

Zhongshan Huali Industrial Group Co., Ltd

No Forced Labor Policy

1. Standard

There shall not be use of any form of forced labor, human trafficking or modern slavery, including of prison labor, indentured labor, bonded labor or otherwise. The company shall comply with all requirements from brand and law regarding forced labor.

2. Requirement

2.1 Company is forbidden to use labor in form of indentured, bonded or other kinds with deposit.

2.2 Workers will not be required to be charged any fees during recruitment, such as referral fee, service charge, cash pledge, deposit, etc.

2.3 Workers' original identity documents are not detained under any circumstance, such as identity cards.

2.4 Company shall not use prison labor or outsource components to prisons for processing.

2.5 Obey working hour requirement from brand and legal law when arranging overtime work. Overtime is voluntary and the written consent must be retained.

2.6 The leaders shall not restrict workers to move freely within their designated work areas during working hours for any reasons, nor restrict them from taking drinking water and going to the toilet, or other activities that address physiological needs; Workers will be allowed to leave the factory during meal periods or after work hours.

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