

Zhongshan Huali Industrial Group Co., Ltd

Subcontracting Management Policy

1. Standard

Outsourcing refers to the products/production processes within the factory (including but not limited to, sample shoes, cutting, sewing uppers, molding, bottoms, embroidery, printing, washing, packaging, etc.) subcontracted to external facility for production. Products and components with logo can't be outsourced without approval of brand.

2. Requirement

2.1 The company shall comply with all the requirements related to outsourcing of brand.

2.2 In any case, outsourcing work must not be implemented until the approval of brand.

2.3 No any form of home work shall be arranged.

2.4 Company shall have the regular internal inspection mechanism to ensure there's no non-conforming outsourcing work exists.

2.5 Once unauthorized outsourcing is found, the work must be stopped immediately and it shall be reported to 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