

 Gultech(Suzhou/Wuxi)Electronics Co., Ltd./Gultech(Jiangsu)Electronics Technologies Co., Ltd. The Solution People	Doc. No.:	CSR-01-001	Rev:	06
	Title:	CSR Manual		
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附录二：

社会责任管理政策

为遵守国家、地方法规/政令，实现客户满意，使公司全体员工明白公司社会责任导向，现制定如下管理政策：

廉洁、诚信、尊重、健康、环保

指导原则：

- 1) 禁止使用童工和任何形式的强迫劳动，不接受任何使用童工或强迫劳动的供应商或分包商。
- 2) 推动劳资合作，尊重工人自由，尊重员工的结社自由和集体谈判权。
- 3) 提供安全卫生的工作和生活条件，确保员工的安全和健康。
- 4) 提供平等和公平的工作环境，禁止任何形式的歧视行为。
- 5) 合理安排生产计划，合理安排工人的工作时间和休息休假。
- 6) 提供合理的工资福利，至少满足工人的基本需要。
- 7) 为员工提供培训机会，努力提升员工的技术及能力。
- 8) 遵守商业道德行为准则，公开相关信息，禁止商业贿赂和不公平竞争。
- 9) 尊重知识产权，在转让技术和诀窍时妥善保护知识产权。
- 10) 高德应对产品中的钽、锡、钨、金、钴、云母等矿物的来源和供应链进行尽职调查，以确保此类矿物及其衍生物不从刚果民主共和国及其周边受冲突影响的矿产地国家、以及其他存在武装冲突或大面积暴力活动或存在使人民遭受伤害风险的地区采购。
- 11) 保护业务往来人士的个人信息，杜绝对披露不当行为的人士进行打击报复。
- 12) 严格遵守相关的法律法规并持续不断改进公司的社会责任管理体系。

高德（苏州/无锡）电子有限公司
高德（江苏）电子科技股份有限公司

CEO: _____

2022-08-25

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CSR Policy

In order to observe international/local laws and regulations, to achieve customer satisfaction and let our employees understand the guide of CSR, Gultech draft the policy as below:

Honesty, Integrity, Respect, Health, Environmental Protection

Guiding Principle:

- 1) Do not use child labor or any kind of forced labor, do not accept any supplier who employing child labor or any kind of forced labor.
- 2) Promote labor cooperation, respect the freedom to associate and the right to collective negotiations.
- 3) Provide safe and sanitary working and living conditions, ensure the employee's health and safety.
- 4) Provide equal and fair working conditions, forbid unlawful discrimination.
- 5) Arrange the production plan, working hours and rest time reasonably.
- 6) Compensate workers in compliance to all applicable wage laws, meet employee's basic requirement.
- 7) Provide training to improve employee's skill and technical ability.
- 8) Observe business ethics. Disclosure of information, bribes and unfair competition is forbidden.
- 9) Respect intellectual property, protect the intellectual property during property transfer.
- 10) Gultech shall conduct due diligence in fabricated PCB on the source and supply chain of tantalum, tin, tungsten, gold, cobalt, mica and other minerals to ensure that these minerals and their derivatives are not purchased from the Democratic Republic of Congo and its surrounding conflict-affected resource countries, and other areas where there is armed conflict or widespread violence or where there is high risk of harming people.
- 11) Protect the information of our business partners, and protect any person who makes a disclosure of improper behavior without fear of retaliation.
- 12) Strictly comply with relevant laws and regulations and continuously improve the CSR management system.

Gultech (Suzhou/Wuxi) Electronics Co., Ltd.
Gultech (Jiangsu) Electronics Technologies Co., Ltd.

CEO: _____
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