**Chicony Power Human Rights Policy**

In fulfillment of our corporate social responsibility and to safeguard the fundamental human rights of all colleagues, customers, and stakeholders, we adhere to the principles articulated in international human rights conventions, including the United Nations Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, the United Nations Global Compact, the International Labor Organization conventions, and the Electronic Industry Code of Conduct. We uphold internationally recognized basic human rights, which encompass freedom of association, prohibition of child labor, eradication of all forms of forced labor, elimination of employment and workplace discrimination, and the prevention of inhumane and abusive treatment of employees. The policy is elaborated as follows:

1. Labor Rights:

We ensure the rights of laborers, and each employee's labor contract with the company adheres to the relevant local regulations.

2. No Forced Labor:

Written labor contracts are signed in accordance with the law upon the establishment of an employment relationship. The contracts explicitly state that the employment relationship is based on mutual consent and is not based on forced labor. The illegal trafficking of persons and the practice of slavery are strictly prohibited.

3. Prohibition of Child Labor:

The company strictly prohibits the employment of individuals under the age of 16. Young workers aged 16 and above but below 18 are not allowed to engage in hazardous or health-threatening work, nor are they permitted to work night shifts or overtime.

4. Working Hours:

Working hours shall not exceed the maximum limits stipulated by local laws, except in cases of emergencies or exceptional circumstances. The weekly working time should not exceed 60 hours, and employees must be allowed at least one day of rest in a seven-day period.

5. Compensation and Benefits:

Employee wages should comply with relevant wage laws, including minimum wage requirements, overtime pay, and statutory benefits. Deducting wages as a disciplinary measure is strictly prohibited.

6. Humane Treatment:

Employees must not be subjected to cruelty or inhumane treatment, including any form of sexual harassment, sexual abuse, physical punishment, mental or physical coercion, or verbal abuse. Threats to engage in such behaviors are also prohibited.

7. Anti-Discrimination:

The company prohibits any form of tangible or intangible discrimination. Discrimination based on race, religion, gender belief, political stance, age, marital status, and other factors shall not be used as criteria for employee recruitment, evaluation, or promotion.