

Human Rights and Social Responsibility Policy

We recognize and adhere to international human rights conventions, including the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, and the International Labor Conventions. Upholding the core values of respect for human rights and social responsibility, we are committed to formulating and implementing human rights protection and labor policies in accordance with the SA8000 International Social Accountability Standard and applicable labor and gender equality laws in the locations where we operate. We are dedicated to eliminating any form of human rights violations. The company makes the following commitments:

1. Prohibition of Child Labor

The company does not employ any workers under the age of 16. If any instance of child labor is identified, a remediation plan will be implemented immediately to ensure the child's well-being and living needs are protected. For young workers under the age of 18, appropriate working hours will be arranged, and night shifts or hazardous tasks will be avoided to ensure their health and physical and mental development.

2. Prohibition of Forced or Compulsory Labor

All forms of forced labor, including bonded labor, involuntary prison labor, human trafficking, and slavery, are strictly prohibited. The company will not retain employees' identification documents, demand deposits, or restrict their freedom of movement. All personnel shall work without coercion, intimidation, or retaliation.

3. Health and Safety

The company prioritizes occupational safety by enhancing staff training and awareness, establishing comprehensive emergency injury response measures, and reinforcing protection to prevent workplace injuries. Employees' health will be safeguarded through regular review and updates of occupational safety and environmental regulations, with continuous improvement efforts.

4. Freedom of Association and the Right to Collective Bargaining

The company respects employees' rights to freely join or withdraw from labor unions and to participate in collective bargaining and lawful union activities. All legally established representative systems are respected. The company pledges not to interfere with, threaten, or retaliate against individuals involved in collective actions. Regular, equal dialogue between labor and management will be ensured for raising concerns and negotiating improvements.

5. Prohibition of Discrimination

The company is committed to fostering a diverse and inclusive workplace. Discrimination of any kind is strictly prohibited in recruitment, training, compensation, promotion, termination, or retirement based on race, social class, nationality, religion, disability, health status, gender, sexual orientation or identity, age, union membership, worker representation, grievance filing, political views, zodiac sign, place of origin, blood type, or any other characteristic.

All forms of sexual harassment, psychological or physical abuse, verbal insults, and any prejudicial or exclusionary behavior are strictly forbidden.

6. Humane Treatment and Disciplinary Practices

Employees shall be treated with respect and dignity. The company prohibits corporal punishment, gender-based violence, mental coercion, verbal abuse, forced isolation, or any act that undermines personal dignity. All disciplinary actions must be governed by clear rules, and employees must be granted the right to file complaints and defend themselves reasonably.

7. Working Hours

Working hours shall comply with legal requirements, and all overtime work shall be voluntary. Employees are entitled to at least one day off every seven days, with full protection of rest and leave rights.

8. Wages and Benefits

The company guarantees wages not lower than the statutory minimum wage. Compensation must be sufficient to cover basic living needs, and a fair and transparent wage system must be ensured. Legally required benefits shall be provided, and all wage items must be clearly disclosed. Unjustified wage deductions are prohibited.

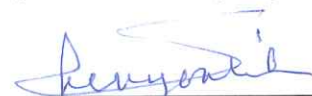
9. System Management

A social responsibility management system shall be established, encompassing risk assessment, stakeholder engagement, goal setting, policy communication, and training. A designated responsible person shall be assigned to implement the SA8000 policy, conduct internal audits, and drive continuous improvement and compliance.

10. Diverse Feedback and Continuous Improvement

Multiple feedback and suggestion channels shall be provided to gather input from employees and stakeholders. The internal performance team will regularly review risks, enhance internal controls, and continuously improve and optimize the management system.

Chairman



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