

# **E-Commodities Holdings Limited**

## **Human Rights Commitment**

### **I. Purpose of Establishment**

As an enterprise committed to sustainable development, the Company recognizes that respecting and protecting human rights is an important corporate responsibility. This Commitment aims to clarify the Company's core principles and codes of conduct on human rights, ensure that the Company's operational activities comply with international human rights standards, and create a positive impact on society.

### **II. Scope of Application**

This Commitment applies to all employees of E-Commodities Holding Limited and all of its subsidiaries, branches and affiliates worldwide (collectively “E-Commodities” or “the Company”). The Company will advocate and promote to the maximum extent that other partners such as joint ventures and suppliers practice the principles advocated in this Statement. Any violation of this Commitment may damage its business relationship with E-Commodities and even lead to the termination of the cooperation between the two parties.

### **III. Principles of Human Rights Commitment**

In accordance with the requirements of the *UN Guiding Principles on Business and Human Rights*, E-Commodities bases its Commitment to human rights policies on the principles related to fundamental rights set forth in *The International Bill of Human Rights* (comprising *The Universal Declaration of Human Rights*, *The International Covenant on Civil and Political Rights*, and *The International Covenant on Economic, Social and Cultural Rights*) and *The ILO Declaration on Fundamental Principles and Rights at Work*. E-Commodities also complies with *The Ten Principles of the UN Global Compact*.

In the event that the national and local laws of the place of operation conflict with or are more stringent than this Commitment, E-Commodities shall give priority to the application of such national and local laws of the place of operation. The Commitment principles mainly include but are not limited to the following:

1. Respecting and protecting human rights is a core component of the Company's values. The Company is committed to complying with international human rights standards and the laws and regulations of the places where it operates in all of its business activities;
2. The Company opposes any form of human trafficking, forced labor, child labor, discrimination and abuse of employees, as well as other inhumane acts;
3. The Company commits to respecting workers' rights to freedom of association, freedom of assembly and collective bargaining;
4. The Company actively promotes employee rights and well-being, provides a safe and healthy working environment, fair remuneration and benefits, and career development opportunities;
5. The Company actively cooperates with suppliers and other partners to jointly promote human rights protection;
6. The Company actively participates in community development, pays attention to the human rights needs of local residents, and contributes to building a more fair, inclusive and sustainable society.

## **IV. Specific Measures and Requirements**

### **1. Policy Formulation**

- 1.1. Establish and improve the human rights governance structure, clarify the responsibilities and authorities of all departments and personnel, and ensure the effective implementation of human rights policies;

- 1.2. Regularly review and update human rights protection related policies to adapt to the changing legal and social environmental requirements.

## **2. Environmental Aspects**

- 2.1. The Company is committed to reducing the impact of business activities on the environment and protecting natural resources and ecosystems;
- 2.2. The Company takes measures to reduce greenhouse gas emissions, promote the use of renewable energy, and improve energy efficiency to address the potential impact of climate change on human rights.

## **3. Employee Rights and Interests**

- 3.1. Provide a safe, healthy, diverse and inclusive working environment, and strictly comply with occupational health and safety related laws and regulations;
- 3.2. It is strictly prohibited to support or participate in any form of forced labour or human trafficking through threats, violence, fraud or other coercive means;
- 3.3. It is strictly prohibited to employ child labour in any form;
- 3.4. Respect employee diversity, firmly oppose any form of discrimination and harassment, respect employees' privacy and dignity, and ensure equal opportunities;
- 3.5. Establish a fair remuneration system and provide reasonable welfare benefits;
- 3.6. Encourage employees to participate in corporate governance, provide grievance channels, and promptly handle employee complaints and suggestions;
- 3.7. Recognize and respect employees' right to organize or join trade unions in accordance with the law and the right to collective bargaining.

#### **4. Community Participation and Development**

- 4.1. Actively participate in community development projects and pay attention to the human rights needs of local residents;
- 4.2. Support human rights education and publicity activities to raise public awareness of human rights.

#### **5. Supervision and Evaluation**

- 5.1. Establish an internal supervision mechanism, regularly conduct human rights risk assessments, formulate corresponding risk management strategies, and promptly respond to potential human rights issues.

#### **6. Training and Communication**

- 6.1. Strengthen internal training and education, improve employees' awareness and understanding of human rights, and cultivate a human rights culture;
- 6.2. Strengthen communication with stakeholders, listen to opinions and suggestions from all parties, and jointly promote the development of human rights causes.

#### **7. Violation Handling**

- 7.1. For any act that violates the human rights commitment, the Company will take serious disciplinary measures, including but not limited to warning, fine, suspension, dismissal, termination of cooperation, etc.; at the same time, actively take corrective measures to prevent the recurrence of similar incidents.