

FinDreams Battery

Equity, Inclusion and Diversity Policy

Purpose:

FinDreams Battery adheres to the core values of “Customer Centricity, Embracing Challenges, Dedicated and Responsibility, Innovation and Authenticity”. This policy is formulated to provide our employees with perfect training mechanisms, fair development opportunities and diverse benefits, continuously creating an open and communicative work environment, promoting and strengthening the company's equal opportunity, zero discrimination, diversity and inclusion, and fully stimulating the innovation and vitality of employees.

Applicability:

This policy covers all employees of FinDreams Battery.

Definition:

Equity: Equity focuses on ensuring that everyone has access to fair opportunities and treatment, regardless of background or characteristics. It goes beyond the superficial fairness of “equal treatment” and addresses historical or societal inequities through the development of policies and measures. The goal of equity is to provide each individual with the resources and support appropriate to the needs and to ensure that all people can realize their potential in a fair way.

Inclusion: Inclusion is concerned with building a culture within an organization where all people feel accepted, respected and valued. Inclusion is not just about recruiting a diverse workforce; it is also about ensuring that the work environment and culture supports and respects different voices, perspectives and experiences. By building an inclusive environment, organizations are able to attract and retain the best talent while inspiring creativity and innovation in their employees, providing a solid foundation for long-term organizational growth.

Diversity: Diversity refers to the diversity of characteristics, backgrounds and experiences exhibited by individuals within a group or organization. We value and respect differences among individuals, which include, but are not limited to, nationality, gender, race, religion, age, sexual orientation, disability status, social and economic backgrounds, educational attainment, personal experiences, and family and marital status. At the heart of diversity is respecting and valuing these differences and promoting innovative and holistic thinking by embracing different perspectives and experiences.

FinDreams Battery recognizes the "Universal Declaration of Human Rights", "Ten Principles of the United Nations Global Compact", "United Nations Guiding Principles on Business and Human Rights", "OECD Guidelines for Multinational Enterprises on Responsible Business Conduct", and other relevant international rules and guidelines. We have imposed the general requirements for the protection of human rights in FinDreams Battery's internal control system, which cover child labor, forced or involuntary labor, health and safety, anti-discrimination, anti-harassment, humane treatment, working hours, remuneration and benefits, freedom of association, privacy protection, learning and development, and contain all aspects of employment, including selection and recruitment, cultivation and development, appointment, and resignation, etc. We are committed to being proactive in our corporate social responsibility. In addition, we have established corresponding communication and feedback and supervision mechanisms to ensure the implementation of these policies, to protect the legitimate rights and interests of workers, and to promote the harmonious development of social relations.

Principles:

1. Respect for Human Rights:

We believe that all people are born free and equal in dignity. We do not tolerate any form of forced or compulsory labor, recruitment of child labor. We care about and respect the relatively vulnerable or marginalized group, and make every effort to protect their rights and interests.

2. Prohibition of Discrimination and Opposition to Harassment:

We respect the dignity and rights of every individual without discrimination on the basis of race, color, ethnicity, national origin, ancestry, religion, physical disability, gender, sexual orientation, marital or childbearing status, labor union membership, property, political or other opinion, age or other status. We also require our employees to adhere to the ethics of equal interaction and to resolutely resist violence and harassment in the workplace.

3. Equity and Freedom of Choice:

We provide our employees with equal opportunities for employment and development, insist on equal pay for equal work, and ensure employees' freedom of movement, on-boarding and departure.

4. Safety and Health:

We are committed to providing a safe and hygienic working environment, necessary labor protection measures and safety training to prevent the occurrence of work-related accidents and occupational diseases. We also care about the physical and mental health of our employees, and provide health services to ensure the safety and well-being of our employees.

5. Labor Rights and Interests:

We comply with the laws and regulations of the countries and regions in which we operate, and conclude labor contracts with our employees in a language they can understand, to ensure that they have legal rights and interests, such as labor compensation, social security, working hours, rest, and vacations, etc.

6. Cultivation and Development:

We have established mature employee development and training channels, providing employees with appropriate management, technology, skills-based training so as to help employees improve their business skills and better adapt to the job requirements, and provide all employees with equal career development opportunities and transparent promotion mechanism.

7. Free Expression:

We respect the spontaneous communication of employees and the formation of organizations to collectively express, promote, pursue and protect their common interests. We protect employees' freedom of peaceful assembly and association. We respect employees' freedom of expression and encourage them to offer suggestions for the company's development. We have built a platform for employees to express different views, and established a whistle-blower protection system, so as to create a smooth channel for exchange, communication and feedback.

8. Personal Information Protection:

We value privacy and the protection of personal information. We handle personal information in strict accordance with laws and regulations as well as the company's internal control requirements, and take necessary technical and organizational measures to safeguard the security of employees' personal information.

Implementation:

1. Formulation and Updating:

This statement was formulated by the management of FinDreams Battery, and will be periodically evaluated for effectiveness and adaptability to ensure consistency with international human rights standards.

2. Training and Education:

We will regularly train our employees on human rights policies and related regulations to raise their awareness of human rights and laws.

3. Human Rights Due Diligence:

We have established an effective monitoring and evaluation mechanism to regularly review the human rights protection and promotion measures in our business operations, and to identify and resolve any human rights issues that may arise in a timely manner.

4. Feedback and Improvement:

We encourage our employees and people from all walks of life to put forward comments and suggestions on FinDreams Battery's human rights work. We will humbly accept the feedback, and always keep ourselves under supervision from employees and the community, so as to continuously improve and perfect the company's management.

Conclusion:

FinDreams Battery will continue to be committed to the protection of human rights and endeavor to promote the development of human rights worldwide. We believe that through unremitting efforts, we can create a more impartial and harmonious environment for our employees, partners and the community, and can achieve sustainable win-win development.

Complaint Channels:

Internet Channel: Enterprise WeChat - Battery Business Group "Heart to Heart" - "Listen to the 'Lithium' Voice"

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FinDreams Battery Co., Ltd