

## **Wanfeng's Policy on Sustainable Supply Chain**

Sustainability is the core of Wanfeng's business operations. Wanfeng promotes sustainable development through the value chain and also expects its suppliers to operate in the same way. Wanfeng requires all its suppliers to comply with the following principles of sustainable development. This is the starting point for the supplier to establish and maintain a business relationship with Wanfeng. Suppliers shall ensure that their permanent and temporary employees, and their suppliers and sub-suppliers confirm and comply with the requirements set out in this policy. The supplier shall at least:

### **1. Business Ethics and Legal Compliance**

- Comply with all applicable domestic and international laws, regulations and customs;
- Do not participate in or support any form of corruption, bribery and money laundering activities, including not to obtain or retain business or facilitate favorable decisions or services by bribing or paying other illegal payments;
- Do not provide any extravagant or excessive gifts, entertainment or hospitality to Wanfeng employees. Any gifts, entertainment or hospitality must be reasonable and appropriate and reflect national laws and business practices;
- Not directly or indirectly provide or accept gifts in the form of cash or cash equivalents;
- Upon request, information about this policy related to Wanfeng's business shall be provided, and possible deficiencies in the information provided shall be actively reported;
- Maintain integrity in all business relationships. For Wanfeng, integrity means honesty and high standards of moral principles.

### **2. Human Rights and Labor Rights**

- Comply with all applicable domestic laws and regulations related to human rights and labor rights, and confirm the changes therein;
- Respect and protect human rights and abide by the principles of the United Nations' Universal Declaration of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. This includes freedom of association, actual recognition of the right to collective negotiation, and abolition of forced labor, guaranteeing equal opportunities and treatment.
- The wages paid for employees' normal working hours, overtime and overtime compensation shall not be lower than the minimum standards stipulated by domestic laws;
- Do not hire or engage in business with subcontractors or suppliers that employ employees under the minimum age of 15 or employees of the mandatory school age required by the laws of the country

where they are located (whichever is higher). When hiring employees above the minimum age but less than 18 years old, they must not affect their studies or cause harm to their health, safety or morals;

- Do not use any form of forced labor or conduct business with subcontractors or suppliers that use forced labor;
- Do not keep government-issued identity documents, passports, work permits, or ask for any other unreasonable deposits or fees (for example, recruitment or employment fees) as a condition of employment;
- Do not discriminate for hiring, remuneration, training opportunities, promotion, dismissal, retirement, etc. because of race, age, gender, social class, nationality, religion, disability, sexual orientation, marital or maternal status, union membership, political affiliation or other similar reasons;
- Do not commit or support corporal punishment or physical, sexual, psychological or verbal harassment or abuse.

### **3. Occupational Health and Safety**

- Comply with all applicable laws and regulations related to occupational health and safety, and confirm the changes;
- Provide a safe, healthy and well-managed working environment;
- Prevent accidents, injuries and occupational diseases;
- Arrange sufficient manpower and materials to provide a healthy and safe workplace;
- Establish procedures for identifying and assessing work hazards and related control measures, and implement a safe work system based on this assessment. These systems should be supervised by the management, kept updated and continuously improved;
- Instruct employees the methods to reduce hazards, control risk and work safely;
- Provide employees with appropriate occupational health services, including statutory insurance and all necessary training required by applicable laws;
- Report and investigate all health and safety incidents.

### **4. Environmental Management**

- Comply with all applicable laws and regulations related to environmental management and confirm the changes;
- Provide resource-saving, clean and well-managed operations;
- Prevent pollution and environmental accidents;
- Allocate sufficient manpower and materials required for environmental management;

- Have all valid environmental permits required for operation and comply with the operating and reporting requirements specified in the permit;
- Establish procedures for identifying and evaluating environmental aspects and related control measures, and based on this assessment, implement procedures to prevent pollution and minimize environmental impact. These procedures should be monitored by management and kept up to date;
- Provide guidance to employees in terms of environment, control measures and procedures related to their work tasks;
- Properly classify and transfer waste in accordance with applicable laws for reuse or recycling, minimize environmental impact, and properly handle and dispose of hazardous waste;
- Identify substances that are harmful to the environment or health, and use, store and dispose of these substances in a safe and controlled manner;
- Formulate emergency action plans to ensure that environmental accidents are effectively controlled and the impact of accidents is minimized;
- Strive to continuously reduce the use of energy, raw materials and water, and minimize the discharge of waste and exhaust gas into the air, water and soil.

Wanfeng actively monitors and evaluates whether its suppliers comply with this policy, and requires suppliers to conduct self-evaluation on sustainability. If the supplier fails to comply with this policy, Wanfeng reserves the right to terminate the contract without affecting other rights (whether it is the rights stipulated in the contract or the rights stipulated by the general law, including the orders that have been placed and the orders that will be placed).