Policy Statement of Human Rights
The Company clearly recognizes that human rights issues are crucial for stakeholders such as
our employees, customers, suppliers, communities where we operate, and civil society groups.
The Company strictly abides by and implements the domestic laws and regulations such as
Constitution of the People’s Republic of China, Labor Law of the People’s Republic of China,
Labor Contract Law of the People’s Republic of China, Law of the People’s Republic of China
on the Protection of Women’s Rights and Interests, Employment Promotion Law of the
People’s Republic of China, Law of the People’s Republic of China on the Protection of Minors,
Trade Union Law of the People’s Republic of China, Provisions on the Prohibition of Using
Child Labor, Special Provisions on Labor Protection of Female Employees, and laws and
regulations concerning human rights issues of our overseas operation sites. In addition, the
Company implements UN conventions and declarations such as the Universal Declaration of
Human Rights, Declaration on the Protection of Human Rights, the United Nations Declaration
on the Elimination of All Forms of Racial Discrimination, ILO Declaration on Fundamental
Principles and Rights at Work, Convention concerning Minimum Age for Admission to
Employment, Employment Policy Convention, Discrimination (Employment and Occupation)
Convention, Convention concerning Equal Remuneration for Men and Women Workers for
Work of Equal Value. Concerning the aforementioned laws and 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.
For overseas employment, the definition of child labor is based on the laws of each project
country.
3. Respect employment diversity and oppose discrimination
The Company promises to provide fair and reasonable job opportunities. When making
decisions on employment, compensation, training, promotion, demotion, or retirement,
decisions are made based on individual work abilities and needs, rather than factors such as
race, nationality, religion, disability, social class, sexual orientation, union membership, and
government relations. The Company advocates for a diverse and inclusive workforce and work
environment. Senior management is responsible for the diversity of our employees and
regularly provides training on diversity, inclusive work environment, and anti-discrimination
to all employees.
The Company holds a "zero tolerance" attitude towards discrimination and promises that
employees will not be subjected to illegal discrimination. We will not force employees or
potential employees to undergo discriminatory medical examinations, and allow employees or
other parties to report violations via dedicated reporting channels. Personnel who violate
relevant regulations will be subject to internal punishment by the Company, and the involved
units may be ordered to make corrections (and may also be fined) by the Labor and Social
Security Administrative Department, and an explanation 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. Prohibition of human trafficking
The Company strictly prohibits all forms of human trafficking, including the recruitment,
transportation, transfer, harboring or receipt of persons for the purpose of exploitation. The
Company is preventing human trafficking risks across its operations and value chain, and
prohibits the use of coercion, deception or abuse of power to exploit labor. Through due
diligence, supply chain management and monitoring mechanisms, the Company identifies and
addresses related risks. Any violations identified will be handled in accordance with applicable
laws and Company policies.
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, joint ventures), covering
multiple issues such as forced labor, child labor, freedom of association, collective bargaining,

equal 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.