

永兴贵研资源有限公司	内控文件名称：关于无强迫劳动的声明	内控版：第一版
内控文件编号：QB-SJ-LBMA202305	主控部门：生产技术部	
校准者：管有祥	生效日期：2023年06月	

## 关于无强迫劳动的声明

### Additional assurance statement about no forced labour

根据 LBMA 负责的白银指南要求，我们必须保证我们自己的工厂以及我们所有的白银供应链上的公司中不存在强迫劳动的情形。这在我们公司的相关文件《白银供应链尽职调查政策》、《白银供应链尽职调查管理办法》中均有专门条款明确规定。并已向我们的所有供应商专门传达和强调了这一点，同时让我们的供应商在提供的社会责任承诺书中自我检查和保证无强迫劳动的情形。我们也通过对供应商问卷调查来了解是否存在强迫劳动的情况。我们对供应商的要求和调查主要包括以下几个方面的内容：

According to the LBMA' s Responsible Silver Guidelines, we must ensure that there is no forced labour in our own factories and in all of our silver supply chain companies. This is clearly stipulated in the relevant documents of our company such as "Silver Supply Chain Due Diligence Regulations" and "Silver Supply Chain Due Diligence Policy". This has been specifically communicated and emphasized to all of our suppliers, Then we made them to self-check and ensure that there is no forced labour in their companies and made statement in the social responsibility commitment letter which they provided. We also surveyed the supplier with questionnaires to understand the existence of forced labor. Our requirements and investigations on suppliers mainly include these aspects as following.

1、能够遵从国家相关法律法规，其所有员工的工作都是纯属自愿，没有扣押员工身份证、护照等证件的现象，公司与所有员工均签署了正式劳动合同，清楚解释和表达了与员工签订的合同雇佣条件，没有发现威胁、诱拐、欺诈等行为和现象。

Make sure the supply chain companies is able to comply with relevant national laws and regulations, and all theirs employees work on a voluntary basis, not allow confiscating their ID cards, passports and other documents. All companies has signed formal labor contracts with all employees, clearly explaining and expressing the



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employment conditions of the contracts with employees, and no these behaviors and phenomena such as threats, abductions, fraud have been found.

2、能够切实保护员工合法权益，不得雇用童工，不得胁迫弱势个人或群体从事劳动。不得对任何员工施加任何形式的压力、威胁，不能存在任何恶劣或有辱人格的待遇。不得因年龄、性别、民族、怀孕、宗教信仰、婚姻状况、政治派别或社团成员身份等在聘用、薪酬、晋升、奖励、培训机会等用工行为中存在歧视行为。

Make sure the supply chain companies can effectively protect the legitimate rights and interests of employees, and not allow employ child labor or coerce vulnerable individuals or groups into labor. No pressure, no threat, no abominable or degrading treatment of any kind of people. There shall not discriminate against employees in employment, salary, promotion, reward, training opportunities, and other employment behaviors due to age, gender, ethnicity, pregnancy, religious belief, marital status, political affiliation or association membership.

3、能够提供健康和安全的工作环境，具备可行的应急计划和急救措施，现场具备必要的个人防护设备，配置固定安保人员，定期进行安全培训。

Make sure the supply chain companies are able to provide a healthy and safe working environment, have a workable emergency plan and first aid measures, be equipped with the necessary personal protective equipment on site, allocate permanent security personnel and conduct regular safety training.

4、能够遵守法律法规规定的工作和休息时间，不得威胁、利诱或强迫员工加班。应足额、按时支付员工工资。

Make sure the supply chain companies are able to comply with the work and rest time stipulated by laws and regulations, and shall not threaten, lure or force employees to work overtime. Employees shall be paid in full and on time.

5、能够建立通畅的沟通渠道，及时收集和及时处理员工反馈的意见和建议，营造和谐、积极向上的工作氛围。

Make sure the supply chain companies are able to establish smooth communication channels, timely collect and deal with employee feedback comments and suggestions.



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create a harmonious and positive working atmosphere.

在此,我们负责地声明我们自己工厂以及我们所有的白银供应链上的公司中无强迫劳动的形情。

We hereby state responsibly that there is no forced labour in our own factories or in any of our silver supply chain companies.

