

Human Rights Policy Statement

(人权政策声明)

Version: 1.0

Effective Date: 20 April 2021

Responsible Department: Management Office

1. General Commitment (总体承诺)

Ningbo Jingjie Sealing Technology Co., Ltd. is committed to respecting and protecting human rights in all business activities.

宁波景杰密封科技有限公司致力于在所有经营活动中尊重并保护人权。

The Company complies with applicable labor laws of the People's Republic of China and follows internationally recognized human rights principles.

公司遵守中华人民共和国适用的劳动法律法规，并遵循国际公认的人权原则。

2. Equal Employment Opportunity and Non-Discrimination (平等就业与反歧视)

We provide equal employment opportunities for all employees.

公司为所有员工提供平等的就业机会。

Recruitment, employment, promotion, and training decisions are made without discrimination.

在招聘、雇佣、晋升及培训过程中不实施任何歧视。

Discrimination based on gender, age, ethnicity, religion, nationality, or disability is strictly prohibited.

严禁基于性别、年龄、民族、宗教、国籍或残障等因素的歧视行为。

3. Prohibition of Forced Labor (禁止强迫劳动)

We strictly prohibit any form of forced labor, bonded labor, or human trafficking.
公司严格禁止任何形式的强迫劳动、债役劳动或人口贩卖。

All employment is voluntary.
所有劳动关系均基于自愿原则。

Employees have the right to terminate employment in accordance with applicable laws.
员工依法享有解除劳动关系的权利。

4. Prohibition of Child Labor (禁止童工)

We comply with all applicable laws regarding the prohibition of child labor.
公司严格遵守关于禁止使用童工的相关法律法规。

No person below the legal minimum working age is employed.
不雇佣任何未达到法定最低就业年龄的人员。

5. Health and Safety (健康与安全)

We are committed to providing a safe and healthy working environment for all employees.
公司致力于为所有员工提供安全健康的工作环境。

We continuously improve occupational health and safety management to reduce workplace risks.
公司持续改进职业健康安全管理体系，以降低工作风险。

6. Freedom of Association (结社自由)

We respect employees' rights to freedom of association and collective bargaining in accordance with applicable laws.
公司尊重员工依法享有的结社自由及集体谈判权利。

7. Compliance and Responsibility (合规与责任)

The management of the Company is responsible for the implementation of this policy.

公司管理层负责本政策的实施。

Employees and business partners are encouraged to report any compliance concerns.
鼓励员工及业务合作伙伴对任何合规问题进行反馈。

Company Seal: **Ningbo Jingjie Sealing Technology Co., Ltd.**

(公司盖章): 宁波景杰密封科技有限公司

Authorized Signature:

(授权签字)

刘巧凤