

Zhongshan Huali Industrial Group Co., Ltd

The Policy on Freedom of Association and Collective Bargaining

1. Standard

The company recognizes and respects all the acts of free association and collective bargaining in conformity with the law, and does not interfere with the lawful activities organized by employees. Employees will not face discrimination or retaliation for participating in activities of such kind.

2. Requirement

2.1 Workers have the right to choose whether to join trade union or other legal worker organizations.

2.2 The company recognizes and respects employee's right to freely participate in collective bargaining.

2.2.1 When there is a major change in company policy or system, the company shall negotiate with worker representatives.

2.2.2 Worker organization has the right to negotiate with the company regarding employee welfare.

2.2.3 The company should make collective bargaining agreement in compliance with local law (if any).

2.3 Workers have the right to choose the representatives of worker organization, and the company shall not interfere with the acts of workers organizing election or negotiating.

2.4 The company shall not blacklist those who participate in reasonable negotiations or fight for rights and interests on behalf of employees.

2.5 The company shall support to hold the regular meeting with worker representatives.

2.6 The company shall comply with the contents of the valid collective bargaining agreement.

2.7 The company shall establish an effective grievance procedure.

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