



# Global Business Ethics Principles

## 全球商业道德原则

Hasbro, Inc., together with its subsidiaries and affiliates (“Hasbro”), strives to conduct its business in accordance with high ethical and business standards, and seeks to have its vendors, suppliers and licensees conduct themselves in the same manner. Hasbro has long recognized concerns about the quality and character of working conditions around the world, including the United States. We are continually striving to improve the working environment for those involved in the production of our toys, games and licensed consumer products.

孩之宝股份有限公司及其子公司和附属公司（“孩之宝”）致力于按照高道德和商业标准开展业务，并力图使其外包商、供应商和被许可方以同样的方式行事。孩之宝长期以来一直关心包括美国在内的世界各地的工作条件的质量和特征。我们持续努力改善那些参与生产我们的玩具、游戏和特许消费品的人们的工作环境。

Hasbro wants its consumers to have confidence that products manufactured by Hasbro, or its vendors, suppliers and licensees, are produced in accordance with the principles set forth herein and are not made under inhumane or exploitative conditions. Implementation of the Global Business Ethics Principles enables Hasbro to ensure that manufacturing facilities involved in the production of Hasbro products (“Facilities”) understand and adhere to Hasbro’s requirements in this area. Participation in this program and adherence to the Principles is mandatory for all Facilities.

孩之宝希望其消费者确信孩之宝或其外包商、供应商和被许可方生产的产品是根据此处列明的原则生产的，而非在不人道或剥削的条件下生产。全球商业道德原则的实施使孩之宝能够确保参与孩之宝产品生产的生产设施（“设施”）了解并遵守孩之宝在该领域的要求。所有设施都必须参与此计划并遵守其原则。

1. **Forced Labor** - The use of forced, bonded, prison, indentured or compulsory labor in the production or manufacture of Hasbro products is prohibited. This includes modern forms of slavery, human trafficking, compulsory overtime or withholding personal papers, work permits, personal identification, or compensation. It is prohibited for factories to allow or require workers to pay employer or labor agent recruitment or other fees to obtain their employment. Workers shall not be subject to unreasonable restrictions of movement.

**强迫劳动** - 禁止在孩之宝产品的生产或制造中使用强迫、抵债、服刑、契

约或强制劳动。这包括现代形式的奴役，人口贩运，强制加班或扣留个人证件、工作许可、个人身份证明或报酬。禁止工厂允许或要求工人支付雇主或劳务代理招聘费或其他费用以获得就业。工人不得受到不合理的行动限制。

2. **Child Labor** - The use of child labor is prohibited. No person shall be employed in a factory that produces or manufactures any Hasbro product at an age younger than sixteen<sup>1</sup>, or younger than the age for completing compulsory education in the country of manufacture where such age is higher.

**童工** - 禁止使用童工。生产或制造任何孩之宝产品的工厂不得雇□ 年龄小于十六岁<sup>1</sup>，或者低于在制造国应完成义务教育的年龄（如该等年龄更高）的任何人。

3. **Wages and Benefits** - Facilities must comply with all applicable national and local wage laws, including minimum and overtime wage laws, or shall be consistent with the prevailing industry wage standards, if higher. Wages should be paid in a timely manner and wage deductions shall not be used as a disciplinary measure. Employee benefits shall be provided in accordance with national and local requirements.

**工资和福利** - 设施必须符合所有适用的国家和地方工资法律，包括最低工资和加班工资法律，或者应符合现行的行业工资标准（如更高）。工资应及时支付，且工资扣除不得用作纪律处分措施。员工福利应根据国家和地方要求提供。

4. **Working Hours** - A workweek shall be restricted to 60 hours, including overtime, and workers shall have at least one day off every seven days, except in unusual or emergency situations. All overtime work must be voluntary.

**工作时间** - 每周工作时间应限制为 60 小时（包括加班时间），且工人应每七天至少休息一天，特殊情况或紧急情况除外。所有加班工作必须是自愿的。

5. **Health and Safety** - Facilities shall ensure that all employees have a healthy and safe environment, including in dormitories, where provided. Hasbro expects all Facilities to promote an awareness of health and safety issues to their employees including issues surrounding fire prevention, emergency evacuation, proper use of safety equipment, basic first-aid and the proper use and disposal of hazardous waste materials. Facilities must provide reasonable accommodation to pregnant/nursing women to ensure a healthy and safe environment.

**健康和安**全 - 设施应确保所有员工都拥有健康安全的环境，包括所提供的宿舍。孩之宝希望所有设施能够向其员工提倡健康和安方面的意识，包括防火、紧急撤离、正确使用安设备、基本急救以及妥善使用和处置危废物等问题。设施必须为孕妇或哺乳期妇女提供合理便利，以确保□们拥有健康和安的环境。

6. **Abuse; Discrimination** - Facility employees shall be treated with dignity and respect. No employee shall be subject to abuse, cruel or unusual disciplinary practices or discrimination in employment or hiring on the grounds of race, religion, origin, political affiliation, union membership, sexual preference, age, gender or pregnancy.

**虐待；歧视** - 设施员工应得到有尊严和尊重的对待。任何员工不得因种族、宗教、出身、政治派别、工会会员、性取向、年龄、性别或怀孕而受到虐待、残忍或不寻常的纪律处分、就业或雇用歧视。

7. **Communication of Principles** - Facilities will communicate these Principles to employees in an appropriate oral and written fashion and will undertake efforts to educate employees about these Principles on a periodic basis as well as ensure that workers have an effective mechanism to report grievances, without fear of retaliation. Factory workers can report work-related concerns anonymously and without fear of retaliation by emailing Hasbro's hotline at: EthicalSourcing@hasbro.com.

**原则传达** - 设施将以适当的口头和书面方式向员工传达这些原则，并将努力定期向员工宣传这些原则，并确保员工有一个有效的机制来报告申诉，而不必担心遭到报复。工人可以透过电邮孩之宝的热线：EthicalSourcing@hasbro.com，匿名报告工作相关的关注，而不必担心遭到报复。

8. **Acceptance of Advantages** - Hasbro will not tolerate Facilities who do not conduct business in an ethical and proper manner or who use bribes, kickbacks or provide gifts, favors, or services to gain a competitive advantage with Hasbro.

**接受好处** - 孩之宝不会容忍设施以不道德和□正当方式开展业务，或使用贿赂、回扣或提供礼品、优惠或服务以获得孩之宝的竞争优势。

9. **Environmental Impact** - Hasbro maintains a commitment to sound environmental programs and practices and encourages the reduction and

recycling of waste. Facilities must comply with all applicable laws relating to the environment and dispose of toxic materials in a controlled and safe manner. To that end, Hasbro seeks to conduct business with Facilities who are equally dedicated to pursuing continuous efforts to improve the compatibility of its operations with the environment.

**环境影响** - 孩之宝坚持致力于健全的环保项目和实践，并鼓励减少和回收废物。设施必须遵守与环境有关的所有适用法律，并以受控和安全的方式处置有毒物质。为此，孩之宝寻求与同样致力于不断努力，以提高其运营与环境的兼容性的设施开展业务。

10. **Freedom of Association and Collective Bargaining** - Hasbro recognizes all employees' right to choose [or not] to affiliate with legally sanctioned organizations or associations and to bargain collectively without unlawful interference, discrimination, retaliation or harassment.

**结社自由和集体协商** - 孩之宝承认所有员工有权选择（或不选择）加入法律许可的组织或协会，并在没有非法干涉、歧视、报复或骚扰的情况下进行集体谈判。

11. **Monitoring and Right to Terminate** - Hasbro shall have the right to conduct periodic on-site visits of working and living conditions, including unannounced audits of production records and practices and of wage, hour and payroll information maintained by Facilities, to review and ensure compliance with the Principles. Hasbro retains the right, in its sole discretion, to terminate its relationship with a vendor, supplier or licensee facility in violation of the Principles; however, Hasbro will endeavor to work with Facilities to promptly address any problems discovered in the course of its review or audit. Hasbro will require the implementation of an acceptable written corrective action plan for any problems found during an audit. Failure to address items in the corrective action plan may result in termination of the business relationship.

**监控和解除权** - 孩之宝有权定期对工作和生活条件进行现场访问，包括对设施所保存的生产记录和实践以及工资、工时和工资信息进行突击审计，并审查和确保设施对原则的遵守。孩之宝保留自行决定解除其与违反了原则的外包商、供应商或被许可方设施的关系的权利；但是，孩之宝将努力与设施合作，以迅速解决在审查或审计过程中发现的任何问题。孩之宝将要求设施对审计过程中发现的任何问题提交书面的纠正措施计划。未能处理纠正措施书面计划中所述的问题将可能导致业务关系的解除。

12. **Certification and Prohibition of Unauthorized Subcontracting -** Hasbro will require a written statement from Facilities of compliance with these Principles. Unauthorized subcontracting is strictly prohibited and grounds for termination.

**保证和禁止未经授权的转包** - 孩之宝将要求设施出具遵守这些原则的书面声明。严禁未经授权的转包，该行为构成业务关系解除的理由。

13. **Compliance with Applicable Laws -** Facilities will comply with the national laws of the country in which they are conducting business, any local laws, regulations or standards applicable to their business and the industry standards which have been established in their location; provided, however, in the event of any conflict between the provisions of any of the preceding laws, regulations, or standards and the provisions of this document, then the provision containing the higher standards shall prevail.

**遵守适用的法律** - 设施将遵守其开展业务所在国家的法律，适用于其业务的任何地方的法律、法规或标准，以及在其所在地区建立的行业标准；但是，如果前述任何法律、法规或标准的规定与本文件的规定之间发生任何冲突，则以包含更高标准的规定为准。

Hasbro, as a member of global toy associations and the Responsible Business Alliance (RBA), strongly supports and endorses multi-industry efforts to improve factory working conditions. While Hasbro will retain the right to conduct its own audits, participation in the RBA social compliance program, including regular audits by an approved third-party auditor, will generally be sufficient.

孩之宝作为全球玩具协会和责任商业联盟（RBA）的成员，强烈支持并认可改善工厂工作条件的多行业努力。虽然孩之宝将保留开展自己审计的权利，但参与 RBA 社会合规项目（包括由经批准的第三方审计者进行定期审计）通常已经足够。

The [RBA Code of Conduct](#) is hereby incorporated by reference; in the event of a conflict, the stricter standard applies.

[RBA 行为准则](#) 特此引入作为参考；如果发生冲突，则适用更严格的标准。

1 Workers under sixteen may be considered on a case-by-case basis when hired in accord with International Labor Organization (ILO) Convention 138.

工人在受聘时低于十六岁的，可根据国际劳工组织（ILO）第 138 号公约视个案情况考虑。