

瑞浦兰钧劳工人权保障声明

REPT BATTERO Labor and Human Rights Protection Statement

一、目的

I. Purpose

瑞浦兰钧（以下简称“公司”）致力于保障每一位员工的合法权益与健康安全，推动构建多元、平等、包容的人才环境，完善人才培养与晋升体系，提升员工满意度与归属感，打造具有全球竞争力的人才高地。

REPT BATTERO (hereinafter referred to as “the Company”) is committed to protecting the lawful rights, health, and safety of every employee. The Company promotes a diverse, equitable, and inclusive working environment, enhances its talent development and career advancement systems, strengthens employee satisfaction and sense of belonging, and seeks to build a globally competitive workforce.

二、适用范围

II. Scope

本声明适用于公司及所属生产经营场所全体员工，涵盖全职、兼职、临时用工及外包人员。公司要求主要供应商与承包商遵循同等标准，并积极推动客户及其他合作伙伴认同并遵循本声明下的价值观。

This Statement applies to all employees of the Company and its production and operating sites, including full-time, part-time, temporary, and outsourced personnel. The Company requires its major suppliers and contractors to comply with equivalent standards and encourages customers and other business partners to recognize and uphold the values set out in this Statement.

三、管理架构与职责

III. Governance Structure and Responsibilities

3.1 责任部门

3.1 Responsible Functions

公司重视劳工人权的管理，将其视作 ESG 管理体系中的重要一环。公司董事会下设环境、社会及治理（ESG）委员会负责监督相关工作和目标的进展，确保有充足的资源支持体系运行；ESG 办公室直接负责统筹实施管理体系和持续更新，对管理体系的有效运行负主要责任；各基地与职能部门负责具体落地与证据链保存。

The Company attaches great importance to labor and human rights management and regards it as an integral part of its ESG management system. The Environmental, Social and Governance (ESG) Committee under the Board of Directors oversees relevant

initiatives and progress toward established targets and ensures that adequate resources are available to support the operation of the management system. The ESG Office is directly responsible for coordinating the implementation and periodic updating of the system and bears primary responsibility for its effective operation. Each operating site and functional department is responsible for implementation and the retention of supporting evidence.

3.2 监督与管理

3.2 Oversight and Management

公司建立内部专项稽核机制，每年对公司所有运营场所进行涵盖劳工人权议题的内部审计与风险评估工作，以确保公司运营合法合规，不断提高公司治理能力。

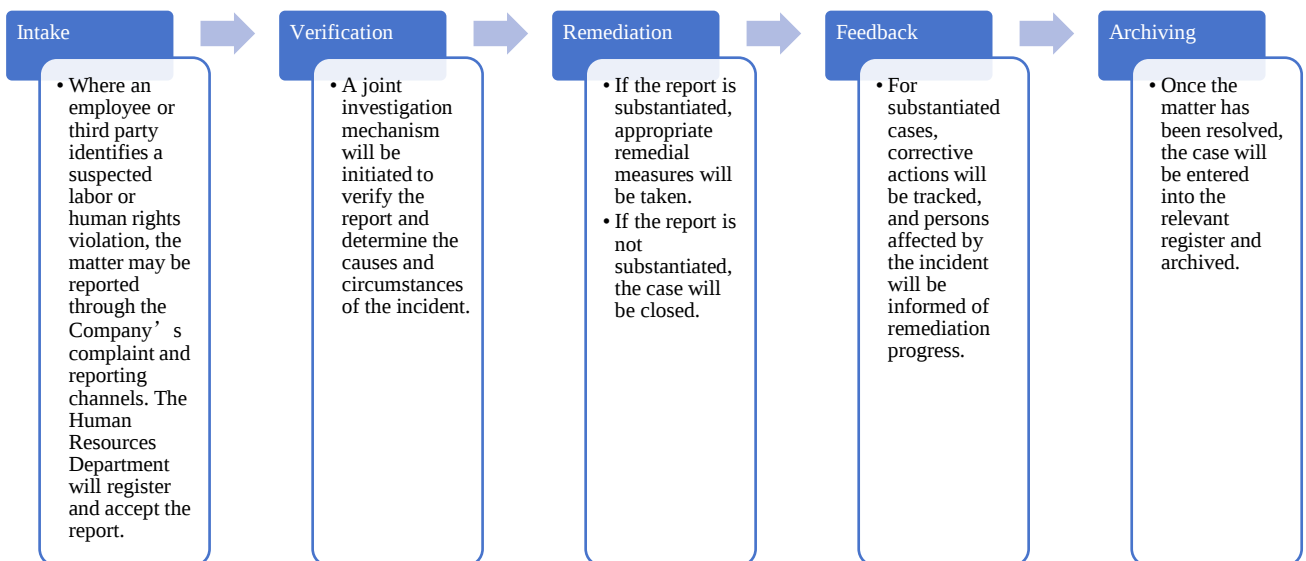
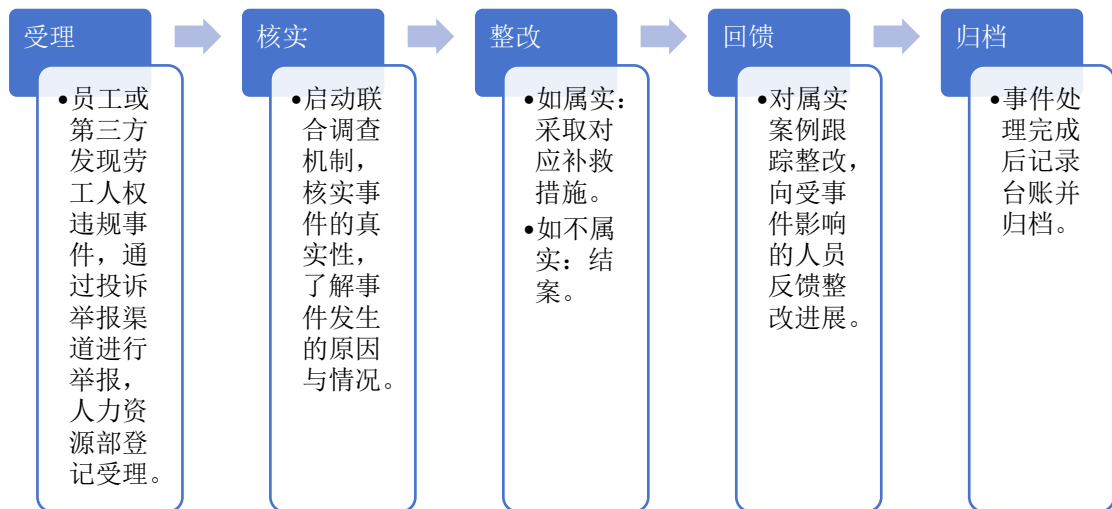
The Company has established a dedicated internal audit mechanism and conducts annual internal audits and risk assessments covering labor and human rights matters at all operating sites. These activities are intended to ensure that the Company's operations comply with applicable laws and regulations and to strengthen its governance capabilities.

3.3 补救措施

3.3 Remedial Measures

公司建立劳工人权事件补救程序，若发现或收到举报存在任何侵犯劳工人权的行为，公司即刻收集相关证据与信息，成立专门小组负责相关事项的妥善处理。事件确认后，公司会视事件严重程度采取适当的惩罚措施与补偿措施，确保事件相关人员得到合理处置，并保障事件处理后的后续安排得当。补救程序内部处理流程如下：

The Company has established a remediation procedure for labor and human rights incidents. Where any suspected infringement of labor or human rights is identified or reported, the Company will immediately collect relevant evidence and information and establish a dedicated team to handle the matter appropriately. Once an incident has been substantiated, the Company will take disciplinary and remedial measures proportionate to its severity, ensure that the persons concerned receive appropriate treatment, and make proper follow-up arrangements. The internal remediation process is as follows:



四、劳工人权准则

IV. Labor and Human Rights Standards

公司遵守所属生产经营场所所在国家或地区的劳动法律法规，包括中华人民共和国劳动法《劳动合同法》以及海内外运营所在地适用的法律法规。公司遵循并高标准执行国际公认的多项人权公约，包括联合国《世界人权宣言》、国际劳工组织《核心公约》以及

《社会责任标准 (SA8000)》的相关要求。

The Company complies with labor laws and regulations in the countries and regions where its production and operating sites are located, including *the Labor Law of the People's Republic of China, the Labor Contract Law of the People's Republic of China*, and other applicable laws and regulations in its domestic and overseas operating jurisdictions. The Company also adheres to internationally recognized human rights instruments and standards, including the United Nations' *Universal Declaration of Human Rights*, the International Labour Organization's *Core Conventions*, and the relevant requirements of *Social Accountability 8000 (SA8000)*.

公司承诺杜绝劳工人权侵害行为，保障员工基本权益，并依据“底线合规”原则制定十大红线，严格重视反童工使用、反歧视、反强迫劳动、禁止腐败等行为的发生。公司制定《人力资源控制管理程序》《员工手册》《薪酬激励管理程序》等内部制度，健全内部管理体系，明确各层级权责边界与办事标准。

The Company is committed to preventing infringements of labor and human rights and protecting employees' fundamental rights and interests. Based on the principle of minimum compliance requirements, the Company has established ten red-line requirements addressing matters including the prohibition of child labor, discrimination, forced labor, and corruption. The Company has adopted internal policies such as the *Human Resources Control and Management Procedure, Employee Handbook, and Compensation and Incentive Management Procedure* to strengthen its internal management system and clearly define responsibilities, authority, and operating standards at each level.

4.1 禁止雇佣童工

4.1 Prohibition of Child Labor

公司严禁聘用各运营地法律规定的童工和未成年工从事工作。若发现有童工、未成年工的情况，应及时上报共享服务部、招聘甄选部和 HRBP 并妥善处理。

The Company strictly prohibits the employment of child labor or juvenile workers where such employment is prohibited under the laws of the relevant operating jurisdiction. Any suspected case involving child labor or juvenile workers must be promptly reported to the Shared Services Department, Recruitment and Selection Department, and the relevant Human Resources Business Partner (HRBP) and handled appropriately.

对任何经核实确认，存在误招童工情况，公司将立即采取包括但不限于以下补救措施：

Where an investigation confirms that a child has been employed inadvertently, the Company will immediately take remedial measures including, but not limited to, the following:

- (1) 第一时间安排安全、合规离岗；

Arrange for the individual to leave the workplace promptly in a safe and legally compliant manner;

- (2) 主动联系其法定监护人，并协助其返校就读、进入职业培训或接受其他形式的继续教育；

Contact the individual's legal guardian and assist the individual in returning to school, entering vocational training, or receiving another appropriate form of continuing education;

- (3) 针对遭受身心伤害的人员提供医疗支持和心理辅导，并协助协调外部公益援助资源；

Provide medical assistance and psychological counseling to any individual who has suffered physical or psychological harm and help coordinate external public-interest support resources;

- (4) 进行专项整改，跟踪整改进度。

Implement targeted corrective actions and track remediation progress.

4.2 禁止强迫劳动

4.2 Prohibition of Forced Labor

公司尊重员工人格和尊严，严禁以暴力、威胁或其它手段限制员工人身自由并强制劳动。公司确保所有员工均出于自愿受雇，并有权在符合合同约定的通知期后离职。公司不得扣押员工身份证件原件，不得收取押金或要求提供担保。

The Company respects the dignity of every employee and strictly prohibits the use of violence, threats, or other means to restrict personal freedom or compel labor. All employment must be voluntary, and employees have the right to terminate their employment after providing the notice required under their employment contracts. The Company must not retain employees' original identity documents, collect deposits, or require employees to provide guarantees.

公司禁止贩卖人口或雇用任何形式的奴隶、受强迫、抵债、契约或监狱劳工。

The Company prohibits human trafficking and the use of slave labor, forced labor, bonded labor, indentured labor, prison labor, or any similar form of involuntary labor.

对任何经核实确认，存在限制自由、强迫加班、不当扣留个人财产或其他强迫劳动行为，公司将立即采取包括但不限于以下补救措施：

Where an investigation confirms restrictions on personal freedom, forced overtime, improper retention of personal property, or other forms of forced labor, the Company will immediately take remedial measures including, but not limited to, the following:

- (1) 第一时间终止违规行为并恢复员工正常劳动权利；

Immediately terminate the violation and restore the employee's normal employment rights;

- (2) 对员工给予应得的劳动补偿；

Provide the employee with all compensation to which they are entitled;

- (3) 针对遭受精神胁迫或身心伤害的员工提供心理辅导或协调外部公益法律援助资源;

Provide psychological counseling to employees who have experienced coercion or physical or psychological harm, or coordinate external public-interest legal assistance;

- (4) 对相关责任人依据员工手册实施惩戒, 严重情形报送司法机关;

Take disciplinary action against responsible persons in accordance with the Employee Handbook and refer serious cases to the judicial authorities;

- (5) 进行专项整改, 跟踪整改进度。

Implement targeted corrective actions and track remediation progress.

4.3 反歧视反骚扰

4.3 Non-Discrimination and Anti-Harassment

公司平等对待全体员工, 不歧视种族、肤色、宗教、国别、性别、性取向、年龄、残疾、退伍军人身份或其它受法律保护的特征, 严禁在雇佣、工作分配、工资、福利、训练机会、升职、惩罚、解雇或退休等环节有任何歧视行为。

The Company treats all employees equally and does not discriminate on the basis of race, color, religion, national origin, gender, sexual orientation, age, disability, veteran status, or any other characteristic protected by law. Discrimination is strictly prohibited in recruitment, work assignment, remuneration, benefits, training opportunities, promotion, disciplinary action, termination, retirement, or any other aspect of employment.

公司禁止在工作场所的所有骚扰行为, 包括性强迫、威胁、凌辱等有关的语言、姿势和身体的实际接触以及其它对员工合法人格权益造成侵害的骚扰行为, 公司对工作场所的骚扰行为零容忍。

The Company prohibits all forms of workplace harassment, including sexual coercion, threats, humiliation, inappropriate verbal or non-verbal conduct, unwanted physical contact, and any other harassment that infringes employees' dignity or lawful personal rights. The Company adopts a zero-tolerance approach to workplace harassment.

公司严格执行国家和本公司有关女性员工劳动保护的法律规定, 对女性员工进行劳动保护。

The Company strictly implements applicable national laws and Company requirements concerning labor protection for female employees and provides female employees with the protections to which they are entitled.

对任何经核实确认, 存在歧视或骚扰的行为, 公司将立即采取包括但不限于以下补救措

施：

Where an investigation confirms discrimination or harassment, the Company will immediately take remedial measures including, but not limited to, the following:

- (1) 第一时间终止违规行为，视情节轻重，对责任人采取通报批评、岗位调整、降职直至解除劳动合同的处分。如涉嫌违法犯罪，公司将主动移交公安、检察等司法机关处理，并协助调查取证；

Immediately terminate the misconduct and, depending on its severity, take disciplinary action against the responsible person, including formal criticism, reassignment, demotion, or termination of employment. Where the conduct is suspected of constituting a criminal or other legal offense, the Company will refer the matter to the public security authorities, procuratorate, or other competent judicial authority and assist with the investigation and collection of evidence;

- (2) 给予受害员工心理辅导、医疗协助等支持。若员工提出调岗保护申请，公司将予以尊重并妥善安排；

Provide affected employees with support such as psychological counseling and medical assistance. Where an employee requests reassignment for protective reasons, the Company will respect the request and make appropriate arrangements;

- (3) 进行专项整改，跟踪整改进度。

Implement targeted corrective actions and track remediation progress.

4.4 保障合理薪酬

4.4 Fair and Reasonable Remuneration

公司承诺按时支付员工工资，工资不低于本省最低工资或本地同行业的平均工资水平，并依据《员工手册》为员工提供五险一金、节日礼品、补贴等相关福利。

The Company is committed to paying employees accurately and on time. Wages must be no lower than the applicable provincial minimum wage or the local average wage for the relevant industry. In accordance with *the Employee Handbook*, the Company provides benefits including the five statutory social insurance programs, the housing provident fund, holiday gifts, allowances, and other applicable benefits.

公司承诺遵循“同工同酬”的国际劳工标准与中国法律规定。对于在相同岗位上提供同等价值劳动的全体员工，无论其性别、籍贯、民族或用工形式（非派遣），均实行统一的薪酬福利标准体系，确保薪酬分配的公平性与合法性。

The Company is committed to the international labor principle of equal pay for work of equal value and to the relevant requirements of Chinese law. Employees performing work of equal value in the same position are subject to consistent remuneration and benefit standards, regardless of gender, place of origin, ethnicity, or form of employment, excluding dispatched labor, thereby ensuring that remuneration is

allocated fairly and lawfully.

4.5 合理工时管理

4.5 Reasonable Working Hours

公司致力于保障合理工时和加班补偿，规定加班遵循自愿原则，各部门应妥善安排日常工作，控制各种形式的加班。

The Company is committed to maintaining reasonable working hours and providing appropriate overtime compensation. Overtime must be voluntary, and each department is required to arrange daily work appropriately and control all forms of overtime.

公司严格落实法定休假与企业特色休假制度，完善休假申请、审批、销假全流程管理，营造人性化、有温度的用工环境。公司在提供法定休假基础上，形成具有企业特色的带薪休假安排：每名员工都享有符合病假条件，在法定医疗期内的带薪病假；除国家法定带薪年假外，基于工龄提供额外带薪年假；员工依法享有产检假、产假、陪产假以及育儿假，并明确哺乳期每日 1 小时哺乳假，以制度化方式支持雇员健康与家庭照护需求。

The Company strictly implements statutory leave requirements and its supplementary Company leave arrangements. It maintains end-to-end procedures for leave applications, approvals, and return-from-leave registration and seeks to create a supportive and people-oriented working environment. In addition to statutory leave, the Company provides supplementary paid leave arrangements. Employees who satisfy the applicable conditions are entitled to paid sick leave during the statutory medical treatment period. Additional paid annual leave is provided based on length of service, in addition to statutory paid annual leave. Employees are also entitled to prenatal examination leave, maternity leave, paternity leave, and childcare leave in accordance with the law. Breastfeeding employees are entitled to one hour of breastfeeding leave per day during the applicable period. These arrangements provide institutional support for employee health and family care responsibilities.

4.6 培训与发展

4.6 Training and Development

公司重视员工个人发展，推行分层培养，针对中高层管理、基层管理者、一线员工开展差异化培训，建立内部讲师体系与技能等级评定机制。

The Company values employees' personal and professional development and adopts a tiered development approach. Differentiated training is provided for senior and middle management, front-line supervisors, and front-line employees. The Company has also established an internal trainer system and a skills grading and assessment mechanism.

4.7 结社自由与集体协商

4.7 Freedom of Association and Collective Bargaining

公司严格遵守国家和地方法律法规，尊重员工以合法的、和平的方式自由结社。公司建有工会，并每年至少组织一次员工代表大会，与员工互动交流，促进劳动关系的和谐稳

定。

The Company strictly complies with applicable national and local laws and regulations and respects employees' right to associate freely through lawful and peaceful means. The Company has established a trade union and convenes an employee representative congress at least once a year to engage with employees and promote harmonious and stable labor relations.

4.8 安全工作环境

4.8 Safe Working Environment

公司致力于为所有员工提供健康、安全的工作环境，严格落实 ISO 45001 职业健康安全管理体系。公司制定《应急预案》等内部制度及管理程序，以规范公司职业健康管理工作。

The Company is committed to providing all employees with a healthy and safe working environment and strictly implements its ISO 45001 occupational health and safety management system. Internal policies and management procedures, including emergency response plans, have been established to standardize occupational health and safety management.

公司定期开展安全培训与应急演练，安排员工周期性健康检查，配备必要的劳动保护用品和适当的职业病防护设施，以防止安全事故，减少职业危害。

The Company provides regular safety training and emergency response drills, arranges periodic health examinations for employees, and supplies necessary personal protective equipment and appropriate occupational disease prevention facilities to prevent accidents and reduce occupational hazards.

公司承诺加强承包商安全管理，实现全流程管控。

The Company is committed to strengthening contractor safety management and applying controls throughout the full contractor management process.

4.9 无障碍工作环境

4.9 Accessible and Inclusive Working Environment

公司承诺为女性员工、残疾员工等弱势群体提供合理的工作场所并持续进行调整改善，保障女性员工、残疾员工等群体权益。公司建立困难员工帮扶机制，通过慈善捐赠、内部募捐等方式提供支持。

The Company is committed to providing reasonable workplace accommodations for female employees, employees with disabilities, and other potentially disadvantaged groups and to making appropriate adjustments and improvements to protect their rights and interests. The Company has also established an assistance mechanism for employees experiencing hardship and provides support through charitable donations, internal fundraising, and other means.

4.10 员工关怀与福利

4.10 Employee Care and Welfare

公司建立系统化福利保障体系，对节日、生日等重要节点开展慰问，形成常态化福利供给，为员工提供生日关怀、节日关怀、母婴室、员工活动等福利。

The Company has established a systematic employee welfare framework and provides support at important occasions such as holidays and birthdays. Regular benefits include birthday and holiday care initiatives, mother-and-baby rooms, employee activities, and other welfare programs.

公司关注员工心理健康，建立员工心理关怀长效机制，配备专业心理支持资源，及时疏导负面情绪，守护员工身心双重健康。

The Company pays close attention to employees' mental health and has established a long-term psychological support mechanism supported by professional resources. Timely assistance is provided to help employees manage emotional distress and protect both their physical and mental well-being.

五、供应链管理

V. Supply Chain Management

公司承诺持续关注供应商员工的劳工人权权益保障,要求供应商签订《社会责任协议》,将劳工权益保障实践情况纳入供应商的考核指标,致力于管理供应链中对社会产生不利影响的风险,并选择实施最佳社会实践的供应商,同时让采购团队中的员工 100%定期接受有关供应链社会责任问题的培训。

The Company is committed to protecting the labor and human rights of supplier employees. Suppliers are required to sign a *Social Responsibility Agreement*, and their labor rights practices are incorporated into supplier assessment criteria. The Company seeks to manage risks of adverse social impacts within the supply chain and gives preference to suppliers that implement leading social responsibility practices. It also ensures that 100% of procurement personnel receive regular training on supply chain social responsibility matters.

六、更新与修订

VI. Review and Revision

公司每 2 年联合外部专家对本政策进行修订，并广泛征询外部利益相关方意见，确保政策内容与行业发展趋势、监管要求和利益相关方期望保持一致。发生重大业务调整，如设立海外工厂、并购整合等情形后，公司将及时组织本政策适配性评估，并在必要时及时修订，以适应新的经营环境和管理需求。

The Company will review and revise this Statement every two years in consultation with external experts and will seek input from a broad range of external stakeholders to ensure that its content remains aligned with industry developments, regulatory requirements, and stakeholder expectations. Following major business changes, such as the establishment of overseas manufacturing facilities or mergers and acquisitions, the

Company will promptly assess whether the Statement remains appropriate and revise it where necessary to reflect the new operating environment and management requirements.

七、申诉与沟通

公司设立多种申诉渠道，员工可通过邮箱、热线电话、座谈会或意见箱反映问题，接受包括劳工人权议题在内的所有违规、违纪、违法侵权行为举报。公司尊重并保护申诉人的隐私权，承诺对申诉人信息保密，并在收到申诉后依据投诉情况在 5-30 个工作日内予以回应，承诺实现投诉闭环率 $\geq 99\%$ 。公司确保任何员工不会因举报而受到打击报复。相关申诉渠道如下：

The Company provides multiple grievance channels through which employees may raise concerns, including email, hotline, employee forums, and suggestion boxes. Reports may concern any misconduct, disciplinary violation, unlawful activity, or infringement of rights, including labor and human rights matters. The Company respects and protects the privacy of complainants and keeps their information confidential. Depending on the nature of the complaint, the Company will respond within 5 to 30 working days and is committed to maintaining a complaint closure rate of at least 99%. The Company ensures that no employee will be subject to retaliation for making a report. The relevant reporting channels are as follows:

举报地址：浙江省温州市龙湾区永中街道龙祥路 2666 号青山控股集团有限公司 B 栋 17 楼审计监察部

Reporting address: Audit and Supervision Department, 17/F, Building B, Tsingshan Holding Group Co., Ltd., No. 2666 Longxiang Road, Yongzhong Subdistrict, Longwan District, Wenzhou, Zhejiang Province, China

举报邮箱/ Reporting email: jianchajubao@reptbattero.com

举报电话/ Reporting hotline: 18958978809

瑞浦兰钧能源股份有限公司

REPT BATTERO Energy Co., Ltd.

版本更新履历 Version History		
版本号 Version	变更内容 Change	生效日期 Effective Date
1.0	新建 Initial issuance	2024 年 9 月 September 2024
2.0	增加管理目标，补充程序细节 Added management targets and supplemented procedural details	2025 年 12 月 December 2025