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# **Supplier Code of Conduct**

VNET Group Inc. (VNET) favors suppliers who share our commitment and integrity, and includes social and environmental sustainability policies in their business operations. VNET requires the Code of Conduct outlined below as the minimum requirements comply by our suppliers.

#### **Legal and Regulatory Compliance**

- The supplier must comply with all applicable laws and regulations wherever they operate

#### **Child Labor**

- No employee should be below the local legal minimum age
- In addition, no employee should be below 16 years old unless part of a recognized professional apprenticeship program

#### **Forced Labor**

- The supplier must not support or participate in any form of human trafficking or forced labor through threats, force, fraud or other coercion
- The supplier must not use any form of forced, coerced or bonded labor

#### **Compensation and Working Hours**

- The supplier must sign employment contracts with all employees in accordance with local laws and regulations
- The supplier shall comply with the applicable laws and regulations on working hours, overtime work and wage standards
- The supplier shall respect the employees' right to rest, pay wages that meet or exceed the local statutory minimum wage standard for all working hours, and shall pay overtime wages in accordance with applicable laws and regulations if overtime work is required

#### **Industrial Relations**

- The supplier shall have in place communications mechanisms and grievance procedures that allow employees to raise concerns and complaints with management

#### **Health and Safety**

- The supplier shall adopt and communicate health and safety policies and procedures that aim to reduce injury and illness and enhance health or safety related wellbeing of employee, contractor, visitors, and other that is affected by the suppliers' operational activities
- The supplier shall provide employees with training on site safety and relevant codes of practice to ensure the safety of itself and other employees
- VNET encourages our suppliers to obtain relevant occupational health and safety management system certification such as ISO 45001

#### **Discrimination**

- The supplier shall not discriminate on the basis of race, cultural background, religion, age, sex, nationality, sexual orientation, marital and family status,

disability, or other circumstances protected by applicable laws and regulations during their hiring and employment process

- The supplier shall provide a work environment free from harassment and are prohibited from abusing or coercing any employees in a harsh or inhumane manner and from sexual harassment

#### **Suppliers and Subcontractors**

- The supplier shall be encouraged to have their own supplier code of conduct in place

#### **Bribery and Corruption**

- The supplier shall have policies, codes of conduct and procedures in place to avoid all forms of bribery, corruption and fraud and ensure they are enforced

#### **Environmental Protection**

- The supplier shall comply with all applicable laws and regulations on environment protection, including but not limited to laws and regulations governing hazardous substances, emissions of air pollutants, sewage discharge, and waste disposal, as well as laws and regulations that prohibit or restrict the use of specific substances in manufacturing or product design and clients' requirements
- The supplier shall have appropriate systems in place to assess, measure and seek to reduce the environmental impacts of their operations
- VNET encourages our suppliers to obtain environmental management system certification, such as ISO14001

#### **Sustainability**

- VNET encourages our suppliers to establish and implement corporate sustainable development and social responsibility management systems, and develop corresponding management goals
- VNET encourages our suppliers to disclose annual sustainability reports/ESG reports

#### **Auditing and Inspections**

- The supplier shall allow VNET to access to relevant documents necessary to demonstrate compliance with this Code of Conduct, and facilities and sites to conduct audits in line with this Code of Conduct