

# Human Rights Policy

Stand January 2023



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# 1 Introduction

Established in September 2014, CNGR Advanced Materials Co., Ltd. (CNGR 300919.SZ) is a holding subsidiary and listed entity of Hunan CNGR Holding Group Co., Ltd. It is a professional comprehensive service provider of lithium battery new energy materials. With the mission of devoting itself to the development of new energy and building a better life for mankind, CNGR is determined to become the most valuable comprehensive service provider of new energy materials in the world.

The basic methods and practices of CNGR to respect human rights are set out in the Human Rights Policy. CNGR oversees and supports the human rights activities of enterprises through the Sustainable Development Commission. CNGR has formulated corresponding policies, standards and processes to respect human rights in accordance with the United Nations Universal Declaration of Human Rights, the International Labour Organization Declaration on Fundamental Principles and Rights at Work, the United Nations Guiding Principles on Business and Human Rights and the United Nations Global Compact.

## 2 Applicable Scope

This policy is applicable to all contractors, employees, directors and management personnel at the operating places and subsidiaries of CNGR worldwide and at the industrial facilities directly or indirectly controlled or operated by CNGR worldwide. CNGR is committed to exert influence over joint ventures, suppliers<sup>1</sup> and partners not controlled by the Company and urge them to comply with the relevant provisions of the Policy.

## 3 Policy Commitments

CNGR is committed to respecting human rights in accordance with the United Nations Guiding Principles on Business and Human Rights:

- Avoid adverse effects on human rights;
- Prevent or mitigate adverse human rights impacts involving the Company's operations, products or services through business relationships;
- Make a positive contribution to the promotion of human rights for all, including vulnerable groups. If we adversely affect human rights, we provide or cooperate with relevant procedures to take appropriate remedial action;
- Prohibit any form of unlawful discrimination and never tolerate any offensive or degrading harassment or behavior, such as those based on race, color, gender, religion, national origin, sexual orientation, gender identity or expression, disability or age;
- Insist on maintaining the right of employees and contractors in getting a safe workplace. Strive to detect, evaluate and control occupational health and safety

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<sup>1</sup> For the purposes of the Policy, the Supplier refers to any person or organization that provides, sells or leases materials, products or services directly to CNGR.

- hazards to avoid casualties in the workplace;
- Respect employees' freedom of association and collective bargaining rights, and promote transparent and cooperative labor & capital relations;
  - Never tolerate child labor, any form of forced labor or other forms of slavery, and actively take measures to detect and eliminate slavery in the supply chain;
  - Practise the principle of fair employment and ensure that all employees work voluntarily and receive fair remuneration, reasonable working hours and rest hours;

## **4 Due Diligence in Human Rights**

CNGR will carry out due diligence investigations on human rights, regularly assess actual and possible human rights impacts, and prevent and mitigate human rights risks. The effectiveness of countermeasures is tracked using internal and external feedback (including the feedback from affected stakeholders) based on appropriate quantitative and qualitative indicators, and human rights impacts are publicly eliminated. For events that have caused or aggravated adverse effects, remedial measures will be adopted through legal procedures to avoid similar events.

We will disclose our efforts to control human rights risks through regular public reports (e.g. ESG reports, Reports on Due Diligence Management of Minerals Supply Chains, etc.).

## **5 Appeal Mechanism**

Any appeal against the human rights performance of CNGR or any application for obtaining a remedy can be made in the following confidential ways:

Internal appeal: suggestion box, superior leaders of each department, Human Resources Department, General Manager Office, President's Office or directly report to senior leaders of the Company

External appeal: E-mail of CNGR Sustainable Development Office:  
cngrcsr@cngrgf.com.cn

For details, please refer to the Management Process of Appeal against Social Responsibility.

## **6 Policy Review and Revision**

The Policy was approved by the Sustainable Development Committee on January 1, 2023 and was implemented from January 1, 2023. If necessary changes are required due to the needs of the Company and the ESG development trend, the changes will be submitted to the Sustainable Development Committee for review. It shall be submitted to the Sustainable Development Committee for approval at least every three years.



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