

China Mobile Hong Kong Company Limited

Code of Conduct for Suppliers

China Mobile Hong Kong Limited (CMHK) upholds values of honesty, integrity and compliance with the law, and strives to create wealth and promote harmony for the society. Integrity and compliances are cornerstones for the company's development. CMHK will adhere to the concept that integrity and compliance take precedence over economic interests, so that the concept of integrity and compliances will cover all areas of operation and management, including CMHK's suppliers. In order to protect the sustainable and healthy development of CMHK and our suppliers, and to establish compliance standards and ethical requirements as well as to protect the legitimate rights and interests of all parties in our procurement activities, we have prepared the "Code of Conduct for Suppliers of CMHK". Suppliers shall comply with this Code of Conduct in the business dealings with CMHK.

1. Compliance to Laws and Regulations

1. Suppliers shall comply with all applicable laws and regulations and the relevant codes and guidelines of the Office of the Communications Authority in respect of its operations and business activities and the products and services provided to CMHK.
2. Suppliers shall uphold integrity, business ethics and code of practice. Suppliers shall not engage in and shall resist any unlawful, rules-breaking or dishonest conduct.

2. Anti-bribery and Anti-corruption

1. Suppliers shall be in full compliance with all applicable anti-bribery and anti-corruption laws at all times.
2. Suppliers shall prohibit all forms of corruption, extortion, fraud and bribery, including acts that directly benefit the Supplier or their relatives, friends and partners.
3. In the case of any material conflict of interest, suppliers shall report to CMHK. If the supplier has a material interest in the business or any kind of financial relationship with any employee of CMHK, , the supplier shall proactively report to CMHK.

3. Protection to the Intellectual Property Right and Personal Data

1. The Supplier shall take effective measures to protect intellectual property rights and

trade secrets accessed in the course of business activities. Suppliers shall protect the personal data of both CMHK's employees and customers

2. In case of sensitive data breach, suppliers shall notify CMHK immediately so that prompt remedial action can be taken.

4. Labour Rights and Protection

1. Suppliers shall not employ any personnel which is defined as child labour in any law or regulation.
2. Suppliers shall not deploy any forced labour, which the employment relationship is formed by involuntary contract, slavery or any agreement which is against one's will.
3. Suppliers shall treat its employees with respect and kindness. Any form of physical punishment, violence, mental coercion, verbal abuse, inhuman treatment or degrading treatment is strictly prohibited.
4. Discrimination based on races, skin colours, ages, sexes, sexual orientation, religion, political beliefs, disabilities and/ or other similar reason(s) is forbidden in the recruiting procedures of suppliers.
5. Suppliers shall pay wages and benefits at the level or extent not less than the legal minimum wage or benefits, and shall pay its employees on time.
6. Suppliers shall comply with the relevant national laws and regulations regarding working hours, rest days and holiday arrangement.
7. Suppliers shall comply with all applicable occupational health and safety laws or regulation. Suppliers shall provide their employees with a safe working environment, and take effective measures to prevent health hazards to employees from accidents that may occur in the course of work.

5. Environmental Protection and Corporate Social Responsibility

1. Suppliers shall comply with all applicable laws or regulations of environmental protection.
2. CMHK encourages suppliers to implement environmentally friendly measures and facilitate reusable resources to reduce its negative impact on the environment.

3. CMHK encourages suppliers to contribute to regional sustainable development, actively participate in charity and make an effort in promoting community harmony.

6. Others

1. Suppliers shall not conceal truthful information, submit false information such as qualification, credit certificate, financial proof, make false promises, or exaggerate quality or performance of the good(s) or service(s) they provided.
2. Suppliers shall not monopolize the market or involve in any anti-competition behaviour.
3. CMHK encourages suppliers to establish own compliance-management system to ensure its compliance with its local laws and exercise proper business practices.

7. Complaint Management

1. If suppliers are in doubt of this Code of Conduct or find any violation by any supplier with good faith and reasonable suspicion, please send feedback to CMHK's Compliance Management Office at:

cmo@hk.chinamobile.com

2. CMHK will make every effort to ensure that the identity of the whistleblower is kept confidential and that all suppliers who make a truthful report are treated fairly, even though the report may not ultimately be substantiated