

长电科技人权政策

JCET Human Rights Policy

长电科技一直把可持续发展作为公司运营的一项基本管理策略和要求，并将其细化到我们运营规范中进行贯彻执行。

公司支持所有国际公认的人权，包括联合国《国际人权法案》、国际劳工组织《工作中的基本原则和权利宣言》的基本权利原则所规定的人权；遵守所有与人权保护相关的法律法规，包括中国运营地的《中华人民共和国劳动法》《中华人民共和国劳动者权益保护法》《中华人民共和国民法典》等，以及海外运营地适用的相关法律法规；遵循并采取负责任商业联盟（RBA）的行为准则。

JCET considers sustainable development as a fundamental management strategy and requirement of our operations and implements it in the operating practices.

The company supports all internationally recognized human rights, including those set out in the UN International Bill of Human Rights, the fundamental rights principles of the ILO Declaration on Fundamental Principles and Rights at Work; complies with all laws and regulations related to human rights protection, including the Labor Law of the People's Republic of China, the Law of the People's Republic of China on the Protection of Workers' Rights and Interests, the Civil Code of the People's Republic of China, etc. in the places of operation in China and relevant laws and regulations applicable in our overseas operations; and follows the Responsible Business Alliance (RBA) Code of Conduct.

1、Purpose 目的

长电科技时刻关注员工人权问题、积极维护劳工权益，并承诺为全体员工打造一个健康、安全、平等、多元包容的工作环境。

本政策旨在确保所有员工都受到尊重并享有尊严，创造人人平等的工作环境。公司明确禁止从事及不支持对员工实行非法或不人道的一切形式的骚扰、虐待或体罚等惩戒性措施，确保所有员工都受到尊重并享有尊严，致力于维护一个无骚扰、无虐待的工作环境；公司明确全体女职工充分享受法规规定的劳动保护，以减少和解决女职工在劳动和工作中因生理特点造成的特殊困难，保护其健康,维护其合法权益。

JCET is committed to creating a healthy, safe, equal and inclusive working environment for all employees.

This policy is to ensure that all employees are respected and enjoy dignity and create an equal

working environment for everyone. The company explicitly prohibits and does not support all forms of illegal or inhumane harassment, abuse or corporal punishment against employees, and ensures that all workers are treated with respect and dignity and committed to maintaining a harassment-free and maltreatment-free work environment; The company determines the labor protection of female worker fully enjoy the rules and regulations, in order to reduce and solve the female workers in the labor and work due to physiological characteristics of special difficulties, to protect their health, to maintain their legitimate rights and interests.

2、Scope 范围

本政策适用于江苏长电科技股份有限公司（“长电科技总部”）及其在中国境内外分、子公司（“长电科技下属公司”）（统称为“长电集团”或“公司”）的所有董事会成员、高管、全体职员、非全职员工和实习生（统称为“员工”）。

对于长电科技的合作伙伴、供应商和其他利益相关方，公司将竭力通过合同、行为准则等形式促使第三方遵守与本政策一致的管理要求和标准。

This Policy applies to all the board members, management, full-time employees, part-time employees and interns (collectively “employees”) of JCET Group Co., Ltd. (“JCET Headquarters”) and its wholly-owned and controlling (or participating) subsidiaries (“JCET Subsidiaries”) inside and outside the PRC (collectively “JCET Group” or “the Company”).

For partners, suppliers and other stakeholders of JCET, the company will make every effort to promote compliance by third parties with management requirements and standards consistent with this policy through contracts, codes of conduct, etc.

3、Key Efforts and Initiatives 重点工作与举措

(1) Prohibition of Discrimination 禁止歧视

歧视指的是个人因实际行为或被视为特定团体成员或特定类别成员而受到的不公正、偏颇和/或无端的差别对待。基于此，公司将通过以下工作或措施避免和禁止歧视行为：

Discrimination is defined as unfair, biased and/or unjustifiable differential treatment of individuals due to their actual actions or being regarded as members of specific groups or categories. Based on this, the company will avoid and prohibit discrimination by doing or taking steps to:

- 公司在进行招聘录用和其他雇佣行为如：工作申请、工作分配、培训、工资报酬、奖励、职级晋升、

终止劳动合同等事务上，不可从事或支持任何基于种族、肤色、社会团体、国籍、宗教、残疾、性别、性别取向、年龄、怀孕、婚姻状况、工会会员资格或政治关系的歧视行为。

The company shall not engage in or support any discriminatory behavior based on race, skin color, social organization, nationality, religion, disability, sex, sexual orientation, age, pregnancy, marital status, trade union membership or political relationship in recruitment and other employment activities, such as job application, job assignment, training, salary, reward, rank promotion and termination of labor contract.

- 公司不可干涉员工有关涉及种族、肤色、社会团体、国籍、宗教、残疾、性别、性别取向、年龄、怀孕、婚姻状况、工会会员资格或政治关系的信条、规范或要求的权力；公司尊重员工宗教信仰，如果相当数量员工有要求提供特殊宗教场所来履行合法的宗教义务时，公司应提供合理的场所及时间以便于员工履行宗教义务。

The company shall not interfere with employees' rights related to beliefs, norms or requirements related to race, skin color, social group, nationality, religion, disability, gender, sexual orientation, age, pregnancy, marital status, trade union membership or political relations. The company respects employees' religious beliefs. If a considerable number of employees require to provide special religious places to fulfill their legal religious obligations, the company should provide reasonable places and time for employees to fulfill their religious obligations.

- 绝对禁止强制性的怀孕检查和带有歧视性的医学检查，并且禁止以此为由作为雇用或继续雇用的条件。

Mandatory pregnancy checks and discriminatory medical checks are strictly prohibited, and use this as a pretext for employment or continued employment are prohibited.

- 男女同工同酬，凡由于生产或工作需要符合招聘录用条件的妇女，享有男女平等的就业权利，在录用员工时，除国家规定的不适合妇女的工种或者岗位外，不能以性别为由拒绝录用妇女或者提高对妇女的录用标准。

Men and women should equal pay for equal work, the recruitment of women have the equal employment rights with men due to production or work needed, when hired employees, in addition to the provisions of the state of the types of work or posts that are not suitable for women, cannot refuse to employ women gender or to raise recruitment standards for women.

- 由于生产经营工作的变更，需经济性裁员时，公司不得因种族、肤色、社会团体、国籍、宗教、残疾、性别、性别取向、年龄、怀孕、婚姻状况、工会会员资格或政治关系的信条、规范或要求而产生差别对待。

When economic layoffs are required due to changes in production and operation, the company shall not be treated differently because of the creed, norms or requirements of race, skin color, social organization, nationality, religion, disability, sex, sexual orientation, age, pregnancy, mental status, trade union membership or political relations.

- 员工可以书面或口头形式向公司投诉其遭受的歧视，公司应参考《员工投诉控制管理程序》进行处理。

Employees can complain about the discrimination they have suffered to the company in writing or orally, and the company shall handle it refer to <Employee Complaint Control Management Procedure>.

- 对于可能存在的歧视风险活动，公司应在入职培训、年度适应性培训期间向员工提供完善的培训。

For possible discrimination risk activities, the company should provide perfect training to employees during induction training and annual adaptive training, and convey the company's requirements on prohibiting discrimination.

(2) Prohibition of Harassment or Abuse 禁止骚扰或虐待

骚扰指的是上级主管与员工之间（纵向关系）、员工与员工之间（横向关系）、员工与服务供应商/客户/其他第三方之间发生的单次或重复非自愿行为，包括性骚扰、心理骚扰、言语骚扰等。

虐待指的是以伤害或威胁（包括投掷物体）为意图的任何身体接触以及造成身体不适的惩罚措施，以及长期喊叫和/或使用侮辱或攻击性语言，包括身体虐待和口头虐待。

基于此，公司将通过以下工作或措施避免和禁止骚扰或虐待行为：

Harassment is defined as single or repeated involuntary behaviors between supervisors and employees (vertical relationship), employees and employees (horizontal relationship), and employees and service providers/customers/other third parties, including sexual harassment, psychological harassment and verbal harassment.

Abuse is defined as the intention of harming or threatening (including throwing objects) and punishment that causes physical discomfort and prolonged shouting and/or use of insulting or

offensive language, including physical abuse and verbal abuse.

The company will avoid and prohibit harassment or abuse by doing or taking steps to:

- 制定政策和程序并传达给所有员工, 禁止从事及不支持对员工实行肉体上的惩罚、心理或生理上的压制和语言上的凌辱。

Formulate policies and procedures and communicate them to all employees, prohibiting and not supporting physical punishment, psychological or physical oppression and verbal abuse of employees.

- 公司不得威胁员工或使其受到严酷或不人道的待遇, 包括但不限于口头虐待、心理骚扰、精神和身体压迫以及性骚扰。

The Company shall not threaten employees or subject them to harsh or inhuman treatment, including but not limited to verbal abuse, psychological harassment, mental and physical oppression and sexual harassment.

- 员工的上级不得因员工工作或生活上的失误或差错而对其进行肉体上的惩罚或当众语言上的凌辱。严禁以暴力、威胁或者非法限制人身自由的手段强迫劳动, 也不得侮辱、体罚、殴打、非法搜查和拘禁员工。公司不应使用安保人员向员工采取纪律措施, 安保人员只能维持工厂里的正常秩序, 不能使用武力威胁员工。

Employees' superiors shall not physically punish employees or verbally abuse them in public because of their mistakes or mistakes in work or life. It is strictly forbidden to force labor by violence, threat or illegal restriction of personal freedom, nor insult, corporal punishment, beating, illegal search and detention of employees. The company should not use security personnel to take disciplinary measures against employees. Security personnel can only maintain normal order in the factory and cannot use force to threaten employees.

- 因骚扰或虐待行为, 员工出现严重的违纪甚至违法行为或者蓄意造成重大经济损失的, 将依法送交上级劳动监察部门或公安机关处理。

Due to harassment or abuse, employees who commit serious violations of discipline or even violations of law or deliberately cause significant economic losses will be sent to the superior labor inspection department or public security organ for handling according to law.

- 员工可以口头或书面形式直接向公司投诉其遭受的骚扰或虐待, 公司应按照《员工投诉控制管理程序》进行处理。

Employees can directly complain to the company about harassment or abuse orally or in writing, and the company shall handle it according to "Employee Complaint Control Management Procedure".

- 对于可能存在的骚扰或虐待风险活动，公司应在入职培训、年度适应性培训期间向员工提供完善的培训，传达公司关于禁止骚扰或虐待的政策。

For activities that may be at risk of harassment or abuse, the company should provide employees with perfect training during induction training and annual adaptive training, and convey the company's policy on prohibiting harassment or abuse.

(3) Freedom of Association and Collective Bargaining Control 结社自由与集体谈判

结社自由指的是员工自发或由公司组织发起的工人联合组织，负责员工福利的保障和权利维护相关事务；集体谈判指的是通过有组织的集体联合形式，与公司就工资福利、劳动条件、工作环境等进行谈判和磋商。基于此，公司将通过以下工作或措施确保结社自由与集体谈判行为：

Freedom of association refers to the spontaneous or company-organized initiatives by employees to form workers' unions, which are responsible for safeguarding employee welfare and maintaining their rights. Collective bargaining refers to negotiating and consulting with the company on wages, benefits, working conditions, and work environment through organized collective unions. Based on this, the company will ensure freedom of association and collective bargaining through the following actions or measures:

- 为了保证公司尊重员工自由结社的权利，人力资源应保证允许员工自由组织结社并可以在无暴力、无压力、无畏惧、无恐吓和无威胁的环境下行使其组织权，公司提供自由集会的场所，不干涉和限制员工自由结社的权利。

In order to ensure that the Company respects the employees' right of free association, the human resources department shall ensure that the employees are allowed to organize freely and exercise their right of organization in an environment free of violence, pressure, fear, intimidation and threat, and the Company shall provide a place for free assembly without interfering with and restricting the employees' right of free association.

- 员工可自由成立、加入或退出工会组织，可选出员工代表和管理层就工作条件、工资及其他相关政策进行协商。公司尊重员工行使他们自由结社及集体协商的合法权益，包括参加或不参加任何社团权利。Employees are free to form, join or withdraw from trade union organizations, and can elect employee representatives to negotiate with the management on working conditions, wages

and other relevant policies. The company respects the legitimate rights and interests of employees in exercising their free association and collective negotiation, including the right to participate in or not participate in any association.

- 公司应尊重员工自由组建或参与（或拒绝组建、参与）组织的合法权利，包括但不限于工会、员工委员会或其他工人组织，以及进行集体协商，而不对其进行干预、歧视、报复或骚扰。

The company shall respect the legitimate rights of employees to freely form or participate in (or refuse to form or participate in) organizations, including but not limited to trade unions, employee committees or other workers' organizations, as well as collective negotiation, without interference, discrimination, retaliation or harassment.

- 公司工会定期组织员工开展丰富多彩的文化体育和娱乐活动，使员工在工作之余得到身体和精神上的放松，同时增强企业文化建设。

The trade union of the Company shall regularly organize the employees to carry out colorful cultural, sports and recreational activities, so that the employees can relax physically and mentally after work, and strengthen the construction of enterprise culture.

- 公司应在入职培训期间与所有员工告知工会会费及参加工会享有工会的权利和履行的义务。

The company shall communicate with all employees during the induction training to inform the trade union of the membership fees and the rights and obligations of the trade union.

- 工会所组织的活动必须符合当地的法律法规。

Union activities must comply with local laws and regulations.

- 公司员工不分民族、种族、性别、职业、宗教信仰、教育程度可以依法组织或参加工会和进行集体谈判。任何组织和个人不得阻挠和限制。

Employees of the company can organize or join trade unions and conduct collective bargaining according to law regardless of nationality, race, gender, occupation, religious belief and education level. No organization or individual may obstruct or restrict.

- 如集体谈判受到法律限制时，员工可以通过员工代表或以书面形式与管理代表或代理人进行沟通。

If collective bargaining is restricted under law, employees can communicate with management representatives or agents by staff representative or in writing.

- 确保员工代表性和全面性，能真正代表全体员工的心声，以部门为单位，选举产生员工代表候选人，民主选举员工代表。定期组织召开员工代表进行沟通，并妥善处理员工的来信来访。

In order to ensure the representativeness and comprehensiveness of employees and truly

represent the voice of all employees, candidates for employee representatives are elected by taking the Department as the unit, and employee representatives are democratically elected. Regularly organize and hold employee representatives to communicate, and properly handle the letters and visits of employees.

- 员工代表可直接将员工的任何意见（书面形式投入意见箱或当面沟通等）反映给工会和公司管理者。
The employee representative can directly reflect any opinion of the employee (put it into the suggestion box in writing or communicate in person, etc.) to the labor union and the company's management.

- 管理代表或代理人应在对所有员工代表或员工的报告、建议及意见书等以书面的形式或当面作出回答并公布于众。
The management representative or agent shall respond to all reports, suggestions and opinions of the employee representative or employee in writing or in person and publish them to the public. The management representative or agent shall respond to all reports, suggestions and opinions of the employee representative or employee in writing or in person and publish them to the public.

(4) Prevention of Forced Labor 防止强迫性劳动

公司必须确保员工所有工作纯属自愿。基于此，公司将通过以下工作或措施确保结社自由与集体谈判行为：

The company must ensure that all work by employees is purely voluntary. Based on this, the company will take the following actions or measures to ensure freedom of association and collective bargaining:

- 公司不得贩卖人口或雇佣任何形式的奴隶、受强迫、抵债、契约或监狱劳工。其中包括通过威胁、强迫、强制、诱拐、欺诈或向控制他人的任何人支付薪酬的方式运输、藏匿、招聘、转岗或接收人员，以达到剥削之目的。

The company shall not trade in persons or employ any form of slave, forced, debt paying, indentured or prison labor. These include the transportation, concealment, recruitment, transfer or acceptance of personnel by threat, coercion, coercion, abduction, fraud or payment of remuneration to anyone who controls others, for the purpose of exploitation.

- 公司不得扣押员工的政府颁发的身份证件和旅行证件原件。公司应确保与员工签订的合同以该员工理解的语言清楚表达雇佣条件。

The company shall not detain the original identity documents and travel documents issued by the government of the workers. The company shall ensure that the contract with the worker clearly expresses the conditions of employment in a language understood by the worker.

- 公司不得要求员工上交身份证件原件、扣押员工身份证件或以任何理由限制员工使用这些证件。公司可获取和保留员工的身份证件原件复印件。

The company shall not require workers to hand in their original identity documents, detain their identity documents or restrict their use for any reason. The company can obtain and retain the original copy of the worker's identity card.

- 任何人不得要求员工向雇主或其代理人支付招聘、申请、住宿、雇佣、工作安排或与其雇佣相关的任何类型的手续费。若发现员工已支付此类费用，应将该费用退还给员工。

No one shall require a worker to pay to the employer or his agent any handling charges of any kind in connection with recruitment, application, accommodation, employment, work arrangement or employment. If it is found that the worker has paid such fee, the fee shall be returned to the worker.

- 公司不得限制或约束员工在生产场所或公司提供的设施内的行动自由，包括喝水、如厕、进出宿舍等，出于员工安全考虑且适用法律法规允许的有必要规定除外。

The company shall not restrict or restrict the freedom of movement of workers in the production site or facilities provided by the company, including drinking water, going to the bathroom, going in and out of dormitories, except for the necessary provisions for the safety of workers and permitted by applicable laws and regulations.

- 公司不得强制要求加班，使员工无法离开工作场所。在任何情况下，公司均不得对拒绝加班的员工强制采取任何惩罚措施，如扣减工资；进行任何形式的胁迫；拒绝提供将来加班的机会，或因拒绝加班而给予纪律处分。

The company shall not force overtime to prevent workers from leaving the workplace. Under no circumstances shall the company impose any punitive measures on workers who refuse to work overtime, such as deduction of wages, coercion of any kind, refusal to provide opportunities for future overtime work, or disciplinary actions for refusing to work overtime.

- 公司不得设定员工需要超出正常工作时间（加班除外）才能完成的生产指标或计件任务，以赚取最低法定工资或行业正常水平工资。

The company shall not set production targets or piece work tasks that workers need to exceed their normal working hours (except overtime) to earn the minimum legal wage or the normal

wage of the industry.

- 公司严格禁止雇佣监狱囚犯作为劳工或将产品、工程外发给狱工。
The company must be prohibited from recruiting prisoners as workers or outsourcing products, project to prison labors.
- 公司只是由于正常保安事务设保安人员（保护公司财产及员工安全），而非监督强迫劳动。
Security personnel is set for normal security task by the company (protect the company' s property and workers' security) instead of supervising and forcing work.
- 管理人员不得利用职务强迫员工实行具有显著安全卫生风险的作业或违章作业。
Managerial personnel shall not force workers to conduct work with obvious safety and health risk or illegal work.
- 所有员工应有权自由签订和解除其雇佣合同。
All workers shall have the right to sign and terminate their employment contracts freely.

(5) 女职工保护

公司遵循《中华人民共和国妇女权益保障法》等内的有关条款要求，并通过以下工作和措施保障女职工权益：

The Company follows the Law of the People's Republic of China on protection of women's rights, and safeguards the rights and interests of female workers through the following efforts and measures:

- 公司女职工委员会在工会领导下依法维护女职工合法权益，公司必须对其工作予以支持，将女职工工作纳入公司年度目标。
The company's female employees' committee shall, under the leadership of the trade union, safeguard the legitimate rights and interests of female workers. The company must support its work and incorporate female workers into the company's annual target.
- 公司支持工会女职工组织参与民主管理：职代会中女代表比例与企业女职工比例相当。工会女职工委的代表参加单位平等协商签订集体合同全过程、工会女职工委的代表参加单位劳调会、监事会、（女职工人数较多的）单位董事会中有女代表。

The company supports the participation of women workers' organizations in the democratic management: the proportion of female representatives in the professional congress is

comparable to that of female employees. Union female worker to appoint representatives to participate in whole process unit equal consultation sign collective contracts, union female worker to appoint representatives to participate in the unit's will, the board of supervisors, (the number of female workers more) female representatives in the board of directors of the unit.

- 公司与女职工建立劳动关系时，双方必须订立劳动合同，实行男女同工同酬。

When the company establishes labor relationship with female worker, the two sides must conclude labor contract, implement equal pay for equal work.

- 公司不得因女职工结婚、怀孕、生育、哺乳等情形降低其工资和福利待遇、予以辞退、单方与其解除劳动合同。

The company shall not reduce its wages, give up its wages, or terminate its labor or employment contract with the female workers for marriage, pregnancy, reproduction or lactation.

- 公司女职工在职期间公司应给予与男职工同样的学习进修、业务学习、岗位培训、外出参观等机会，享受与男职工同等的一切待遇。

The company female worker in the company should give the same as the male worker to study and study, the business study, the job training, go out to visit and so on the opportunity, enjoy the same as the male worker all the treatment.

- 公司女职工委员会要配合协助行政，通过举办讲座，利用黑板报、广播等，宣传妇女病防治以及女职工保健等知识，增强女职工自我保护意识。广大女职工应积极参与，增强自我保护能力。

Company to cooperate to assist executive female worker committee, through lectures, using the blackboard newspaper, radio, etc., promote prevention and treatment of gynecological diseases and female worker health care knowledge, strengthen the female worker ego to protect consciousness. Female workers should be actively involved in enhancing their self-protection.

- 对怀孕的女职工，公司不安排国家规定的孕期禁忌从事的劳动；对不能胜任原劳动的，根据医疗单位的证明，予以减轻劳动量或者安排其他工作。

The female worker that is pregnant, the company does not arrange the forbidden labor during pregnancy as stipulated by the state. If the work is not equal to the original labor, the labor

quantity or other work shall be reduced according to the certificate of the medical unit.

4、 Review and Update 审核与更新

长电科技会定期审核此政策，在有需要的情况下将进行更新，并核准发布。

JCET will review this policy on a regular basis and update it if necessary and approve for publication.