

Human rights policy

1. Commitment to Human Rights: The Company is committed to respecting and protecting the human rights of all stakeholders, including employees, suppliers, customers, partners and community residents. In all our business activities, we will uphold the principles of the universality, indivisibility and inalienability of human rights.

2. Prohibition of discrimination and unfair treatment: Companies will not discriminate in hiring, promotion, training and benefits on the basis of race, national origin, sex, age, religion, sexual orientation or disability. **Ethnic origin, marital status, political affiliation** And trade union membership Different treatment is based on factors such as factors. We will promote a fair and inclusive work environment to ensure that employees have equal opportunities and entitlements.

3. Protecting workers' rights: The company will adhere to the core labor standards of the International Labour Organization (ILO), including the prohibition of child labor, forced labor and abuse. Ensure that employees enjoy rights such as reasonable wages, reasonable working hours, vacations and social insurance, and provide a good job. **life** Conditions and safety environment; **The salary level, the working hours are not below the standard stipulated by the local government, and life rest is guaranteed.**

4. The company respects the legitimate and traditional land tenure and resource rights of all interested parties.

5. Promote environmental sustainability: The company is committed to reducing its negative impact on the environment and taking steps to promote environmental sustainable development. We will actively promote the efficient use of resources, emission reduction, waste disposal and environmental protection to ensure that our business activities comply with environmental standards and regulations.

5. Promote Supply Chain Human Rights: For our suppliers, we will require them to adhere to the same human rights policies and to protect the rights of employees and prevent human rights abuses and environmental damage in their business activities. We will establish long-term partnerships with our suppliers to jointly advance the implementation of human rights.

6. Establish a reporting mechanism for human rights violations: The company will establish a channel through which employees and other stakeholders can anonymously report any

violations of human rights principles. We will protect the rights and interests of whistleblowers and promptly investigate and address complaints to ensure the effective implementation of human rights policies.

7. Enhance employee training and awareness: The company will raise awareness of human rights and corporate social responsibility through training and educational activities. We will encourage employees to be actively involved in human rights protection and to increase their understanding and recognition of the importance of human rights.

8. Regular evaluation and monitoring: The company will regularly evaluate and monitor the implementation of human rights policies to ensure their effectiveness and continuity. We will exchange and communicate information with relevant stakeholders, accept their feedback and suggestions on human rights policies, and continuously improve and improve.

By formulating and implementing corporate human rights policies, enterprises can actively promote the implementation of human rights in the course of business, protect the rights of employees, comply with environmental standards, and promote human rights protection in the supply chain, while improving the corporate image and social reputation.