

# DECLARATION OF INTEGRITY IN BUSINESS CONDUCT

## 商业行为诚信声明

### Declaration of Integrity in Business Conduct at Saimen

#### 上海赛门商务咨询有限公司商业行为诚信声明

#### PRINCIPLES

##### 总则

The undersigned representative of the Saimen team ("Party to the Declaration") recognize the following principles of business conduct as the basis of this Declaration of Integrity in Business Conduct ("Declaration"):

以下签名的赛门团队成员（声明缔约方）承认以下列国际商业行为准则作为本商业行为诚信声明的基础（声明）：

**Transparency.** We believe in a market economy where each market participant conducts business with transparency, exchanging accurate information with other market participants on an efficient basis while respecting norms of confidentiality. All information transmitted to customers, suppliers and colleagues is accurate, complete and does not willfully mislead the receiving party.

公开透明。市场经济的运行假设每一位参与者都本着公开透明的原则与其他参与者交流



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有用信息，并且遵守保密准则。所有向顾客、供应商、同行披露的信息应准确，不应主观误导信息获取方。

**Sanctity of Contract.** We believe in respect for the sanctity of contracts and the honoring of oral commitments, leading to commercial ties built on goodwill, trust, and reputation for honesty.

契约神圣性。尊重契约的神圣性及口头承诺的，建立在善意、信任与诚信基础上的商务关系。

**Competition.** We recognize that a competitive economy should provide transparent rules and opportunities for market participants, reward quality of performance, and deter reproachable methods of obtaining advantages over other market participants. We thrive and succeed through quality of work and performance.

合理竞争。我们同意有竞争的经济环境能为市场参与者提供公开透明的规则与机遇，能对突出业绩提供奖励，同时能阻止为获取利益而采用超出市场准则手段的不正当行为。

**Corrupt Practices.** Corruption inflicts damage on business transactions and our reputation. No bribes, or any other tangible illegal personal benefits will be received by us or given by us from or to any party. More specifically, no bribes will ever be accepted from, or given to our customers or suppliers.

贪污行为。贪污不但对商务交易行为造成伤害，而且有损公司声誉。任何形式的受贿，收受或即将收受的任何实物形式的馈赠都将不被允许。同样，也不允许接收来自顾客或供应商的馈赠或向其提供馈赠。



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**Legal Settlement of Disputes.** We believe in a free market governed by law and do not tolerate use of illegal methods to defend economic interests. Any use of illegal means against a person in a business dispute, including the use of any type of misleading information or forced coercion, is impermissible. Conflicts are resolved through fair and peaceful resolution, in respect of the law.

法律争端的解决。文明的市场环境通过抵制一切非法、危险的手段来维护经济利益。任何在商务纠纷中采用暴力手段的行为都将不被容许。暴力手段包括肢体上的暴力行为与心理上的压制或胁迫。争端将通过法律手段获得公平、和平的解决。

**People first.** All people, no matter their origin, race, belief or gender are to be treated equally and with respect. We will always put people's safety and health as the first consideration and priority in any business decision. Our success is, first and foremost, driven by the success of our colleagues and partners.

以人为本。公司所有员工，无论来历、种族、信仰或性别都将获得平等与尊重。公司在做出任何商务决策前，都会将员工个人人身安全与健康置于首位。我们的成功正是我们的员工与合作伙伴的成功所驱动带来的成功。



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## DECLARATION

### 声明

NOW, THEREFORE, in order to integrate the Declaration's principles, and formally honoring the business culture of Saimen, each Party to the Declaration declares that:

为贯彻本声明并正式履行赛门公司的企业文化，声明双方在此郑重承诺：

**I shall adopt a Code of Business Conduct based upon the principles set forth in this Declaration .**

我将遵守本声明所规定的上述商业准则。

**Signed in Shanghai, China**

签署地

中国上海



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