社会责任政策

我公司自愿选择遵守 SA8000:2014 标准，郑重承诺提供一个基于（符合）联合国人权宣言，国际劳工组织（ILO）和其它国际人权惯例，劳动定额标准以及中国法律的标准，尊重并保护所有在公司的生产或服务人员，包括公司自身、供应商/分包商，分包商雇用的员工等，且能够满足消费者、客户、公众和政府等相关方的期望，所以，本公司政策是：

——自愿选择遵守 SA8000 标准、联合国人权宣言、国际劳工组织和其它国际人权惯例及其它相关社会责任行为守则，特别是“SA8000:2014 标准”第二部分“规范性原则及其解释”中列示的相关国际指导，努力实现社会责任目标；

——本公司承诺遵守国家和地方性的法律法规，本着向社会负责，向公司及公司所有员工负责的态度，依法依规保障员工权益，确保其基本生活需求得到保证；不断改善工作与生活条件，确保员工的健康安全而不懈努力；

——公司制定一系列符合 SA8000 标准和法律法规的政策、程序：包含员工的人身权益、人格尊敬、结集自由、工作时间、工资福利、健康安全、环境保护、工作条件改善等诸多事项，形成系统性的规章制度，在实践中依章行事，依规管理，规范公司行为，并不断改善；

——禁止使用童工和强迫劳工，不接受任何使用童工或强迫和强制劳动的供应商，以及下级供应商；

——尊重工人择业自由，禁止交纳押金、有效证件原件等任何形式的强迫和强制劳动，确保员工完全自愿受雇，且不用承担雇佣的任何费用与成本；

——公司为员工健康安全，不断努力改善条件，首先采取措施最大限度消除或降低危害，为员工提供一个安全的、良好的工作、生活环境：所有的仓库、办公楼等建筑物均符合国家标准，通过建筑质量、消防、环保验收；各仓库没有剧毒物，没有产生过量粉尘、噪声、水分、烟雾、高温，各车间及仓库配备劳动保护用品；车间空气、员工饮用水进行检测，以保证员工的健康。

——推动劳资合作，尊重员工的结社自由和集体谈判权，认真听取或收集员工的诉求；

——提供平等和公平，没有威吓、谩骂、剥削或性侵行为的工作、生活环境，禁止地域等任何形式歧视、侮辱人格的行为；

——对所有员工予以尊重与尊严，反对任何形式的肉体惩罚与精神或语言上的侮辱；

——合理安排上班时间，依据法规适时安排工人的工作时间和休息、休假；

——定期提供合理、合法的工资福利，满足工人的基本生活需求。

——建立社会责任管理体系政策、程序与实施文件，设立相关的执行团队与监督机制，定期评审体系适宜性、有效性，采用有效的方法与形式影响利益相关方，持续改进，不断完善。

Our company voluntarily chooses to comply with sa8000:2014 standard, and solemnly promises to provide a standard based on (in line with) the United Nations Declaration of human rights, the International Labor Organization (ILO) and other international human rights practices, labor quota standards and Chinese laws, respect and protect all production or service personnel within the control and influence of the company, including the company itself, its suppliers / subcontractors, and subcontractors The employees employed by the contractor are the basic conditions for a responsible company and the expectations of consumers, customers, the public and the government. Therefore, the company's policy is:

——Voluntarily choose to abide by SA8000, the United Nations human rights advocate, the international labor organization and other international human rights practices and other relevant social responsibility codes of conduct, especially the relevant international guidance listed in part II "normative principles and their interpretation" of "SA8000: 2014 standard", and strive to achieve the goal of social responsibility;

——The company promises to abide by national and local laws and regulations, take the attitude of being responsible to the society, being able to control and influence all employees of the company, protect employees' rights and interests according to laws and regulations, ensure their basic living needs are guaranteed, constantly improve production work and living conditions, and make unremitting efforts to ensure employees' health and safety;

——The company has formulated a series of policies and procedures for the implementation of SA8000 standards and laws and regulations, involving personal rights and interests, personal respect, freedom of assembly, working hours, wages and benefits, health and safety, environmental protection, improvement of working conditions and many other matters, forming systematic rules and regulations, acting in accordance with the rules in practice, managing in accordance with the rules, standardizing the company's behavior, and constantly Improve;

——Prohibit the use of child labor and forced labor, and do not accept any suppliers who use child labor or forced and forced labor, as well as sub suppliers;

——Respect workers' freedom of employment, prohibit any form of forced and compulsory labor such as deposit, original valid certificate, etc., ensure that employees are fully willing to be employed, and do not bear any expenses and costs of employment;

——For the health and safety of employees, the company constantly strives to improve the conditions. First, it takes measures to eliminate or reduce the hazards to the maximum extent, so as to provide employees with a safe and good working and living environment: all the warehouses, office buildings and other buildings meet the

national standards, and pass the acceptance of building quality, fire control and environmental protection; each warehouse has no toxic substances, and does not produce excessive dust and noise Sound, water, smoke, high temperature, each workshop and warehouse provide labor protection articles; workshop air, staff drinking water for testing to ensure the health of employees.

——Promote labor cooperation, respect the freedom of association and collective bargaining rights of employees, and earnestly listen to or collect the demands of employees;

——Provide equal and fair working and living environment without intimidating, abusing, exploiting or sexually assaulting, and prohibit any form of discrimination or degrading behavior such as region;

——Respect and dignity to all employees, and oppose any form of physical punishment and mental or linguistic insult;

——Arrange the working time reasonably, and arrange the working time, rest and vacation of workers according to laws and regulations;

——Provide reasonable and legal wages and benefits on a regular basis to at least meet the basic living needs of workers.

——Establish social responsibility management system policies, procedures and implementation documents, set up relevant implementation teams and supervision mechanisms, regularly review the suitability and effectiveness of the system, use effective methods and forms to influence stakeholders, continue to improve and improve.