

Statement of Zero Tolerance for Workplace Violence and Harassment

Huali Group fully recognizes the importance of eliminating violence and harassment in the workplace, to create a respectful, safe and healthy work environment and to protect employees from violence and harassment, Huali Group promises that,

1 Strictly comply with laws and regulations, customer standards and relevant international guidelines on the elimination of workplace violence and harassment

2 Zero tolerance for any violence and harassment in the workplace

To fulfill our commitments, we will

1. Establish and implement anti-violence and harassment policies within the group, and coordinate with the trade union or other employee representative organizations to monitor the implementation
2. Conduct regular campaign and training for management and employees on the prevention of workplace violence and harassment
3. Require all management personnel to sign a commitment letter of no violence and harassment
4. Establish open and effective channels to receive reports and appeals related to workplace violence and harassment
5. Set up a professional investigation and disposal team, which is responsible for accepting reports and appeals, and resolutely deal with them according to the group's rules once the evidence is proven, and show no favoritism
6. Fully protect the victim's privacy to prevent retaliation, and take measures to avoid secondary harm
7. Urge and require supply chain partners to work together to eliminate workplace violence and harassment
8. Provide aid and support, if necessary, to employees experiencing family violence or abuse

Huali Group prohibits the following activities in the workplace (including but not limited to) :

- (1) Abuse of power, bullying, threatening and abusing employees
- (2) Using unwelcome, offensive language or making inappropriate jokes, telling dirty jokes in a public place
- (3) Intentionally touching, bumping, kissing sensitive parts of others, doing sexual gestures, unnecessary physical contact
- (4) Sending or directly displaying text, pictures, voice, video, etc. of a provocative and pornographic nature
- (5) Using the power to make sexual demands on employees in exchange for benefits at work, forcing employees to make choices
- (6) Other behaviors that create a hostile work environment
- (7) Other sexual harassment behaviors