

天工国际有限公司

人权声明

Tiangong International Company Limited Human Rights Statement

第一章 总则

Chapter One. General Provisions

第一条 我们致力于在所有业务运营环节尊重和促进劳工的人权保护，不从事或参与任何侵犯人权的行为。为切实尊重并维护员工基本权益，天工国际有限公司（以下简称“公司”）结合实际，特制定本声明。

Article 1 We are committed to respecting and promoting the protection of labor rights throughout all aspects of our business operations, and we do not engage in or participate in any human rights violations. In order to effectively respect and safeguard the basic rights and interests of employees, Tiangong International Company Limited (hereinafter referred to as "the Company") has formulated this statement based on its actual situation.

第二章 适用范围

Chapter Two. Scope of Application

第二条 本制度适用于天工国际有限公司及其合并报表范围内的所有实体（以下统称“本集团”）。同时，本集团积极倡导供应商、经销商、承包商等合作伙伴共同遵守本规范。

Article 2 This policy applies to Tiangong International Company Limited and all entities within its consolidated financial statements (hereinafter collectively referred to as "the Group"). Meanwhile, the Group actively advocates for suppliers, distributors, contractors, and other partners to jointly comply with this policy.

第三章 政策及原则

Chapter Three. Policies and Principles

第三条 我们严格遵守运营所在地的法律法规，承诺尊重并支持普遍的国际法以及国际劳工标准 (International Labor Standards, ILS) 与联合国《国际人权法案》《赋权予妇女原则》等人权公约。

Article 3 We strictly abide by the laws and regulations of the places where we operate, and commit to respecting and supporting universal international law, International Labor Standards (ILS), and human rights conventions such as the *United Nations' International Bill of Human Rights* and the *Women's Empowerment Principles*.

第四条 我们确保所有员工免受歧视，对出于种族、国籍、民族、信仰、宗教、政治派别、社会地位、家庭出身、年龄、性别、性取向、性别认同或残疾等歧视行为持零容忍态度。

Article 4 We ensure that all employees are free from discrimination and maintain a zero-tolerance attitude towards discriminatory practices based on race, nationality, ethnicity, belief, religion, political faction, social status, family background, age, gender, sexual orientation, gender identity, or disability.

第五条 我们确保符合自愿用工原则，不在任何国家或地区使用童工、从事人口贩卖或任何形式的强迫劳动。

Article 5 We ensure compliance with the principle of voluntary employment and do not use child labor, engage in human trafficking, or any form of forced labor in any country or region.

第六条 我们尊重员工的自由权利，包括雇佣自由、结社自由、加班及行动自由。

Article 6 We respect employees' rights to freedom, including freedom of employment, freedom of association, freedom to work overtime, and freedom of movement.

第七条 我们致力于维持健康的劳资关系，尊重员工的集体谈判权利。

Article 7 We are committed to maintaining healthy labor relations and respecting employees' rights to collective bargaining.

第八条 我们遵守适用法律及行业的工作时间和加班规定，确保工作时间不得超过当地法律规定的最长工作时长。

Article 8 We comply with the applicable laws and industry regulations on working hours and overtime, and ensure that working hours do not exceed the maximum working hours specified by local laws.

第九条 我们鼓励员工非必要情况下不进行加班，如需加班，员工应提前向上级提出申请，本集团确保根据相关规定支付员工加班工资。

Article 9 We encourage employees not to work overtime unless necessary. If overtime is required, employees shall apply to their superiors in advance. The Group ensures that overtime pay is paid to employees in accordance with relevant regulations.

第十条 我们尊重员工追求美好生活的权利，定期开展生活工资评估，确保员工获得生活工资，其收入能够满足基本生活需要，包括食物、住房、医疗、教育、交通及一定比例的可支配收入，支持体面的生活水平。

Article 10 We respect employees' right to pursue a better life, conduct regular living wage assessments, and ensure that employees receive a living wage, including food, housing, healthcare, education, transportation, and a reasonable proportion of disposable income, to support a decent standard of living.

第十一条 我们尊重员工获得公平工资的权利，对从事相同工作、付出等量劳动、取得相同绩效的员工，支付同等劳动报酬，全面落实男、女员工同工同酬。

Article 11 We respect employees' rights to fair wages, pay all employees equally for work of equal or comparable value, fully achieve gender pay equity.

第十二条 我们尊重员工充分休息的权利，为员工提供带薪年假。

Article 12 We respect employees' right to adequate rest and provide them with paid annual leave.

第十三条 若因经营调整等客观原因需要实施大规模裁员，我们将严格遵守法定程序：提前30日向工会或者员工说明裁员方案，听取工会或者员工的意见，将裁员方案向劳动行政部门报告后再正式实施，保障劳动者的知情权与协商权。

Article 13 If mass layoffs are required due to objective reasons such as business restructuring, we will strictly comply with statutory procedures: inform the labor union or all employees of the layoff plan 30 days in advance, solicit opinions from the labor union or employees, and formally implement the layoff after reporting the plan to the labor administrative department, so as to protect workers' right to know and right to consultation.

第十四条 我们持续努力保护员工的职业健康，打造安全和令员工满意的工作环境。

Article 14 We continuously strive to protect the occupational health of employees and create a safe and satisfactory working environment.

第十五条 我们定期开展针对各层级员工的人权知识培训，持续强化员工人权保障意识。

Article 15 We regularly conduct human rights knowledge training for employees at all levels to continuously strengthen their awareness of human rights protection.

第四章 附则

Chapter Four. Supplementary Provisions

第十六条 本声明由集团办公室及人力资源部负责解释、修订。

Article 16 This Statement shall be interpreted and revised by the Company's Group Office and the Human Resources Department.

第十七条 本声明自发布之日起生效。

Article 17 The Statement shall come into effect from the date of its release.