

# Zhongshan Huali Industrial Group Co., Ltd

## Foreign Migrant Workers Policy

### 1. Definition

Foreign workers are company's production or operations workers who are recruited, either directly or through a third-party, and migrate or have migrated from their country of origin to another country (where they are not permanent residents )for specific purposes of employment.

### 2. Standard

Foreign workers should be treated equally with domestic workers, company shall cover all the costs of employing foreign workers.

### 3. Requirement

3.1 The use of any form of forced labor against foreign workers is prohibited.

3.2 Foreign workers shall be fairly treated same as local workers.

3.3 Company shall pay all costs associated with the employment of foreign workers.

3.4 The company shall respect the religious and ethnic culture of foreign workers and provide them with appropriate facilities or assistance.

3.5 Foreign workers shall be provided with their own channel of grievance, and company shall assign person that is responsible to handle it.

### 4. 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](mailto:anti.corruption@huali-group.com)