

启光的反奴役政策

1. 政策声明

1.1 现代奴役是一种犯罪，是对基本人权的侵犯。它有多种形式，例如奴役、劳役、强迫和强制劳动以及贩卖人口，所有这些形式的共同点是一个人被另一个人剥夺自由，以便他们谋取个人或商业利益。我们致力于在业务往来关系中以道德和诚信作为我们的做事方式，并防止供应链中出现现代奴役。

1.2 根据 2015 年《现代奴隶制法案》，解决方法必须透明。我们期望所有员工和供应商都达到同样的标准。

1.3 本政策适用于以任何身份为我们工作或代表我们工作的人：各级员工、管理人员、代理工作人员、供应商、借调工人、志愿者和实习生。

2. 本政策责任

2.1 管理层全面执行我们的法律和道德义务，并确保所有人员都遵守它。

2.2 人事部门对本政策具有监督、处理作用。

2.3 管理层有责任向他们汇报的人员从法律层面提供该政策指导。

3. 遵守本政策

3.1 在业务或供应链中：预防、发现和报告现代奴隶制是所有人的责任，必须避免任何违反本政策的活动。

3.2 如果您认为或怀疑已经发生或将来可能发生的行为，您必须尽快通知经理（或您在启光的主要联系人，如果您是供应商）。

3.3 我们鼓励您对我们业务或供应链提出任何疑虑。

3.4 我们的目标是鼓励开放，并支持任何根据本政策提出疑虑的人，即使他们被证明是错误的。确保没有人怀疑在业务过程中和供应链中发生或可能发生任何形式的不利待遇。包括解雇、纪律处分、威胁或与提出疑虑有关的其他不利待遇。如果您认为您遭受过任何此类对待，您应该立即通知 **HR**。如果问题没有得到解决，而您是员工，您应该提出申诉。

4. 本政策沟通

4.1 本政策是入职流程的一部分。

5. 违反本政策

5.1 任何违反本政策的员工将面临纪律处分，可能会因行为不当或严重行为不当而被解雇。

5.2 如果其他为我们或代表我们工作的个人和组织（包括供应商）违反本政策，我们会终止与他们的关系。

This is the anti-slavery policy of QG group and its group companies (“us”, “we”, “our”).

1. POLICY STATEMENT

1.1 Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. We are committed to acting ethically and with integrity in our business dealings and relationships and are committed to preventing modern slavery in our own business and to helping prevent modern slavery in our supply chains.

1.2 We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery. Under the Modern Slavery Act 2015, we are legally required to disclose the steps we take to tackle modern slavery. We expect the same high standards from all of our employees and suppliers.

1.3 This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, suppliers, seconded workers, volunteers, and interns.

2. RESPONSIBILITY FOR THIS POLICY

2.1 Directors has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.

2.2 The Legal and People departments have primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries about it, and auditing internal procedures.

2.3 Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy. Guidance on the policy can be obtained from the Legal and People teams.

3. COMPLIANCE WITH THIS POLICY

3.1 The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control. You are required to avoid any activity that might lead to, or suggest, a breach of this policy.

3.2 You must notify your manager (or your main point of contact at QG, if you are a supplier) as soon as possible if you believe or suspect that a breach of this policy has occurred, or may occur in the future.

3.3 You are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chains or any supplier tier at the earliest possible stage.

3.4 If you believe or suspect a breach of this policy has occurred or that it may occur you must notify your manager (or your main point of contact at QG, if you are a supplier) as soon as possible.

3.5 If you are unsure about whether a particular act, the treatment of workers more generally, or their working conditions within any tier of our supply chain constitute any of the various forms of modern slavery, you should raise it with your manager (or your main point of contact at QG, if you are a supplier).

3.6 We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment by QG as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern. If you believe that you have suffered any such treatment, you should inform the Chief People Officer

immediately. If the matter is not remedied, and you are an employee, you should raise it formally using our grievance procedure.

4. COMMUNICATION AND AWARENESS OF THIS POLICY

4.1 Guidance on this policy forms part of the induction process for all individuals who work for us and will be provided otherwise as necessary.

5. BREACHES OF THIS POLICY

5.1 Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

5.2 We may terminate our relationship with other individuals and organisations working for us or on our behalf (including suppliers) if they breach this policy.