

Our Human Rights Concerns and Practices

target	goals and actions	risk assessment	Mitigation measures	How to remedy	Appeal channel
<p>Provide a safe and healthy working environment</p>	<p>According to the company's HMP-131 social responsibility code of conduct management method, we promise to establish an occupational safety and health management system, define the operating procedures of safety and health control, supervise the implementation and continuously</p>	<p>Evaluate whether the moving lines of machines and personnel work equipment can prevent occupational accidents.</p>	<p>corresponding safety and health education training, fire training, emergency response training and other courses that employees encounter in the workplace . And provide employees with appropriate personal protective equipment in the workplace. In case of emergencies, there are emergency response plans and reporting procedures to minimize the impact.</p>	<p>Provide adequate medical resources and various subsidy applications, and assist employees to return to work appropriately and assign workers so that they can return to work as soon as possible .</p>	<p>The company has a suggestion box and a smooth appeal channel for communication and coordination at any time.</p>

	improve the performance of health and safety.				
Eliminate unlawful discrimination to ensure job opportunities Will be equal	Comply with government labor laws, international norms and the company's HMP-131 social responsibility code of conduct management method, implement relevant internal regulations to promote, and promise to recruit, hire, train, reward, promote, terminate, retire and other	From the beginning of the recruitment process, the company will follow internal control procedures to prevent illegal discrimination, and will not ask applicants to provide personal information that is not related to work when filling out the company's resume.	Since the beginning of recruitment, the recruitment process has been carried out in accordance with the HMP-129 employee appointment management method to prevent illegal discrimination.	No doubts.	The "Contact Us" on the company's official website provides external personnel to report or appeal.

	<p>employment conditions, regardless of race, Discrimination against employees due to skin color, religion, nationality, gender, sexual orientation, age, disability and other conditions guaranteed by law.</p>				
<p>No child labor and protection of young workers</p>	<p>According to the company's HMP-131 social responsibility code of conduct management method, the company prohibits child labor, and</p>	<p>According to HMP-129 Employee Appointment Management Measures, employees are required to provide ID cards or relevant certification documents to the company to confirm that</p>	<p>Since the beginning of recruitment, the company has carried out the employment process in accordance with the HMP-129 Employee Appointment Management Measures to prevent the employment of child labor.</p>	<p>No doubts.</p>	<p>The "Contact Us" on the company's official website provides external personnel to report or appeal.</p>

	<p>employees under the age of 18 are not allowed to engage in dangerous work, and night work that may affect their educational needs is prohibited.</p>	<p>they have reached the age of 16.</p>			
<p>Prohibition of forced labor</p>	<p>Follow government labor laws, international norms and the company's HMP-131 Social Responsibility Code of Conduct Management Measures, and do not force or coerce any unwilling person to</p>	<p>In addition to controlling personnel attendance according to the time and attendance system, communicate and publicize with colleagues in a timely manner, and set up a complaint channel.</p>	<p>According to the attendance system and overtime system, the working hours of the factory area are reviewed monthly. And according to the company's HMP-101 employee attendance method, if there is a job requirement and needs to work overtime, it can apply for overtime compensation or overtime pay</p>	<p>If there is a fact of forced labor, communicate and coordinate with the supervisor and relevant personnel to avoid recurrence.</p>	<p>The company has a suggestion box and a smooth appeal channel for communication and coordination at any time.</p>

	perform labor behavior.		with the consent of the responsible supervisor.		
Help employees maintain physical and mental health and work life balance	Plan diversified employee activities, such as: group film lottery, festival activities, community activities, etc., to facilitate interpersonal interaction among colleagues. Sign child care measures with neighboring kindergartens, assist colleagues in solving child care problems, provide colleague	Activity participation rate.	Implement activity announcements and publicity, and encourage colleagues to participate in company activities.	Review the deficiencies of the activities and seek ways to improve them.	The company has a suggestion box and a smooth appeal channel for communication and coordination at any time.

s with children's education consultation and services, and let colleagues Ren An works with peace of mind without worries.				
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