

Zhongshan Huali Industrial Group Co., Ltd

Compensation and Benefits Policy

1. Standard

The company set up compensation and welfare system in accordance with national laws and regulations as well as the industrial prevailing wage standard, to ensure that employee's wage is not lower than the local legal minimum wage standard. Do not deduct employee's salary for disciplinary purpose. Ensure that employees are paid enough to meet their basic living needs.

2. Requirement

2.1 The company shall pay employees all legal benefits and provide statutory holidays, and develop a regular salary adjustment system based on the company's operation status and employees' work performance.

2.2 Overtime shall be calculated in accordance with legal standard.

2.3 Systematic compensation pay-back is required to go back at least 12 months.

2.4 Deductions from wages will not be made for disciplinary purposes.

2.5 Workers will not be required to pay for tools to perform their jobs. If any damages to the property of the company caused by employees, the payment for the lost shall be made according to the market price and local laws.

2.6 The company shall not charge employees any fees related to recruitment, including but not limited to agency fee, training fee, health check-up fee, etc.

2.7 Except for deductions prescribed by law, any deductions made by the Company from employee's salary shall be subject to the written consent of the employee before it can be implemented.

3. Communication and Reporting

We encourage all stakeholders to monitor policy compliance and report any violations. All reports will be handled confidentially, with zero tolerance for retaliation.

Group Grievance & Reporting Email: anti.corruption@huali-group.com