

# **China Lesso Group Holdings Limited**

## **Human Rights Statement**

China Lesso Group Holdings Limited (the “Company”) respects and protects the legitimate rights and interests of employees, and is committed to promoting human rights worldwide. The Company promises to work with stakeholders, including its employees, partners, suppliers, distributors, customers, and governments, to facilitate human rights protection and resolve any human rights issues.

The Company commits to doing its best to actively identify, reduce, and prevent human rights risks in its business and value chains, strive to establish a management mechanism for human rights issues, and actively learn about the stakeholders’ concerns and expectations of human rights.

The Company strictly complies with the applicable laws and regulations of the countries or regions in which it operates, including but not limited to:

- International Labour Organization's Declaration on Fundamental Principles and Rights at Work
- Universal Declaration of Human Rights of United Nations (“UN”)
- UN's Convention on the Elimination of All Forms of Discrimination against Women
- UN's International Convention on the Elimination of All Forms of Racial Discrimination
- UN's Convention on the Rights of the Child
- UN's Convention on the Rights of Persons with Disabilities
- Other international human rights norms

The Company commits to:

- Providing reasonable remuneration: offering compensation and benefits to our global employees generally above the minimum salary standards required by local laws and regulations and striving to pay on time and in full.
- Eliminating all forms of employment discrimination: eliminating any discrimination in hiring, employment, evaluation and promotion against employees due to race, ethnicity, color, gender, age, family background, social class, religious belief, marital status, physical fitness, political position, nationality and sexuality, and ensuring equal pay.
- Respecting freedom of association: respecting the political rights of employees in accordance with the laws and regulations of countries and regions in which the Company operates and the Company’s policies, such as free association, collective negotiation, and free election, and respecting the rights of employees around the globe to join, to establish or not to join any labor unions, and striving to carry out friendly dialogue and collective negotiation with labor organizations or employee representatives.

- Eliminating child labour and forced labour: strictly complying with labour laws and regulations of the countries or regions in which it operates, and eliminating or opposing the use of child labour and all forms of forced labour.
- Ensuring healthy, safe workplaces: taking effective measures to reduce or eliminate hazards in workplaces, trying its best to eliminate any form of workplace violence, sexual harassment, abuse, coercion, discrimination, and other human rights violations, eliminating known safety hazards to the greatest extent possible, and assuring the safety of employees and other related parties.
- Prohibiting discrimination and harassment and maintaining zero tolerance of any discrimination and harassment. Anyone (including all employees, customers, and suppliers) may submit a real-name or anonymous report on any violation or suspected violation through relevant channels. The Company will investigate all reported violations and take corrective measures based on the severity of the reported cases, including verbal or written warnings, demotion or salary reduction, dismissal, and legal measures.

Labor Union Contact Information:

Email: [hyhyr2008@lesso.com](mailto:hyhyr2008@lesso.com)

Sustainable Development Commission Contact Information:

Email: [csr@lesso.com](mailto:csr@lesso.com)