

岷山环能高科股份公司

关于尊重人权和反强迫劳动的要求和声明

Demands and statements on respecting human rights and combating forced labor

岷山环能高科股份公司作为 LBMA 白银会员, 严格遵守《LBMA 负责任白银指南》的要求, 并要求合作商遵守注册地及经营所在国家/地区的所有适用的关于劳动者保护的法律法规。

MINSHAN ENVIRONMENTAL ENERGY HIGH TECH CO., LTD (hereinafter referred to as the company) is a member of LBMA Silver, will comply with the requirements of, requires partners to comply with all applicable laws and regulations on labor protection in the country/region where they are registered and operate.

经过我司实地考察、电话沟通等多途径确认, 岷山环能高科股份公司及其贵金属供应链上下游合作商, 以下情况均属实:

After our company's field investigation, telephone communication and other ways to confirm that MINSHAN ENVIRONMENTAL ENERGY HIGH TECH CO., LTD and our precious metal supply chain upstream and downstream partners, the following conditions are true:

- 1、符合所有员工自愿被雇佣的情况, 未雇佣任何形式的强迫劳动者。
1. Complies with the voluntary employment of all employees and does not employ any form of forced labor.
- 2、未出现扣留身份证明文件, 限制人身自由的情况。
2. There have been no instances of withholding identity documents or restricting personal freedom.
- 3、遵守所有适用的与工作时间及休息相关的法律法规, 所有加班均属自愿。
3. Comply with all applicable laws and regulations related to working hours and rest, and all overtime is voluntary.
- 4、合作商向员工支付的薪酬符合所有适用的工资法律。
4. The remuneration paid by partners to employees complies with all applicable wage laws.
- 5、合作商未使用暴力, 包括但不限于言语侮辱、威胁、体罚、性骚扰或肉体胁迫员工。
5. The partner has not used violence, including but not limited to verbal insults, threats, corporal punishment, sexual harassment, or physical coercion against employees.
- 6、合作商遵守当地法律, 尊重所有员工自愿组建和加入工会、进行集体谈判与和平集会以及拒绝参加此等活动的权利。



6. The partner complies with local laws and respects the rights of all employees to voluntarily form and join trade unions, engage in collective bargaining and peaceful gatherings, and refuse to participate in such activities.

7、合作商已提供安全和健康的工作环境。

7. The partner has provided a safe and healthy working environment.

8、合作商已制定必要的程序和体系以预防、管理、跟踪和报告工伤和疾病，并实施纠正措施以消除影响，帮助员工重返工作。

8. The partner has established necessary procedures and systems to prevent, manage, track, and report work-related injuries and illnesses, and implemented corrective measures to eliminate the impact and help employees return to work.

9、合作商已采用当地语言向员工提供适当的健康与安全培训，在工作场所张贴健康与安全相关信息。

9. The partner has provided appropriate health and safety training to employees in the local language and posted health and safety related information in the workplace.

10、合作商已为员工提供干净的卫生间设施和饮用水，必要时提供干净卫生的食物、储藏与用餐设施。员工宿舍洁净安全，有合理的生活空间。

10. The partner has provided clean bathroom facilities and drinking water for employees, and if necessary, clean and hygienic food, storage, and dining facilities. The employee dormitory is clean and safe, with a reasonable living space.

11、合作商高层管理者定期评审自身及上游合作商，以确保其关于劳动者保护相关社会责任履行的适宜性、充分性和有效性。

11. Senior management of partners regularly reviews themselves and upstream partners to ensure their suitability, adequacy, and effectiveness in fulfilling social responsibilities related to worker protection.

特此声明！

It is hereby declared!

岷山环能高科股份公司

MINSHAN ENVIRONMENTAL ENERGY HIGH TECH CO., LTD.

2024年3月11日

March 11, 2024

