

社会责任申明

Social Responsibility Statement

社会责任管理体系是公司符合国际公约及国家法律法规，减少违规风险和职业健康安全损失而建立的，联钢精密科技（中国）有限公司（以下简称公司）郑重承诺：

The Social Responsibility Management System is established by the company in accordance with international conventions and national laws and regulations, reducing the risk of violations and environmental and occupational health and safety losses. Unisteel Technology (China) Co., Ltd. (hereinafter referred to as the company) solemnly promises:

诚实守信 尊重尊严 健康安全 持续改进

Honesty, Respect, Health & Safety, Continuous Improvement

诚实守信：公司依法合规、廉洁经营，遵守所有适用的劳动、环境、健康安全法律法规和其它要求；反对贪污受贿、挪用公款，无不正当收益；无弄虚作假，秉持公平交易、广告和竞争；努力提高公司经营管理透明度，实现信息公开化，保护我们和所有商业合作伙伴的知识产权；对公司员工和合作伙伴的身份保密及隐私保障，杜绝打击报复。

Honesty: The company operates in compliance with the law, with integrity, and complies with all applicable labor, environmental, health and safety laws, regulations, and other requirements; oppose corruption, bribery, misappropriation of public funds, and ensure that there are no illegitimate gains; no fraud, uphold fair trade, advertising, and competition; strive to improve the transparency of our company's business management, achieve information disclosure, and protect the intellectual property rights of us and all business partners; maintain confidentiality and privacy of the identity of company employees and partners, and prevent retaliation.

尊重尊严：规范职工代表大会、工会等各项制度，保障员工自由选择职业，禁止使用童工，保障员工的工作时间和薪酬福利，尊重员工的各项基本权利，禁止对员工进行非人道待遇，不歧视和骚扰员工，允许员工自由结社。严格内部管理和规范流程，增进工作效率，提升全员综合素质，提高员工满意度。

Respect: Standardize various systems such as workers' congress and trade union, ensure that employees can freely choose their jobs, prohibit the use of child labor, guarantee employees' working hours and pay and welfare, respect employees' basic rights, prohibit inhuman treatment of employees, do not discriminate against and harass employees, and allow employees to freely associate. Strict internal management and standardized processes, improve work efficiency, enhance the overall quality of all employees, and improve employee satisfaction.

健康安全：全面控制健康安全风险和劳工道德实践风险，安全生产，提供良好的生产工作环境，保障员工心理和生理的健康；完善各项应急措施，减少和控制风险；污染预防，节能减排以保护环境；积极支持社会公益和慈善事业，帮困扶贫，奉献爱心。

Health & Safety: Fully control of health & safety risks and labor ethical practice risks, ensure safe production, provide a good production and work environment, and ensure the psychological and

physiological health of employees; improve various emergency measures to reduce and control risks; pollution prevention, energy conservation and emission reduction to protect the environment; actively support social welfare and charitable causes, assist in poverty alleviation, and contribute love.

持续改进: 为社会承担全面的企业社会责任, 持续改进公司社会责任管理体系, 不断满足各项适用的法律法规和要求; 携手供应商, 共同承担相应的社会责任, 创造和谐社会, 真诚回馈社会。

Continuous Improvement: undertake comprehensive corporate social responsibility for society, continuously improve the company's social responsibility management system, and continuously meet all applicable laws, regulations, and requirements; join hands with suppliers, jointly assume corresponding social responsibilities, create a harmonious society, and sincerely give back to society.

公司承诺:

Company commitment:

1. 不使用童工, 合法使用未成年工;
Do not use child labor and legally use underage labor;
2. 不使用监狱劳工和强迫劳动;
Do not use prison labor and forced labor;
3. 反对和禁止一切奴隶制用工和奴隶买卖活动或人口贩卖活动;
Oppose and prohibit all slave labor, slave trade, or human trafficking activities
4. 对员工进行适当的上岗培训, 提供安全健康的工作环境, 保证员工的职业健康安全;
Provide appropriate on-the-job training for employees, provide a safe and healthy working;
5. 承认并尊重员工自由参加工会的权利;
Recognize and respect the right of employees to freely participate in trade unions;
6. 不允许有任何歧视行为, 在决定雇佣、薪资、福利、惩罚、解雇或退休方面完全以个人的工作能力为依据, 而非其个性或信仰;
No discriminatory behavior is allowed, and decisions on employment, salary, benefits;
7. 不从事或支持体罚、精神或肉体胁迫以及言语侮辱, 给予员工尊严及尊重;
Do not engage in or support corporal punishment, mental or physical coercion, and verbal insults, and give dignity and respect to employees;
8. 不低于当地最低工资标准支付员工工资;
Pay employees no less than the local minimum wage standard;
9. 不违法排放有毒有害污染物, 包括废水、废气或危险废弃物;
Do not illegally discharge toxic and harmful pollutants, including wastewater, exhaust gas, or hazardous waste;
10. 不参与贪污腐败和不诚信事件, 诚信广告;
Not participating in corruption and dishonesty incidents, and engaging in honest advertising;

社会责任采购原则:

Principles of socially responsible procurement:

1. 供应商应严格按照社会责任有关的适用国际公约、法律法规等执行,参考 SA8000、RBA、ISO14001 和 ISO4500 等国际标准建立管理体系。
Suppliers should strictly comply with applicable international conventions, laws and regulations related to social responsibility, and establish a management system based on international standards such as SA8000, RBA, ISO14001, and ISO4500.
2. 供应商愿意遵守公司的社会责任方针和要求,愿意接受公司按社会责任相关要求进行检查,并提供相关资料和记录。
Suppliers are willing to comply with the company's social responsibility policies and requirements, accept inspections conducted by the company in accordance with social responsibility requirements, and provide relevant information and records.
3. 供应商有责任将社会责任相关的规定告知涉及到的有关人员,在履行合同的同时,严格执行本规定。
Suppliers are responsible for informing the relevant personnel of the social responsibility regulations and strictly implementing these regulations while fulfilling the contract.
4. 如供应商在合同执行过程中发生重大社会责任事故或违反上述要求时,而且没有相关的补救和纠正措施的,公司将考虑取消供应商作为供方的资格,并因此而造成的一切后果由供应商承担全部责任的。
If a supplier experiences a major social responsibility accident or violates the above requirements during the contract execution process, and there are no relevant remedial and corrective measures, the company will consider canceling the supplier's qualification as a supplier, and the supplier will be fully responsible for all consequences arising from this.

联钢精密科技(中国)有限公司

Unisteel Technology (China) Co., Ltd.

代表:

Representative:

