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1 INTRODUCTION 引言

MYC PACKAGING INNOVATION believes that integrity, reputation and good business practices are the result of the Directors, Employees, Partners, and Production Units work ethics and conduct.

MYC 包装创新相信诚实，守信和良好的商业行为来自于企业董事，员工，合作伙伴，以及生产单位在工作中道德和行为的共同的表现。

The MYC ETHIC CODE's purpose is to define the principles, core values, and rules for proper conduct that must be followed in daily business management and operations at MYC, and to provide a reference guide for every decision.

MYC 道德准则意在制定经营原则，核心价值观以及在 MYC 日常业务管理和操作中必须遵循的行为规范，并为每一个决策提供参考指南。

The adherence to ethical standards and compliance with laws and regulations is a top priority for MYC PACKAGING INNOVATION. MYC PACKAGING INNOVATION promotes and shares this expected attitude, behavior, and responsibility with its shareholders, employees, and collaborators who are required to comply with and fully respect these standards, or be held accountable, in case of a violation.

遵守道德标准和法律法规是 MYC 包装创新最为重要的宗旨。MYC 包装创新与股东，员工，合作者一起促进和共享这一理念，行为和职责。并要求股东，员工，合作者一起遵守这些标准；如有违反，将追究责任。

Production Units and our Suppliers are also expected to maintain the ethical standards defined in this document and to proactively apply these principles when conducting business on behalf of MYC PACKAGING INNOVATION.

生产单位和我们的供应商都要维护本文件中定义的道德标准，在代表 MYC 包装创新开展业务时，积极主动地应用这些准则。

In the instance that an employee or customer believes that any representative of MYC PACKAGING INNOVATION is not adhering to the ethical values and behavior standards of this Code, he or she must inform the company's Management Board, so that the situation can be properly addressed in a timely manner.

例如当一个员工或客户认为 MYC 包装创新的任何代表不遵守企业的道德价值观念和行为规范时，他或她必须通知公司的管理委员会，以使这种情况可得到及时妥善的解决。

2 PRINCIPLES & CORPORATE VALUES 经营原则和企业价值观

MYC PACKAGING INNOVATION also has its own principles and corporate values listed below that were established by the European and Italian legislation, and international labor conventions, which must also be applied on a daily basis.

MYC 包装创新具有自己的经营原则和企业价值观。下面列出了依据欧洲和意大利的立法和国际劳工公约建立的企业价值观，被要求应用于日常的管理中。

VALUES throughout the organization are:

本企业的价值观包括有:

- Respect for every individual 尊重每一个员工
- Everyone is to be treated equally 对员工一视同仁
- Ensure that there is no discrimination of any sort 确保不存在任何形式的歧视
- Maintain a healthy and safe work environment 确保不存在任何形式的歧视
- Honesty and transparency 诚实和透明
- Fairness and respect for competitors 公平的对待和尊重竞争对手
- Ethics and professionalism 道德准则和专业精神
- Sustainability and environmental respect 可持续发展和保护环境

The GUIDING PRINCIPLES which must be applied and respected within each operational choice and business decision, in regards to the management of the production and supply chain, are:

DATE and VERSION	ISSUED by	APPROVED by
08 Feb 2016 n	Technica Quality Director Andrea Perego	Chief Executive Officer Wilson Chen

涉及到生产管理和供应链管理中的每个作业的选择和经营决策，必须应用和遵守以下这些指导原则：

- Do not use, support or accept the use of child labor 不使用，支持或接受童工
- Do not use, support or accept the use of forced labor. 不使用，支持或接受强迫劳动的；
- Ensure that all staff works in a safe and healthy workplace; 确保所有的员工在一个安全和健康的工作场所工作
- Respect the right of Employees to join and form trade unions; 尊重员工的加入所组建的工会的权利；
- Do not discriminate people in particular for race, sex, religion, political affiliation, union membership, sexual orientation, health status; 不歧视员工，由于他们的种族，性别，宗教，政治派别，工会会员，性取向，健康状况的差异。
- Do not use, encourage or accept corporal punishment, mental or physical coercion, verbal abuse or harassment; 不使用，鼓励或接受体罚，精神或肉体胁迫，言语虐待或骚扰；
- Recognize and respect everyone's right to have confidentiality in regards to their personal life occurrences: 承认并尊重每个人的有关于他们的个人生活的保密权；
- Recognize and promote professional growth, personal satisfaction and involvement in business activities; 承认并促进专业发展，个人的满意度和公司业务活动的参与度
- Work in compliance with the international conventions (ILO) and local laws on employment and in compliance with the National Labor Contracts; 遵守国际公约（ILO），遵守国家劳动法规以及地方性法律法规；
- Ensure compliance with the minimum wage levels required by law and by reference by local regulation. 确保遵守法律和地方法规需要参考的最低工资水平；
- Ensure compliance within the maximum working hours levels as required by local regulation; 按当地法规确保实施对最高工时限制的要求；
- Ensure the full respect of environmental local regulation and promote the culture of environmental sustainability and energy saving; 确保充分尊重环境的地方性法规，促进环境可持续发展和节能减排的文化；执行薪酬方案和促进社会进步；
- implement procedures and compensation programs and social improvement;
- apply good business practices: do not use, support or accept any kind of bribery, corruption, or any type of fraudulent business practice, including counterfeit; 从事正当的商业活动：不使用，支持或接受任何形式的贿赂，贪污，或任何类型的欺骗性的商业行为，包括伪造；
- support and encourage confidential communication of any violation at the present ethic code, protecting by any form of discrimination or negative consequences who inform the company. 支持和鼓励对任何违反道德准则行为进行秘密举报，保护揭发者，确保不会给他们带来任何形式的负面影响。

3 CORPORATE COMMITMENT 企业承诺

3.1 COMMITMENT TO EMPLOYEES 对员工的承诺

MYC PACKAGING INNOVATION does not use and does not intend to support in any way the use of child labor within its own production and supply chain. In case the local law admits workers below 18, the tasks assigned to the younger workers cannot consider hadardous, heavy and night or weekend works.

MYC 包装创新不聘用并且不支持在本公司的生产场地和供应链中任何可能使用童工的行为。如果当地法律承认 18 岁以下的工人，分配给年轻工人的任务不可以是危险，沉重，夜班或节假日的工作。

MYC PACKAGING INNOVATION does not use and does not intend to support in any way the use of forced labor.

MYC 包装创新不使用，不支持任何形式的强迫劳动。

MYC PACKAGING INNOVATION is committed to ensure that all employees are fully aware of their rights and duties under the employment contract.

MYC 包装创新承诺确保所有员工充分认识到员工所签署劳动合同中定义的权利和义务。

MYC PACKAGING INNOVATION guarantees to its employees a safe and healthy workplace by complying with the local regulation and by the implementation of the corporate management system, the training and information program on health and safety, the distribution of appropriate Individual Protection Devices. MYC PACKAGING INNOVATION ensures that Production Units and Suppliers are equally committed on safety.

MYC 包装创新保证其雇员的工作场所是安全和健康的，符合当地法规，并通过有效地执行公司管理制度得以保持。包括对健康安全的培训和信息沟通，发放适当的个人防护装备。MYC 包装创新会要求生产单位和供应商对安全做出同样的承诺。

MYC PACKAGING INNOVATION takes all necessary actions to minimize the safety and health risks within a proper corporate management system including operative procedures, training, information and the use of proper Personal Protective Devices.

MYC 包装创新将会在企业的管理系统内采取一切必要行动，以尽量减少安全和健康风险。具体行动包括程序文件的执行，培训，信息共享和使用适当的个人防护装备。

MYC PACKAGING INNOVATION respects the right of employees to form and join trade unions of their own choosing and the right to participate in collective bargaining.

MYC 包装创新尊重员工加入自己所选的工会的权利及参与集体谈判的权利。

MYC PACKAGING INNOVATION is committed to apply its policies and procedures designed to prevent and combat discriminatory practices during recruiting and hiring, salaries, access to training, professional careers, termination or retirement. MYC PACKAGING INNOVATION provides equal opportunities to all Employees and equal employment opportunities to new qualified candidates, combating discrimination due to social castes, national origin, religion, disability, gender, sexual orientation, union membership, political affiliation, age, health state.

MYC 包装创新承诺在员工招募和录用，薪酬提供，培训机会，职业生涯规划，终止或退休等各个方面所使用的政策和制定的程序中避免并杜绝歧视。MYC 包装创新将提供平等的机会给公司所有的员工，提供平等的就业机会给新合格的员工候选人，反对源于社会等级制度，民族，宗教，残疾，性别，性取向，工会会员，政治面貌，年龄，健康状况等各种歧视的存在。

MYC PACKAGING INNOVATION intends to work with the utmost respect for privacy and dignity of employees whether they are direct employees, or Temporary Employees, Freelancers or Collaborators. The Company requires and records only personal data that is necessary for efficient management of personnel or that is required by law. The Company must also comply with all applicable laws regarding the protection and personal data employee management.

MYC 包装创新承诺将最大程度的尊重所有相关人员的个人隐私和人格，包括直接雇员，临时员工，自由职业者或合作者。公司只要求并记录那些为了有效管理员工而必须的或者法律所规定的个人信息。公司将务必遵守有关保护员工个人数据管理所有适用的法律。

MYC PACKAGING INNOVATION, with respect to the privacy of all its Collaborators, prohibits any interference in regards to methods of conducting business, and practices outside of the workplace, provided that such conduct is not harmful to the performance at work, undermining reputation business or adversely affecting the confidentiality of business and intellectual property.

MYC 包装创新，尊重所有合作者的隐私，在开展业务时和业务活动之外都将禁止采用任何干扰措施，承诺所采取的任何行为都将不会对现行工作带来有害的影响，不会损害企业的信誉或对企业的业务机密和知识产权有任何不利的影响。

MYC PACKAGING INNOVATION does not use and does not intend to support in any way the use of corporal punishment, mental or physical coercion, verbal abuse. Any disciplinary sanctions applied to employees are carried out in full respect of the Statute of Employees and the National Agreement.

MYC 包装创新不使用，并不会以任何方式支持体罚，精神或肉体胁迫，言语侮辱。对员工的任何纪律处分都将在充分遵守用工公约和国家劳动法的基础上执行。

MYC PACKAGING INNOVATION is committed to respect National Labor Regulation and to follow the ILO Convention (International Labor Organization).

MYC 包装创新承诺将遵守国家劳动法规和遵循国际劳工组织公约（国际劳动组织）。

MYC PACKAGING INNOVATION is committed to providing timely relevant information to employees working on product/services, on customer relations and on the results achieved by employees.

MYC 包装创新承诺向员工提供及时的相关信息，包括与产品/服务相关的信息，客户关系的信息以及员工所取得成果。

MYC PACKAGING INNOVATION is committed to managing a confidential communication channel that allows Employees to openly express opinions, attitudes and concerns and is committed to ensuring an adequate response time to received remarks. No sanctions will be given to those employees who disclose any remarks or manifest any problems or complaints.

MYC 包装创新承诺会管理匿名沟通渠道，使员工能大胆的表达意见，态度和关注点，并承诺对收到的言论在一定时间内给予回复，并承诺不会对那些透露任何言论或发现问题及投诉的人员给予任何制裁

MYC PACKAGING INNOVATION is committed to stimulate and support training and professional growth of employees, encouraging them to improve and enhance their professional skills.

MYC 包装创新承诺会鼓励和支持员工培训和员工职业发展，鼓励员工改善和提高自己的专业技能。

MYC PACKAGING INNOVATION will apply penalties for violations through a fair and approved disciplinary code conforming to the local regulation.

MYC 包装创新将会对员工的违规行为申请处罚，依据公正的，被批准，并符合当地法规的处罚条例执行。

MYC PACKAGING INNOVATION is committed to inform Employees about good business practices and the risks of improper practices of bribery, corruption, or any type of fraudulent business practice, counterfeit, or breach of confidentiality that could occur by colleagues, suppliers, customers, authorities, scammer, thieves, criminals, hackers or crackers.

MYC 包装创新承诺将告知员工正确的商业活动行为，不良商业活动的潜在风险，包括贿赂，腐败，或任何类型的欺骗性的商业行为，假冒伪劣，以及可能与同事，供应商，客户，政府部门，诈骗者，小偷，罪犯，黑客或精神错乱者之间发生的违反保密规定等不当行为

MYC PACKAGING INNOVATION is committed to inform Employees regarding the local regulation regarding environmental protection and regarding the culture of sustainability.

MYC 包装创新承诺会告知员工有关对环境保护和可持续发展方面的文化的法规。

MYC PACKAGING INNOVATION is committed to inform Employees regarding the local regulation regarding good manufacturing practices and the protection of the final consumers.

MYC 包装创新承诺会告知员工有关于良好的生产活动和保护最终消费者的地方性法规。

3.2 COMMITMENTS TO PRODUCTION UNIT AND SUPPLIER 对生产单位和供应商的承诺

MYC PACKAGING INNOVATION is committed to ensuring fairness, transparency and respect for the rules of loyal competition in all the activities of selection, qualification, negotiation, supply, payment and management of issues.

MYC 包装创新承诺确保业务中的公平性，透明性并承诺在供应选择，资格审查，谈判，交付，付款和管理等所有方面尊重公平竞争的原则。

MYC PACKAGING INNOVATION is committed to seek and recognize the value of the product, services and supplier's professionalism, to promote a working relationship based on trust, exchange of information, transparency and professional integrity.

MYC 包装创新承诺会不断探索和识别有关于产品，服务和供应商专业性方面的价值；在信任，信息交流，透明度和诚信的基础上，促进合作关系。

MYC PACKAGING INNOVATION is committed to maintain a sincere and open dialogue with suppliers, following good commercial practices, in order to facilitate the management of supplies and constantly ensure the satisfaction of the organization's needs in terms of quality, cost and time delivery.

MYC 包装创新承诺会与供应商保持真诚和公开的对话，维护良好的商业合作行为，促进对供应商的管理以持续确保企业在质量，成本和交货时间方面需求的满意度。

MYC PACKAGING INNOVATION is committed to treat with fairness, justice and without discrimination all business suppliers, guaranteeing supplies payments on time established in the contract or in the purchase order.

MYC 包装创新承诺公平，公正和无歧视的对待所有有业务往来的供应商，保证供应货款按照签署的合同或采购订单按时支付。

MYC PACKAGING INNOVATION is committed to assure that its personnel does not apply improper business practices such as bribery, corruption, or any type of fraudulent business practice, counterfeit, breach of confidentiality in relation with the supply chain.

MYC 包装创新承诺会确保自身人员不使用不正当商业行为，如行贿受贿，贪污腐败，或任何类型的欺骗性的商业行为，伪造，以及违反在供应链关系中确立的保密规定。

MYC PACKAGING INNOVATION is committed to ensure that none of its collaborators act with undue or illegal pressures on suppliers and is committed to punish deviant behavior, ensuring the supplier that we have full readiness to accept any remark of abnormal interference.

MYC 包装创新承诺会确保其合作者不会对供应商采取不当的或非法的压力，并将惩罚越轨行为，确保供应商完全出于自愿的前提下接受某些可能的特殊提案。

MYC PACKAGING INNOVATION is committed to respect confidential information and trade related to suppliers, in their activities and their products or production processes, even in cases where it has not been defined and signed by a specific confidentiality agreement.

MYC 包装创新承诺尊重供应商的信息和合作的机密性，包括在所有的经营活动，产品或生产过程，甚至包括那些没有在特定的保密协议里规定并签署的情况。

MYC PACKAGING INNOVATION is committed to inform their suppliers of any accounting or administrative errors and correct them immediately with credits, refunds or other measures acceptable to both parties.

MYC 包装创新承诺将告知供应商任何财务错误或行政错误，并通过扣款，退款或其他双方都能接受的措施立即予以纠正。

MYC PACKAGING INNOVATION is committed to ensure that its suppliers and in particular their Production Units are properly informed and involved in understanding and applying its ethical principles, ensuring assistance and cooperation to ensure that any discrepancies or deviations are addressed with solutions or alternatives.

MYC 包装创新承诺确保其供应商，特别是他们的生产单位被知会并正确了解和应用这些道德原则，提供帮助和协作，以确保对任何不符合的行为都有解决方案或替代解决办法。

3.3 COMMITMENT TO CUSTOMERS 对客户的承诺

As part of all promotional, marketing, development, negotiation, order management and delivery to its customers activities, MYC PACKAGING INNOVATION is committed to ensuring fairness, transparency and respect for the rules of fair competition.

对于所有促销，营销，开发，谈判，订单管理和交付给客户的经营活活动，MYC 包装创新承诺遵守公平，透明和尊重公平竞争的规则。

MYC PACKAGING INNOVATION is committed to inform customers on whether there are potential, new or consolidated attention and listening to the needs and requirements in order to always create a constructive working relationship based on trust, on the exchange of information, transparency and professional integrity.

MYC 包装创新承诺将通知客户所有潜在的，新的或已存在的关注点，聆听客户需要和要求，在相互信任，信息共享，信息透明化和诚信的基础上致力于创造建设性的合作关系。

MYC PACKAGING INNOVATION is committed to propose to customers only products and processes which, by their structure and the conditions of production on the basis of available knowledge, are safe and not harmful to the health of consumers.

MYC 包装创新承诺提供给客户的产品和过程是安全的，不会危害消费者的健康，这些产品和过程来自于客户的产品结构并利用已有知识开发出的生产条件得以实现。

MYC PACKAGING INNOVATION is committed in products and services selling to assign to the goods proposed a correct value commensurate with the intrinsic value of the materials, workmanship, degree of innovation and the degree of exclusivity.

MYC 包装创新承诺其产品和服务销售的价值是合理的，与其各组成部分的价值相匹配，包括材料价值，人工，创新程度和排他性程度的内在价值等。

MYC PACKAGING INNOVATION is committed to ensure that, even in the absence of technical requirements defined by the customer, implemented specifications and a quality system are defined in order to guarantee in any case the suitability and quality of best practices.

MYC 包装创新承诺，即使在客户没有设定具体的技术要求也将实施公司规定的规范和质量体系，以确保业务质量。

MYC PACKAGING INNOVATION is committed to respect confidential information and trade related to the customer, in their activities and their projects or products, even in cases where it has not been defined and signed by a specific confidentiality agreement.

MYC 包装创新承诺尊重客户的信息和合作的机密性，包括在所有的经营活动，项目或产品，甚至包括那些没有在特定的保密协议里规定并签署的情况。

MYC PACKAGING INNOVATION is committed to inform their customers of any accounting or administrative error and correct them immediately with credits, refunds or other measures acceptable to both parties.

MYC 包装创新承诺将告知客户任何财务错误或行政错误，并通过扣款，退款或其他双方都能接受的措施立即予以纠正。

MYC PACKAGING INNOVATION is committed to treat with fairness, justice and without discrimination, all business relationship with customers, guaranteeing equal supplies management. MYC PACKAGING INNOVATION is committed to assure that none of its Employees apply un-proper business practices as bribery, corruption, or any type of fraudulent business practice, counterfeit, loose of confidentiality in the relationship with the customers. Management of scraps and non conform products must prevent any improper use and risk of fraudulent business practice.

MYC 包装创新承诺将公平，公正，无歧视对待与客户的所有业务关系，保证平等的供应管理。MYC 包装创新承诺将确保自身人员不使用不正当商业行为，如行贿受贿，贪污腐败，或任何类型的欺骗性的商业行为，伪造，以及违反在客户关系中确立的保密规定。废料和不合格产品的管理办法必须要能够防止其被非预期使用，并预防欺骗性的商业行为的风险。

MYC PACKAGING INNOVATION is committed to ensure that none of its collaborators act with undue or illegal pressure against the customers and is committed to punish deviant behavior, ensuring customers that we are always available to accept any concerns of abnormal interference.

MYC 包装创新承诺将确保其合作者不会对客户采取不当的或非法的压力，惩罚越轨行为，向客户承诺我们可以处理某些特殊情况。

3.4 COMMITMENT TO AUTHORITIES AND PUBLIC ADMINISTRATION 对政府和公共管理部门的承诺

MYC PACKAGING INNOVATION is committed to ensuring fairness, transparency and respect in all relationships with authorities and public administration.

MYC 包装创新承诺在与政府和公共管理的所有关系中确保公正性，透明性并予以尊重

MYC PACKAGING INNOVATION will assure that none of its employees engage in improper business practices such as bribery, corruption, or any type of fraudulent business practice, counterfeit, or breach of confidentiality in the relation with the supply chain.

MYC 包装创新承诺将确保自身人员不使用不正当商业行为，如行贿受贿，贪污腐败，或任何类型的欺骗性的商业行为，伪造，以及违反在供应链关系中确立的保密规定。

3.5 COMMITMENT TO ENVIRONMENT AND TERRITORY 对环境和东道国的承诺

MYC PACKAGING INNOVATION is committed to ensure that all its activities and the activities of all its production units are respectful of the local environmental legislation and is committed to create programs and apply available technologies to ensure and improve the sustainability of products and the reduction of environmental impacts of the production units, mainly considering water and energy saving programs.

MYC 包装创新承诺确保其所有活动以及其所有的生产经营单位的活动都将尊重当地环保法规，并承诺创立专案小组，应用已有技术提升产品的可持续性使用并减少生产单位对环境的影响，关注节水和节能的要求。

MYC PACKAGING INNOVATION is committed to support and to improve the relationship with local community where units are present.

MYC 包装创新承诺将全力支持并改善与生产场地所在的地区的社会关系。