

Commitment of compliance on ILO

Zhejiang Ruihua Co., Ltd. prohibits all forms of physical and verbal abuse, intimidation, sexual harassment and abusive punishment or disciplinary measures, and establish clear employment relationships by providing a written employment contract to each employee and shall work against corruption in all its forms. Further, we are in compliance with the following principles and rights at work from selected International Labour Organization (ILO) conventions:

浙江瑞华化工有限公司禁止一切形式的身体和言语虐待、恐吓、性骚扰和虐待处罚或纪律措施，并通过向每位员工提供书面雇佣合同建立明确的雇佣关系，并承诺打击一切形式的腐败。此外，我们遵守国际劳工组织（ILO）选定公约中的下列原则和工作权利：

- 1、 Employment is freely chosen in accordance with the Forced Labour Convention (No. 29) and the Abolition of Forced Labour Convention (No. 105) . There is neither forced or compulsory labour in the sense of work or service, nor are workers obliged to store their identity papers with their employer. Workers shall be free to terminate their employment after reasonable notice. 员工就业：根据《强迫劳动公约》（第 29 号）和《废除强迫劳动公约》（第 105 号）自由选择；既不存在工作或服务意义上的强迫劳动或强制劳动，也不要求工人将身份证存放在雇主处。工人可在合理通知后自由终止其雇佣关系。
- 2、 Freedom of association and the right to collective bargaining are respected in accordance with the Freedom of Association and Protection of the Right to Organise Convention (No. 87) and the Right to Organise and Collective Bargaining Convention (No. 98). For furthering and defending their interests, workers or employers are enabled to form organizations. Also, a worker shall be able to join an organization while being protected against acts of anti-union discrimination in respect of their employment by their employer, that has an open attitude towards the activities of trade unions and their organisational activities. 根据《结社自由和保护组织权公约》（第 87 号）和《组织权和集体谈判权公约》（第 98 号），尊重结社自由和集体谈判权，以促进和维护他们的利益，工人或雇主能够组建组织。此外，工人应能够加入一个组织，同时受到保护，不受雇主在其就业方面的反工会歧视行为的侵害，雇主对工会的活动及其组织活动持开放态度。
- 3、 Child labour shall not be used, in accordance with the Minimum Age Convention (No. 138) and the Worst Forms of Child Labour Convention (No. 182). There shall be no new recruitment of child labour. Further, persons younger than 18 years shall not be employed at night or in hazardous conditions. 根据《最低年龄公约》（第 138 号）和

《最有害的童工形式公约》（第 182 号），不使用童工，不重新招募童工。此外，承诺 18 岁以下员工不在夜间或危险条件下工作。

- 4、No excessive working hours are allowed in accordance with the Hours of Work (Industry) Convention (No. 1) and the Weekly Rest (Industry) Convention (No. 14) . Working hours shall never exceed 48 hours per week and shall comply with Chinese laws. Voluntary overtime shall neither exceed 12 hours per week, nor be demanded on a regular basis, nor represent a significantly higher likelihood of occupational hazards and shall be compensated appropriately. 根据《工作时间（行业）公约》（第 1 号）和《每周休息（行业）公约》（第 14 号）的规定，不延长工作时间。工作时间不超过每周 48 小时，并符合中国国家法律规定。自愿加班每周不得超过 12 小时，不要求定期加班，不明显增加职业病危害的可能性，并应给予适当补偿。
- 5、No discrimination is practised, in accordance with the Equal Remuneration Convention (No. 100) and the Discrimination (Employment and Occupation) Convention (No. 111). There is no form of discrimination, e.g. in hiring, compensation, access to training, promotion, termination or retirement, based on race, caste, ethnic or national origin, nationality, religion, age, disability, gender, marital status, sexual orientation, union membership, political affiliation, social background, or any other condition that could give rise to discrimination. 根据《同工同酬公约》（第 100 号）和《歧视（就业和职业）公约》（第 111 号）规定，承诺公司内不存在任何形式的歧视，例如基于种族、种姓、族裔或民族血统等而导致的雇用、补偿、获得培训、晋升、解雇或退休的歧视，以及因国籍、宗教、年龄、残疾、性别、婚姻状况、性取向、工会成员、政治派别、社会背景或任何其他可能导致歧视的条件而引起的歧视。
- 6、Equality of all women in the workforce shall be promoted and pregnancy shall be protected in accordance with the Maternity Protection Convention (No. 183). Women during and after pregnancy shall be ensured appropriate health protection, including a maternity leave of at least 15 weeks, leave in case of illness or complications, medical benefits as well as employment protection and non-discrimination. 本公司根据《保护产妇公约》（第 183 号）促进所有妇女在劳动力中的平等，保护怀孕。确保女性员工在怀孕期间和之后得到适当的健康保护，包括至少 15 周的产假、生病或并发症时的休假，医疗福利以及就业保护和不歧视。

浙江瑞华化工有限公司

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