商业行为准则 
华润三九践行华润诚信核心价值观，诚信于股东、诚信于客户、诚信于员工、诚信于社
会。 
华润三九经理人及员工严格遵守《华润三九员工廉洁从业规定》、《华润三九合规“五
诫”》，遵纪守法，强化自律，廉洁从业，规范经营。 
严守商业道德，悉心维护客户和消费者权益，开展公平竞争，努力提供优质、环保、安
全的产品和服务，精诚与客户合作，为客户创造价值，与客户共同成长。坚持不懈反对“四
风”，厉行节约，反对浪费，求真务实，克己奉公，精益求精，追求卓越，以出色的业绩回
报股东，回报社会。 
华润三九与合作伙伴之间是简单的企业之间的合作，不存在任何个人利益动机。 
华润三九员工追逐阳光下的公司利润和个人价值，以廉为荣、以贪为耻，忠于职责，恪
守《华润三九员工廉洁从业规定》和《华润三九合规“五诫”》。 
我们要求公司员工，包含兼职、全职以及合同工，履行以下行为准则： 
 我们坚守诚信底线 
1、反垄断与反不正当竞争 
诚实守信是华润的核心价值观，是华润建基立业的根本。需要确保我们的经营不存在垄断、
贿赂、欺诈、不正当竞争等行为，并遵守适用的反垄断、反不正当竞争相关的法律法规。 
我们不允许出现如下行为： 
•向竞争对手透露公司的定价信息、商业合作伙伴往来情况、经营安排等。 
•以偷窃、侵入、偷听、贿赂、胁迫等不正当的手段获取竞争对手的情报。 
•恶意中伤、造谣竞争对手。 
•参与垄断协议的签订与执行。 
•滥用市场支配地位开展的一系列违规行为。 
•在产品设计、推广时，盗用竞争对手商标、专利。 
2、反商业贿赂 
我们凭借卓越的团队、一流的产品和服务、良好的社会责任担当和声誉口碑开展合作，赢得
商业机会。我们不得直接或间接地给予或接受任何形式的贿赂、腐败、回扣或疏通费。 
我们不允许出现如下行为： 
•提供、接受、索求任何形式的贿赂、腐败、回扣或疏通费。 
•利用第三方提供、接受、索求任何形式的贿赂、腐败、回扣或疏通费。 
3、反洗钱 
我们严格遵循国内外有关反洗钱的适用法律及法规，我们不允许出现如下行为： 
•参与洗钱活动或帮助他人进行洗钱活动。 
•以任何方式阻碍官方调査。 
•瞒报、漏报、谎报等包庇洗钱行为。 
•自行调查疑似洗钱案件，拒不及时向上级及华润有关部门报告。 
4、礼物及招待 
我们必须谨慎看待商业活动中的礼物及招待。在与政府、主管/监管机构、客户、供应商及
其他合作伙伴进行接触时，适当的礼物及餐饮娱乐招待有助于关系的维护或业务的达成，但
是不恰当的礼物及招待可能引发利益冲突、不正当付款、回扣或腐败行为。 
我们不允许出现如下行为:提供、接受任何形式的现金及现金等价物，包括通过中间人提供
或接受，提供、接受超过华润及对方公司标准的礼物以及招待，包括通过中间人提供或接受
提供产品及服务。 
5、提供产品及服务

我们必须一如既往的为客户提供令人满意的产品和服务，同时以国际化水平的高标准要求自
身，以此赢得并保有客户。 
我们不允许出现如下行为: •违反业务操作指引，导致产品及服务质量下降。 •虚假宣传、夸大宣传、诱导式销售。 •对客户反映的产品及服务质量问题持消极态度，不积极主动处理。 6、用户数据使用 
我们严格遵循所有有关隐私和个人信息保护的适用法律及法规。我们仅以合法经营及合法目
的收集所必需的客户信息及有关个人信息，并且始唉度䉒က㕐龡囹넀᧨耀，в踧并Џ픋为ᇔ的䘾អ쬐ƕ㊆㍓ន我们朵ხ쳑稬넀ᤀ␉ន我ױ和我໬촘我们不允许出现如下行为 • •的收集䀌⇦₂ꊞ#ꑿ퓇툌W툸勑敮ⵕ匀我们朵ტ瑫Ȑ益理容为ư꽐깐䵲跰㡐ᒬ풡슴敮ⵕ匀我ױ和ㄖࠧ䚰ℎ諠我าᠧ䚰℀我们不允䇢夀芢鸀ע䎰行为我们严格䚣薆촓的收集ὡ薆촕䔂저⌬煊销ᒠ敮ⵕ匀我๒苳薆촀我们严格䚣栦촓的收集ὡ栦촓㴣렀积极ѐ对客户艬텊 
我们严格䚣ⅆ촓的收集ὡⅆ쵇瀀ᮯ㜘ꍠ᱁꼼풡폐贔娐䏑敮ⵕ匀  我们严格䚡陬터的收集ὡ陬텔倬耀导㡰ر敮ⵕ匀我๱姱陬�뼑կကᤀ⑤酑萐净䕑荁陬턖ꀀ

员进行严肃处理。公司每年开展面向全体员工的商业行为准则相关培训，内容包括反歧视与
骚扰等，倡导多元包容的工作环境。 
我们不允许出现如下行为: •对他人进行侮辱、胁迫、挑衅、辱骂及其他敌意行为。 •针对他人的种族、民族、宗教信仰、性别、社会身份、地位、生理健康程度、性取向等因
素，发表不合适言论。 •展示或散播有歧视意味的信息。 •传播可能对他人造成伤害的谣言。 •对员工进行肢体或言语骚扰。 4、平等工作机会 
我们始终坚持以同工同酬、平等公正的原则提供工作机会和工作条件，员工的选、任、用、
留应基于公司发展需要、岗位的任职标准以及员工的工作能力与品德来决定。我们应客观公
正地评价每一位同事或候选人，不得因性别、年龄、种族、民族宗教信仰、社会身份、地位、
生理健康程度性取向等因素，在对员工进行选、任、用、留时进行区别对待。 5、自由结社和集体谈判 
我们尊重员工参加、组建或者不参加组织工会的权利，而无需担心受到报复、威胁或骚扰。
如果员工加入经法律认可的组织工会，我们致力于与他们自由选择的代表积极沟通

我们将保护环境作为企业的重要职责之一，贯穿于所有的经营活动，应该履行保护环境的义
务，在本职工作中维护周边环境，避免或减少 由于生产经营活动对周边环境产生的不利影
响。我们要求： 
•通过防止疾病、伤害和污染事件的发生最大限度地减少经营活动给环境带来的影响。 
•积极倡导并利用各种机会扩大可持续发展的空间，提高能源使用效率、改进安保措施、减
少有害污染物的排放。 
•我们承诺无论在何地开展经营活动，都会遵守有关健康、安全、环境和法律方面的要求。 
2、遵纪守法 
每一位华润人应遵守中华人民共和国适用于公司的法律、法规和政策。除此之外，由于业务
开展范围会涉及境外，我们承诺在履行职责的过程中遵守经营活动所在国家和地区的相关法
律法规政策。 
3、道德与诚信 
道德是公民与企业在开展经营活动时的无形底线，每位员工应该在开展日常经营活动时遵循
道德与诚信的最高标准，以合乎道德的方式公开透明地开展商业活动。任何员工不应该在任
何商业行为中扭曲事实为自身或他人谋取任何不正当利益，任何违反道德与诚信的行为将会
损害公司的声誉与利益。 
4、慈善与公益 
我们倡导员工在力所能及范围内参与公司或社会组织的慈善与公益活动。但员工不得私自以
公司名义进行任何慈善活动，也不能以公司包括时间在内的任何资产违规参与公益活动。本
公司慈善与公益活动严格受到相关部门管控，要求必须提交预算和合规流程，并核对慈善与
公益活动的金额一致性，并对已完成的活动进行发票核验，确保慈善与公益活动的全流程始
终合规。 
 对不合规行为的报告 
1、举报途径 
当您发现不符合《守则》行为要求的情况时，有责任与义务向以下人士或部门进行报告: 
•您的上级领导 
•您所在单位的合规管理部门 
•您所在单位的监察部门 
•您所在单位的分管领导或负责人 
•上级单位相应职能的管理部门 
•集团合规管理部门 
•集团监察部门 
如您担心因为利益冲突等因素，报告事项无法得到妥善处理，可直接向集团合规管理部门或
集团监察部门报告，我们将会保密处理所有报告，并按照法律、公司政策规定进行跟进处理，
并且报告至适当的机构和组织。 
2、反报复 
严禁对任何以善意方式寻求建议、提出疑虑、举报违纪行为或在调查中提供信息的员工进行
报复。报复的示例包括:否决福利、解雇、降职、停工、威胁、骚扰或歧视。 
如果任何个人(不论其在华润的职位如何)对以善意方式如实举报潜在违规行为的员工实施
报复，即使在调查后发现不存在违规行为，公司也将采取适当的措施。然而，如果有人故意
虚假举报，公司将作出相应的处理。 
如果您认为您或其他同事因以善意方式寻求建议、提出疑虑、举报违纪行为或在调查中提供
信息而遭到报复，您应立即联系集团合规管理部门或集团监察部门。

Code of Business Conduct 
 
China Resources Sanjiu practices the core value of integrity of China Resources, being 
honest with shareholders, customers, employees and the society.

• Participating in the signing and implementation of monopoly agreements. 
• A series of illegal acts carried out by abusing the dominant market position. 
• Pirating competitors' trademarks and patents when designing and promoting 
products. 
(2) Anti-bribery 
We win business opportunities through excellent teams, first-class products and 
services, good social responsibility and reputation. We must not directly or 
indirectly give or receive any form of bribery, corruption, kickbacks or facilitation 
payments. 
The following behaviors are not allowed: 
• Providing, accepting or soliciting any form of bribery, corruption, kickbacks or 
facilitation payments. 
• Using third parties to provide, accepting or soliciting any form of bribery, 
corruption, kickbacks or facilitation payments. 
(3) Anti-money laundering 
We strictly follow the applicable laws and regulations on anti-money laundering at 
home and abroad. 
The following behaviors are not allowed: 
• Participating in money laundering activities or helping others conduct money 
laundering activities. 
• Hindering official investigations in any way. 
• Covering up money laundering behaviors by concealing, omitting or falsely 
reporting. 
• Conducting self-investigations on suspected money laundering cases and 
refusing to report to superiors and relevant departments of China Resources in a 
timely manner. 
(4) Gifts and entertainment 
We must view gifts and entertainment in business activities with caution. When 
contacting with the government, competent/regulatory authorities, customers, 
suppliers and other partners, appropriate gifts and catering and entertainment can 
help maintain relationships or facilitate business transactions. However, 
inappropriate gifts and entertainment may lead to conflicts of interest, improper 
payments, kickbacks or corrupt behaviors. 
The following behaviors are not allowed: 
• Providing or accepting any form of cash and cash equivalents, including through 
intermediaries, providing or accepting gifts and entertainment that exceed the 
standards of China Resources and the other party's company, including through 
intermediaries, providing products and services. 
(5) Provision of products and services 
We must always provide customers with satisfactory products and services, and at 
the same time require ourselves with high international standards to win and retain 
customers. 
The following behaviors are not allowed:

products and services. 
• False propaganda, exaggerated propaganda, and induced sales. 
• Adopting a negative attitude towards the quality problems of products and 
services reported by customers and not actively handling them. 
(6) Use of user data 
We strictly follow all applicable laws and regula

members of legally recognized groups, we are committed to actively 
communicating with the representatives they freely choose. 
The following behaviors are not allowed: 
• Human-trafficking 
• Forcing others to work under unreasonable circumstances. 
• Forcing or allowing child labor (it is prohibited to employ children below the local 
legal working age). 
• Violating the labor laws of the country/region where the business is located. 
• Any form of harassment, including sexual harassment and non-sexual harassment 
• Disclosing or passing on employees' personal privacy information to irrelevant 
third parties without consent. 
 
(3) Anti-discrimination and anti-harassment 
Everyone enjoys equal human rights and dignity. We hold a zero tolerance attitude 
for discrimination. Discrimination or harassment shall not occur due to differences 
in race, ethnicity, religious belief, gender, social identity, status, physical health, 
sexual orientation and other factors, nor shall such behaviors be tolerated or 
encouraged. 
We advocate the following behaviors: To uphold the highest business ethics to 
ourselves and treat every colleague equally and demand oneself with high moral 
standards. 
For behaviors with discriminatory and harassing implications in the working

• Spreading rumors that may harm others. 
• Harassing employees physically or verbally. 
(4) Equal job opportunities 
We always adhere to the principle of equality and fairness in providing equal pay, 
job opportunities and working conditions. The selection, appointment, 
employment and retention of employees should be determined based on the 
company's development needs, job qualification standards, employees' work 
abilities and moral characters. We should evaluate every colleague or candidate 
objectively and fairly and shall not treat employees differently in the selection, 
appointment, employment and retention due to factors such as gender, age, race, 
ethnicity, religious belief, social identity, status, physical health, sexual orientation, 
etc. We respect the right of employees to collective bargaining, and if employees 
join legally recognized organizations, we are committed to active communication 
with representatives of their free choice. 
(5) Freedom of association and collective bargaining 
 We respect employees' rights to participate in, form, or abstain from organizations, 
ensuring that they are protected from any form of retaliation, threats, or harassment. 
If employees opt to join an organization that is recognized by law, we are committed 
to engaging in constructive and open dialogue with their duly elected 
representatives. 
3. We protect the company's rights and interests 
(1) Records and reports 
We conduct business in a transparent and honest manner and accept the 
supervision of the society and relevant institutions. We have the responsibility and 
obligation to ensure that the information records of the business we handle are 
accurate, complete and easy to understand. 
(2) Use of company assets 
We know that company assets are only used for company business purposes. It is 
not allowed to use or misappropriate company assets for personal gains or any 
illegal purposes without authorization. Theft and other behaviors are strictly 
prohibited. 
(3) External communication and disclosure 
We strictly prohibit individuals from publishing business information related to 
China Resources on external social media that goes beyond being neutral. Media 
questions will be answered by designated personnel. Any employee or relevant 
person cannot disclose internal information at will. In the following cases, the 
disclosure of information to the outside must obtain the consent of the superior 
leader. 
(4) Acquisition and use of insider information

We always abide by the relevant legal provisions on important non-public 
information and insider trading. It is prohibited to conduct securities trading 
activities based on important information (insider information) that has not been 
widely publicized. All employees are prohibited from using insider information 
obtained from China Resources Sanjiu or third parties to conduct or entrust others 
to conduct stock or other securities trading during their employment period, nor 
can they disclose such information to other parties. 
(5) Avoid conflicts of interest 
When personal interests or behaviors hinder or may hinder the duties that an 
individual should perform for China Resources, there is a conflict of interest. 
We must not engage in activities that conflict with the interests of China Resources.