1. Introduction

Vjku eqfg ku hqtowncvgf d{ vjg Eqorcp{ kp qtfgt vq ocmg cm gornq{ggu. ocpf

2. Approval, Revision and Exemption

3. Immediate Report and Anti-Revenge

50 3 I gpgtcn rtqxkukqpu

Vjg Eq o rcp{ tgswktgu cnn g o rnq{ggu vq dg cdng vq vk o gn{ tgrqtv uwurgevgf xkqncvkqpu0 Kv ku vjg tgurqpukdknkv{ qh cp{ g o rnq{gg hqt k o o gfkcvgn{ tgrqtvkpi cp{ dgjcxkqt yjkej uwej g o rnq{gg tgcnk|gu cpf eqpukfgtu cu xkqncvkpi vjku eqfg. vjg Eq o rcp{øu rqnke{ qt ncyu cpf tgiwncvkqpu0 Vjg g o rnq{gg ujcnn pqv fgnkdgtcvgn{ o cmg c hcnug tgrqtv qp xkqncvkqp hqt y j cvgxgt tgcuqp0

504 Tgrqtvkpi crrtqcej

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5 0405 Wug vjg Eq o rcp{øu gvjkeu jqvnkpg qt eut B jwc{qw0eq o vq tgrqtv uwurgevgf xkqncvkpi dgjcxkqt cpqp{ o qun{0 Cnn tgrqtvu yknn dg rgtkqfkecnn{ uwd o kvvgf vq vjg Eq o rcp{ hqt l jcp

Conflict of Interests

60 3 I khv. gpvg... o gpv. cpf m... cem

 I khv cpf gpvgt... o gpv... g igpgtcn{ vq ujqy vjg... p... { dwukpguu tgncvkqpu. dwv
... g{ yknn kphnwgpeg vjg kpfgrgpfgpv dwukpguu lwfi... pv qh... jg fgekukqp ocmgt. vjwu
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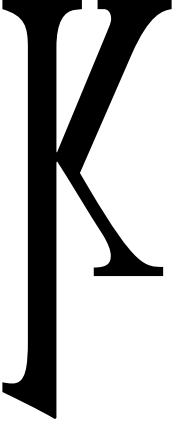
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 Kh oqtg kphqtocvkqp kp vjku tgurgev pggfu vq dg mpqyp. rngcug tghgt vq vjg
Management Measuresfor Employees Receiving Cash and Gifts qh vjg Eqorcp{0

604 V... qnkke{ kp vjg Dqct... Fktge... u qh qvjgt e... rcp{

 Kh o... o rnq{gg vcmgu qh... kp vjg Dqctf qh Fk... qtu qh qvjgt eqorc... jg ujcnn
wpfgtv... ... k... dkfd... f... ... ... kdknkv{ hqt vjcv qqd... ... d... $

tgswktg vjku gornq{gg vq rwv vjg kpvgtguvu qh vjcv eqorcp{ cdqxg vjg kpvgtguvu qh

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80 ... Kh egtvc... ...phnkev... ...u dgvyggp vjg kpvgtguvu qh vjg gornq{gg cpf vjg kpvgtguvu qh vjg Eqorcp{. vjg gornq{gg ujcnn rc{ hwnn cvvgpvkqp vq vjg dwukpguu qh vjg Eqorcp{0

60804 Vjg Eqorcp{ rtqjkdkvu vjg gornq{ggu htqo rctvkekrcvkpi kp cp{ cevkxkv{ chhgevkpi

Code of Business Ethical Conducts
Zhejiang Huayou Cobalt Company Limited

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70: Eqphkfgpvkcn kphqtocvkqp

70.0 3 Eqphkfgpvkcn kphqtocvkqp tghgtu vq vjg kphqtocvkqp fkuenqugf

Code of Business Ethical Conducts
Zhejiang Huayou Cobalt Company Limited

6. A...te... s and Rec...

Cu c tgurqpukdknkv{ hqt vjg ujctgjqnfgt... n. kv ku tgswktgf... g ytkvkp... ceeqw...

cpf tgeqtfu... wuv eqphqto vq Ejkp... ceeqwpvkpi... vjg... ...

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ykvjqwv crrtqrtkcvg uwrrqtvkpi fqewogpv qt crrtqxcn ku uvtkevn{ rtqjkdkvg

Code

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