“ ”

与

与 SA 8000

Nanjing Iron & Steel Co., Ltd. (hereinafter referred to as the "Company") recognizes the diverse values of individuals in all aspects of corporate activities and respects and defends all human rights in accordance with international standards. The Company has passed the Corporate Social Responsibility Standard SA 8000 certification.

与

This Statement applies to the Company and wholly-owned subsidiaries, holding subsidiaries and branches. At the same time, the Company actively calls on and advocates contractors, suppliers, middlemen, agents and other business partners to jointly

comply with this Statement. ¢ yʿ sib ʿ i" mf o

与

与

The Company is committed to respecting and protecting human rights in all aspects of its business operations, continuously improving the working environment and labor conditions, strengthening labor protection, safeguarding the rights and interests of employees, and courageously assuming social responsibility and putting it into practice. We are committed to:

pregnant women.

The Human Resources Department ensures that matters such as hiring, training opportunities, salary and compensation, job assignment, promotion, termination of employment and retirement do not involve any discriminatory behavior on the basis of various identities or political affiliations, such as racial, ethnic, geographic, or social origin, social class, national origin, ancestry, religion, physical disability, gender, sexual orientation, age, use of language, marital status, employee representation, and political opinion.

The Company prohibits any form of punitive behavior, including corporal punishment, intimidation, verbal abuse, fines and any other form of mental or physical coercion, verbal abuse. Employees can complain to any level of management in the Company if they find that there is an inappropriate sanction. In response to employee complaints regarding social responsibility, the Company promptly takes the necessary corrective action.

The Company absolutely prohibits the use of child labor, firmly opposes any disguised use, and will not cooperate with any supplier or subcontractor who intentionally uses child labor.

The Company prohibits human trafficking, enslaving or exploiting any person and does not work with any product and service provider who is involved in human trafficking activities or uses enslaved labor.

The Company respects the freedom of employees, including the freedom of employment, the freedom to resign, the freedom to work overtime and the freedom of movement and prohibits the use of any form of forced labor, including imprisonment, indentured labor, and bonded labor.

与

The Company arranges working hours in accordance with relevant national laws and regulations and prohibits forcing employees to work overtime. We guarantee to meet the requirements of local laws and regulations and Corporate Social Responsibility Standard SA 8000, as well as industry standards and the requirements of the social responsibility guidelines of each relevant client.

与

SA 8000 与

The Company guarantees that the wages and benefits of its employees meet the requirements of local laws and regulations and Corporate Social Responsibility Standard SA 8000, as well as the industry standards and social responsibility standards of various relevant customers, so as to meet the wages of employees in line with local basic living needs. The Company shall pay the same labor remuneration to the workers who engage in the same work, pay the same amount of labor and achieve the same

performance.

The Human Resources Department sets and implements salary, remuneration and welfare standards according to the requirements of the labor law.

The Company ensures that everyone has the right to file a