资料来源的内容。

Viessmann Suppliers are expected to support Viessmann in protecting the computer system infrastructure and data against intentional malicious acts. Suppliers should take great care

with the content of emails, attachments, downloaded data and stored resources.

第六部分-最佳实践

Part 6 - Best practices

菲斯曼主要根据适应未来商业准则可持续性评估确定以下最佳实践。此项评估促使菲斯曼全面了解其影响，并据此制定出相应发展战略。

The following Best Practices have been established by Viessmann mainly based on the Future-Fit Business Benchmark sustainability assessment. The latter made Viessmann understand holistically its impact and build a strategy from there.

6.1 人权

Human Rights

正如《菲斯曼行为准则》所述，菲斯曼承认所有家庭成员享有依法自由结社权以及根据适用法律在需要时推选集体谈判代表的权利。因此，我们旗下数个全球商业子公司（如德国子公司）的家庭成员已经组建其自己的工作委员会和/或企业谈判单位，我们通过公司领导团队与这些组织保持积极高效的关系，造福菲斯曼大家庭所有成员。

As detailed in the Viessmann Code of Conduct, Viessmann recognizes its family members' lawful right to freedom of association and rights under applicable law to choose a collective bargaining representative, if desired. As such, family members of several of our global business subsidiaries, e.g. in Germany, have organised themselves in Works Councils and/or Enterprise Bargaining Units, and we maintain positive, productive relationships with those groups through our company leadership teams to the benefit of our family members.

为了我们所有家庭成员和来客的健康和安全，所有员工都必须遵守工作场所适用的职业安全相关法律法规和标准的规定，尤其是管理人员有责任确保制定适当的规程和保护措施来确保员工在工作场所的健康和安全。

In the interest of the health and safety of all our family members and visitors, every employee must comply with the applicable laws, regulations and standards on occupational safety in his or her workplace. In particular, it is the responsibility of managers to ensure that appropriate procedures and protective measures are in place to ensure health and safety in the workplace.

对我们来说，重要的是在我们自己的供应链中也要执行和遵循这些指示。同时，我们希望员工、客户、供应商和其他业务合作伙伴也能做到这一点。

It is important to us that these instructions are also implemented and followed in our own supply chain; we expect the same from our employees, customers, Suppliers and other business partners.

6.2 最佳实践-环保

Best practices – Environment

6.2.1 碳核算

Carbon accounting



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

资料来源：新闻编辑部

Source : [Newsroom](#)

科学碳目标为众多企业提供了一条明确的道路，根据《巴黎协定》的目标减少排放量。全球 3000 多家企业已经在努力实现经科学碳目标倡议验证的科学碳减排目标。

Science Based Targets provide companies with a clearly defined path to reduce emissions in line with the goals of the [Paris Agreement](#). More than 3000 businesses around the world are already working towards achieving science-based carbon reduction targets, validated by the Science Based Target Initiative.

菲斯曼已为自己设定了一个科学碳减排目标，此目标与《巴黎协定》的 1.5°C 目标相一致，并符合国际温室气体议定书核算标准。此目标已经过科学碳目标倡议（SBTi）验证。在范围 1 和范围 2 中减少运营排放，并在范围 3 中降低我们供应链、产品使用和价值链其他部分的排放强度，这些是菲斯曼从 LEAP 到净零气候战略的核心。所有术语定义，见[菲斯曼人权和尽职调查通用资料附件](#)。

Viessmann has set itself a science based emission reduction target in line with the 1.5°C target of the Paris Agreement and based on the [international greenhouse gas protocol accounting standard](#). The target has been validated by the Science Based Target initiative (SBTi). Reducing operational emissions in scope 1 and scope 2, as well as reducing the emission intensity of our supply chain, product use and other parts of our value chain in scope 3 forms the core of Viessmann's LEAP to Net Zero climate strategy. Definitions of all key terms can be found in the [Viessmann Generic Informative Human Rights and Due Diligence Annex](#).

在所有范围内应用温室气体核算的温室气体议定书是确定减排措施和量化实施情况产生的社会效益的关键先决条件。通过独立组织（如科学碳目标倡议，并最终通过外部审计师）验证这些减排轨迹是一种最佳实践，菲斯曼鼓励所有供应商采用这一做法，从而共同努力在价值链上实现减排。

Application of the Greenhouse Gases (GHG) protocol for greenhouse gas accounting across all scopes is a critical prerequisite for determining emission reduction measures and quantifying the socio-economic benefits of implementation. Validation of those reduction trajectories through independent organisations - such as the Science Based Target initiative and eventually verification through external auditors is a best practice, Viessmann encourages all its Suppliers to follow - to jointly achieve emission reductions along the value chain.

6.2.2 EcoVadis 评分 EcoVadis scoring

EcoVadis 是一家非金融性、独立的可持续发展评级机构，其方法包括环境、劳工和人权、道德和可持续采购影响。EcoVadis 不断完善评估制度，在适用的情况下进行评分（0 到 100 分）和授予奖牌（铜牌、银牌和金牌）。菲斯曼通过 EcoVadis 向客户提供可持续发展绩效相关信息，并鼓励所有供应商提供记分卡作为参与可持续发展的一部分。

EcoVadis is a non-financial, independent sustainability rating agency and methodology that includes Environmental, Labour & Human Rights, Ethics and Sustainable Procurements impacts. EcoVadis refines assessments to provide zero to one-hundred (0-100) scores and medals (bronze, silver and gold), when applicable. Viessmann is providing its sustainability performance information through EcoVadis to our customers and encourages its Suppliers to provide their scorecards as part of the sustainability engagement.

6.2.3 生命周期评估 Life Cycle Assessment

为了充分了解在整个产品供应链和产品生命周期各个阶段产生的环境影响，菲斯曼主导开展生命周期分析。为此，菲斯曼遵循 EN15 804 和 ISO14044 等国际规定的规定。根据这一逻辑，菲斯曼鼓励所有供应商采用相同规则，以充分了解其产品在所有生命周期阶段产生的环境影响，并解决严重影响区域存在的“热点”问题。有关上述国际标准的详细信息，见菲斯曼人权和尽职调查资料附件。

In order to fully understand its environmental impact throughout the supply chain of its products and during all life stages of the latter, Viessmann leads Life Cycle Analysis. To do so, Viessmann followed international standards such as the EN15 804 and ISO14044. In this logic, Viessmann encourages all its Suppliers to apply the same rules in order to fully understand the environmental impact of their products during all their life cycle stages and address high impact areas “hotspots”. Details on the international standards cited above can be found in the Viessmann Informative Human Rights and Due Diligence Annex.

6.2.4 联合国全球契约组织成员 United Nations Global Compact Membership

联合国全球契约是对企业责任的一种通用解释，并且提供了一个框架指导所有企业运营，无论规模、复杂程度或所在地如何。加入联合国全球契约组织意味着通过重要的公开一步致力于坚持原则性企业运营以改变我们的世界。加入联合国全球契约组织体现了价值观，有益处社会和

企业长期成功。联合国全球契约组织遵循的十项原则源自《世界人权宣言》、《国际劳工组织工作中的基本原则和权利宣言》、《关于环境与发展的里约宣言》和《联合国反腐败公约》。对于这些文件的说明，见菲斯曼人权和尽职调查资料附件。

The United Nations Global Compact (UNGC) provides a universal language for corporate responsibility and a framework to guide all businesses regardless of size, complexity or location. Joining the UNGC means to take an important, public step to transform our world through principled business.

Participation makes a statement about values, and it benefits both society and companies' long-term success. The UNGC's Ten Principles are derived from the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention Against Corruption. Descriptions of these documents can be found in the Viessmann Informative Human Rights and Due Diligence Annex.

第七部分-词汇表

Part 7 - Glossary

以下词汇表提供了关键术语的简要定义，便于更好理解本《供应商行为准则》。更多信息和相关规定，见菲斯曼人权和尽职调查资料附件。

The following glossary entails brief definitions of key terms to better understand this Supplier Code of Conduct. Further information and relevant regulations can be found in the Viessmann Informative Human Rights and Due Diligence Annex.

环境方面

Environment

净零：是指进入大气的温室气体通过从大气中清除相同数量的温室气体实现平衡的状态，即平衡的自然碳循环。一个达到净零的国家或企业不再产生气候负面影响，而是保持气候中性影响。

Net zero: refers to a state in which the greenhouse gases going into the atmosphere are balanced by removal of the same amount of greenhouse gases out of the atmosphere - the balanced natural carbon cycle. A country or business that reaches net zero is no longer climate negative but climate neutral.

范围 1：涵盖由某个组织拥有或直接控制的来源的排放。

Scope 1: covers emissions from sources that an organisation owns or controls directly.

范围 2：某个公司购买和使用的能源生产时间接造成的排放。

Scope 2: emissions that a company causes indirectly when the energy it purchases and uses is produced.

范围 3: 包括某个公司非自身产生的排放，并非由公司拥有或控制的资产活动造成的结果，而是公司间接负责的价值链上下的资产活动。

Scope 3: encompasses emissions that are not produced by the company itself, and not the result of activities from assets owned or controlled by them, but by those that it's indirectly responsible for, up and down its value chain.

土壤污染物: 城市土壤中常见的污染物包括杀虫剂、石油产品、氡、石棉、铅、铬酸砷酸铜和杂酚油。

Soil contaminants: common contaminants in urban soils include pesticides, petroleum products, radon, asbestos, lead, chromated copper arsenate and creosote.

土壤污染: 由外源性（人为）化学物质的存在或自然土壤环境中的其他变化引起的土壤污染、土质污染或土地污染，是导致土地退化的一个原因。

Soil contamination: soil contamination, soil pollution, or land pollution as a part of land degradation is caused by the presence of xenobiotic (human-made) chemicals or other alteration in the natural soil environment.

缺水: 是指缺乏满足标准用水需求的淡水资源。水资源短缺的原因有很多：对水的需求可能超过水供应、水基础设施可能不足或者机构可能无法平衡每个人的需求。

Water scarcity: refers to the lack of fresh water resources to meet the standard water demand. Water can be scarce for many reasons: demand for water may be exceeding supply, water infrastructure may be inadequate, or institution's may be failing to balance everyone's needs.

社会方面

Society

童工: 迫使儿童工作，剥夺儿童的童年、潜能和尊严，损害儿童身心成长。具体指的是：

Child labour: work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development. It refers to work that:

- 在精神、身体、社会或道德上对儿童是危险和有害的工作；和/或
is mentally, physically, socially or morally dangerous and harmful to children; and/or
- 通过以下方式干扰儿童上学：剥夺儿童上学的机会、强迫儿童提前离开学校或者要求儿童尝试在上学的同时长时间参与繁重的工作。
interferes with their schooling by: depriving them of the opportunity to attend school; obliging them to leave school prematurely; or requiring them to attempt to combine school attendance with excessively long and heavy work.

歧视: 当一个人由于民族、种族、社会出身、健康状况、身体残疾、性取向、年龄、性别、政治面貌、宗教或信仰而无法在与他人平等的基础上享有人权或其他合法权利时就会存在歧视。

Discrimination: occurs when a person is unable to enjoy their human rights or other legal rights on an equal basis with others because of their national and ethnic origin, social origin, health status, disability, sexual orientation, age, gender, political opinion, religion or belief.

强迫劳动: 可以理解为在非自愿的情况下进行工作，且会受到给予任何惩罚的威胁。指的是通过使用暴力、恐吓或通过操纵债务、扣留身份证件或威胁向移民当局告发等不易被发现的手段

或人口贩卖迫使人们工作的情况。

Forced labour: can be understood as work that is performed involuntarily and under the menace of any penalty. It refers to situations in which persons are coerced to work through the use of violence or intimidation, or by more subtle means such as manipulated debt, retention of identity papers or threats of denunciation to immigration authorities - or as a result of human trafficking.

性别工资差距: 男女工人之间每小时毛收入平均值的差距。

Gender wage gap: difference between the average gross hourly earnings of men and women.

人权: 所有人类固有的权利，不分种族、性别、国籍、民族、语言、宗教其他任何身份。除生命权和自由权之外，人权还包括健康权、免受奴役和酷刑的自由、见解和言论自由、工作和受教育权以及结社和集会自由。

Human Rights: rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status. Human rights include amongst other the right to life and liberty, the right to health, freedom from slavery and torture, freedom of opinion and expression, the right to work and education, and the freedom of association and assembly.

法定最低工资: 法律要求雇主在正常工作时间向工人和员工支付的最低薪酬。如果不存在此类国家法律，企业应遵守相关国际条约的规定，如国际劳工组织关于最低工资的第 131 号公约。

Legal minimum wage: the lowest remuneration that employers are legally required to pay to workers and employees for regular working hours. If such national law does not exist, companies should adhere to international treaties such as the ILO convention No.131 on minimum wage.

基本生活工资: 工人在某一特定地点按标准工作周工作获得的报酬，足以为其及家人提供体面的生活水平。构成体面的生活水平的要素包括食物、水、住房、教育、医疗保健、交通、穿着和其他基本需求，其中包括应对突发事件（资料来源：全球基本生活工资联盟）。

Living wage: remuneration received for a standard workweek by a worker in a particular place sufficient to afford a decent standard of living for the worker and her or his family. Elements of a decent standard of living include food, water, housing, education, health care, transportation, clothing, and other essential needs including provision for unexpected events (Source: Global Living Wage Coalition).

奴隶制/现代奴隶制: 是一种因威胁或暴力而被迫以很少或无报酬的方式工作，且无权控制自己做什么工作或在哪里工作的情况。现代奴隶制被定义为通过使用武力、胁迫、虐待、欺骗或其他手段招募、移动/运输、窝藏或接收人口对其进行剥削。它涵盖了广泛意义上的虐待和剥削，包括性剥削、劳动剥削和债役、家庭奴役、强迫劳动、犯罪剥削、强迫欺诈、强迫结婚和摘取器官。

Slavery/modern slavery: is a condition of being forced by threats or violence to work for little or no pay, and of having no power to control what work you do or where you do it. Modern slavery is defined as the recruitment, movement/transportation, harbouring or receiving of people through the use of force, coercion, abuse of vulnerability, deception or other means for the purpose of exploitation. It covers a wide range of abuse and exploitation including sexual exploitation, labour exploitation and bonded labour, domestic servitude, forced labour, criminal exploitation, forced fraud, forced marriage and organ harvesting.

利益相关者：受公司行动、产品、运营、市场、行业和产出的某些方面影响并可能影响的个人、社区或组织。利益相关者可能是内部人员（员工、管理层、所有者），也可能是外部人员（客户、供应商、股东、金融家、工会、当地社区、非政府组织、媒体、分析师或政府）。

Stakeholder: An individual, community or organisation that is affected by and may affect some aspect of a company's actions, products, operations, markets, industries, and outcomes. Stakeholders may be internal (employees, management, owners) or external (customers, suppliers, shareholders, financiers, trade unions, local community, NGOs, the media, analysts, or the government).

自主且事先知情的情况下同意（FPIC）：是《联合国土著人民权利宣言》中的一项关键原则，规定了土著人民对可能影响其领土从而影响其生计的公司项目给予、撤回或拒绝同意的权利。此外，FPIC 原则授权土著人民能够参与协商项目的设计、实施、监控和评估条件。

Free, prior and informed consent (FPIC): is a key principle within the United Nations Declaration on the Rights of Indigenous Peoples and stipulates the right that pertains to indigenous peoples to give, withdraw or withhold consent to a corporate project that may affect their territories and thereby their livelihoods. Furthermore the principle of FPIC enables them to negotiate the conditions under which the project will be designed, implemented, monitored and evaluated.

经济与工业方面

Economy & Industry

审计：对业务合作伙伴/供应商如何落实本《供应商行为准则》中列出的要求作出合格且专业的判断。

Audit: a qualified professional judgement on how the business partner/supplier performs regarding the lined out requirements in this Supplier Code of Conduct.

尽职调查：在《德国供应链尽职调查法》的背景下，这是一个持续的过程，旨在发现、预防、减轻和说明如何应对人权和环境方面的不利影响。

Due diligence: in the context of the German Supply Chain Due Diligence Act it is an ongoing process which aims to identify, prevent, mitigate, and account for how adverse human rights and environmental impacts are addressed.

EMAS：欧盟生态管理审计计划，用以验证欧盟内各组织的环境报告和绩效，并授予发放合格标签。

EMAS: the environmental management and auditing scheme of the European Union, which validates the environmental reporting and performance of organisations in the EU and awards conformity labels.

《供应商行为准则》：某个组织针对期望其供应商采取的行为发出的声明。它可能延伸至供应链，并可能包括组织如何与供应商合作以建立信任和确保合规的承诺。

Supplier Code of Conduct: a statement of the behaviours which an organisation expects of its suppliers. It may extend to the supply chain and may include commitments on how the organisation will work with its suppliers to build trust and ensure compliance.

供应商：提供所需产品或服务的个人或组织。

Supplier: a person or organisation that provides something needed such as a product or service.

供应链：以实物或虚拟方式将产品或服务从制造产品或服务的供应商转移到客户的组织、人员、活动、信息和资源的统一协调系统。

Supply chain: a coordinated system of organisations, people, activities, information and resources involved in moving a product or service in physical or virtual manner from supplier, where the product or service is made, to customer.

科学碳目标倡议（SBTi）：通过制定符合气候科学的温室气体减排目标，帮助企业向低碳经济转型。通过科学碳目标（SBT），企业表明计划减少温室气体排放，将全球变暖控制在远低于工业化前水平的 2°C 以下，并努力将变暖控制在 1.5°C。

Science Based Targets initiative (SBTi): helps companies transition to a low-carbon economic profile by setting greenhouse gas emission reduction targets in line with climate science. Through Science Based Targets (SBTs), companies express their intention to reduce their greenhouse gas emissions to limit global warming to well-below 2°C above pre-industrial levels and pursue efforts to limit warming to 1.5°C.

透明度：在《供应商行为准则》中，它指的是获得进展、制定决策、取得成果、面临风险的行为，应对风险、人权侵犯和环境侵害的措施以及内外部利益相关者可见、可用和可访问的根本原因。

Transparency: In the context of the Supplier Code of Conduct, it refers to the act of making processes, decisions, outcomes, risks, measures of dealing with risks and human rights violations and environmental infringements, and root causes visible, available, and accessible to internal and external stakeholders.

工会：是工人自由联合起来争取更好的工作条件和工资的组织。具体谈判事宜通常是工作规章、投诉程序以及员工雇用、解雇和晋升规则。工会通常代表整个行业，代表工会成员与雇主谈判并与雇主商谈签订劳动合同（集体谈判）。

Trade union: is an organisation of workers who have freely banded together to achieve better working conditions and wages. More detailed points of negotiation are often work rules, complaint procedures, rules governing hiring, firing and promotion of workers. The trade union - often representing an entire industry - bargains with the employer on behalf of union members and negotiates labour contracts (collective bargaining) with employers.

价值链：指产品、工艺或服务的上下游生命周期，包括材料采购、生产、消费和处置/回收。上游活动包括与生产商品或服务的初始阶段相关的操作（如材料采购、材料加工、供应商活动），而下游活动包括将材料加工成成品并交付给最终用户的操作（如运输、经销和消费）。

Value chain: Refers to the upstream and downstream life cycle of a product, process, or service, including material sourcing, production, consumption, and disposal/recycling. Upstream activities include operations that relate to the initial stages of producing a good or service (e.g., material sourcing, material processing, supplier activities). Downstream activities include operations that relate to processing the materials into a finished product and delivering it to the end user (e.g., transportation, distribution, and consumption).

菲斯曼方面

Viessmann

从 LEAP 到净零：是菲斯曼气候战略的名称。LEAP 指的是菲斯曼气候战略的四大支柱：领导、授权、倡导和合作。“从 LEAP 到净零”代表我们通过气候战略努力实现跨越式发展，迈出宏伟一步，实现我们自身及更多业务的净零排放。

LEAP to Net Zero: is Viessmann's climate strategy name. LEAP refers to the four pillars of Viessmann's climate strategy: Lead, Empower, Advocate and Partner. "LEAP to Net Zero" stands for us striving with our climate strategy to leapfrog, to take a grand step, towards net zero of our own operations and beyond.

缩写词汇表

List of Abbreviations

EMAS: 欧盟生态管理审计计划

Eco Management and Audit Scheme

ESCR: 经济、社会和文化权利

Economic, Social and Cultural Rights

EPD: 环保产品声明

Environmental Product Declarations

HR: 人权

Human Rights

ICCRR: 《公民权利和政治权利国际公约》

International Covenant on Civil and Political Rights

ICESCR: 《经济、社会、文化权利国际公约》

International Covenant on Economic, Social and Cultural Rights

ILO: 国际劳工组织

International Labour Organization

LCA: 生命周期评估

Life Cycle Assessment

LCIA: 生命周期影响评估

Life Cycle Impact Assessment

LEAP: 领导、授权、倡导和合作（菲斯曼气候战略四大支柱）

Lead, Empower, Advocate and Partner (four pillars of Viessmann's climate strategy)

OECD: 经济合作与发展组织

Organisation for Economic Co-operation and Development

PCR: 产品类别规则

Product Category Rules

SBTi: 科学碳目标倡议

Science Based Target initiative

SDGs: 可持续发展目标

Sustainable Development Goals

UDHR: 《世界人权宣言》

Universal Declaration of Human Rights

UN: 联合国

United Nations

UNSDGs : 联合国可持续发展目标
United Nations Sustainable Development Goals
UNGC: 联合国全球契约组织
United Nations Global Compact