

Zhongshan Huali Industrial Group Co., Ltd

No Harassment and Abuse Policy

1. Standard

All workers are treated with respect and dignity. Company shall not allow anyone involve in physical, sexual, psychological, verbal harassment and abuse.

2. Requirement

2.1 Physical: The use or threatening of using corporal punishment is prohibited.

2.2 Verbal: Screaming, threatening, or using demeaning words towards employees are prohibited.

2.3 Psychological: The use of words or actions that attempt to diminish employee self-esteem is prohibited.

2.4 Sexual:

2.4.1 Prohibit offering any form of preferential work or treatment in exchange for sexual relations;

2.4.2 Prohibit any form of discriminatory treatment against employees for refusing sexual requests;

2.4.3 Prohibit unwelcomed sexual comments, opinions , requests or physical acts of sexual nature.

2.5 Security:

Security personnel shall not use force in their daily work; No weapons are allowed. If worker searches are necessary to guard against theft or illegal activities, the company will first consult with the local labor bureau or other appropriate government agency regarding standards for conducting such searches. Worker searches, (which may include pat downs and opening handbags), will be applied equally to all workers regardless of position. All worker searches will be conducted in the open area and any physical searches (for example, pat downs) will be performed by security personnel who are of the same gender as the worker and with respect for the individual.

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