

# **Zhongshan Huali Industrial Group Co., Ltd**

## **No Discrimination Policy**

### **1. Standard**

The company respects all employees, shall not judge the employees out of their working capability such as nationality, gender, religion, disability etc., all employees should be treated equally.

### **2. Requirement**

2.1 During recruitment, candidates shall not be discriminated of their nationality, race, religious belief, political opinion, disability, marital status, gender, age or sexual orientation.

2.2 Employee's compensation, promotion, retirement /or termination of employment shall only be based on their education level, professional qualification and working capability.

2.3 Do not interfere with the employees' right to conform to the tenets, norms, or requirements of nationality, race, religious belief, political opinion, disability, marital status, age, sexual orientation, or social class.

2.4 All the employees are paid equally for work of equal value.

2.5 Pregnancy testing cannot be one of conditions of employment, nor will it be demanded of workers, unless required by local law. Voluntary pregnancy tests may be provided, but only at the request of the worker, and such request must be documented every time.

2.6 The company should encourage the development and maintain of diverse workforce, as well as the support for multi-channel development for female employees, so as to increase the proportion of female management in the company.

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