

**厦门建发股份有限公司**  
**人权政策**  
**Xiamen C&D Inc.**  
**Human Rights Policy**

**1 目的 Purpose**

公司秉持“积极进取、和谐发展”的核心价值观，致力于与各利益相关方密切合作，为推动人权保护，以实现业务的可持续发展，特制定本政策。

The Company upholds the core values of "Positive Aggressiveness and Harmonious Development " and is committed to working closely with all stakeholders. To promote human rights protection and achieve sustainable business development, the Company has formulated this policy.

**2 适用范围 Scope**

本政策适用于建发股份及所属全资和控股公司。各单位可根据其实际情况制定相应的人权政策，并需与本政策保持一致。此外，公司鼓励所有供应商和合作伙伴也遵守与本政策一致的人权准则。

This policy applies to Xiamen C&D Inc. and its wholly-owned and holding companies. Each unit can formulate its own human rights policy based on its actual situation, which must be consistent with this policy. In addition, the Company encourages all suppliers and partners to adhere to human rights standards consistent with this policy.

**3 一般原则 General Principles**

- 3.1** 公司尊重《国际人权宪章》，包括《世界人权宣言》《公民权利和政治权利国际公约》及《经济、社会和文化权利国际公约》所规定的国际公认人权，以及国际劳工组织《关于工作中基本原则和权利宣言》、联合国人权理事会《联合国工商业与人权指导原则》等国际公认的人权标准和指导，以及国家相关法律法规，坚持以人为本的原则，尊重包括员工、供应商、所在社区居民和其他可能受到公司业务影响的所有人的权利。
- The Company respects the "International Bill of Human Rights", and the internationally recognized human rights stipulated in the "Universal Declaration of Human Rights", the "International Covenant on Civil and Political Rights" and the "International Covenant on Economic, Social and Cultural Rights", also the human rights standards and guides as defined in "Declaration on Fundamental Principles and Rights at Work" by the International Labor Organization and the United Nations Human Rights Council's "United Nations Guiding Principles on Business and Human

Rights", as well as national laws and regulations. The Company adheres to the people-oriented principle and respects the rights of all people, including employees, suppliers, community residents, and others who may be affected by the Company's operations.

- 3.2 公司致力于打造多元化与包容的工作环境，在员工招聘、晋升、激励中践行公平原则，提供平等的机会，不因候选人或员工的性别、国籍、种族、宗教、年龄、残疾、性取向等因素而差别对待。

The Company is committed to creating a diverse and inclusive work environment, and practices fairness in employee recruitment, promotion, and incentives. The Company provides equal opportunities and does not treat candidates or employees differently based on their gender, nationality, race, religion, age, disability, sexual orientation, or other factors.

- 3.3 公司尊重宪法和法律规定赋予员工的民主权利和言论自由，积极推行集体协商和调解机制，尊重宪法和法律规定赋予员工的结社自由和集体谈判自由。

The Company respects the democratic rights and freedom of speech granted to employees by the constitution and laws, actively promotes collective negotiation and mediation mechanisms, and respects the freedom of association and collective bargaining granted to employees by the constitution and laws.

- 3.4 公司根据国际劳动组织规定的原则，禁止任何形式的暴力、聚众扰乱社会秩序、侮辱和诽谤行为，禁止滥用职权或以其他不正当方式干预员工，反对一切形式的强迫劳动、雇佣童工、奴隶或奴役及贩卖人口，反对霸凌和骚扰行为。

According to the principles stipulated by the International Labor Organization, the Company prohibits any form of violence, mass disturbances to social order, insults and slanders, forbids abuse of power or interfering with employees in other improper ways, opposes all forms of forced labor, child labor, slavery or servitude and human trafficking, and opposes bullying and harassment.

#### 4 公司职责 **Company Responsibilities**

- 4.1 在运营中识别、评估人权影响及风险，就人权影响和风险区域与当地社区、员工、政府机构、投资者等利益相关方进行沟通，与当地利益相关方建立相互尊重的关系，并建立定期的沟通机制，加强对潜在人权影响的防范，对实际人权影响予以适当补救，努力减轻或消除负面人权影响。

The Company identifies and assesses areas of human rights impact and risks in its operations, communicates with local communities, employees,

government agencies, investors, and other stakeholders about human rights impacts and risk areas, establishes mutually respectful relationships with local stakeholders, and establishes regular communication mechanisms to strengthen the prevention of potential human rights impacts, provides appropriate remedies for actual human rights impacts; and strive to mitigate or eliminate negative human rights impacts.

- 4.2 针对日常活动可能对人权造成的影响,通过开展员工及承包方等外部利益相关方培训等方式确保人权政策的落实,包括但不限于反歧视、反骚扰、反强迫劳动、申诉机制等,防范相关人权风险。

The Company addresses the potential impact on human rights resulting from its daily activities through measures such as conducting training for employees and external stakeholders including contractors, covering but not limited to anti-discrimination, anti-harassment, anti-forced labor, and grievance mechanisms to prevent related human rights risks.

- 4.3 承诺不低于法律法规要求的最低工资标准,保护员工基本权益。

The Company is committed to ensuring that employees' basic rights and interests are protected and pledges to adhere to the minimum wage standards required by applicable laws and regulations.

- 4.4 针对强迫劳动、雇佣童工、霸凌、骚扰(包括性骚扰和非性骚扰)等违法违规行爲,严格按照相关法律法规进行处理,致力于提供一个健康、安全、公平的工作环境。

The Company strictly handles illegal and non-compliant actions such as forced labor, child labor, bullying, and harassment (including sexual and non-sexual harassment) by relevant laws and regulations, aiming to create a healthy, safe, and fair working environment.

- 4.5 提供合理的表达渠道及申诉机制,支持员工表达个人的意见和想法,处理相关反馈、疑虑或投诉。

The Company provides reasonable channels for expression and a grievance mechanism to support employees in expressing their opinions and ideas, and addresses relevant feedback, concerns, or complaints.

- 4.6 尊重所在社区居民的权利和文化传统,保护和尊重文化习俗和文化多样性。

The Company respects local community residents' rights and cultural traditions, protects and respects cultural customs and diversity.

- 4.7 公司尊重供应商和合作伙伴的权益,并鼓励供应商与合作伙伴遵守本政策的原则,共同推动人权保护。

The Company respects the rights and interests of suppliers and partners, and

encourages them to adhere to the principles of this policy, jointly promoting the protection of human rights.

- 4.8 建立健全纪律管理体系及监督机制，确保公司人权政策得以有效执行。  
The Company establishes a comprehensive discipline management system and supervision mechanism to effectively implement the Company's human rights policy.

## 5 生效 **Effective Date**

- 5.1 本政策经公司管理层审议通过，由公司管理层负责监督实施  
This policy has been reviewed and approved by the Company's management, which is responsible for the oversight of its implementation.
- 5.2 本政策自公布之日起生效。  
This policy shall come into effect from the date of its publication.

厦门建发股份有限公司

**Xiamen C&D Inc.**

**2026年4月22日**

**April 22, 2026**