

Human Rights Policy

1. General statement

Longfor Group follows and respects the human rights standards and laws of the country where we operate when going about business connections, as our contractors, suppliers, and business partners should. The Group will look at the significance of human rights in conflict-affected and high-risk environments.

The Group is aware of the impacts of human rights on our employees, stakeholders, clients, consumers, the communities where we work, and civil societies. Therefore, it is vital to ensure the Group operates and develops the value chain in a way that is up to human rights standards for the sake of business and ethics.

2. Direction

The human rights policy for Longfor Group involves labor rights, health and safety, and anti-corruption. With goals and measures in each aspect, Longfor is committed to protecting human rights as a responsible enterprise.

2.1 Prohibit compulsory or forced labor

The Group is committed to prohibiting the exploitation of employees and forced work under the threat of punishment.

- The Group shall insist that any employee has the liberty to agree to the employment, voluntarily and without coercion. It is strictly prohibited to cajole employees into working for the group.

The Group is not allowed to collect the deposit and earnest money or detain employees' ID cards and other legal documents; the group should eliminate the possibility of using labors against their will.

2.2 Prohibit child labor

The group is committed to prohibiting child labor across any of our services.

- The Group emphasizes the examination and checking of employees' age for employment and forbids child labor across all locations where we operate.

2.3 Respect workplace diversity and oppose discrimination

The Group is committed to providing fair and reasonable job opportunities.

- The decisions on employment, remuneration, training, promotion, demotion, or retirement should be made in line with the individual's competence and the Group's needs, rather than on the basis of race, nationality, religion, disability, social class, sexual orientation, trade union membership, and government relations.
- The Group promises to protect its employees from harassment and illegal discrimination.
- The Group shall not force current employees or prospective employees to be examined medically for any discriminatory reasons.

2.4 Freedom of association

The group is committed to protecting employees' human rights and freedom of speech.

- Open and immediate contact between employees and management is one of the effective solutions to workplace issues and salary issues. The group has opened up a variety of communication channels for employees to seek help and give their feedback. The Group respects the rights of employees in accordance with the law, including the right of free

association, the right to join or not to join the trade union, and the right to select representatives to participate in the staff congress on his behalf.

- Employees should be allowed to communicate work conditions and management issues with management, free from fear of retaliation, threat, or harassment.
- The Group is committed to prohibiting the exploitation of employees and forced work.

2.5 Safe and healthy work environment

The Group is committed to putting people first and focusing on employees' health.

- The Group creates safe, civilized, and harmonious work and living conditions as well as the cultural climate for employees.
- The Group requires all suppliers and contractors to comply with our safety administrative measures.
- The Group prevents the occurrence of occupational diseases and guarantees zero accidents of serious injury, fire, and explosion.

3. Miscellaneous

3.1 When to formulate, sign and update

The Group will review the human rights policy as appropriate or at least every three years;