

昌富利（厦门）有限公司
反歧视与反骚扰政策
Cheongfuli (Xiamen) Co., Ltd.
Anti-Discrimination and Anti-Harassment Policy

1 目的 Purpose

昌富利（厦门）有限公司（以下简称“昌富利”或“公司”）秉持“开拓新价值，让更多人过上更有品质的生活”的企业使命，致力于打造健康、安全、积极、多元且包容的工作氛围，保障全体员工在工作过程中免受任何形式的歧视与骚扰，特制定本政策。

Cheongfuli (Xiamen) Co., Ltd. (hereinafter referred to as “Cheongfuli” or “the Company”) upholds the corporate mission of “Creating New Value for a Better Life for All,” and is committed to fostering a healthy, safe, positive, diverse, and inclusive work atmosphere, and ensuring that all employees are protected from all forms of discrimination and harassment in the course of their work. This policy is hereby established.

2 适用范围 Scope

本政策适用于昌富利及其所有拥有运营控制权的实体。

This policy applies to Cheongfuli and all entities over which it has operational control.

3 关于歧视与骚扰的定义 Definitions of Discrimination and Harassment

- 3.1 歧视是指基于性别、种族、宗教、年龄、国籍、性取向、性别和性别表达、残疾等因素，在聘用期限、条件或特权方面（包括但不限于招录、解聘、升职、奖惩、培训或决定报酬等），对员工予以差别对待，使其遭受不公平的对待。

Discrimination refers to the differential treatment of an employee in respect of the terms, conditions, or privileges of employment (including but not limited to recruitment, termination, promotion, rewards and penalties, training, or determination of remuneration) based on gender, race, religion, age, nationality, sexual orientation, gender identity and expression, disability, or other factors, resulting in unfair treatment.

- 3.2 骚扰是指通过任何形式的言语、举动或行为构成的侵犯他人尊严和自

由的行为，包括性骚扰、威胁、辱骂等。骚扰可能涉及口头或身体行为，既包括诸如暴力、威胁或身体接触等极端形式，也包括诸如嘲弄、取笑员工等行为。骚扰行为包括：员工在公司工作场所内对员工的骚扰、非员工在公司工作场所内对员工的骚扰、员工在公司工作场所内对非员工的骚扰等情形。

Harassment refers to any conduct, through speech, actions, or behavior in any form, that violates the dignity and freedom of another person, including sexual harassment, threats, verbal abuse, and others. Harassment may involve verbal or physical conduct, ranging from extreme forms such as violence, threats, or physical contact, to conduct such as mocking or ridiculing employees. Harassment includes: harassment of an employee by another employee within the Company's workplace, harassment of an employee by a non-employee within the Company's workplace, and harassment of a non-employee by an employee within the Company's workplace, among other circumstances.

4 公司职责 Company Responsibilities

4.1 公司尊重员工的人格和尊严，禁止任何形式的歧视和骚扰。

The Company respects the personality and dignity of its employees and prohibits all forms of discrimination and harassment.

4.2 公司加强内部管理，通过建立监督机构及开展有效培训，引导和规范员工行为。

The Company strengthens internal management, and guides and regulates employee conduct through the establishment of oversight bodies and the provision of effective training.

4.3 公司严肃对待歧视及骚扰行为，设立投诉渠道，并对所有歧视及骚扰相关的投诉迅速开展调查；同时依据相关法律法规及公司内部制度实施必要的惩罚措施，为受害者或投诉者提供有力的保护，切实维护其合法权益。

The Company takes discrimination and harassment seriously, has established complaint channels, and shall promptly investigate all complaints relating to discrimination and harassment. The Company shall also impose necessary disciplinary measures in accordance with

relevant laws and regulations and the Company's internal rules, provide robust protection for victims or complainants, and effectively safeguard their lawful rights and interests.

5 处理程序 Handling Procedures

- 5.1 员工如遭受或发现他人遭受歧视、骚扰，可通过公司工会或人力资源部进行申诉，或向公司投诉受理邮箱报告，并提供相关证据。公司将严密保护所有受害者及投诉者的信息，防止其因此遭受报复。

An employee who experiences or becomes aware of others experiencing discrimination or harassment may file a grievance through the Company's labor union or the Human Resources Department, or report the matter to the Company's complaint email address, and provide relevant evidence. The Company shall strictly protect the information of all victims and complainants to prevent them from suffering retaliation.

- 5.2 公司相关部门应立即开展调查，并对受害者及其家属进行必要安抚；如调查确认存在歧视或骚扰行为，将依据相关法律法规及公司内部制度，对相关责任人实施必要的惩罚措施，以维护公司正常运营及良好的企业文化。

The relevant departments of the Company shall promptly initiate an investigation and provide necessary reassurance to the victim and his or her family. Where the investigation confirms the existence of discrimination or harassment, the Company shall impose necessary disciplinary measures on the responsible persons in accordance with relevant laws and regulations and the Company's internal rules, in order to maintain the normal operations and sound corporate culture of the Company.

6 生效 Effective Date

- 6.1 本政策经公司管理层审议通过，由公司管理层负责监督实施。

This policy has been reviewed and approved by the Company's management, who shall be responsible for overseeing its implementation.

- 6.2 本政策自公布之日起生效。

This policy shall come into effect from the date of its publication.

昌富利（厦门）有限公司

Cheongfuli (Xiamen) Co., Ltd.

2026 年 月 日

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