

Child & Illegal Labor Policy

儿童和非法劳工政策

Purpose

The purpose of this policy is to address the recruitment and employment practices of Sailun Group Co., Ltd. regarding child labor, forced labor, human trafficking, and slavery.

目的

本政策旨在针对赛轮集团股份有限公司针对童工、强迫劳动、人口贩运和奴隶制方面，确保在招聘和就业做法方面合法合规。

Guidelines

Sailun Group Co., Ltd. is firmly committed to protecting individuals from the exploitations of illegal labor practices such as child labor, forced labor, slavery, and human trafficking; such practices will not be tolerated by Sailun Group Co., Ltd. and are strictly prohibited.

Sailun Group Co., Ltd. will hold itself accountable to the highest ethical standards and will comply with and exceed all relevant and applicable local and international laws pertaining to illegal labor practices. In doing so, Sailun Group Co., Ltd. will not knowingly contract with or carry on a business relationship with any organization or employer that does not adhere to the same standards or is in violation of any relevant or applicable labor laws.

准则

赛轮集团股份有限公司坚定致力于保护个人免受童工、强迫劳动、奴役和人口贩运等非法劳动行为的剥削；赛轮集团股份有限公司不会容忍并严格禁止此类行为。

赛轮集团股份有限公司将以最高道德标准为己任，遵守并超越所有与非法劳动行为相关的适用当地和国际法律。在这样做的过程中，赛轮集团股份有限公司有限公司不会故意与任何不遵守相同标准或违反任何相关或适用劳动法的组织或雇主签订合同或与其建立业务关系。



Compliance

Sailun Group Co., Ltd. shall continually monitor its own employment practices as well as those of its partners, vendors, suppliers, agency workers and all others conducting business on behalf of the organization to ensure compliance to ethical employment standards and protocols. To ensure compliance to the standards of this policy Sailun Group Co., Ltd. shall conduct periodical audits of its own employment practices as well as those companies the organization contracts with or maintains a business relationship with.

Where a supplier, vendor, agency workers or contractor is found to be in violation of this policy Sailun Group Co., Ltd. shall take prompt remedial action in order to address the violation, remedial measures may include termination of the business contract with the organization.

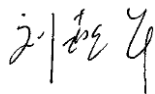
Sailun Group Co., Ltd. shall follow the Regulation for Industrial Establishments (R.R.O. 1990, Reg. 851) made under the Occupational Health and Safety Act (OHSA) that sets out minimum-age restrictions for workers covering workplaces to ensure minimum age requirements are met when hiring employee. The company keeps a copy of an individual's government document(s) to verify the identity of all new hires prior to beginning work.

合规

赛轮集团股份有限公司应持续监控其自身以及其合作伙伴、供应商、劳务代理机构和代表组织开展业务的所有其他人员的雇佣实践，以确保遵守有职业道德的雇佣标准和协议。为确保遵守本政策的标准，赛轮集团股份有限公司应定期审核其自身以及与组织签订合同或保持业务关系的公司的雇佣行为。

如果发现供应商、劳务工人或承包商违反本政策，赛轮集团股份有限公司会立即采取补救措施，以解决违规行为，补救措施可能包括终止与该组织的商业合同。

赛轮集团股份有限公司应遵守根据《职业健康与安全法》（OHSA）制定的《工业设施条例》（R.R.O.1990, Reg.851），该条例规定了工作场所工人的最低年龄限制，以确保雇佣员工时满足最低年龄要求。公司保留一份个人的政府文件副本，以在开始工作之前核实所有新员工的身份。



刘燕华 Yanhua Liu
赛轮集团副董事长 Sailun Group Vice Chairman

