Policy Statement of Human Rights

The Company

regulations, the Company has developed the Policy Statement of Human
Rights aimed at defining the commitments and responsibilities of the Company
and its affiliated companies, suppliers, and other partners regarding human
rights issues.
1. Prohibition of forced or compulsory labor
The Company prohibits the exploitation of labor benefits and the forcing of
employees to work under punishment and threats. All employees hired by the
Company must be on a voluntary basis, and no coercive behavior is allowed.
We will not use deception to lure employees to work. At the same time, the
Company is not allowed to collect deposits or seize their ID cards and other
legal proof documents to forcibly use labor against the wishes of employees.
2. Prohibition of using child labor
The Company promises to prohibit the use of child labor at all stages of service
provision.
“Child labor” refers to the persons who are under the age of 16, or under the
age of completing compulsory education, or the persons who are employed
under the minimum employment age specified by the state (child labor if
meeting any of these criteria). All employees under the age of 18 shall not
engage in the work that is likely to endanger the health or safety of the minors.

of the rectification plan should be provided, and if damage is caused to the
parties, they shall bear the liability for compensation.
4. Freedom of association
Open and direct communication between employees and management is one
of the effective ways to address workplace and salary issues. The Company is
committed to respecting the rights of employees in accordance with the law,
including freedom of association, participation or non-participation in trade
unions, seeking representation, and participating in employee representative
conferences. Employees should be able to openly communicate with
management on work conditions and management issues without worrying
about retaliation, threats, or harassment.
5. Fair and favorable working conditions
The Company focuses on the physical and mental health of employees, ensures
standardized management of pollutants and waste in the workplace,
implements a strict safety production management system, creates safe,
civilized, and harmonious working and living conditions and cultural
environment for employees, and ensures their occupational health and safety.
The Company implements a five-day working system, with employees working
8 hours a day. The Company clearly stipulates the working hours of employees,

as well as the annual leave and various leave hours they have, to safeguard
their right to rest and take leave.
The Company is committed to respecting the personality and dignity of
employees and strictly prohibits insults, corporal punishment, beatings, illegal
searches, and detention of employees. All departments shall not punish any
employees physically or mentally for their mistakes in work, which will cause
psychological stress. At the same time, the Company maintains a "zero
tolerance" attitude towards sexual and non-sexual harassment in the

employees should comply with all applicable laws and regulations, including
laws related to minimum wages, overtime hours, and statutory benefits. We
promise that the salary level will not differ due to factors such as gender, race,
and age. We regularly conduct "equal pay" evaluations through the analysis of
the salary levels of male and female employees and promote the
implementation of improvement measures based on the evaluation results,
striving to achieve the "equal pay" salary strategy.
6. Supplementary provisions
The Company will revise this Policy Statement annually based on changes in
the laws, relevant international conventions, and factual circumstances of the
host country to ensure the effective implementation of this system. The
Company has developed monitoring procedures, regularly checked the
effectiveness of the Company's management of human rights issues according
to this Policy Statement, and formulated human rights related targets every
year, and constantly improved the Company's human rights management
ability according to the targets.
In addition to our own business operations, the Company will identify potential
human rights issues through online or offline audits in the upstream and
downstream value chains, as well as in the process of new business expansion
(mergers and acquisitions,

pay for equal work, and discrimination. This identification is conducted
regularly every year or as needed in the early stages of new business
expansion and supplier inclusion.