



Tongwei Co.,Ltd

SA8000 Social Accountability Commitment

- Tongwei Co., Ltd (hereinafter referred to as “Tongwei” or the Company”) commits to comply with SA8000:2104 standard, taking it as a fundamental basis for its social responsibility management. The company shall develop and implement procedural documents in accordance with the standard, ensuring all operations meet the requirements.
- Tongwei commits to its Human Rights Commitment and Policy, positively responding to the Universal Declaration of Human Rights; backing up the UN Guiding Principles on Business and Human Rights; safeguarding and respecting human rights, legal rights and interests of each employee; prohibiting child labor and forced labor, and conducting no human trafficking during its operation and management; making a stand against discrimination, harassment, and other insulting behaviors; providing a safe and healthy workplace to the staff; providing diversified learning and occupational development opportunities to the staff; and respecting the liberty of association and collective bargaining.
- Tongwei commits to its Anti-harassment and Anti-discrimination Commitment and always insists the operation principles of “Honesty, Trust, Fairness, and Excellence”, strictly observes the red line. It commits to build a working environment where all employees are respected and honored, make a stand against any discrimination, harassment and other humiliation,

and apply zero tolerance to any harassment, discrimination and humiliation incurred in the workplace and during operation.

- Tongwei adhere to its Supplier Code of Conduct. For the purpose of actively identifying and assessing the environmental and social risks on the supply chain, Tongwei hereby provides the Code of Conduct for Suppliers and gives priority to the suppliers observing the Code of Conduct. The Company is committed to incorporating environmental and social factors into its supplier management mechanism in an orderly manner, and strengthening the performance management of its suppliers in the areas of business ethics, human rights, labor management, environmental protection, occupational safety and health. With the philosophy of “honesty, trust, fairness, and excellence” , Tongwei requires suppliers to observe all applicable laws and regulations at the business locations and support them to constantly reinforce management on sustainable development of the supply chain for creating a workplace with dignity and moral integrity.
- Tongwei commits to continuously monitoring changes of laws and regulations in social responsibility, assessing the social responsibility management system and improving it according to those changes and assessment results.
- Tongwei commits to actively fulfilling its social responsibilities, engaging in public welfare programs, and contributing corporate strength to community development. The company shall enhance its sense of social responsibility and competitiveness for creating greater value for society through technological innovation and industrial upgrading. With a strong sense of social responsibility and mission, Tongwei shall achieve a perfect integration of sustainable corporate development and social responsibility. Through unremitting efforts and continuous

improvement, the company shall strive to create better working conditions for its employees and make positive contributions to social development.

- Any suggestion regarding this commitment, please contact Energy Management Committee of Tongwei Co., Ltd. or SGS and SAAS.

- Contact information of Energy Management Committee of Tongwei Co., Ltd.:
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- Contact information of SGS and SAAS:

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Tongwei Co., Ltd.

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Remarks:

1. The company encourages and supports suppliers and partners to adopt and implement additional principles and policies, provided that they do not conflict with this policy.
2. The company's business operations strictly comply with the local laws and regulations. In the absence of specific local legal requirements, this policy shall be followed.
3. This document is interpreted and revised by Tongwei Co., Ltd. The company will update the document in a timely manner based on domestic and international policies, regulatory requirements, and industry developments. In the event of any inconsistencies between the Chinese and English versions of this document, the Chinese version shall prevail.