



福耀玻璃工业集团股份有限公司
FUYAO GLASS INDUSTRY GROUP CO., LTD.

福耀集团 社会责任行为准则

Fuyao Group Code of Social Responsibility



Table of Contents

Chapter 1 General Provisions	3
Chapter 2 Scope	3
Chapter 3 Code of Conduct.....	3
I. 【Labor Rights】	3
1.1. Freely Chosen Employment.....	4
1.2. Child Labor and Young Workers.....	4
1.3. Working Hours	5
1.4. Wages and Benefits	6
1.5. Career Management.....	6
1.6. Humane Treatment	7
1.7. Non-Discrimination	7
1.8. Freedom of Association.....	8
2. 【Health and Safety】	8
2.1. Occupational Health and Safety	8
2.2. Industrial Hygiene	9
2.3. Machine Safeguarding.....	10
2.4. Electrical Safety.....	10
2.5. Heavy Physical Work	10
2.6. Absolute Safety Rules.....	10
2.7. Emergency Preparedness	10
2.8. Injury and Illness Management.....	11
3. Environmental Protection	13
3.1. Environmental Permits and Reporting.....	13
3.2. Restricted Substances	13
3.3. Pollution Prevention and Resource Conservation.....	13
4. Business Ethics	15
5. Management Systems	17
Chapter 4 Reference.....	19

Chapter 1 General Provisions

Fuyao Group has always upheld the brand core tenet of "Comply with laws and regulations, focus on interested parties and stick to Perfection," and based on continuously enhancing its core competitiveness and achieving steady business development, actively gives back to society through concrete actions. Fuyao Group earnestly advances green production, protects the ecological environment, and actively participates in public welfare initiatives, integrate social responsibility into daily operations. Accordingly, Fuyao Group is committed to mutual reinforcement of economic and social benefits and to harmonious, win-win corporate and social progress.

The *Fuyao Group Social Responsibility Code of Conduct* (hereinafter referred to as the "Code") is formulated with reference to the *SA8000:2026*, the *International Labour Organization* (ILO) fundamental conventions, and other internationally recognized social responsibility standards, to establish and improve Fuyao Group's social responsibility management framework.

All Fuyao employees must strictly adhere to all policies and guidelines set forth in this Code, uphold the highest social responsibility standards in their duties, and integrate social responsibility into daily business and management practices.

All Fuyao suppliers are required to comply with all applicable laws and regulations in the countries and regions where they operate, as a fundamental precondition for cooperation with Fuyao. Fuyao further encourages suppliers to adopt internationally recognized industry standards and best practices, improve their Corporate Social Responsibility (CSR) management, and jointly promote sustainable development across the supply chain.

Chapter 2 Scope

This Code applies to Fuyao Group, its subsidiaries, and suppliers of products, materials, or services to Fuyao, and covers all employees, including permanent, temporary, contract, dispatched, and other workers. It comprises five sections: Labor Rights, Health and Safety, Environmental Protection, Business Ethics, and Management Systems.

Chapter 3 Code of Conduct

I. [Labor Rights]

The Company is committed to respecting all employees' human rights and ensuring they are treated with dignity and respect. This commitment extends to its direct operations, subsidiaries, and employees engaged through business partnerships, including permanent, temporary, contract, dispatched, and other employees.

The Company shall safeguard employees' fundamental rights in accordance with the labor standards set out below and promote consistent labor practices across its global operations.

1.1. Freely Chosen Employment

1. **Prohibition of Forced Labor:** The Company shall ensure that all employment is freely chosen and voluntarily entered into. All forms of forced or compulsory labour are strictly prohibited, including debt bondage, indentured or trafficked labour. Workers shall not be subjected to threats, coercion, abduction, or deception in recruitment, transportation, harbouring, transfer, or receipt.
2. **Informed Consent:** The Company shall inform employees of the terms and conditions of employment in a clear, accurate, and easily understandable language. Migrant workers shall provide informed consent before commencing work. Employment agreements shall not be altered after commencement, except where changes are required to comply with local laws and regulations or to provide equal or better conditions.
3. **Document Retention :** The Company shall not confiscate, withhold, or destroy employees' identity or immigration documents, including identification cards, passports, or work permits. Where the Company is required by local law to hold such documents, employees shall retain the right to access them at all times.
4. **Fee Prohibition:** The Company shall not charge employees any recruitment fees or related costs, nor require any deposits or other forms of security as a condition of employment. All forms of debt bondage and unlawful wage deductions are strictly prohibited. Where piece-rate wages are applied, they shall not be set at levels that exploit workers or circumvent legal minimum wage obligations.
5. **Personal Freedom:** Employees shall enjoy freedom of movement and shall not be confined to the workplace or any limited area. All forms of restriction on personal freedom are strictly prohibited.
6. **Freedom of Resignation :** Employees shall have the right to terminate their employment at any time upon notice of reasonable length, in accordance with applicable law or the employment agreement. No employee shall be required to obtain the Company's consent to resign or to provide any reason for doing so.
7. **Remedial Measures:** If forced labour or human trafficking is identified, the Company shall immediately terminate any situation of forced labour, restore the personal freedom of the victims, and hold the responsible parties accountable in accordance with law.

1.2. Child Labor and Young Workers

The Company shall comply with all applicable national and regional laws and regulations concerning the minimum employment age, strictly prohibit the use of child labor, and be committed to protecting the rights and interests of young workers.

1. **Definition of Child Labor:** The Company shall not engage or support the employment of any minor in work that is likely to harm their mental, physical, social, or moral development, or that interferes with their compulsory education, and who has not reached the applicable minimum employment age.
2. **Employment Age Standards:** The Company and all its global operating sites shall strictly comply with the laws and regulations of the locations in which they operate and

with the ILO fundamental conventions. In accordance with the “highest standard prevails” principle, the minimum employment age shall be the higher of the local statutory minimum employment age and the age of completion of compulsory education.

3. **Age Verification Mechanism :** The Company shall establish and implement a reliable age verification mechanism, strictly verify the valid identity documents of all applicants during recruitment to ensure they meet the minimum employment age requirements, and maintain complete records.
4. **Student Worker Management:** For lawfully employed student workers, interns, and apprentices, the Company shall conduct due diligence on their educational partners to ensure lawful and compliant conduct; properly maintain student worker records and ensure their rights are protected by law; ensure that their wages are no less than those of entry-level workers performing equal or similar work; and support legitimate workplace learning programs and provide appropriate support and training.
5. **Protection of Young Workers:** The Company shall strictly comply with the local laws and regulations of each operating site regarding the protection of young workers, and shall apply the principle of “strict enforcement where local regulations are more stringent.”

For employees below the local statutory age of majority (young workers), the Company shall:

- 1) prohibit their engagement in work that is likely to jeopardize their health, safety, or morals;
 - 2) prohibit night work and compulsory overtime; and
 - 3) limit their working hours and work intensity to ensure that daily working hours do not exceed 8 hours, or such more stringent requirements as local regulations may provide.
6. **On-Site Control:** The Company shall take appropriate measures to prevent children from entering the workplace. Where children may be present on-site for special reasons, such as employee family visits, the Company shall ensure that they remain under adult supervision at all times and are not exposed to any occupational hazards or health risks.
 7. **Remedial Measures :** If the Company inadvertently employs a child, it shall immediately cease the child’s work and, in accordance with applicable laws and regulations and international best practices, provide the child with necessary assistance and remediation. If a young worker is found to be engaged in hazardous work, the Company shall immediately reassign the young worker from the hazardous work to a position that is safe, non-toxic, non-hazardous, and suitable for their age and physical condition. The Company shall also conduct a comprehensive inspection and corrective action of the hazardous position, clearly post warning signs, and establish a strict young worker protection and monitoring system to resolutely prevent recurrence.

1.3. Working Hours

The Company shall comply with all applicable laws and regulations governing working hours, rest, and leave; safeguard employees’ rights to rest and health; and ensure that all overtime is voluntary.

1. **Working Hour Limits:** The standard workweek (excluding overtime) shall not exceed the maximum working hours prescribed by the local laws and regulations of each

operating site. Where local laws, regulations, or the Company's internal policies impose more stringent requirements, the more stringent requirements shall prevail.

Total weekly working hours (including overtime) shall strictly comply with the total working hour limits prescribed by the local laws and regulations of each operating site, and shall apply the principle of "the more stringent standard prevails." Exceptions may be made for emergency or exceptional circumstances, provided that the conditions and procedures prescribed by applicable local laws are met.

2. **Weekly Rest Days:** Ensure that employees enjoy an average of at least 1 rest day per week.
3. **Work Breaks:** The Company shall provide employees with adequate work breaks in accordance with legal requirements or work intensity.
4. **Statutory Holidays:** The Company shall provide employees with statutory public holidays and paid annual leave in accordance with applicable law, and shall provide other paid or unpaid leave, including sick leave, in accordance with local regulations and Company policy.

1.4. Wages and Benefits

The Company shall pay wages and benefits to employees in compliance with all applicable laws and regulations, ensuring fair and decent remuneration. Wages paid to employees shall not be less than the highest applicable statutory minimum wage and shall include all statutory benefits, including but not limited to social insurance, paid annual leave, and statutory holiday pay.

1. **Equal Pay for Equal Work:** The Company shall ensure equal pay for equal work for all employees and shall not discriminate in compensation based on gender, age, race, religion, nationality, union membership, or any other non-work-related factor.
2. **Overtime Compensation:** Overtime shall be compensated at a rate higher than the regular hourly wage.
3. **Wage Deductions:** Unlawful deductions from wages as a disciplinary measure are prohibited.
4. **Payment and Records:** The Company shall pay wages regularly and on time and shall provide employees with clear and understandable pay slips, including details of hours worked, wages, and deductions. Wage records shall be complete, reliable, and retained for at least 12 months.

1.5. Career Management

The Company shall respect and support employees' career development needs and establish a fair and transparent mechanism for career growth.

1. **Development Channels:** The Company shall establish personal development plans and career development pathways for all employees and provide equal promotion and development opportunities, without restriction based on non-work-related factors.
2. **Capability Enhancement:** The Company shall provide continuous and targeted training and learning opportunities based on job requirements and employee development needs to continuously improve the competence and capabilities of employees at all levels.
3. **Performance Evaluation:** The Company shall conduct regular performance

evaluations of employees based on objective and transparent criteria. Evaluation results shall serve as an important reference for career development and shall not be used as a means of disguised punishment, discrimination, or improper wage deductions.

1.6. Humane Treatment

The Company shall ensure that all employees are treated with dignity and personal safety, and that no form of inhumane treatment exists in the workplace.

1. **Prohibition of Abuse:** The Company shall not subject employees to violence, gender-based violence, sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, bullying, public humiliation, or verbal abuse, or any other form of harsh or inhumane treatment; nor shall it threaten to commit any such acts.
2. **Prohibition of Unlawful Body Searches:** The Company shall not conduct unlawful body searches or cross-gender body searches of employees.
3. **Discipline and Correction:** The Company shall establish clear disciplinary policies and procedures that explicitly prohibit the aforementioned behaviors and communicate them to all employees. Where violations are confirmed, the Company shall take appropriate corrective action to ensure effective resolution and prevent recurrence.

1.7. Non-Discrimination

The Company shall ensure equal opportunities in recruitment, promotion, compensation, and all other aspects of employment, and shall strictly prohibit discrimination on the basis of religion, culture, gender, age, or any other status. The Company shall respect employees' freedom of religious belief and cultural differences across regions, promote diversity and inclusion, and strictly prohibit any form of harassment and abuse.

The Company shall not discriminate against employees in hiring, compensation, promotion, rewards, training opportunities, termination, or any other employment actions on the basis of race, color, age, gender, sexual orientation, gender identity or expression, ethnicity or national origin, disability, pregnancy, religious belief, political affiliation, union or other lawful organization membership, protected veteran status, protected genetic information, or marital status. All distinctions shall be based on skills or job match, and not on the aforementioned non-work-related factors.

1. **Reasonable Accommodation:** The Company shall provide reasonable accommodation for employees' religious practices and for physical or mental disabilities to ensure their equal right to participate in work.
2. **Prohibition of Discriminatory Examinations :** The Company shall not require employees or prospective employees to undergo medical examinations or physicals that may serve discriminatory purposes.
3. **Remedial Measures:** Where discrimination or harassment is identified, the Company shall immediately cease any discriminatory or harassing behavior, take effective protective measures for victims, including providing psychological counseling and necessary legal assistance, and protect them from retaliation. The Company shall investigate the employees involved and impose serious disciplinary action in accordance with its policies. The Company shall also improve anonymous complaint and grievance mechanisms, eliminate prejudice in the workplace, and ensure that victims can safely

return to work.

1.8. Freedom of Association

The Company shall respect the rights of all employees to freedom of association and collective bargaining in accordance with applicable local laws.

1. **Freedom of Association:** The Company shall respect the right of all employees to voluntarily form and join trade unions, engage in collective bargaining and peaceful assembly, and refrain from participating in such activities.
2. **Collective Bargaining:** The Company shall respect employees' right to collective bargaining and shall negotiate in good faith with employee representatives or trade unions upon their request.
3. **Communication and Protection:** The Company shall establish effective labor-management communication mechanisms and regularly communicate with employees and their representatives. Employees and their representatives shall be able to openly express views and concerns regarding working conditions and management practices without fear of discrimination, retaliation, threats, or harassment.

2. [Health and Safety]

The Company is committed to providing a safe and healthy working environment for all personnel, including employees and external contractors, and to respecting their fundamental right to physical and mental health. Sound occupational health and safety practices not only help reduce work-related injuries and ill health but also serve as an essential foundation for improving product and service quality, ensuring business continuity, and enhancing workforce stability and morale.

The Company recognizes that ongoing worker participation and training are essential to identifying and addressing workplace health and safety issues. The Company shall establish effective communication and participation mechanisms, encourage workers to proactively identify hazards and propose improvements, and, through ongoing training and capacity building, enhance the safety awareness and protective capabilities of all workers, thereby promoting continual improvement in occupational health and safety performance.

The Company shall comply with the following health and safety standards and implement the associated management requirements.

2.1. Occupational Health and Safety

The Company shall establish and maintain an occupational health and safety management system to provide a safe and healthy working environment for all personnel.

1. **Management System and Compliance:** The Company shall establish and maintain an occupational health and safety management system, clearly define management responsibilities and authorities, and ensure its effective implementation and operation. The Company shall obtain, maintain, and update all necessary health and safety permits, approvals, and registrations, and comply with applicable operational and reporting requirements. The Company shall conduct management reviews at planned intervals to

ensure the system remains effective and complies with legal and regulatory requirements.

2. **Risk Identification and Assessment:** The Company shall regularly identify and assess occupational health and safety risks in the workplace, including but not limited to:
 - 1) Chemical, biological, and physical hazards;
 - 2) Machinery and electrical hazards;
 - 3) Fire, vehicle, and fall hazards;
 - 4) Heavy physical work, including manual handling and repetitive tasks;
 - 5) Psychosocial risks, such as unreasonable work expectations, bullying, intimidation, and inadequate privacy.
3. **Risk Control:** The Company shall eliminate hazards or reduce risks in accordance with the hierarchy of controls:
 - 1) Eliminate the hazard;
 - 2) Substitute (replace high-risk materials or processes with lower-risk alternatives);
 - 3) Engineering controls (e.g., isolation, machine guarding, ventilation);
 - 4) Administrative controls (e.g., safe operating procedures, training, job rotation);
 - 5) Personal protective equipment (PPE).
4. **Protection of Special Groups:** The Company shall take appropriate measures to protect female workers, particularly pregnant and breastfeeding workers, by avoiding assigning them to work environments that may be harmful to themselves or their children and by providing reasonable accommodations.
5. **Occupational Health Surveillance:** The Company shall conduct occupational health surveillance in accordance with applicable law, regularly assess whether employees have experienced adverse health effects due to occupational exposure, and maintain an ongoing health protection program.

2.2. Industrial Hygiene

The Company shall identify, assess, and control occupational health risks to employees arising from chemical, biological, and physical factors.

1. **Hazard Control:** The Company shall control excessive exposure to occupational hazards through engineering controls (e.g., ventilation systems and isolation barriers) and administrative controls (e.g., operating procedures and job rotation). Where hazards cannot be effectively controlled through such measures, the Company shall establish and maintain an appropriate personal protective equipment (PPE) program and provide employees, at no cost, with PPE appropriate to their work-related risks.
2. **Occupational Health Surveillance:** The Company shall conduct occupational health surveillance in accordance with applicable law, regularly assess whether employees have experienced adverse health effects due to occupational exposure, and maintain an ongoing occupational health protection program.
3. **Risk Education:** The Company shall provide employees with risk education materials related to the hazards they face in the workplace, ensuring that employees fully understand the nature of the hazards to which they are exposed and the corresponding protective measures.

2.3. Machine Safeguarding

The Company shall conduct risk assessments of production equipment and other machinery to prevent injury to employees.

1. **Guards and Protective Devices:** The Company shall provide physical guards, interlocking devices, and barriers for machinery that may cause injury to employees, and shall maintain them in proper working order.
2. **Operating Training:** The Company shall train employees in the safe operation of the machines and specialized equipment they use to prevent injuries caused by improper operation.
3. **Maintenance and Records:** Maintenance of machines and specialized equipment shall be documented to ensure traceability.
4. **Safety Signage:** The Company shall provide adequate safety instructions and warning signs to alert employees to operational risks.

2.4. Electrical Safety

1. **Installation Maintenance:** All electrical installations shall be maintained in safe condition, regularly inspected, and documented to eliminate direct hazards to employees and fire hazards caused by equipment.
2. **Warning Signs:** Adequate electrical hazard warning signs shall be provided to warn employees of the risk of electric shock.

2.5. Heavy Physical Work

The Company shall identify, assess, and control the health effects of heavy physical work on employees.

1. **Scope of Application:** Heavy physical work includes, but is not limited to: manual handling and loading/unloading of materials; repetitive lifting of heavy objects; prolonged standing; and highly repetitive or forceful assembly work.
2. **Control Measures:** The Company shall mitigate the adverse health effects of heavy physical work on employees through engineering controls, workflow optimization, mechanization, job rotation, and training.

2.6. Absolute Safety Rules

The Company has established the EHS Management Regulations, the EHS Risk Classification Control and Hazard Investigation and Governance Management Regulations, and other policies to set out safety control requirements for various operational activities, strictly control activities involving significant personal safety and environmental risks, and monitor compliance. The Company adopts a zero-tolerance approach to violations of absolute safety rules and imposes serious disciplinary measures in accordance with relevant policies.

2.7. Emergency Preparedness

The Company shall identify and assess potential emergency situations and incidents, including but not limited to fires, explosions, fatal accidents, and mass poisoning, and shall minimize adverse impacts on people, the environment, and property by implementing emergency plans and response procedures.

1. **Emergency Plans:** The Company shall establish written emergency plans and response procedures, including:
 - 1) Emergency reporting procedures;
 - 2) Worker notification and evacuation procedures;
 - 3) Contact information for emergency personnel;
 - 4) Recovery plans.
2. **Fire Protection Equipment :** The Company shall provide and maintain appropriate fire protection equipment, including:
 - 1) Fire alarms: sufficient in number; clearly audible throughout the premises; equipped with visual alarms in noisy areas; regularly maintained and provided with backup batteries;
 - 2) Fire detectors: sufficient in number; properly installed; regularly maintained and provided with backup batteries;
 - 3) Fire extinguishers: sufficient in number; functional; of the appropriate type; properly installed; marked; and readily accessible;
 - 4) Fire suppression systems (e.g., sprinkler systems, fire hoses, hydrants, and water tanks): provided as required by applicable law or risk assessment.
3. **Evacuation Facilities:**
 - 1) Sufficient and appropriate emergency exits are provided, unobstructed, and lead to safe assembly points;
 - 2) All exits and evacuation routes are marked with properly installed emergency exit signs;
 - 3) Adequate emergency lighting is installed and backed by an alternative power source to ensure continued operation during power outages;
 - 4) Evacuation floor plans are posted in prominent locations, indicating the current location, fire protection equipment, and emergency exit locations.
4. **Training and Drills:**
 - 1) Evacuation drills shall be conducted regularly for all workers and documented;
 - 2) Emergency drills shall be conducted at least annually, or more frequently if required by applicable law;
 - 3) An emergency response team shall be established, regularly trained, and authorized to issue instructions during emergencies.
5. **First Aid Preparedness:**

The company shall ensure:

 - 1) A sufficient number of trained or certified first-aid personnel to ensure prompt response to injuries;
 - 2) A sufficient number of fully stocked first-aid kits with unexpired supplies, accessible to all workers.

2.8. Injury and Illness Management

The Company shall establish procedures and systems to prevent, manage, monitor, and report occupational injuries and illnesses.

1. Reporting and Recording:

The company shall:

- 1) Encourage workers to report work-related injuries and illnesses proactively;
- 2) Classify and record cases of work-related injury and illness.

2. Treatment and Investigation:

The company shall:

- 1) Provide necessary medical assistance to injured or ill workers;
 - 2) Investigate incidents and implement corrective actions to eliminate root causes and prevent recurrence.
- 3. Return-to-Work Support:** The Company shall assist workers in returning to work by providing reasonable rehabilitation support or job reassignment.
- 4. Right to Emergency Evacuation:** The Company shall permit workers to evacuate on their own when faced with imminent injury and shall not require them to return until the situation has abated, without fear of retaliation.

2.9. Health and Safety Communication: The Company shall provide workers with appropriate occupational health and safety information and training in their native language or another language they can understand.

1. Training Requirements:

- 1) Training shall cover all identified workplace hazards, including, but not limited to, mechanical, electrical, chemical, fire, and physical hazards;
 - 2) Training shall address specific risks to relevant groups, such as those related to gender and age;
 - 3) All workers shall be trained before starting work and periodically retrained thereafter.
- 2. Information Posting:** Health and safety information shall be clearly posted in factory areas or other locations that are readily identifiable and accessible to workers.
- 3. Feedback Mechanism:** The Company shall encourage workers to raise any health and safety concerns without fear of retaliation.

2.10. Working Conditions: The Company shall provide workers with a clean, safe working environment and basic work facilities.

1. Basic Facilities:

The company shall provide workers with:

- 1) Clean toilet facilities;
 - 2) Potable drinking water;
 - 3) Clean and sanitary food, food storage, and dining facilities where necessary.
- 2. Dormitory Requirements:** Worker dormitories provided by the Company or labor agencies shall be kept clean and safe and shall provide:
- 1) Appropriate emergency exits;
 - 2) Hot water for bathing;
 - 3) Adequate lighting and ventilation;
 - 4) Individual secure lockers for personal and valuable items;
 - 5) Reasonable private space with convenient access.
- 3. Quality Standards:** The Company shall ensure that housing, transportation, food, and other goods and services provided by the employer meet applicable national and international quality standards.

3. Environmental Protection

The Company recognizes that environmental responsibility is an integral part of responsible operations across all business functions. The Company shall identify the actual and potential environmental impacts of its operations, minimize adverse impacts on society, the environment, and natural resources, and safeguard public health and safety. The Company shall comply with all applicable environmental laws and regulations and continually improve its environmental performance.

The Company shall comply with the following environmental protection standards and implement the associated management requirements.

3.1. Environmental Permits and Reporting

The Company shall obtain, maintain, and update all necessary environmental permits (such as emission monitoring permits), approvals, and registrations, and shall comply with applicable operational and reporting requirements.

3.2. Restricted Substances

The Company shall comply with all applicable laws, regulations, and customer requirements concerning the prohibition or restriction of certain substances in products and manufacturing processes, including recycling and disposal labeling requirements, such as RoHS, REACH, PPWR, and POPs. The Company shall take effective measures to prohibit or restrict the use of such substances in products and manufacturing processes.

3.3. Pollution Prevention and Resource Conservation

1. **Pollution Prevention:** The Company shall comply with all applicable laws and regulations concerning pollutants, including wastewater, air emissions, solid waste, and noise, and shall minimize or eliminate pollutant emissions, releases, and waste generation at the source or through measures such as adding pollution control equipment and improving production operations, maintenance, and facility processes.
2. **Resource Conservation:** The Company shall adopt conservation and substitution measures—including improving production operations and maintenance processes, using alternative materials, reuse, and recycling—to reduce consumption of energy, water, and natural resources, and shall actively purchase, produce, and use energy from renewable sources, such as hydropower, wind, solar, geothermal, and biomass.

3.4. Hazardous Substances: The Company shall identify, label, and manage chemicals, wastes, and other materials that pose hazards to humans or the environment, ensuring they are safely handled, moved, stored, used, recycled or reused, and disposed of.

1. **Labeling and Data:**

- 1) All chemical containers shall bear appropriate warning labels explaining safe use;
- 2) Hazardous areas shall be marked with warning signs identifying potential hazards;
- 3) Up-to-date, complete, and readily accessible safety data sheets (SDS) shall be provided for all chemicals and hazardous substances;
- 4) Hazardous waste data shall be tracked and recorded, and properly included in inventory lists.

2. **Storage Management:** Chemicals and hazardous substances shall be stored in

secondary containment and placed in appropriately designated and separated areas, with access restricted to authorized employees only.

3. **Emergency Response:** Written emergency procedures for chemical exposure or spills shall be developed, and employees shall be trained accordingly. Adequate eyewash stations, safety showers, and spill response kits shall be provided near chemical handling or storage areas.

3.5. Wastewater Management

1. Wastewater generated from operations, industrial processing, and sanitary facilities shall be classified, monitored, controlled, and treated as required before discharge or disposal.
2. The Company shall implement a water management plan to record, classify, and monitor water sources and their use and discharge; seek opportunities for water conservation; and control pollution pathways.
3. The Company shall conduct routine monitoring of the operational status of wastewater treatment and control systems to ensure optimal performance and regulatory compliance.

3.6. Air Emissions

1. Air emissions generated during operations, such as volatile organic compounds (VOCs), aerosols, corrosives, particulates, ozone-depleting chemicals, and combustion by-products, shall be classified, monitored, controlled, and treated as required before discharge.
2. Ozone-depleting substances shall be effectively managed in accordance with the Montreal Protocol and applicable regulations.
3. The Company shall conduct routine monitoring of the operational status of air emission control systems to ensure compliance with regulatory requirements.

3.7. Solid Waste Management

The Company shall adopt a systematic approach to identify, manage, reduce, responsibly dispose of, or recycle solid waste, including both non-hazardous and hazardous waste.

1. **General Solid Waste Management:** Solid waste shall be properly handled, stored, and disposed of. Storage areas shall be secured against unauthorized access and adequately protected from external impacts such as rainwater.
2. **Hazardous Waste Management:** The handling, storage, and disposal of hazardous waste shall comply with applicable laws and regulations. Where hazardous waste disposal is performed by service providers, the Company shall retain the necessary contracts and permits for review.
3. **Data Tracking:** The Company shall track and record waste data to promote waste reduction and resource recovery.

3.8. Noise Management

1. **Construction Project Assessment:** The Company shall assess potential environmental noise during the design phase of construction projects, develop preventive measures, and submit for review, approval, and filing with environmental protection authorities in accordance with prescribed procedures.
2. **Routine Monitoring and Control:** The Company shall regularly monitor workplace noise and actively take measures, such as soundproof walls and silencers, to reduce noise generation and ensure compliance with applicable standards.

3.9. Energy Consumption and Greenhouse Gas Emissions

The Company shall establish and report absolute greenhouse gas reduction targets at the Group level.

1. **Monitoring and Reporting:** The Company shall track, record, and publicly report:
 - 1) Energy consumption data;
 - 2) Scope 1, Scope 2, and material Scope 3 greenhouse gas emissions.
2. **Energy Efficiency Improvement:** The Company shall seek ways to improve energy efficiency and minimize energy consumption and greenhouse gas emissions.

3.10. End-of-Life Product Environmental Impact

The Company shall fully consider eco-design during the early stages of product design, such as reducing product weight and facilitating recycling. Labels concerning renewable materials, biodegradability, and disposal shall be clear and communicated to customers and consumers.

4. Business Ethics

To fulfill social responsibility and achieve success in the market, the Company and its agents shall adhere to the highest standards of integrity and ethics in all business interactions, upholding the principles of legal compliance, fairness and transparency, and integrity and self-discipline.

The Company shall comply with the following business ethics standards and implement all management requirements.

4.1. Integrity in Business Operations

The Company prohibits any and all forms of bribery, corruption, extortion, embezzlement, and misappropriation of public funds.

1. **Zero-Tolerance Policy:** The Company adopts a zero-tolerance policy toward bribery and corruption, implementing monitoring and enforcement procedures to ensure compliance with integrity in business operations requirements. All employees and agents shall not promise, offer, authorize, give, or accept anything of value to obtain improper business advantages.
2. **Transparent Transactions:** All business transactions shall be completed in an open and transparent manner and shall be properly reflected in the Company's books and records. No acts to circumvent anti-corruption laws shall be carried out through third parties.

4.2. Information Disclosure

The Company shall disclose information regarding labor rights, health and safety, environmental activities, business activities, organizational structure, financial condition, and performance in accordance with applicable regulations and major industry practices.

All business transactions shall be accurately recorded in business books and records, and no records shall be falsified or misrepresentations made regarding conditions or practices in the supply chain.

4.3. Intellectual Property Protection

1. **Respect for Intellectual Property:** The Company shall respect intellectual property rights. The transfer of technology, experience, knowledge, or information shall be conducted in a manner that protects intellectual property.
2. **Protection of Customer and Supplier Information:** The Company shall protect the

information security of customers and suppliers, preventing the disclosure or infringement of their intellectual property and trade secrets during cooperation.

4.4. Information Security Management

The Company shall improve its information security management system to protect the information asset security of itself and its stakeholders.

1. **Risk Assessment and Control:** The Company shall identify and assess information security risks, implement and control the processes and measures required for information security, and prevent information leakage, damage, or loss.
2. **Third-Party Management:** The Company shall conduct due diligence on third parties involved in information processing (including suppliers, service providers, etc.) to ensure they possess appropriate information security management capabilities, and shall sign confidentiality agreements.
3. **Compliance Requirements:** The Company shall comply with privacy and information security-related laws and regulations when collecting, storing, processing, transmitting, and sharing information.

4.5. Fair Trading, Advertising, and Competition

1. **Fair Competition:** The Company shall uphold the principle of fair trading, not engage in collusion, conspiracy, mutual collusion, or other unfair competitive practices, and not disrupt the environment and conditions of fair competition. The Company encourages, supports, and protects social supervision of unfair competitive practices by all organizations and individuals.
2. **Truthful Advertising:** The Company shall comply with the requirements of truthful advertising, and shall not use advertising or other methods to make misleading or false representations regarding product quality, safety, expiration dates, etc.

4.6. Identity Protection

Unless prohibited by law, the Company shall establish procedures to protect whistleblowers among stakeholders (including customers, suppliers, and internal employees), ensuring the confidentiality and anonymity of their identities.

The Company shall establish communication procedures that enable employees to raise concerns without fear of retaliation.

4.7. Responsible Mineral Sourcing

The Company shall commit to and take reasonable actions to prevent the use of tantalum, tin, tungsten, gold, cobalt, and other metal materials from conflict-affected mineral regions in its products, avoiding directly or indirectly contributing to illegal armed conflict, supporting human rights abuses, harming the environment, or posing health and safety hazards.

The Company shall conduct due diligence on the sources and chain of custody of these minerals, reasonably ensuring that their sources comply with the *China Mineral Supply Chain Due Diligence Management Guidelines* (Second Edition, 2022) and the *OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas* or equivalent and recognized due diligence frameworks, and provide the due diligence measures taken in accordance with regulatory or customer requirements.

4.8. Privacy Protection

The Company shall commit to protecting the reasonable privacy expectations of all business-

related individuals (including suppliers, customers, consumers, and employees).

1. **Compliant Processing:** When collecting, storing, processing, transmitting, and sharing personal information, the Company shall comply with privacy and information security-related laws and regulations.
2. **Data Minimization:** The Company shall only collect personal data directly related to work or services, minimize the types and amount of data collected, and retain it only for the time required for designated and lawful purposes.
3. **Awareness and Transparency:** The Company shall ensure that employees understand how their personal data is collected and used, and provide appropriate channels for awareness.

5. Management Systems

5.1. Company Commitment and Management Responsibility

1. Company Commitment:

- 1) The Company's senior management shall publicly issue a corporate social responsibility policy statement affirming its commitment to due diligence and continuous improvement and obtain endorsement from executive management. The policy statement shall be published and communicated to employees in a language they can understand through channels accessible to all employees.
 - 2) The Company commits to complying with applicable laws and regulations, meeting customer requirements, complying with the requirements of this Code, and committing to continuous improvement.
- 2. Management Responsibility:** The Company shall clearly designate a senior manager responsible for the advancement and implementation of corporate social responsibility, identifying and controlling risks, and conducting regular internal audits and management reviews. Senior management shall regularly review the status of the management system, establish internal assessment and accountability mechanisms, and promote continuous improvement.

5.2. Legal Requirements Identification and Risk Assessment

1. **Legal Requirements Identification:** The Company shall adopt or establish processes to identify, monitor, and understand applicable laws, regulations, and customer requirements (including the requirements of this Code).
2. **Risk Assessment:**
 - 1) The Company shall adopt or establish processes to identify legal compliance, environmental, health and safety, labor practice, and ethical risks related to its operations (including risks of serious human rights and environmental impacts).
 - 2) The Company shall determine the relative importance of each risk and implement appropriate procedural and physical control measures to control identified risks and ensure regulatory compliance.

5.3. Improvement Objectives

The Company shall establish written performance objectives, indicators, and implementation plans to improve the Company's social, environmental, health, and safety performance. The Company's performance in achieving these objectives shall be regularly assessed.

5.4. Training

The Company shall develop training plans for management and employees to implement the Company's policies, procedures, and improvement objectives, and to meet applicable legal and regulatory requirements.

5.5. Communication

The Company shall establish processes to communicate the Company's policies, practices, expected objectives, and performance clearly and accurately to employees, suppliers, and customers.

5.6. Employee Feedback and Participation

1. The Company shall establish processes for continuous two-way communication with employees, employee representatives, and other stakeholders. The process shall aim to obtain feedback on business practices and conditions covered by this Code and promote continuous improvement.
2. The Company shall provide a safe environment for employees to raise grievances and feedback without fear of retaliation.

5.7. Audit and Assessment

The Company shall conduct regular self-assessments to ensure compliance with legal and regulatory requirements related to social and environmental responsibility, the requirements of this Code, and customer contract requirements.

5.8. Corrective Actions

The Company shall establish processes to promptly correct deficiencies identified in internal or external assessments, inspections, investigations, and reviews.

5.9. Documents and Records

The Company shall create and maintain documents and records to ensure compliance with regulatory, legal, and Company requirements, while properly protecting confidential information.

5.10. Supplier Responsibility

The Company shall establish a systematic supply chain sustainability management approach, committed to promoting responsible environmental protection, labor rights protection, and business ethics in business operations. To this end, our Company has formulated the Supplier Code of Conduct.

All suppliers and subcontractors that have or intend to establish business cooperation relationships with our Company must strictly comply with the requirements of the Supplier Code of Conduct and pass them on to sub-tier suppliers. Signing the Supplier Code of Conduct provided by our Company is a precondition for establishing a formal business relationship with suppliers.

1. **Standard Communication:** The Company shall establish processes to communicate the requirements of this Code to suppliers and monitor their compliance.
2. **Risk Assessment:** The Company shall conduct adequate social and environmental risk assessments of first-tier suppliers in the supply chain, define clear social and environmental standards for suppliers (such as codes of conduct), and require important business partners to commit to complying with these standards.
3. **Performance Monitoring:** For important business partners, the Company shall record and collect systematic information on their implementation of social and environmental standards.

4. **Grievance Mechanism:** The Company shall establish an effective and appropriate grievance mechanism for all stakeholders of its important suppliers.
5. **Capacity Building:** Where necessary, the Company shall provide capacity building programs for suppliers to help them improve their social responsibility performance.

Chapter 4 Reference

- I. SA8000:2026 Social Accountability Standard
- II. ISO 14001:2026 Environmental Management Systems
- III. ISO 45001:2018 Occupational Health and Safety Management Systems
- IV. International Labour Organization (ILO) Fundamental Conventions