

# LOGAN

## 龙光集团

### Human Rights Policy

#### Respect Human Rights

1. Respecting human rights is the basic value of Logan Group. We are committed to respecting and promoting human rights in our relationships with employees and suppliers in accordance with the UN guidelines on corporate and human rights. This policy has been established under the guidance of international human rights principles and is included in the Universal Declaration of Human Rights, including the International Bill of Rights and the International Labor Organization's 1998 Declaration on Fundamental Principles and Rights at Work.
2. This policy is applicable to Logan Group Company Limited and its subsidiaries. We encourage joint ventures and business partners to comply with this policy.

#### Equal Opportunity, Diversity and Inclusiveness

3. The Company is committed to maintaining a fair and mutually supportive workplace and avoids discrimination, harassment, intimidation or violence against employees by race, color, nationality, religion, gender, age, marital status, disability, medical status, or other characteristics protected by law. Employees should respect and treat each other equally.
4. As a fair and equal opportunity employer, the Company encourages the continuous development of its employees and ensures the recruitment, training, remuneration and promotion processes are based on talents and comply with the employment regulations of the country/region where they are located.

#### Labor Practices

5. We prohibit the employment of child labor in business operations or supply chains. All our employees have reached the legal age of employment in the country where they are employed.
6. We prohibit the use of forced labor in any form, including prison labor, indentured labor, debt paying labor, military labor, modern forms of enslavement labor, and any

form of human trafficking.

### **Suppliers and Partners**

7. In our agreements with suppliers and other contractors, we try to add certain provisions to encourage them to comply with the principles of this policy. [Click here to view our code of conduct on supplier corporate social responsibility. Code of conduct for suppliers.](#)
8. We expect third parties acting on behalf of the Company to comply with the principles of this policy.

### **Health and Safety**

9. We abide by the labor safety laws, other regulations and other internal requirements of the country or region where we are located. We strive to improve the way we operate to protect the health and safety of our employees, contractors, suppliers, customers, as well as visitors to the premises and the communities in which we operate. We are committed to continuously improving our health and safety management system to achieve the goal of zero harm. For further information, please view our health and safety policy.

### **Hiring**

10. We attach great importance to talents. We recruit talented people, offer competitive compensation and benefits, and provide training for employees to help them develop their strengths.
11. We comply with the applicable laws and regulations regarding working hours.
12. We comply with applicable laws and regulations on freedom of association.

### **Public Reporting**

13. We report on this human rights policy in the Company's Environmental, Social and Governance Report every year.

### **Review**

14. We will review this policy every year.