

社会责任政策

本公司及全体管理层认识到遵守国际劳工标准和维护劳工权益与之相关的社会责任政策是一个负责任的公司所具备的基本条件，也是消费者、客户、公众和政府等利益相关方的期望。

本公司承诺遵守国家劳动法律法规、遵守国际公认的劳工标准、以及其他适用的行业标准和国际公约，持续改善工作条件和员工福利。与质量管理一样，社会责任管理也是本公司日常运作的一个有机组成部分，履行社会责任是公司提供良好产品满足客户需要的一个必要条件。

公司任命管理层经理负责社会责任管理，建立、实施和维持良好的社会责任管理体系，并将这一要求延伸到供应商和分包商。

公司建立社会责任方针：

与利益相关方进行沟通，满足利益相关方的期望，遵守法律法规，保障员工利益，实现人与企业共发展的企业文化核心理念。

公司声明：

- 1、禁止和不支持使用童工，不接受任何使用童工或强迫劳动的供应商或分包商。
- 2、尊重员工自由，禁止任何形式的强迫或强制劳动。
- 3、提供安全卫生的工作和生活条件，确保员工的安全和健康。
- 4、推动劳资合作，尊重员工的结社自由和集体谈判权。
- 5、提供平等和公平的工作环境，禁止任何形式的歧视行为。
- 6、尊重员工的基本人权，禁止和不支持任何形式的侮辱人格的行为。
- 7、合理安排生产计划，合理安排员工的工作时间和休息休假。
- 8、提供合理的工资福利，至少满足员工的基本需要。
- 9、提倡商业廉政，杜绝贪污腐败。

Social Responsibility Policy

The company and its entire management team recognize that adhering to international labor standards and upholding the rights of workers, as related to social responsibility policies, are fundamental prerequisites for a responsible corporation. It is also an expectation from stakeholders such as consumers, clients, the public, and government entities.

The company commits to complying with national labor laws and regulations, adhering to internationally recognized labor standards, as well as other applicable industry norms and international conventions. Continuous improvement of working conditions and employee welfare is promised. Similar to quality management, social responsibility management is an integral part of the company's daily operations, and fulfilling social responsibility is a necessary condition for providing quality products that meet customer needs.

The company appoints a manager from the management team to be responsible for social responsibility management. This includes establishing, implementing, and maintaining a robust social responsibility management system, extending these requirements to suppliers and subcontractors.

The company has established a social responsibility policy:

Engage in communication with stakeholders, meet their expectations, comply with laws and regulations, safeguard the interests of employees, and realize the core philosophy of a corporate culture that fosters mutual development between individuals and the enterprise.

Social Responsibility Policy

Company Statement:

- 1.Prohibition and Non-Support of Child Labor:** We prohibit and do not support the use of child labor, and we do not accept any suppliers or subcontractors that employ child labor or engage in forced labor.
- 2.Respect for Employee Freedom:** We respect the freedom of our employees and strictly prohibit any form of forced or compulsory labor.
- 3.Provision of Safe and Hygienic Working and Living Conditions:** We ensure the safety and health of our employees by providing safe and hygienic working and living conditions.
- 4.Promotion of Labor-Management Cooperation:** We actively promote cooperation between labor and management, respecting the freedom of association and collective bargaining rights of our employees.
- 5.Provision of Equal and Fair Working Environment:** We are committed to providing an equal and fair working environment, strictly prohibiting any form of discriminatory behavior.
- 6.Respect for Basic Human Rights:** We uphold and respect the basic human rights of our employees, strictly prohibiting and not supporting any form of disrespectful or degrading behavior.
- 7.Reasonable Production Scheduling and Working Hours:** We make reasonable production plans and schedule the working hours and rest periods of our employees in a fair and sensible manner.
- 8.Provision of Reasonable Salary and Benefits:** We provide reasonable salary and benefits to our employees, ensuring at least the fulfillment of their basic needs.
- 9.Advocacy for Business Integrity:** We promote business integrity and are committed to eliminating corruption and bribery.