

Zhongshan Huali Industrial Group Co., Ltd

No Child Labor Policy

1. Standard

Under no circumstances shall the Company employ the person under the age of 15 or who is required to complete compulsory education under local law (whichever is higher).

2. Requirement

2.1 Set up effective age certification and verification procedures, shall at least include:

2.1.1 The ID card and other supporting documents of the employees' age must be verified during recruitment.

2.1.2 HR recruitment personnel must accept the training on how to verify identification documents;

2.1.3 Applicants who do not meet the age requirement are forbidden to be employed;

2.1.4 The employment registration and verification documents of employees should be kept properly by employer.

2.2 Establish the corrective action plans on accidentally hiring workers under the age of 15.

2.2.1 Once child labor is discovered, they should be immediately suspended from work but company shall not dismiss them.

2.2.2 Assign a person responsible to send the child labor to hospital for health check and report to local labor administrative department.

2.2.3 As necessary, the company must make proper arrangements for the child labor and bear all the costs. Provide adequate financial support and other resource to ensure the underage worker complete compulsory education until she or he is beyond the age of child.

2.2.4 The company should investigate the causes of accidental recruitment of child worker, and take effective corrective measures to prevent the recurrence of similar incidents.

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