

# 关于劳动者保护社会责任行为的政策声明

## **Policy Statement on Workers' Protection of Social Responsibility Behavior**

广东金业贵金属有限公司（以下简称“公司”）主要从事生产、加工、销售：有色金属。公司支持伦敦金银市场协会“负责任采购计划”目标的实现，与供应链上下游的客户和合作商密切合作，共同履行遵守 LBMA 管理体系的要求，构建可持续发展的产业链。公司及供应链商充分了解并遵守注册地及经营所在地的所有适用的关于劳动者保的法律法规，行业要求，国际劳工组织和联合国公约及其他法规。公司及供应链商共同遵守以下约定：

Guangdong Jinye Precious Metals Co., Ltd. (hereinafter referred to as the "Company") is mainly engaged in the production, processing, and sales of non-ferrous metals. The company supports the achievement of the goals of the London Gold and Silver Market Association's "Responsible Procurement Plan", and closely cooperates with customers and partners upstream and downstream of the supply chain to jointly comply with the requirements of the LBMA management system and build a sustainable industrial chain. The company and supply chain providers are fully aware of and comply with all applicable laws and regulations, industry requirements, International Labour Organization and United Nations conventions and other regulations regarding employee

protection in their registered and operating locations. The company and supply chain providers jointly abide by the following agreements:

1. 公司开展招聘工作须遵从所在国家或地区的相关法律、法规，包括但不限于：预防非自愿劳动，确保所有工作纯属自愿，非自愿劳动包括通过威胁、强迫、强制、诱拐、欺诈或向控制他人的任何人支付薪酬的方式运输、藏匿、招聘、转岗、接收或雇佣人员，以达到剥削之目的，不得扣押政府颁发的身份证件原件。同时，公司必须确保以员工理解的语言清楚表达与工人签订的合同雇佣条件。公司要求消除一切形式的强迫和强制劳动，包括但不限于身体暴力和性暴力、抵债性质的劳动、扣留工资、限制行动、扣押身份证件、威胁向当局告发或投诉等情况。

The company's recruitment work must comply with the relevant laws and regulations of the country or region where it is located, including but not limited to: preventing involuntary labor and ensuring that all work is purely voluntary. Involuntary labor includes transporting, hiding, recruiting, transferring, receiving or hiring personnel through threats, coercion, coercion, abduction, fraud, or payment of compensation to anyone who controls others, in order to achieve the purpose of exploitation, The original identity documents issued by the government shall not be seized. At the same time, the company must ensure that the employment conditions of the contract signed with the workers are

clearly expressed in language understood by the employees. The company requires the elimination of all forms of forced and compulsory labor, including but not limited to physical and sexual violence, debt based labor, salary withholding, restricted movement, seizure of identity documents, threats to report or complain to the authorities, and other situations.

2. 公司不得贩卖人口或聘用任何形式的奴隶、受强迫、抵债、契约或监狱劳工。

The company shall not engage in human trafficking or any form of slavery, coercion, debt repayment, indenture, or prison labor.

2022 年，公司及供应链商严格执行此类管理政策，公司及供应链商通过承诺书，问卷调查，现场访问等各种方式来监督、实施此政策，保证在途中没有任何形式的强制或贩卖劳动力的行为，保证员工自愿参加工作和劳动。

In 2022, the company and supply chain providers strictly implement such management policies. The company and supply chain providers supervise and implement this policy through various means such as commitment letters, questionnaire surveys, and on-site visits, ensuring that there are no forms of forced or trafficked labor on the way, and ensuring that employees voluntarily participate in work and labor.