

THIRD PARTY STANDARDS OF ETHICS AND COMPLIANCE

第三方道德及合规标准

A-dec, Inc. and its affiliated entities (“A-dec”) are committed to doing business ethically around the world. We expect third parties that we do business with (“Third Party”) to share this commitment. These Standards of Ethics and Compliance (“Standards”) outline our expectations. As a Third Party, you must comply with the Standards stated here and you must require any third parties you engage to meet these or comparable standards. These Standards supplement the terms of the Supply Agreement, Services Agreement, Dealer Agreement, or other written agreement between A-dec and you (the “Agreement”). The Agreement may include additional compliance requirements, which must also be met. Third Party is responsible for the acts and omissions of its personnel and subcontractors and shall require its personnel and subcontractors hereunder to comply with all applicable terms of the Agreement and these Standards. Any breach by Third Party’s personnel or subcontractors of the terms of this Agreement will be considered a breach by Third Party.

A-DEC 有限公司及其附属实体（统称“A-DEC”）致力于在全球范围内以符合道德的方式开展业务。我们希望与我们在商业上有合作的第三方（“第三方”）也能与我们一起遵守这份承诺。这些道德及合规标准（“标准”）概述了我们的期望。贵方作为第三方，必须遵守文件中规定的标准；如果贵方要聘用第三方，那么贵方必须要求他们也遵循此标准或类似的标准。这些标准对 A-DEC 和贵方之间的供应协议、服务协议、经销商协议或其他书面协议（统称“协议”）的条款作了补充。协议可能包括附加的合规要求，贵方也必须遵循这些要求。第三方应对其员工和分包商的行为和疏漏负责，并要求其员工和分包商遵守本协议和本标准的所有适用条款。第三方员工或分包商违反本协议条款的，视为第三方违约。

1. Code of Business Conduct and Ethics. The A-dec Code of Business Conduct and Ethics (the “Code”) sets out basic principles to guide Third Party in its dealings with A-dec and third parties it engages while conducting business related to the Agreement. Third Party acknowledges that it has reviewed the Code, which is available at www.a-dec.com under the Corporate Governance section of our website, and it understands and agrees to comply with its terms.

1. 商业行为与道德守则。A-DEC 商业行为与道德守则（“守则”）对指导第三方在开展与本协议有关的业务时与 A-DEC 及其聘用的第三方进行交易的基本原则作出了规定。第三方应确认其已审阅了本守则，且理解并同意该守则中的条款。可在我公司网站 www.a-dec.com 公司管理模块查看该守则。

2. Compliance with Laws. Third Party will at all times fulfill its obligations under this Agreement in an ethical manner in compliance with all applicable laws, rules and regulations, including, but not limited to, trade sanctions, customs laws, export control laws, anti-corruption laws, data protection laws, environmental laws, public health and safety laws, intellectual property laws, labor laws, and laws against slavery, human trafficking, forced labor and child labor.

2. 遵守法律。第三方将始终以符合道德的方式履行其在本协议项下的义务，遵守所有适用的法律、规则和条例，包括但不限于贸易制裁、海关法、出口管制法、反腐败法、数据保护法、环境法、公共卫生和安全法、知识产权法、劳动法以及禁止奴隶制、贩运人口、强迫劳动和雇佣童工的法律。

3. Anti-Bribery and Anti-Corruption Compliance. Third Party does business ethically and will avoid all forms of corruption, including extortion, bribery, embezzlement, theft, fraud, anti-competitive practices or other abuse of power to gain an advantage. Third Party represents and warrants that: (a) it is now in compliance with, and will continue to comply with, all applicable laws and regulations, including but not limited to all applicable anti-corruption laws and regulations; and (b) it will not offer, solicit or give any payments, loans, gifts, money or anything of value, directly or indirectly, (i) to or for the use or benefit of any official or employee of any government, or the agency or instrumentalities of any government (including but not limited to employees of any state-owned enterprises or organizations), (ii) to any political party or official or candidate thereof, (iii) to any other person if Third Party knows or has reason to suspect that any part of such payment, loan, gift, money or anything of value will be directly or indirectly given or paid to any such governmental official or political party or candidate or official thereof, or (iv) to any other person or entity, the payment of which would violate either the Foreign Corrupt Practices Act (FCPA), the UK Bribery Act (UKBA) or any other applicable anti-bribery or anti-corruption laws of other jurisdictions (“Applicable Anti-Corruption Laws”). Third Party will not, and is not authorized to, give or solicit gifts, hospitality or entertainment for any purpose on A-dec’s behalf.

3. 反贿赂和反腐败合规。第三方本着商业道德行事，并拒绝一切形式的腐败，包括敲诈勒索、贿赂、贪污、盗窃、欺诈、反竞争或其他滥用权力以谋取利益的行为。第三方承诺并保证：(a) 会始终遵守所有适用的法律和条例，包括但不限于所有适用的反腐败法律和条例；(b) 第三方不会直接或间接地提供、索取或支付任何款项、贷款、礼物、金钱或任何有价值的东西给 (i) 任何政府的任何官员或职员，或任何政府的机关或机构（包括但不限于所有国有企

业或组织中的员工)，(ii) 任何政党或官员或候选人，(iii) 第三方知道或有理由怀疑会将此类款项、贷款、礼物、金钱或任何有价值的东西的任何一部分直接或间接给予或支付给此类政府官员、政党、政党候选人或官员的个人，或(iv) 任何款项将会导致其违反美国“反海外腐败行为法”(FCPA)，“英国贿赂法”(UKBA) 或任何其他适用的反腐败法(“适用的反腐败法”)的个人和实体。第三方不可以也无权代表 A-DEC 为达到任何目的而赠送或索要礼品，要求或主动宴请他人，要求或主动举办娱乐活动。

- If any owner, officer, director or worker of Third Party is now or in the future becomes a government official during the term of this Agreement (while retaining the position of owner, officer, director or worker of Third Party), Third Party will notify A-dec in writing within thirty (30) days of becoming aware of such appointment.
- 如果第三方的责任人、高级职员、董事或雇员现在或在协议有效期内被任命为政府官员(同时还依然是第三方的责任人、高级职员、董事或雇员)，第三方将在获悉任命后三十(30)天内以书面形式通知 A-DEC。
- Third Party shall ensure that its owners, officers, directors, workers and agents understand how to comply with this Section as well as regarding any other Applicable Anti-Corruption Laws; and Third Party has adequate procedures in place to prevent any persons associated with it and any subcontractors of Third Party from violating applicable laws.
- 第三方应确保其负责人、高级职员、董事、雇员和代理人都了解如何遵守本章以及任何其他适用的反腐败法律；为防止与其有关的人员和第三方的分包商违反适用法律，第三方应设置全面适当的流程。
- Third Party shall not do or omit to do anything that may cause A-dec, in A-dec's reasonable judgment, to be in breach of Applicable Anti-Corruption Laws, and shall protect, indemnify and hold harmless A-dec from any claim, damages, liability, costs, fees and expenses incurred by A-dec as a result of the failure or omission of Third Party to comply with such Applicable Anti-Corruption Laws.
- 第三方不得有导致 A-DEC 在其合理判定中违反适用反腐败法律的行为，并应保护 A-DEC 不受任何因第三方不遵守此类适用的反腐败法而造成的所有索赔、损失、债务、成本费、费用，并对其进行赔偿。

4. Trade Restrictions Compliance. Third Party represents and warrants that it is now in compliance with, and will continue to comply with, all applicable export control and trade sanctions laws and regulations, including the applicable laws and regulations of the United States of America, the European Union, and any European Member State, including as applicable the trade sanctions administered by the U.S. Treasury Department's Office of Foreign Assets Control ("OFAC"), the Council of the European Union, European Member States, and U.S. anti-boycott regulations, the export controls administered by the U.S. Commerce Department's Bureau of Industry and Security ("BIS"), the European Union, and any European Member State and that, in connection with distribution of goods, it will also comply with any additional restrictions on trading partners and destinations imposed by A-dec as a matter of internal policy ("Trade Restrictions").

4. 遵守贸易限制规定。 第三方承诺并保证其将一直遵守所有适用的出口管制和贸易制裁法律和条例，包括美利坚合众国、欧洲联盟和所有欧洲成员国的适用法律和条例，包括美国财政部外国资产管理处 ("OFAC")、欧洲联盟理事会、欧洲成员国管理的贸易制裁适用性法律，美国反抵制条例，以及美国商务部工业和安全局 ("BIS")、欧洲联盟和任何欧洲成员国实施的出口管制，以及 A-dec 要求的与货物分销有关的所有其他贸易伙伴和目的地限制 ("贸易限制") 政策。

- Third Party warrants, undertakes, and represents that neither Third Party nor its directors, executive officers, senior management, key employees, agents, shareholders or persons having a controlling interest in Third Party are (i) persons targeted by national, regional or multilateral trade or financial sanctions under applicable laws and regulations, including but not limited to persons designated on the OFAC List of Specially Designated Nationals and Other Blocked Persons (including terrorists and WMD proliferators), United States State Department Non-proliferation Sanctions Lists, United States Department of Commerce Denied Parties List, Entity List or Unverified List, United Nations Financial Sanctions Lists, or the consolidated list of persons, groups and entities subject to EU financial sanctions maintained by the European Commission or the Consolidated List of Financial Sanctions Targets in the UK maintained by HM Treasury, in force from time to time, (ii) directly or indirectly owned or controlled by or acting on behalf or at the direction of such persons (together "Restricted Persons"). Third Party shall notify A-dec in writing immediately upon the occurrence of any event that might render the foregoing representations and warranties of this Clause 4 incorrect.
- 第三方保证、承诺并声明，第三方及其董事、高管、高级管理人员、核心员工、代理人、股东或对第三方拥有控股权的人员是 (i) 国家、区域或在适用的法律法规下多边贸易或金融制裁对象，包括但不限于外国资产

管制处特别指定国民名单和其他被限制人（包括恐怖分子和大规模毁灭性武器扩散者）名单、美国国务院非扩散制裁名单、美国商务部被拒当事人名单、实体名单或未经证实的名单，联合国经济制裁名单，或欧洲联盟委员会保存的受欧盟金融制裁的个人、团体和实体综合名单，或英国财政部保存的联合王国经济制裁目标综合名单，这些名单不定时生效，(ii) 直接或间接拥有、控制或代表这些人（统称“受限制的人”）或按他们的指示行事的人员。一旦发生任何可能违背在上述第四条协议中做出的陈述或承诺的事件，第三方应立即以书面形式通知 A-dec。

- Third Party shall not do or omit to do anything that may cause A-dec, in A-dec's reasonable judgment, to be in breach of applicable Trade Restrictions, and shall protect, indemnify and hold harmless A-dec from any claim, damages, liability, costs, fees and expenses incurred by A-dec as a result of the failure or omission of Third Party to comply with such Trade Restrictions.
- 第三方不得做或不做任何可能导致 A-DEC 在其判决中违反适用贸易限制的事情，并应保护、赔偿和使 A-DEC 免于因第三方不遵守或不遵守此类适用的贸易限制而引起的任何索赔、损害、责任、成本、费用和开支。
- Third Party shall not import, source or purchase the Services, or any related goods, in whole or in part, directly or indirectly, from (1) countries or territories subject to comprehensive US sanctions, currently: Crimea, Cuba, Iran, North Korea, and Syria, but subject to change at any time or (2) Restricted Persons.
- 第三方不得全部或部分，直接或间接从（1）受到美国全面制裁的国家或地区（2）受限人员处进口、开发或购买任何相关的货物和服务的全部或部分，目前包含：克里米亚、古巴、伊朗、朝鲜和叙利亚，但该规定可随时更改。

5. Customs Compliance. Third Party will obtain, or cause to be obtained, all licenses, permits, and other governmental consents and approvals necessary for it to perform its obligations under the Agreement. Third Party will maintain sufficient and legally required records and documents related to customs compliance including manufacturing, production and shipping records and documents. To the extent that performance of the Agreement will take place in the United States and goods will be manufactured or produced outside of the United States, and/or goods will be transported into the United States, Third Party represents and warrants that either (a) it is U.S. Customs and Border Protection Customs-Trade Partnership Against Terrorism (“C-TPAT”) certified, and will maintain that certification during the term of the Agreement, or (b) it will comply with the C-TPAT security criteria that may be found on the U.S. Customs website (www.cbp.gov), or such other website that the C-TPAT security criteria may be moved to by the U.S. Government. To the extent that performance of the Agreement will take place in the European Union and/or that Products will be transported into or out of the European Union, Third Party represents and warrants that either it or its representatives: (a) have been granted Authorized Economic Operator (“AEO”) certification, and will maintain that certification during the term of this Agreement, or (b) will comply with all AEO-related requirements. For services or goods provided in other countries or regions, Third Party will comply with all standards associated with other AEO or Trusted Trader type programs established in those countries.

5. 海关规定。 第三方将获得或安排获得所有的许可证以及其他必要的政府许可和批准，以履行其根据本协议所承担的义务。 第三方将保存与海关规定有关的充足且符合法律要求的记录和文件，包括制造、生产、运输记录和文件。如果在美国境内履行协议，在美国境外制造或生产货物，和/或货物将被运入美国，第三方应承诺并保证：(a) 货物经美国海关和边境保护局海关-贸易反恐伙伴关系 (“C-TPAT”) 认证，且认证在本协议有效期内持续有效；或 (b) 遵守美国海关网站 (www.cbp.gov) 上的 C-TPAT 安全标准，或美国政府可能在其他网站上发布的 C-TPAT 安全标准。如果在欧盟地区履行本协议，和/或产品将进出欧盟地区，第三方承诺并保证或其代表：(a) 已获经认证经济运营者 (“AEO”) 认证，且认证在本协议期内有效，或 (b) 遵守所有与 AEO 相关的要求。对于在其他国家或地区提供的服务或货物，第三方将遵守与在这些国家或地区建立的其他 AEO 或可信的贸易商类型项目相关的所有标准。

6. Illegal Transshipment. “Illegal transshipment” occurs when goods are misrepresented as being produced in a country through which they merely transited or in which they were subjected to only minor processing before entering the destination country. A-dec will not accept shipments that were illegally transshipped, and will not do business with companies that transship. To eliminate the possibility that illegal transshipment may occur with goods purchased or sold by A-dec, A-dec may verify all phases of the manufacturing process and requires Third Party to submit all accurate commercial documentation records in a timely manner so that A-dec may review for possible irregularities. In addition, A-dec may visit factories to gather commercial documentation.

6. 非法转运。 “非法转运”是指货物被误认为是在货物仅仅过境的国家生产，或在货物进入目的国之前只经过少

量加工的国家生产。A-DEC 不接受非法转运的货物，也不与转运公司做生意。为了消除 A-DEC 购买或出售的货物发生非法转运的可能性，A-DEC 可核查制造过程的所有阶段，并要求第三方及时提交所有准确的商业单据记录，以便 A-DEC 审查可能的违规行为。此外，A-DEC 还可以访问工厂收集商业文档。

7. Data Protection. Third Party agrees at all times to comply with applicable data protection laws in its performance under the Agreement. If Third Party collects, processes or controls personal data on behalf of A-dec, it must comply with A-dec's data protection standards, including any applicable data protection addendum to the Agreement.

7. 数据保护。 第三方同意在履行本协议时始终遵守适用的数据保护法。如果第三方代表 A-DEC 收集、处理或管理个人数据，则必须遵守 A-DEC 的数据保护标准，包括本协议的任何适用数据保护附录。

8. Health, Safety and Environmental Stewardship. Third Party will comply with all applicable health and safety regulations. Third Party will operate in an environmentally responsible and efficient manner to minimize adverse impacts on the environment and will comply with all applicable environmental regulations. When and where possible, Third Party will improve the environment within which it operates, promote sustainable development, and prevent the wasteful use of natural resources.

8. 健康、安全和环境标准。 第三方将遵守所有适用的健康和安法规。 第三方将以对环境负责和高效的方式运作，以尽量减少对环境的不利影响，并遵守所有适用的环境条例。在可能的情况下，第三方将改善其经营环境，促进可持续发展，防止自然资源的浪费使用。

9. Labor, Employment and Human Trafficking. Third Party treats its employees ethically and shall comply with all applicable laws, regulations, and standards, including Section 307 of the Tariff Act of 1930 (19 U.S.C. § 1307) that prohibits the importation of merchandise mined, produced or manufactured, wholly or in part, in any foreign country by convict labor, forced labor and/or indentured labor – including forced child labor. Merchandise made with forced labor is subject to exclusion and/or seizure, and may lead to criminal investigation. Additional applicable laws include but are not limited to the International Labour Organization's core conventions and the Universal Declaration of Human Rights, regarding the use of child labor, forced labor, human slavery, human trafficking, wages, working hours and conditions, work eligibility and non-discrimination.

9. 劳工、就业和贩卖人口。 第三方以道德标准对待其雇员，并应遵守所有适用的法律、法规和标准，包括 1930 年《关税法》第 307 条（《美国法典》第 19 编第 1307 条），该条禁止在外国进口通过定罪劳工、强迫劳动和/或契约劳工（包括强迫童工）全部或部分开采、生产或制造的商品。强迫劳动力生产出的商品将会被拒收和/或扣押，并可能导致刑事调查。其他适用法律包括但不限于国际劳工组织关于使用童工、强迫劳动、奴役人口、贩运人口、工资、工作时间和条件、工作资格和不歧视的核心公约和《世界人权宣言》。

- Third Party will not use forced labor, whether in the form of prison, indentured, slave, bonded, trafficked or any other form of compulsory labor.
- 第三方不得使用强迫劳动，无论是监狱劳动、契约劳动、奴役劳动、质役劳动、贩运劳动或任何其他形式的强迫劳动。
- Third Party will only employ people who (a) meet the local legal minimum age for employment, (b) meet the age for completing compulsory education in the country of manufacture, or (c) are at least 15 years old, whichever is higher.
- 第三方将仅雇用（a）达到当地法定最低就业年龄，（b）达到制造国完成义务教育的年龄，或（c）至少 15 岁（以较高者为准）的人员。
- Third Party will treat all workers with respect and provide work environments that are free of physical, sexual, psychological and verbal harassment and abuse, retribution for grievances, and corporal punishment.
- 第三方将尊重所有工人，并提供不受身体、性、心理和语言骚扰和虐待，以及因投诉而遭受打击报复和体罚的工作环境。
- Third Party will not subject any person to any discrimination in employment, including in hiring, salary, benefits, advancement, discipline, termination or retirement on the basis of race, religion, gender, marital status, capacity to bear children, age, disability, sexual orientation, nationality, political opinion, social or ethnic origin or other status of the individual unrelated to the ability to perform the job.

- 第三方不得以种族、宗教、性别、婚姻状况、生育能力、年龄、残疾、性取向、国籍、政治见解、社会出身或族裔出身或与工作能力无关的个人的其他身份为由，在雇用、工资、福利、晋升、纪律、解雇或退休等方面对任何人实行任何歧视。
- Third Party will recognize and respect the right of employees to associate, organize and bargain collectively in a lawful and peaceful manner without penalty or interference. Where the right to freedom of association and collective bargaining is restricted under law, Third Party will consider the development of parallel means for independent and free association and bargaining.
- 第三方将承认并尊重员工在不受惩罚或干涉的情况下以合法与和平的方式结社，组织和集体谈判的权利。在结社自由和集体谈判权受到法律限制的情况下，第三方将考虑为独立和自由的结社和谈判发展平行手段。
- Every worker has a right to compensation for a regular work week that is sufficient to meet the worker's basic needs and provide some discretionary income. Third Party will pay at least the minimum wage or the appropriate prevailing wage, whichever is higher, comply with all legal requirements on wages, and provide any benefits required by law. Third Party will also provide workers with a clear written accounting for every pay period and will not deduct or withhold wages or benefits for disciplinary infractions.
- 在正常工作周的情况下，每个工人都有权获得足以满足其基本需求、并且有一些可自由支配的相应的报酬。第三方应至少支付最低工资或适当的现行工资，以较高者为准，并遵守一切有关工资的法律要求，并提供法律要求的附带福利。第三方还将向工人提供每一个发薪期的明确书面账目，不因违纪行为而扣减或扣留工资或福利。
- If compensation does not meet workers' basic needs and provide some discretionary income, Third Party will work with A-dec to take appropriate actions that seek to progressively realize a level of compensation that does.
- 如果报酬不能满足工人的基本需求并提供一定的可自由支配收入，则第三方应与 A-DEC 合作，采取适当的措施，力求逐步实现可以达到的工资水平。
- Third Party will adopt and adhere to rules and conditions of employment that respect workers and, at a minimum, safeguard their rights under national and international labor and social security laws and regulations. Worker's rights will be clearly communicated to all workers.
- 第三方应通过并遵守、尊重工人的就业规则和条件，并至少保障他们根据国家、国际劳工和社会保障法律和条例所享有的权利。工人的权利将明确传达给所有工人。
- Third Party will not require workers to work more than the regular and overtime hours allowed by the law of the country where the workers are employed. The regular work week will not exceed 48 hours; other than in exceptional circumstances, the sum of regular and overtime hours in a week will not exceed 60 hours. Third Party will allow workers at least 24 consecutive hours of rest in every seven-day period. All overtime work will be consensual. Third Party will not request overtime on a regular basis and will compensate all overtime work at a premium rate.
- 第三方不得要求工人工作超过受雇人员所在国法律所规定的正常和加班时间。每周的正常工作时间不得超过 48 小时；除特殊情况外，每周的正常工作时间和加班时间合计不得超过 60 小时。第三方应每 7 天让工人至少连续休息 24 小时。所有加班均应征得双方同意。第三方不得定期要求加班，并应以加班费补偿所有加班工作。
- Third Party will provide a safe and healthy workplace setting to prevent accidents and injury to health arising out of, linked with, or occurring in the course of work or as a result of the operation of Third Party's facilities.
- 第三方应提供一个安全及健康的工作环境，以防止产生在工作过程中或与第三方设施运作有关而引起的意外及健康损害。

10. Government Contractor. A-dec is a government contractor and therefore is required to incorporate certain U.S. federal acquisition regulations into contracts with subcontractors, who supply materials, parts, products, or any other items that are incorporated into products sold to the US government. To the extent applicable, goods and services provided by Third Party are subject to A-dec's Prime Contract with DLA Troop Support and A-dec's Prime Contract with the General Services Administration. These contracts are available at www.fbo.gov. To the extent applicable, the following federal regulations clauses are applicable to Third Party and are incorporated into this Agreement and any other agreement with Third Party by reference with the same force and effect as if they were set forth in this Agreement in full, including any

notes following the clause citation. In interpreting these clauses, A-dec assumes toward subcontractors all obligations and responsibilities that the U.S. Government, under the Prime Contracts, assumes toward A-dec, and subcontractors shall assume toward A-dec, all obligations and responsibilities that A-dec, under the Prime Contracts, assumes toward the US Government.

10. 政府承包商。 A-DEC 是一家政府承包商，因此必须将某些美国联邦采购条例纳入与分包商的合同中，分包商负责供应材料、零部件、产品或任何其他纳入向美国出售产品中的物品。在适用范围内，第三方提供的货物和服务应遵守 A-DEC 与美国 DLA 部队支助部门签订的主要合同和 A-DEC 与美国总务管理局签订的主要合同。这些合同可在 www.fbo.gov 查阅。在适用范围内，下列联邦法规条款适用于第三方，并通过引用纳入本协议和与第三方签订的任何其它协议，其效力及影响与本协议中的全部条款相同，其中包括条款引用后的任何注释。在解释这些条款时，A-DEC 对分包商承担美国政府根据主合同对 A-DEC 承担的所有义务和责任，分包商应对 A-DEC 承担 A-DEC 根据主合同对美国政府承担的所有承诺。

If the date or substance of any of the clauses listed below is different from the date or substance actually incorporated in the Prime Contract, the date or substance of the clause incorporated by the Prime Contract shall apply instead. Third Party shall abide by and include in each lower tier subcontract the appropriate flow-down clauses as required by the Prime Contract and applicable FAR, DFARS or State contract clauses.

如果下列任何条款的日期或实质内容与主合同中实际包含的日期或实质内容不同，则应适用由主合同中所包含的条款的日期或实质内容。第三方应遵守并在每个下级分包合同中按照主要合同和适用的 FAR、DFARS 或国家合同条款的要求分包适当的流程条款。

- 52.203-13 – Contractor Code of Business Ethics and Conduct
- 52.203-13 - 承包商商业道德与行为守则
- 52.203-19 – Prohibition on Requiring Certain Internal Confidentiality Agreements or Statements
- 52.203-19 - 关于要求某些内部保密协议或声明的禁止性规定
- 52.204-23 – Prohibition on Contracting for Hardware, software, and services developed or provided by Kaspersky Lab and Other Covered Entities
- 52.204-23 - 禁止承包 Kasperky 实验室和其它相关实体开发或提供的硬件、软件和服务
- 52.219-8 – Utilization of Small Business Concerns
- 52.219-8 - 关注小型企业的运行条款
- 52.222-17 – Nondisplacement of Qualified Workers
- 52.222-17 - 合格工人不解雇条款
- 52.222-21 – Prohibition on Segregated Facilities
- 52.222-21 - 禁止使用隔离设施
- 52.222-26 – Equal Opportunity
- 52.222-26 - 机会平等
- 52.222-35 – Equal Opportunity for Veterans
- 52.222-35 - 退伍军人机会平等
- 52.222-36 - Equal Opportunity for Workers with Disabilities
- 52.222-36 - 残疾工人机会平等
- 52.222-37 - Employment Reports on Veterans
- 52.222-37 - 退伍军人就业报告
- 52.222-40 – Notification of Employee Rights Under the National Labor Relations Act
- 52.222-40 - 《国家劳动关系法》规定的雇员权利通知
- 52.222-41 – Service Contract Labor Standards
- 52.222-41 - 服务合同劳动标准
- 52.222-50 – (A) Combating Trafficking in Persons / (B) Alternate I of 52.222-50
- 52.222-50- (A) 打击贩运人口/ (b) 52.222-50-备选条款

- 52.222-51 – Exemption from Application of the Service Contract Labor Standards to Contracts for Maintenance, Calibration, or Repair of Certain Equipment – Requirements
- 52.222-51 - 某些设备-要求的维护、校准或修理合同不适用服务合同劳动标准
- 52.222-53 - Exemption from Application of the Service Contract Labor Standards to Contracts for Certain Services – requirements
- 52.222-53 - 某些服务-要求合同不适用服务合同劳工标准
- 52.222-54 – Employment Eligibility Verification
- 52.222-54 - 雇用资格审核
- 52.222-55 – Minimum Wages Under Executive Order 13658
- 52.222-55 - 第 13658 号行政命令规定的最低工资
- 52.222-62 – Paid Sick Leave Under Executive Order 13706
- 52.222-62 - 第 13706 号行政命令规定的带薪病假
- 52.224-3 – Privacy Training (B) Alternate I
- 52.224-3 - 隐私培训 (b) 备选条款 I
- 52.225-26 – Contractors Performing Private Security Functions Outside the United States
- 52.225-26 - 在美国境外履行私营担保职能的承包商
- 52.226-6 – Promoting Excess Food Donation to Nonprofit Organizations
- 52.226-6 - 促进对非营利组织的超额粮食捐赠
- 52.247-64 - Preference for Privately-Owned US Flag Commercial Vessels
- 52.247-64 - 赋予悬挂美国国旗的私人商船优先权

11. Assessment and Enforcement. Third Party will promptly respond to and cooperate with A-dec’s requests for verification, monitoring and auditing, of Third Party’s and its affiliates’, representatives’, agents’ and subcontractors’ compliance with these Standards and the Agreement, including without limitation (a) A-dec audits; (b) third party diligence questionnaires; and (c) unannounced audits under the European Union Medical Device Directive 93/42/EEC Annex II, No. 5.4. Any violation of these Standards, either directly or indirectly, will be deemed a material breach of the Agreement.

11. 评估和执行。第三方将迅速回应、并配合 A-DEC 对第三方及其附属公司代表、代理人和分包商，关于遵守这些标准和协议的情况进行核查、监测和审计的请求，包括但不限于 (a) A-DEC 审计；(b) 第三方调查问卷；(c) 根据欧洲联盟第 93/42/EEC 号《医疗器械指令》附录 II，第 5.4 号版进行的未经宣布的审计。任何直接或间接违反这些标准的行为都将被视为对本协议的重大违反。

12. Notice and Reporting. Third Party must promptly report any violation or suspected violation of the standards stated in the Agreement to A-dec by notifying our General Counsel at ethicsandcompliance@a-dec.com.

12. 通知和报告。第三方必须及时向 A-DEC 报告任何违反或涉嫌违反协议中规定的标准的行为，可通知我们的法律总顾问：ethicsandcompliance@a-dec.com。

13. Termination of Relationship. A-dec may terminate its relationship and the Agreement with Third Party immediately if A-dec reasonably believes that Third Party or its affiliates, personnel or subcontractors have violated these Standards.

13. 关系的终止。如果 A-DEC 合理地认为第三方或其附属公司、员工或分包商违反了这些标准，A-DEC 可立即终止与第三方的关系和协议。