

## Modern Slavery Position Statement

### 现代奴隶制立场声明

As a global organization, we are committed to improving our practices to combat slavery and human trafficking. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain systems. We have committed resources to implement and enforce effective systems and controls to detect and prevent instances of slavery or human trafficking in our supply chains and our business. We further expect our employees to report concerns in order that management can take appropriate steps to act upon them.

作为一个全球性组织，我们致力于改进我们的做法，以打击奴隶制和人口贩运。我们都有责任警惕我们的业务和更广泛的供应链系统中的风险，无论风险多么小。我们已投入资源实施和实施有效的系统和控制措施，以检测和防止供应链和业务中的奴役或人口贩运事件。我们还希望我们的员工报告问题，以便管理层能够采取适当措施对其采取行动。

#### **Organization's structure**

We are a leading global tire manufacturer and top provider of quality products in the value tire segment. Our head office is in Qingdao, China. The Group has over 13,000 employees worldwide and operate globally. The Group has subsidiaries including, but not limited to, Sailun Tire Americas Inc., Sailun Europe GmbH, and Maxam Tires North America Inc.

#### **组织结构**

我们是全球领先的轮胎制造商，也是价值轮胎领域优质产品的顶级供应商。我们的总部位于中国青岛，集团在全球拥有 13000 多名员工，并在全球运营。我们其他子公司包括但不限于 Sailun Tire Americas Inc.、Sailun Europe GmbH 和 Maxam Tires North America Inc.。

### Our business

Our business is organized into the following regions:

- Asia Overseas
- Domestic China
- North America
- Europe
- Region South
- Region North

### 我们的业务范围

我们的业务分为以下区域:

- 亚洲海外
- 中国国内
- 北美
- 欧洲
- 南部
- 北部

### Our policies on slavery and human trafficking

We are committed to seeking to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Modern Slavery Position Statement reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains and our organization. We are committed to raising awareness of our policy to ensure understanding of the risks of modern slavery and human trafficking in our supply chains and our business. Our Core Values set out our intentions and expectations regarding integrity and behaviors.

### 我们关于奴隶制和人口贩运的政策

我们致力于确保在我们的供应链或我们的业务中没有现代奴隶制或人口贩运。我们的《现代奴隶制立场声明》反映了我们在所有商业关系中恪守道德和诚信的承诺，并致力于实施和实施有效的制度和控制措施，以确保我们的供应链和组织中不会发生奴隶制和人口贩运。我们致力于提高对我们的政策的认识，以确保了解我们供应链和业务中现代奴隶制和人口贩运的风险。我们的核心价值观阐述了我们对于诚信和行为的意图和期望。



### Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk, we are reviewing systems to:

- Identify and assess potential risk areas in our supply chain
- Mitigate the risk of slavery and human trafficking occurring in our supply chains
- Ensure whistle blowers are protected in accordance with the Whistleblowing Policy

### 奴隶制和人口贩运的尽职调查程序

作为我们识别和减轻风险举措的一部分，我们正在审查系统，以：

- 识别和评估供应链中的潜在风险领域
- 降低供应链中发生的奴役和人口贩运风险
- 确保根据举报政策保护举报人

### Supplier adherence to our values

We seek to operate zero tolerance to slavery and human trafficking to ensure all those in our supply chain and contractors understand the importance of this issue to us and that they comply with our values.

### 供应商遵守我们的价值观

我们寻求对奴隶制和人口贩运实行零容忍，以确保我们供应链中的所有人和承包商了解这一问题对我们的重要性，并遵守我们的价值观。

### Our effectiveness in combating slavery and human trafficking

The Executive Management Team have day to day responsibility for reviewing systems and taking appropriate steps to ensure the company's practices are effective in countering slavery and human trafficking.

### 我们打击奴隶制和人口贩运的有效性

执行管理团队每天都有责任审查制度并采取适当措施，确保公司的做法在打击奴隶制和人口贩运方面有效。

To assess the effectiveness of our policies and practices, we will be implementing key performance indicators (KPIs), including a system to audit a sample of existing key suppliers for awareness of and compliance with the Modern Slavery Act 2015.

为了评估我们的政策和实践的有效性，我们将实施关键绩效指标（KPI），包括一个审计现有关键供应商样本以了解和遵守2015年《现代奴隶制法案》的系统。



### Further steps

Following a review of the effectiveness of the steps we are taking this year to ensure that there is no slavery or human trafficking in our supply chains we intend to take the following further steps to combat slavery and human trafficking:

- As part of our contracting processes with suppliers, to negotiate the inclusion of a requirement to comply with all applicable anti-slavery and human trafficking laws, statutes, regulations and codes from time to time in force including but not limited to the Modern Slavery Act 2015.
- Develop and implement awareness training for relevant employees on the recognition and mitigation of slavery and human trafficking.

### 进一步步骤

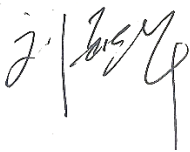
在对我们今年为确保供应链中不存在奴隶制或人口贩运而采取的措施的有效性进行审查后，我们打算采取以下进一步措施来打击奴隶制和人口贩运：

- 作为我们与供应商签订合同过程的一部分，我们将协商纳入一项要求，以遵守所有适用的反奴隶制和人口贩运法律、法规、条例和不时生效的法规，包括但不限于《2015年现代奴隶制法》。
- 为相关员工制定和实施关于承认和减轻奴隶制和人口贩运的意识培训。

This statement is made and published pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 December 2022.

本声明是根据《2015年现代奴隶制法案》第54（1）节的规定编制和发布的，构成我们截至2022年12月31日财政年度的奴隶制和人口贩运声明。

赛轮集团股份有限公司致力于创造多元化的环境，并以成为机会均等的雇主而自豪。所有符合条件的申请人都将获得就业考虑，不考虑种族、肤色、宗教、性别、性别认同或表达、性取向、国籍、遗传、残疾、年龄或退伍军人身份。赛轮集团股份有限公司还致力于遵守其业务所在地的所有法律规定的公平就业惯例。



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赛轮集团副董事长 Sailun Group Vice Chairman

