

厦门建发钢铁集团有限公司

人权政策

Xiamen C&D Steel & Iron Group Co., Ltd.

Human Rights Policy

1 目的 Purpose

为规范本集团人权保护相关工作，尊重和保护员工及相关利益相关方的合法权益，营造规范、有序、和谐的工作环境，促进本集团持续稳定发展，制定本政策。

This Policy is formulated to regulate the human rights management of Xiamen C&D Steel & Iron Group Co., Ltd. (hereinafter as “C&D Steel & Iron Group” or “the Group”), respect and protect the legitimate rights and interests of employees and relevant stakeholders, create a standardized, orderly, and harmonious working environment, and promote the Group’s sustainable and stable development.

2 适用范围 Scope

本政策适用于建发钢铁集团及所属全资、控股公司。

This Policy applies to C&D Steel & Iron Group and its wholly-owned and holding companies.

3 一般原则 General Principles

3.1 本集团遵守国家有关劳动用工、职业健康安全等法律法规，尊重员工及相关利益相关方的合法权益。

The Group complies with national laws and regulations relating to employment, occupational health and safety, and other relevant areas, and respects the legitimate rights and interests of employees and relevant stakeholders.

3.2 本集团坚持公平、规范的用工原则，在员工招聘、培训、晋升等方面提供平等机会，不因性别、民族、年龄、宗教信仰等因素实施违法歧视。

The Group upholds fair and standardized employment principles and provides equal opportunities in employee recruitment, training, promotion, and other areas. The Group does not engage in unlawful discrimination based on gender, ethnicity, age, religious belief, or other factors.

- 3.3 本集团依法保障员工合法权益，重视员工意见沟通，支持员工通过合理渠道表达意见和诉求。

The Group protects employees' legitimate rights and interests in accordance with the law, attaches importance to communication with employees, and supports employees in expressing their opinions and concerns through reasonable channels.

- 3.4 本集团反对任何形式的强迫劳动和雇佣童工，禁止工作场所中的骚扰、霸凌等不当行为，营造健康、安全的工作环境。

The Group opposes any form of forced labor and child labor, prohibits improper conduct such as harassment and bullying in the workplace, and creates a healthy and safe working environment.

4 集团职责 **Group Responsibilities**

- 4.1 本集团结合经营实际开展人权保护相关工作，关注员工、供应商及其他利益相关方的合法权益。

The Group carries out human rights protection-related work based on its actual business operations and pays attention to the legitimate rights and interests of employees, suppliers, and other stakeholders.

- 4.2 本集团根据实际需要开展相关培训与宣传，增强员工合规意识和权益保护意识。

The Group conducts relevant training and publicity activities according to actual needs to enhance employees' compliance awareness and awareness of rights protection.

- 4.3 本集团遵守国家有关薪酬、工时、休息休假等规定，依法保障员工合法权益。

The Group complies with national regulations relating to remuneration, working hours, rest, and leave, and protects employees' legitimate rights and interests in accordance with the law.

- 4.4 本集团建立员工沟通及意见反馈渠道，对相关问题依法依规处理。

The Group establishes employee communication and feedback channels, and handles relevant issues in accordance with laws, regulations, and applicable rules.

- 4.5 本集团倡导供应商及合作伙伴依法合规经营，共同营造规范、负责任的商业环境。

The Group advocates that suppliers and partners operate lawfully and compliantly, and jointly create a standardized and responsible business environment.

5 生效 Effective Date

本政策经本集团管理层审议通过后实施，自发布之日起生效。

This policy has been reviewed and approved by the Group's management.

This policy shall come into effect from the date of its publication.

英文版为中文版政策的翻译件，如与中文版存在不一致的，以中文版内容为准。

The English version serves as a translation copy of the Chinese version of the policy. In case of any inconsistencies between the English and Chinese versions, the Chinese version shall prevail.

厦门建发钢铁集团有限公司

Xiamen C&D Steel & Iron Group Co., Ltd.

2026 年 月 日

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