

昌富利（厦门）有限公司
职业健康与安全政策
Cheongfuli (Xiamen) Co., Ltd.
Occupational Health and Safety Policy

1 目的 Purpose

公司以“开拓新价值，让更多人过上更有品质的生活”为使命，将安全与员工健康置于首位，致力于将运营中职业健康与安全相关风险降至最低程度，保障职工的职业健康安全，特制定本规定。

With the mission of “Creating New Value for a Better Life for All,” the Company places safety and employee health as its top priority, and is committed to minimizing occupational health and safety risks in its operations and safeguarding the occupational health and safety of its employees. This policy is hereby established.

2 适用范围 Scope

本政策适用于昌富利(厦门)有限公司及其所有拥有运营控制权的实体，各单位可根据其实际情况制定相应的职业健康与安全政策，并需与本政策保持一致。

This policy applies to the Company and all entities over which it has operational control. Each entity may formulate its own occupational health and safety policy based on its actual circumstances, which shall be consistent with this policy.

3 相关措施 Relevant Measures

3.1 严格遵守国家和业务发展所在地区关于健康与安全的相关法律法规。

The Company strictly complies with the laws and regulations relating to health and safety of the country and the regions where it conducts business.

3.2 设立安全委员会作为公司安全生产管理机构，总经理为安全委员会主任，并配备安全生产管理人员。

The Company has established a Safety Committee as its work safety

management body, with the General Manager serving as the director of the Safety Committee, and has appointed work safety management personnel.

- 3.3 参照 ISO45001 等国际标准,健全完善职业健康与安全管理体系,识别、评估及管理业务发展过程中的职业健康与安全风险,构建安全风险分级管控和隐患排查治理双重预防机制,将隐患信息进行记录与管理,并定期进行检讨与监察。

With reference to ISO 45001 and other international standards, the Company improves its occupational health and safety management system, identifies, assesses, and manages occupational health and safety risks in the course of business development, establishes a dual prevention mechanism of tiered safety risk control and hazard identification and rectification, records and manages hazard information, and conducts regular reviews and inspections.

- 3.4 提供安全、健康的工作环境,建立合理的作息制度,实行职业健康咨询制度,给员工提供疾病预防、职业健康保护等咨询服务,避免职业病的危害;为员工提供定期的心理健康测试,避免职业压力对职工心理健康的影响,保障员工的身心健康与安全。

The Company provides a safe and healthy working environment, establishes a reasonable work and rest schedule, implements an occupational health consultation system, provides employees with consultation services on disease prevention and occupational health protection, and avoids the hazards of occupational diseases. The Company also provides employees with regular mental health assessments to prevent occupational stress from affecting employees' mental well-being, thereby safeguarding the physical and mental health and safety of employees.

- 3.5 针对员工及承包方等利益相关方组织开展职业健康与安全倡议与培训活动,建立良好的健康与安全文化氛围,指定专人负责安全培训工作,落实日常健康与安全管理工作。

The Company organizes occupational health and safety initiatives and training activities for employees, contractors, and other stakeholders,

fosters a sound health and safety culture, designates dedicated personnel to be responsible for safety training, and implements day-to-day health and safety management.

- 3.6 为员工提供安全的办公环境、差旅保障及必要劳动防护用品，关注员工职业健康与心理健康，适时开展疾病预防、健康宣传、心理支持及相关咨询活动。针对业务人员高频出差、驻厂、驻港等工作场景，加强人员安全提醒与风险防范，结合实际提供安全指引、应急联络及差旅保险等保障措施。

The Company provides employees with a safe office environment, travel support, and necessary labor protection gear, pays attention to employees' occupational health and mental well-being, and carries out disease prevention, health promotion, psychological support, and relevant counseling activities as appropriate. For work scenarios involving frequent business travel, on-site factory assignments, and port assignments, the Company strengthens safety reminders and risk prevention for personnel, and provides support measures such as safety guidance, emergency contact information, and travel insurance based on actual circumstances.

- 3.7 开展职业健康与安全培训与宣传，提高员工及相关合作方（如物流承运商、加工服务商等）的安全意识。在与合作方合作过程中，关注其安全资质及合规情况，并结合实际业务在合同或协议中明确相关安全责任要求，推动供应链上下游共同提升安全管理水平。

The Company conducts occupational health and safety training and awareness campaigns to enhance the safety awareness of employees and relevant business partners (such as logistics carriers and processing service providers). In the course of cooperation with business partners, the Company pays attention to their safety qualifications and compliance status, specifies relevant safety responsibility requirements in contracts or agreements based on actual business needs, and promotes the joint improvement of safety management across the upstream and downstream supply chain.

4 生效 Effective Date

4.1 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.

4.2 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

XX XX, 2026