



弗迪电池
FinDreams Battery

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Labor Rights Protection Policy



让人们无忧无虑地使用电池

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1. Purpose

FinDreams Battery adheres to the core values of customer first, courageous, cooperation, innovation and truth-seeking, strengthens the protection of employees' rights and interests, adheres to the principle of equal employment, and continues to create a safe, healthy, comfortable, warm, and harmonious working atmosphere. We commit to providing employees with a perfect training mechanism, fair development opportunities and a variety of benefits, .

2. Equal Employment and Prohibition of Child Labor

(1) According to the "Labor Law of the People's Republic of China", "Labor Contract Law of the People's Republic of China" and the laws and regulations on employment in the local country, and combined with the various standards and systems of quality management, occupational health, environmental safety and social responsibility, FinDreams Battery has formulated the Company's Code of Conduct, Human Resource Management, Recruitment Management, Prohibition of Forced Labor and other related systems. We adhere to the principle of "equal opportunity and recruitment based on talent", eliminate all kinds of discrimination in recruitment, and prohibit forced labor, labor trafficking and child labor.

(2) In the channel of entry, through the human identification check to prevent the recruitment of child labor. For the discovery of employees under 16 years of age, we provide all necessary assistance according to the company's procedures to help them return to the location of their guardians. In order to standardize the separation management, the company established the separation process. We protect the legitimate rights and interests of employees leaving the company according to relevant laws and regulations. FinDreams Battery recruits all employees on a voluntary basis and is committed to not hiring and does not support the hiring of forced labor.

(3) The company set up a variety of channels for employee feedback. In addition to the regular HRJD, mail, mailbox, telephone and other communication channels, FinDreams Battery made full use of the advantages of the information technology platform, added the "HR face-to-face" applet, providing a special opening channel for the employees. This channel is fully covered by each employee's mobile platform through enterprise WeChat, which greatly enhances the privacy, convenience, and timeliness of the

employee's personal feedback.

3. Employee Compensation and Benefits

(1) FinDreams Battery always complies with the Labor Law of the People's Republic of China and other relevant laws and regulations. We fully encourages employees to give full play to their personal strengths, helps employees to realize their personal values, and recognizes their work performance. At the same time, based on the value of the contribution of employees, we provide attractive remuneration and benefits to reward employees, thus improve employee motivation, happiness, sense of achievement and sense of belonging.

(2) Based on laws and regulations, and taking into account the market situation, FinDreams Battery reviews and modifies the remuneration system annually. We establishes a differentiated remuneration management system based on value contribution to protects the rights and benefits of the employees. We continuously improve the salary increase and profit-sharing mechanism based on the linkage between the company's business performance and employees' value contribution to motivate employees.

(3) FinDreams Battery strictly abides by the laws and regulations of the country/region where it is located regarding working hours, holidays, etc. Employees are entitled to a series of welfare leaves, such as annual leave, maternity leave, marriage leave, etc. In accordance with the law. We fully implement the labor contract regulations and fulfill the labor contract in accordance with the law.

(4) FinDreams Battery is always concerned about and committed to solving the basic life problems of employees, focusing on the immediate needs of employees in housing, transportation, children's education, medical care, etc. We provide refined and regular care services to enhance the sense of belonging and happiness .

4. Talent Training and Development

(1) FinDreams Battery always adheres to the core talent development concept of "People before product ", and is devoted to building a multi-level learning organization covering the four major job fields of technology, marketing, operation and general. We established online and offline training channels, through face-to-face teaching, case studies, activities, skills competitions, project seminars and other innovative training and cultivation methods, the company continues to enhance the competitiveness of talents.

(2) FinDreams Battery attaches importance to the development and training of employees, in order to better cultivate talents, the company has designed and established a multi-channel talent training,

development and management system for employees in management, technology, skills and so on. Besides, we have been carrying out a series of special training activities for fresh graduates for several years, guiding them to quickly integrate into the new environment and empowering them to improve their professionalism.

(3) The company held the first internal title review of technical fields in 2022, opening a new chapter in the training and development of technical talents. In order to improve the development channel of skilled talents, the company has established a master-apprentice training and skill level certification system to form an internal supply chain of skilled talents.

5. Employee caring

Employees are the most precious treasure of the company, FinDreams Battery knows that the mental health of employees is the necessary guarantee for safe production and sustainable development. FinDreams Battery attaches great importance to the mental health of employees, take the external high-quality psychological counseling programs and internal publicity, guide employees to participate in various psychological construction activities, and constantly improve and perfect the company's psychological service system for employees. We devote to cultivating employees of self-esteem and self-confidence, rationality and calmness, and kindness and love through the promotion and education of employees' mental health, targeted training, counseling and psychological crisis intervention and other measures.

February 28, 2024

FinDreams Battery Co., Ltd.
