

广西南国铜业有限责任公司

关于禁止强迫劳动的声明

Guangxi NanKo Copper Company Limited

Policy Statement on the Prohibition of Forced Labor

我公司严格遵守国家各项法律法规、国际劳工组织、联合国公约及行业要求等规定，反对任何形式的强迫劳动。根据《伦敦金银市场协会负责任的白银指南》的政策要求，我司供应链中不存在强迫劳动的行为。公司文件《广西南国铜业有限责任公司白银供应链尽职调查管理办法》中有专门的条款规定，并已向所有的供应链客户进行了宣贯和强调。供应链客户签署的承诺书或《供应链劳动关系调查问卷》中均承诺无强迫劳动现象，同时我们通过供应链客户现场走访其员工或委托第三方尽职调查等途径进行核实。我们的要求和调查主要包括以下几方面：

The company strictly abides by various national laws and regulations, International Labor Organization, United Nations conventions and industry requirements, and opposes any form of forced labor. In accordance with the *London Bullion Market Association (LBMA) Responsible Silver Guidance*, there is no forced labor in our supply chain. The Company's document *Guangxi NanKo Copper Company Limited Silver Supply Chain Due Diligence Regulations* contains specific provisions in this regard, which have been publicly communicated and emphasized to all supply chain customers. In the commitment letters or *Supply Chain Labor Relations Questionnaires* signed by supply chain customers, the customers have undertaken that there is no forced labor. Meanwhile, we conduct verification through on-site interviews with employees of supply chain customers or engagement of third-party due diligence. Our requirements and investigations mainly cover the following aspects:

1、遵守国家相关法律法规，公司和所有员工都签署正式的劳动合同并确认对雇佣条款理解无异议。

1. In compliance with relevant national laws and regulations, the company and all employees sign formal labor contracts and confirm that there is no objection to the understanding of employment terms.

2、禁止和预防强迫性劳动的行为，保障员工的人身自由不受侵害。不允许威胁、强制、诱骗劳动，不允许扣押员工身份证件、护照原件以限制员工的行为。

2. Prohibit and prevent acts of forced labor and protect the personal freedom of employees from infringement. Employees are recruited on a voluntary basis and have the right to leave and resign freely during the working period. It is not allowed to threaten, force or induce labor, and it is not allowed to detain the original identity documents and passports of employees to restrict their behavior.

3、禁止并防范惩戒员工的行为。不允许采用暴力或威胁的方式体罚、胁迫、剥削以及性强迫等违法行为对待员工。

3. Prohibit and prevent disciplinary actions against employees. Violence or threats of corporal punishment, coercion, exploitation and sexual coercion are not permitted.

4、禁止雇佣童工。员工入职前需持有年龄文件证明，确保符合当地最低工作年龄的规定，杜绝使用童工。

4. Child labor is prohibited. Employees are required to hold age documents before entering the workplace to ensure compliance with the local minimum working age regulations and eliminate the use of child labor.

5、平等对待每一位员工。禁止基于种族、宗教、信仰、性别、年龄、残疾、社会出身、婚姻、政治派别等歧视行为，在聘用、薪酬、升迁、奖励、培训等一视同仁。

5. Treat every employee equally. Discrimination based on race, religion, belief, sex,

age, disability, social origin, marriage and political affiliation is prohibited in employment, pay, promotion, reward and training.

6、严格执行《劳动法》，并制定合规的工作时间及薪酬、休假制度。按时、足额发放员工工资，确保薪酬不低于当地最低工资标准，并保障员工享有法定节假日和假期，为员工缴纳相关保险。

6. Strictly enforce the Labor Law, establish a compliant system of working hours, salary and vacation. Pay employees in full and on time, ensure that the salary is not lower than the local minimum wage standard, and protect employees to enjoy legal holidays, pay relevant insurance for employees.

7、提供安全健康的工作环境，发放合规的劳动保护用品，制定应急预案和急救措施，配备固定的安保人员，定期进行安全培训和应急演练。

7. To provide a safe and healthy working environment, issue compliance labor protection supplies, formulate emergency plans and first aid measures, with a permanent security personnel, regular safety training.

8、建立通畅的信访沟通渠道，对所有向公司申诉的员工信息保密，及时收集和處理员工的意见和建议，营造和谐、积极向上的工作氛围。

8. Establish smooth communication channels, keep confidential information of all employees who complain to the company, timely collect and deal with employees' opinions and suggestions, and create a harmonious and positive working atmosphere.

基于以上情况，我公司负责的声明我司及供应链上的所有客户均无强迫劳动的现象。

Based on the above, we hereby state responsibly that there is no forced labor by us or any customer in our supply chain.