

Corporate Social Responsibility Policy

The company and all management recognize that compliance with national labor laws, internationally recognized labor standards, SA8000 international standards and protection of labor rights are the expectations of consumers, customers, the public, and the government and other stakeholders. It is also a basic management goals for responsible company.

The company promises to abide by national labor laws, internationally recognized labor standards, SA8000 international standards, other applicable industry standards and international conventions, meanwhile, company are continuously to improve working conditions and employee benefits.

Similar as quality management and environmental management, social responsibility management is also an integral part of the company's daily operations. Fulfilling social responsibility is a necessary condition for the company to provide good products to meet customer needs.

The company appointed Mr. Liu Yang to be responsible for social responsibility management, establishment, implement and maintaining a good social responsibility management system, and extend this requirement to suppliers, subcontractors and other business partners as well.

Company statement:

1. Comply with laws and regulations:

Comply with labor laws, other relevant government laws and regulations, operate legally, protect the rights and interests of employees.

2. Respect human rights and freedom, prohibit discrimination, and prohibit forced labor:

a. Provide safe and hygienic working and living conditions to protect the safety and health of employees.

b. Provide an equal and fair working environment, promise recruitment and appointment measures to avoid harassment or unlawful discrimination, and all jobs are voluntary.

c. Employees have equal opportunities regardless of race, class, gender, age, marriage, physical and mental disabilities, nationality, religious beliefs and political inclination.

d. Reasonably arrange production plans, workers' working and rest hours.



e. The child labor, forced labor, or physical punishment is prohibited, and any suppliers or subcontractors that employ child labor or forced labor are not accepted.

f. Any form of insulting behavior is prohibited.

3. Establish a harmonious communication mechanism:

a. Promote labor-management cooperation and respect employees' freedom of association and collective bargaining rights.

b. Encourage open communication and direct dialogue between employees and management.

c. Establish channels to reflect employee opinions. For employees who express their opinions, we will provide confidentiality protection and prohibit any form of retaliation and abuse.

4. Improve salary and benefits:

a. Provide reasonable wages and benefits at least to meet the basic needs of workers.

b. Employee salaries and benefits should comply with all applicable laws, including minimum wages, overtime pay and statutory due benefits.

c. Establish real-time channels to convey the prompt payment of wages to employees.

d. No disciplinary wage deductions are allowed.

5. Reasonable reward and punishment system:

a. Promise to give appropriate rewards to employees who perform well in recognition of their performance.

b. Promise to provide appropriate assistance to employees with poor performance, improve performance, and punish them appropriately to correct their deficiencies.

6. Training outstanding employees:

Provide appropriate education and training, and strive to improve the skills and abilities of employees in order to improve their social and economic status.

7. Emphasize honest management and eliminate corruption and bribery:

a. Adhere to a fair and honest attitude in any business activities.

b. Any form of corruption, bribery, bribery and misappropriation of public funds are strictly prohibited.

8. Respect intellectual property rights:

Respect intellectual property rights; the transfer of technology and expertise should be carried out in an appropriate manner under the protection of intellectual property rights.

9. Sharing of business results:



The operating results are achieved by all employees working together, and we are committed to sharing them with employees and shareholders.

10. Build a harmonious factory, participate in social care, and improve company culture:

a. Create a warm "employee's home", actively participate in various government and local activities, and improve the local economic and culture through our participation.

b. Commitment to provide the disabled with appropriate job opportunities and necessary care and provide timely assistance and substantial comfort to vulnerable groups.

c. Encourage employees to participate in voluntary service activities.

11. Promote social responsibility:

Efforts are made to extend the corporate social responsibility policy to all suppliers or subcontractors, and encourage business partners to implement responsible practices consistent with the corporate social responsibility policy of DYNESS.

