

昌富利（厦门）有限公司
人权政策
Cheongfuli (Xiamen) Co., Ltd.
Human Rights 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“积极进取、和谐发展”的核心价值观，致力于与各利益相关方密切合作，推动人权保护，实现业务的可持续发展，特制定本政策。

Cheongfuli (Xiamen) Co., Ltd. (hereinafter referred to as “Cheongfuli” or “the Company”) upholds the core values of “Proactive Endeavor and Harmonious Development,” and is committed to working closely with all stakeholders to promote human rights protection and achieve sustainable business development. 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的全体员工，以及所有与公司存在用工关系的相关人员。同时，公司鼓励所有供应商和合作伙伴遵守与本政策一致的人权准则。

This policy applies to all employees of Cheongfuli and all entities over which it has operational control, as well as all relevant personnel having an employment relationship with the Company. The Company also encourages all suppliers and business partners to comply with human rights standards consistent with this policy.

3 一般原则 General Rules

- 3.1 公司尊重国际公认的人权标准和指导，遵守国家相关法律法规，坚持以人为本，尊重员工、供应商、所在社区居民和其他可能受到公司业务影响的所有人的权利。

The Company respects internationally recognized human rights standards and guidelines, complies with relevant national laws and regulations, adheres to a people-oriented approach, and respects the rights of employees, suppliers, community residents in the localities where it operates, and all other persons who may be affected by the Company’s business.

- 3.2 公司致力于打造多元化与包容的工作环境，在员工招聘、晋升、激励中践行公平原则，提供平等的机会，不因候选人或员工的性别、国籍、种

族、宗教、年龄、残疾、性取向等因素而差别对待。

The Company is committed to fostering a diverse and inclusive working environment, practices the principle of fairness in employee recruitment, promotion, and incentives, provides equal opportunities, and shall not treat candidates or employees differently based on gender, nationality, race, religion, age, disability, sexual orientation, or other factors.

- 3.3 公司尊重宪法和法律赋予员工的民主权利、言论自由、结社自由及集体谈判自由，并积极推行集体协商与调解机制。

The Company respects the democratic rights, freedom of speech, freedom of association, and freedom of collective bargaining conferred upon employees by the Constitution and laws, and actively promotes collective consultation and mediation mechanisms.

- 3.4 公司根据国际劳动组织规定的原则，禁止任何形式的暴力、聚众扰乱社会秩序、侮辱和诽谤行为，禁止滥用职权或以其他不正当方式干预员工；反对一切形式的强迫劳动、雇佣童工、奴隶或奴役、贩卖人口，以及霸凌和骚扰行为。

In accordance with the principles set forth by the International Labour Organization, the Company prohibits all forms of violence, mob disturbance of public order, insult, and defamation, prohibits the abuse of authority or other improper means of interference with employees, and opposes all forms of forced labor, child labor, slavery or servitude, human trafficking, and bullying and harassment.

4 公司职责 Company Responsibilities

- 4.1 公司承诺不低于法律法规要求的最低工资标准，保护员工基本权益。

The Company undertakes to pay wages not lower than the minimum wage standard required by laws and regulations, and to protect the fundamental rights and interests of employees.

- 4.2 公司在运营中识别、评估人权影响及风险，就相关区域的人权影响与风险，与当地社区、员工、政府机构、投资者等利益相关方进行沟通，并建立定期的沟通机制，加强对潜在人权影响的防范，对实际发生的人权影响予以适当补救，努力减轻或消除负面人权影响。

The Company identifies and assesses human rights impacts and risks in its operations, communicates with local communities, employees, government agencies, investors, and other stakeholders regarding human rights impacts

and risks in relevant areas, establishes regular communication mechanisms, strengthens the prevention of potential human rights impacts, provides appropriate remedy for actual human rights impacts that have occurred, and endeavors to mitigate or eliminate adverse human rights impacts.

- 4.3 公司针对强迫劳动、雇佣童工、霸凌、骚扰（包括性骚扰和非性骚扰）等违法违规行爲，严格按照相关法律法规进行处理，致力于营造健康、安全、公平的工作环境。

The Company handles illegal and non-compliant conduct such as forced labor, child labor, bullying, and harassment (including sexual and non-sexual harassment) strictly in accordance with relevant laws and regulations, and is committed to fostering a healthy, safe, and fair working environment.

- 4.4 公司提供合理的表达渠道及申诉机制，支持员工表达个人的意见和想法，处理相关反馈、疑虑或投诉。

The Company provides reasonable channels of expression and grievance mechanisms, supports employees in expressing their personal opinions and ideas, and handles relevant feedback, concerns, or complaints.

- 4.5 公司尊重供应商和合作伙伴的权益，鼓励其遵守本政策原则，共同推动人权保护。

The Company respects the rights and interests of suppliers and business partners, encourages them to comply with the principles of this policy, and jointly promotes human rights protection.

- 4.6 公司建立健全纪律管理体系及监督机制，确保本人权政策得以有效执行。

The Company establishes and improves a disciplinary management system and oversight mechanism to ensure the effective implementation of this Human Rights Policy.

5 生效 **Effective Date**

- 5.1 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.

- 5.2 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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