

Letter of Commitment to Employees

We are committed to Social Accountability 8000 to ensure that we fully respect and protect the rights and well-being of our employees as we conduct our business around the world. As the world's first international standard for ethics, SA8000 provides us with a benchmark to measure and ensure social responsibility in the workplace. Based on this, we hereby make the following commitments to all employees and the community:

1. Prohibition of Child Labor: We strictly abide by the Charter of the International Labor Organization and the labor laws of various countries, and resolutely do not use or support child labor. All employees must meet the minimum working age required by the laws of the manufacturing country, that is, not less than 16 years old, or in accordance with the laws and regulations of the Chinese government, when hiring employees who have reached the age of 16 but not more than 18 years old, the position arrangement and working conditions will be provided in accordance with the corresponding laws and regulations.

2. Prohibition of Forced Labor: We undertake not to use forced labor in any form, such as coercion, imprisonment, indenture, mortgage, slavery or human trafficking. We respect the free will of our employees and guarantee their personal freedom and safety.

3. Health and Safety: We are committed to providing a safe and healthy working environment for our employees. We will take all necessary measures to prevent accidents and injuries at work and ensure that all employees can work in safe and healthy conditions. This includes, but is not limited to, the provision of standard protective equipment, regular occupational health checks, and the establishment of emergency response mechanisms.

4. Freedom of Association and the Right to Collective Bargaining: We respect employees' freedom of association and the right to collective bargaining, support employees to organize or participate in trade unions and employee congresses and other organizations in accordance with the law, and protect their legitimate rights to participate in collective bargaining.

5. Prohibition of Discrimination: We oppose any form of discrimination, including but not limited to gender, race, age, religious belief, nationality, physical condition, etc. In all aspects of hiring, salary, benefits, promotion, punishment, dismissal and retirement, we will make decisions based on employees' performance and ability to work.

6. Reasonable Working Hours and Salary: We strictly abide by the provisions of

Chinese laws and regulations on working hours, and ensure that employees work no more than 40 hours per week under normal working conditions, no more than 3 hours of overtime per day, and no more than 36 hours of overtime per month. At the same time, we will ensure that employees are paid no less than the minimum wage standard set by the local government, and pay overtime and other allowances in accordance with the law.

7. Employee Welfare: We are committed to providing employees with comprehensive welfare security, including but not limited to social insurance, work-related injury insurance, medical insurance, marriage leave, funeral leave, paid annual leave, etc. We will also strive to improve the working and living conditions of our employees, provide necessary living facilities such as dormitories and canteens, and ensure that they meet health and safety standards.

8. Management System and Continuous Improvement: We will establish and continuously improve the social responsibility management system to ensure that the requirements of SA8000 standard are effectively implemented within the company. We will continue to find and improve the shortcomings of our work through regular internal audit, employee interview, customer inspection review and other ways to promote the company's continuous improvement and promotion in social responsibility.

We know that the responsibility of enterprises to employees is not only related to the well-being and rights of employees, but also related to the long-term development of enterprises and the shaping of social image. Therefore, we will be more determined and more pragmatic actions, fulfill the social responsibility to employees, and contribute to the realization of harmony and win-win between enterprises and society.

Yingkou Zhongjie Shida Separator Co., Ltd

January 18, 2024



Liu Jincheng

Chairman