

Human Rights Issues and Communication Channels

human rights issues	object	Affected object	Evaluation/ Communication Channels	Mitigation measures
Work environment safety, working hours and wages, company event planning	staff	all employees	Labor-management meetings,occupatio nal safety and health committees, internal announcements, Huake Charity Foundation	Set up a suggestion box and a smooth communication channel to have an interview with Huake Charity Foundation
healthy	staff	all employees	Bad health check result	Hold publicity sessions on health- related issues and consultations with resident doctors
occupational disease	staff	all employees	Occupational disease or injury occurs	Review the safety of the working environment and optimize the field
healthy	staff	Employees and their dependents	Regular group insurance company stationed in the factory	Provide information about group insurance for employees and dependents
pregnancy and breastfeeding	staff	Pregnant and lactating colleagues	Full-time factory nurse and resident doctor	There is a breastfeeding room; maternity leave / paternity leave / maternity leave, etc. are given in accordance with regulations
privacy	client	owner/employee	contract window	Confidentiality Commitment/Service Agreement
privacy	Supplier/ Contractor	outsourcer employee	contract window	Confidentiality commitment

Caring about social issues and the needs of disadvantaged groups	society	everyone	Cihui Society , Huake Charity Foundation	Organize activities such as caring for vulnerable groups from time to time
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