



昆山佳合纸制品科技股份有限公司

Social Responsibility Policy Statement

KunShan SuperMix Printing Technology Co., Ltd. has selected and will strictly implement the requirements of the RBA Responsible Business Alliance Code and standards, and promises to all stakeholders that we have established the following social responsibility policy and strictly implement it.

1、 Compliance with applicable laws: The Company strictly complies with all applicable national laws and regulations, industry minimum requirements, International Labor Organization and United Nations conventions and other higher mandatory requirements.。

2、 Meet all requirements of the RBA Responsible Business Alliance Code standards :

2.1 Child labor: Companies must not employ children who are under local regulations or who have not completed compulsory education in the state.。

2.2 Forced or compulsory labor: The company shall not force employees to work, nor shall it require employees to pay a "deposit" or store identification documents at the time of employment. The Company shall not engage in or support corporal punishment, mental or physical coercion, or verbal abuse.

2.3 Health and safety

The company guarantees a safe and healthy working and living place and ensures that all employees receive health and safety training.

2.4 Freedom of association and the right to collective bargaining

Subject to local regulations, the Company respects the right of all employees to freely form and join unions and bargain collectively.

2.5 Discrimination

The Company shall not engage in or support discrimination on the basis of race, social class, nationality, religion, physical disability, sex, sexual orientation, union membership, political affiliation or age in matters relating to employment, pay, training opportunities, promotion, dismissal or retirement.

2.6 Punitive measure

The company shall treat all employees with dignity and respect. The Company shall not participate in or tolerate the use of physical punishment, mental or physical coercion and verbal abuse of employees, and shall not allow the treatment of employees in a rough and inhuman manner.

2.7 Working hours

The Company shall comply with local laws and industry standards regarding working hours and ensure that every employee has at least one day off after working six consecutive days. All overtime work must be voluntary.

2.8 Wages and salaries

The company shall ensure that wages paid in a standard working month meet at least the legal or industry minimum wage and meet the basic needs of employees, as well as provide some discretionary income, and shall ensure that wages are not deducted for any disciplinary purpose

2.9 Management system

The company has established a sound management system to ensure the full implementation of the Code



昆山佳合纸制品科技股份有限公司

of Conduct for social responsibility, all business activities are carried out under the form of anti-bribery/anti-corruption, and regularly review the compliance with the code of conduct and publicize it to all employees, so as to better meet and exceed the requirements of social responsibility provisions and raise employees' attention to violations of the code of conduct.

This social responsibility policy comes into effect on September 1, 2021 and is implemented throughout the company.

General Manager:

KunShan SuperMix Printing Technology Co., Ltd.

Aug.31st, 2021