

# Corporate Social Responsibility Policy & Guidelines

## Social Responsibility Statement

To fulfil social responsibilities and corporate ethics, and create high-quality labour conditions and working environment

## Social Responsibility Policy

DMEGC (or "we", "the Company" hereinafter) believes that voluntarily choosing to comply with the SA8000:2014 standard, solemnly promising to provide a standard based on (in compliance with) the United Nations Declaration of Human Rights, the International Labour Organization (ILO) and other international human rights practices, labour quota standards and Chinese laws, respecting and protecting all production or service personnel under the control and influence of the Company, including the Company itself and its suppliers / subcontractors, employees employed by subcontractors, etc., is a basic condition for a responsible company and is also the expectation of stakeholders such as consumers, clients, the public and the government. Therefore, the Company's policy is:

- i. Voluntarily choose to comply with SA8000, the United Nations Human Rights Council, the International Labor Organization and other international human rights regulations and other relevant social responsibility codes of conduct, especially the relevant international guidance listed in the second part of the "SA8000: 2014 Standard", "Normative Principles and Their Interpretations", and strive to achieve social responsibility goals;
- ii. the Company promises to comply with national and local laws and regulations, and in the spirit of being responsible to the society and to the Company and all employees that the Company can control and influence, protect the rights and interests of employees in accordance with laws and regulations to ensure that their basic living needs are guaranteed; continuously improve production, work and living conditions, and make unremitting efforts to ensure the health and safety of employees;
- iii. the Company has formulated a series of policies and procedures for implementing SA8000 standards and laws and regulations, involving employees' personal rights and interests, respect for personality, freedom of assembly, working hours, wages and benefits, health and

safety, environmental protection, improvement of working conditions and many other matters, forming a systematic set of rules and regulations, acting in accordance with the rules and regulations in practice, managing in accordance with the rules, standardizing the Company's behaviour, and continuously improving;

- iv. Strictly prohibit the use of child labour and forced labour, and do not accept any suppliers / subcontractors and sub-suppliers who use child labour or forced and compulsory labour;
- v. Respect workers' freedom to choose jobs, prohibit any form of forced or compulsory labour such as paying deposits or original valid certificates, ensure that employees are employed completely voluntarily, and do not have to bear any employment fees and costs;
- vi. For the health and safety of employees, the Company continuously strives to improve conditions. First, measures are taken to eliminate or reduce hazards to the greatest extent possible to provide employees with a safe and good working and living environment: all workshops, warehouses, office buildings and other buildings meet national standards and have passed construction quality, fire protection and environmental protection acceptance inspections; each workshop process does not contain highly toxic substances, and does not produce excessive dust, noise, moisture, smoke, high temperature, and serious air pollution; each process is equipped with safety protection facilities and labour protection supplies in accordance with national regulations; air in the workshop, employees' drinking water is regularly tested to ensure their health is not compromised.
- vii. Promote labour-management cooperation, respect employees' freedom of association and collective bargaining rights, and listen carefully to or collect employees' demands;
- viii. Provide an equal and fair working and living environment without intimidation, verbal abuse, exploitation or sexual assault, and prohibit any form of discrimination or humiliation based on region;
- ix. Respect and dignity for all employees, and firm opposition to any form of physical punishment and mental or verbal insults;
- x. Rationally arrange production plans and arrange workers' working hours, rest and vacations in a timely manner in accordance with laws and regulations;
- xi. Provide reasonable and legal wages and benefits regularly, maintain 100% coverage of wages above local living wage, and at least meet workers' basic living needs.
- xii. Establish social responsibility management system policies, procedures and implementation documents, set up relevant execution teams and supervision mechanisms, regularly review the suitability and effectiveness of the system, adopt effective methods and forms to influence stakeholders, and continuously improve and perfect it.

**Note :**

**Social Accountability International (SAI)**

Website: <https://sa-intl.org/>

Tel: +1-212-684-1414

Email: [info@sa-intl.org](mailto:info@sa-intl.org)

NYC Headquarters

9 East 37th Street; 10th Floor

New York, NY 10016

United States of America

**Social Accountability Accreditation Services (SAAS)**

Website: <http://www.saasaccreditation.org/>

Tel: +1-212-391-2106