

核心劳工政策声明 Labour Policy Statement

公司以保护劳工的合法权益为宗旨，以为企业员工创造安全、健康的工作环境和企业的所有活动必须遵守经营所在地的法律法规为己任。郑重声明：With the purpose of protecting the legitimate rights and interests of workers and creating a safe and healthy working environment under the framework of the laws and regulations, we solemnly declare:

1.1 公司充分了解国家法律所规定的权力和义务，同时符合ILO核心劳工要求的目标。We will fully aware of the rights and obligations under national laws, while at the same time fulfilling the objectives of the ILO core Labour requirements.

1.2 公司承诺不得使用童工和未成年人。We promise not to use child labour and minor.

1.2.1 公司不得雇用 18 岁以下的工人。We don't hire the workers under 18 years old.

1.2.2 公司禁止最恶劣形式的童工。We prohibit the worst forms of child labour.

1.3 我司承诺消除一切形式的强迫劳动。We promise to eliminate all forms of forced and compulsory labour.

1.3.1 雇佣关系是自愿的，建立在双方同意的基础上，不受惩罚的威胁。Employment relationships are voluntary and based on mutual consent, without the threat of a penalty.

1.3.2 我们承诺不存在任何强迫或强制劳动的做法，包括但不限于：We promise that there is no any practices indicative of forced or compulsory labour, including, but not limited to, the following:

- 身体暴力和性暴力 physical and sexual violence
- 抵债性劳动 bonded labour
- 扣留工资，扣留支付雇佣费和/或支付开始就业的押金 withholding of wages /including payment of employment fees and or payment of deposit to commence employment
- 限制行动 restriction of mobility/movement
- 扣押护照和身份证件 retention of passport and identity documents
- 威胁向当局告发或投诉 threats of denunciation to the authorities

1.4 承诺确保在雇佣和从业方面不存在歧视。We promise that there is no discrimination in employment and occupation.

1.5 我司承诺尊重结社自由和集体谈判的有效权利。We respect freedom of association and the effective right to collective bargaining.

1.5.1 工人可以建立或加入自己选择的工人组织。Workers are able to establish or join worker organizations of their own choosing.

1.5.2 尊重工人从事与工人组织活动有关的合法权利，并且不会因工人行使这些权利而对其进行歧视或惩罚。we respects the rights of workers to engage in lawful activities related to workers' organization, and will not discriminate or punish workers for exercising these rights.

1.5.3 与合法成立的工人组织和/或正式选出的代表真诚地谈判，并尽最大努力达成集体谈判协议，并实施集体谈判协议。。Negotiates with lawfully established workers' organizations and/ or duly selected representatives in good faith and with the best efforts to reach a collective bargaining agreement, and implemented where they exist

江西理文造纸有限公司

总经理：

2025年09月12日

