



Anti-Slavery and Human Trafficking Statement

1. Purpose

Sinocrystal (Shenzhen) Technology Co., Ltd (深圳市华之晶科技有限公司) is committed to We are firmly opposed to human trafficking and slavery by the business entities and employees of our industry. In order to comply with legal requirements and to fulfill Sinocrystal's commitment to oppose these practices, we have created this Anti-Slavery and Human Trafficking Statement ("Anti-Slavery Statement") to create a Sinocrystal is committed to creating a work environment free from human trafficking, forced labour and illegal child labour (slavery and human trafficking). Sinocrystal believes that it has a responsibility to promote ethical and legal employment practices within its company. These practices Sinocrystal also requires the support and compliance of our suppliers, subcontractors and partners worldwide (collectively, "Suppliers"). Sinocrystal is strongly opposed to slavery and human trafficking in the distribution of its own products or those of its customers. Sinocrystal is strongly opposed to slavery and human trafficking in the distribution of its own or its customers' products and fully supports ethical and legal business practices in our workplace.

2. Scope

This policy applies to all Sinocrystal employees. In the event that the terms of this policy conflict with local laws, the final interpretation of this policy is the responsibility of the this policy will be interpreted and applied in accordance with local law.

3. Definition

Trafficking in persons: Obtaining a person by threat, force or other form of coercion, abduction, entrapment, fraud, abuse of authority or insecure employment or bribery.

The forcible recruitment, transportation, transfer, shipping or receipt of a natural person by means of threats, force and other forms of coercion, entrapment, fraud, abuse of power or insecure employment or bribery to obtain the consent of a person for the purpose of oppression.

Forced labourAll work or services involuntarily performed by a person as a result of force or coercion.

Hazardous child labour: Includes the use of child labour that is economically exploitative or likely to harm or interfere with the child's education, health or physical well-being.

The use of child labour that is economically exploitative or likely to harm or interfere with the child's education and is harmful to the child's health or physical, mental, moral or social development.

4. Basic Principles

Sinocrystal will not tolerate and condone illegal child labour or forced labour in the supply of the goods and services it sells.

and will not accept any goods or services from suppliers who use child labour in any way in any part of our organisation.

We will not accept any goods or services from suppliers who use child labour in any way in any part of our organisation. Human trafficking and slavery are crimes that will not be tolerated. These crimes exist all over the world.

This statement will set the tone for Sinocrystal's attitude towards the elimination of human trafficking and slavery not only in the internal version of the organisation but also from our own supply chain.

5. Requirements

Sinocrystal's suppliers are an important part of our corporate culture and the success of our business. We want each of our partners will be as committed to ethical practices in their business as Sinocrystal is.

Sinocrystal and its suppliers.

- Will not use forced labour, i.e. a worker who is involuntarily working or providing a service under threat of punishment.
- Provide services.
- Ensure that all terms of employment are voluntary
- Will not withhold passports from foreign workers
- Only work with temp agencies that have a high level of integrity and can give workers the opportunity to work from temporary to permanent
- Work with agencies that have a high level of integrity and are able to offer workers temporary to permanent work for a fee.
- Comply with the minimum working age requirements set by law, unless a more stringent age limit is included in a specific contract
- Compensate employees who have just reached or fallen below the minimum wage benefits required by law and will adhere to overtime Wage agreements.
- Compliance with the law on maximum working time, such as working time guidelines or other provisions using the law.
- The appeal provisions are fully transparent and records will be kept at all times

6. Summary

If Sinocrystal's suppliers are involved in human trafficking and slavery, their supply contracts will be terminated. The supplier must be able to demonstrate compliance with this policy in accordance with Sinocrystal's requirements. If Sinocrystal's supplier is found to be in violation of this policy statement, Sinocrystal will take prompt remedial action to address the violation including, but not limited to, termination of business dealings and legal recourse.