

Human Rights & Diversity Policy

人权与多元化政策

Farasis Energy (GanZhou) Co., Ltd. (hereinafter referred to as "Farasis Energy" or "the Company") commits to respecting and safeguarding the human rights and labor rights of all employees, suppliers, customers, and other stakeholders.

孚能科技(赣州)股份有限公司(以下简称“孚能科技”或“公司”)承诺尊重和维护所有员工、供应商、客户以及其他利益相关者的人权及劳工权益。

This policy is formulated with reference to international initiatives such as the United Nations Sustainable Development Goals (SDGs), the Universal Declaration of Human Rights, the International Labour Organization (ILO) Core Conventions, the Ten Principles of the United Nations Global Compact, the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, as well as laws, regulations, and policies including the Labor Law of the People's Republic of China, the Personal Information Protection Law of the People's Republic of China, and the Regulations of the State Council of China on the Prohibition of Child Labor.

本政策参考联合国可持续发展目标(SDGs)、《世界人权宣言》、国际劳工组织(ILO)核心劳工公约、联合国全球契约(UN Global Compact)十项原则、联合国《工商业与人权指导原则》、国际劳工组织《关于工作中基本原则和权利宣言》等国际倡议，以及《中华人民共和国劳动法》《中华人民共和国个人信息保护法》、中国国务院《禁止使用童工规定》等法律法规及政策制定。

This policy applies to all full-time employees of the Company (including all forms of employment) and throughout the entire business operation process. We also encourage all partners, suppliers, and other stakeholders to comply with this policy.

本政策适用于公司全体正式员工(包括所有用工形式)和商业运营全过程，我们亦鼓励所有合作伙伴、供应商和其他利益相关方遵守本政策。

A. Diversity, Equity, and Inclusion 多元化、平等与包容性

The principle of equal opportunity is implemented in recruitment, development, promotion, and training opportunities. Adhering to the principles of "openness and fairness," decisions regarding employee selection, appointment, utilization, and retention are based on the Company's development needs, job qualification standards, and employees' work capabilities and ethics. Every employee or candidate is evaluated objectively and fairly, without discrimination based on gender, age, race, ethnicity, religion, social status, physical health, sexual orientation, or other factors.

在招聘、发展、晋升、培训机会等方面落实机会平等原则，坚持“公开、公正”的原则，基于公司发展需要、岗位的任职标准以及员工的工作能力与品德决定员工的选、任、用、留，客观公正评价每一位员工或候选人，不因性别、年龄、种族、民族、宗教信仰、社会身份、地位、生理健康程度、性取向等因素进行区别对待。

A fair, respectful, and inclusive work environment is advocated. The Company firmly opposes any form of discrimination or harassment and prohibits discrimination or harassment based on differences in gender, age, race, ethnicity, religion, social status, physical health, sexual orientation, etc. The Company strongly opposes workplace harassment and protects employees from sexual harassment, behavioral harassment, cyber harassment, or any other discriminatory or harassing behavior.

倡导公平、尊重与包容的工作环境，坚决反对任何形式的歧视或骚扰行为，不得以性别、年龄、种族、民族、宗教信仰、社会身份、地位、生理健康程度、性取向等差异而产生歧视或骚扰行为，公司坚决反对职场骚扰，保护员工在工作中不受到性骚扰、行为骚扰、网络骚扰等任何歧视或骚扰行为。

The Company regularly conducts training for all employees on anti-discrimination and anti-harassment in the workplace and establishes corresponding reporting and handling procedures. Individuals engaged in discrimination or harassment will be dealt with seriously. If suspected criminal offenses are involved, the case will be transferred to judicial authorities. 公司定期向所有员工开展工作场所中反歧视与骚扰的培训，并制定相应的上报及处理流程，对存在歧视或骚扰的人员进行严肃处理，若有涉嫌违法犯罪情况，将移送司法机关处理。

B. Prohibition of Child Labor and Forced Labor 禁止使用童工及强迫劳工

Recruitment must comply with relevant laws and regulations of the country or region where it takes place. Employment contracts and conditions must be clearly communicated in a language understandable to employees, ensuring that labor participation is based on informed consent, voluntariness, and fairness. Any form of forced or compulsory labor is prohibited. The Company shall not transport, harbor, recruit, transfer, receive, or employ individuals through violence, coercion, restriction of personal freedom, confiscation of documents, threats, or other means.

招聘必须遵从所在国家或地区的相关法律、法规，以员工理解的语言清楚表达与合同签订及雇佣条件，确保员工在知情、自愿、公平的基础上参与劳动，禁止和不使用任何形式的强迫或强制劳动，不得通过暴力、胁迫、限制人身自由、扣押证件或威胁等手段运输、藏匿、招聘、转岗、接收或雇佣人员。

The Company firmly opposes all forms of modern slavery, debt bondage, human trafficking, and other practices, including slave labor, prison labor, indentured or bonded labor. 坚决反对一切形式的现代奴役、债役劳动、人口贩卖等行为，包括奴隶劳动、监狱劳动、契约(合同)及抵债劳动等。

The Regulations on the Prohibition of Child Labor are strictly implemented. The employment of child labor (defined as laborers under the age of 16) is strictly prohibited in any business or supply chain activities. Employees under the age of 18 are not assigned work that may endanger their health or safety.

严格执行《禁止使用童工规定》，严禁在任何业务及供应链中雇佣童工（指年龄不满16周岁的劳工），不安排未满18岁的员工从事有可能危及到未成年人身体健康或安全的工作。

In reference to human rights-related provisions in the Responsible Business Alliance (RBA) Code of Conduct, the United Nations Universal Declaration of Human Rights, and other standards and regulations. The Company respects and protects human rights, making every effort to identify, mitigate, and prevent human rights risks within the enterprise and its supply chain.

参照遵循商业联盟（RBA）行为准则中的人权相关条例、联合国《世界人权宣言》等标准与规定，尊重并保护人权，尽最大努力识别、降低与预防企业和供应链中的人权风险。

C. Working Conditions and Social Security工作条件和社会保障

The Company strictly complies with the requirements of laws and regulations such as the Labor Law of the People's Republic of China, the Labor Contract Law of the People's Republic of China, and the Minors Protection Law of the People's Republic of China, fully safeguarding employees' legitimate rights and interests in recruitment, promotion, resignation, working hours, compensation and benefits, privacy, and other aspects.

严格遵守《中华人民共和国劳动法》《中华人民共和国劳动合同法》《中华人民共和国未成年保护法》等法规要求，全面保障员工在入职、晋升、离职、工作时数、薪酬福利、隐私等方面合法权益。

Employee care is strengthened by providing health check-ups and labor protection equipment, offering psychological counseling services, and regularly conducting employee engagement and satisfaction surveys to continuously enhance employee satisfaction and sense of belonging.

加强员工关怀，提供健康体检和劳动防护用品，开展心理疏导服务，定期进行员工敬业度与满意度调研，持续提升员工满意度和归属感。

While complying with laws and regulations, the Company respects employees' freedom of association and collective bargaining rights. Employees may raise demands and suggestions through channels such as labor unions, employee representative assemblies, and discussion forums, and negotiate with Company management. All employees are eligible to join the labor union.

在遵守法规的前提下，尊重员工的结社自由和集体谈判权，员工可通过工会、职工代表大会、座谈会等渠道，提出诉求与建议，与公司管理层协商。公司全部员工均有加入工会的资格。

Disclosing or transmitting employees' personal privacy information to unrelated third parties without consent is prohibited.

禁止未经同意将员工个人隐私信息公开或传递给不相关的第三方。

D. Talent Development and Promotion人才发展与晋升

The Company adheres to the principle of equal pay for equal work regardless of gender, providing wages that comply with the legal requirements of the country or region where the Company operates. Wage structures vary based on position level and job role.

公司坚持男女同工同酬，向员工提供符合公司所在国家及地区的法律法规要求的工资标准，工资结构因职级和岗位的不同而不同。

The Company emphasizes the cultivation of managerial and technical talent, establishing an online learning platform accessible to all employees. Leadership and skill development are incorporated into annual training plans, providing training content tailored to employees at different levels to enhance their workplace competitiveness.

重视管理型人才和技能型人才培养，建立覆盖所有员工的线上学习平台，将领导力和技能发展纳入年度培训计划，为不同层级的员工提供符合需求的培训内容，提升员工职场竞争力。

Based on the Company's business characteristics and job requirements, diversified career development paths are designed, implementing a dual-track system combining job positions and professional ranks. Internal competitions, job rotations, and talent exchanges are utilized to provide employees with career development opportunities and space for self-realization. 根据公司业务特点和岗位需求，设计多元化的职业发展通道，实行职务和职级并行的双轨制，通过内部竞聘、轮岗、人才交流等方式，为员工提供实现自我价值的职业生涯空间和成长发展机会。

References 参考资料

[1] United Nations Sustainable Development Goals (SDGs)

联合国可持续发展目标（SDGs）

[2] International Labour Organization (ILO) Core Conventions, United Nations Global Compact Ten Principles

国际劳工组织（ILO）核心劳工公约、联合国全球契约（UN Global Compact）十项原则

[3] United Nations - Universal Declaration of Human Rights

联合国《世界人权宣言》

[4] UN Guiding Principles on Business and Human Rights

联合国《工商业与人权指导原则》

[5] ILO Declaration on Fundamental Principles and Rights at Work

国际劳工组织《关于工作中基本原则和权利宣言》

[6] Labor Law of the People's Republic of China, Personal Information Protection Law of the People's Republic of China, Regulations on the Prohibition of Child Labor

《中华人民共和国劳动法》、《中华人民共和国个人信息保护法》、《禁止使用童工规定》