

TEXWINCA HOLDINGS LIMITED

(the “Company”)

HUMAN RIGHTS POLICY

The Company and its subsidiaries (collectively referred to as the “Group”) are committed to providing a working environment with fairness, respect and dignity to employees, which is also an important part of the Group’s sustainable development strategies. We strive to comply with all relevant labour laws, support and guided by the principles outlined in the United Nations “Universal Declaration on Human Rights”^{Note 1} and International Labour Organisation “Declaration on Fundamental Principles and Rights at Work”^{Note 2} to formulate this human rights policy. Should there be a situation where local legislation where the Group operates in conflict with human rights standards, we will comply with local legislation to the extent necessary while ensuring all employees of the Group entitled to human rights.

This policy applies to all employees of Texwinca Holdings Limited and its subsidiaries. All employees of the Group are entitled to all rights and freedom outlined in this policy without distinction of any kind such as race, colour, sex, language, religion, political and other opinion, national or social origin, property, birth or other status.

We encourage the associates, all supply chain partners and customers can respect this policy to support the advancement of human rights in the Group’s operation.

DIVERSITY AND INCLUSION

1. The Group strives to create a harmony working environment. The Group is committed to carrying out any staffing activities such as recruitment, relocation, assignment on the basis of one’s capability and achievement regardless of sex, race, family status, sexual orientation, origin, religion, national, age, appearance. Differential treatment in language, attitude and behavior will not be tolerated.
2. We comply with local laws where the Group operates, and ensure employees acquire and acknowledge relevant rights.
3. We do not tolerate any discrimination, harassment, violence, threats or other infringement behaviour. The Group has an effective and appropriate complaint procedure process. Relevant complaints are handled by dedicated unit to support the provision of good and stress-free working environment to employees of the Group.

HEALTHY AND SAFE WORKPLACE

1. Employee’s health and safety are our valuable assets. We strive to ensure a safe and healthy working environment for our employees. We reference to local occupational safety and health policy where the Group operates, and irregularly evaluate related impacts from business activities and support will be provided in order to prevent occupational accidents and injury.
2. We encourage employees and stakeholders providing feedback to promote a healthy and safe working environment.

Note:

1. United Nations “Universal Declaration on Human Rights” (<https://www.un.org/en/universal-declaration-human-rights/index.html>)
2. International Labour Organisation “Declaration on Fundamental Principles and Rights at Work” (https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---declaration/documents/publication/wcms_467653.pdf)

ILLEGAL LABOUR AND HUMAN TRAFFICKING

The Group forbids employment of any forms of illegal or forced labour including illegal immigrants, prison labour, child labour. We also prohibit our business partners or supply chain partners carry out any form of human trafficking activities.

INTEGRITY

We believe that fairness is based on the integrity of various level of employees. All employees must respect the principle of fair, just and transparent when conducting business activities and staffing arrangement. Bribing will not be tolerated. Relevant standards are outlined in our employee handbook.

FREEDOM OF ASSOCIATION AND RIGHTS TO COLLECTIVE BARGAINING

1. We respect the rights of employees to join or establish labour unions in accordance with local laws where the Group operates, and participate in negotiation with legally recognised unions to ensure employees' feedback are collected.
2. We comply with applicable laws and regulations relevant to freedom of association.

FEEDBACK COLLECTION

We have multiple channels for our employees to express feedback or report violation concerning human rights policy. Information will be disclosed on a confidential basis to the Group's designated unit without against one's willingness, and ensure that will be handled effectively. At the same time, we will ensure the whistleblower will be protected from any coercion or revenge.

INFORMATION DISCLOSURE

We will report our human rights performance annually in the Group's Environment, Social and Governance Report.

CONTINUOUS IMPROVEMENT

We continue to evaluate the human rights impacts from business development, and continuously assess, review and update ensuring the appropriateness and effectiveness of the policy.

Note: The Board approved this Human Rights Policy on 15 September 2020.

September 2020