

*POLICY*

# **CORPORATE SOCIAL RESPONSIBILITY POLICY**

*CE10*

*Revision: 02*

*Date: 07. 12.2025.*

Written by:

Eric Lee

Approved by:

Robert Wu

<b>Chinnelectric</b>	<b>Integrated System Policy</b>	Document ID: CE10
	<b>CORPORATE SOCIAL RESPONSIBILITY POLICY</b>	Revision: 01
		Page: 3 / 7

## 1. INTRODUCTION

Since its establishment in 2008, Chinne Electric has actively participated in community engagement activities and has remained focused on community development and areas requiring sustained attention. As a leading regional manufacturer of electrical cables, Chinne Electric believes this position carries both opportunity and responsibility. We are committed to applying our skills and resources where they can create the greatest positive impact on society. In line with our vision, this Policy respects local legislation and international legal norms established by the United Nations to protect the rights, well-being, and safety of our employees, with particular awareness of community needs and special attention to environmental protection.

The objective of this Policy is to provide guidance and align Chinne Electric's operations with global Environmental, Social, and Governance (ESG) goals. This Policy applies to all employees, members of management, subsidiaries, and business partners, where applicable. Failure to comply with this Policy may result in disciplinary measures or termination of business cooperation.

## 2. CARE FOR OUR PEOPLE

To retain loyal and productive employees, Chinne Electric is committed to maintaining a healthy, safe, and positive working environment. In accordance with our strategic and HR policies, we continuously improve our practices, including:

- Full compliance with local labor laws and international standards related to equal employment opportunity, modern slavery, human trafficking, and other sensitive matters.
- Full and timely wage payment in accordance with local legislation; wages significantly above general and industry averages and above living wage levels, with additional employee support when needed.
- Mandatory workplace safety training for all employees upon engagement, delivered by qualified professionals.
- A dedicated Occupational Health and Safety function that continuously implements, monitors, and improves safety guidelines and provides required personal protective equipment.
- Ongoing internal and external training programs and internal career advancement opportunities for high-performing employees.
- Multi-channel communication of organizational changes (email, information boards, employee engagement applications, formal documentation, and in-person presentations/discussions), with employee surveys and majority feedback considered for major changes.
- Annual anonymous employee satisfaction surveys to improve workplace conditions.
- Throughout the year, we promote team-building activities for various organizational units, provide free access to coffee/tea and soft drinks for staff, and ensure a free meal for all employees.
- A strict prohibition of child labor:
  - No employment under age 15 (or higher where required by local law).
  - Young workers aged 15 – 18 may only perform non-hazardous work under strict hour limits and safety measures.
  - Legal guardian consent is required for underage students in practical training.

<b>Chinnelectric</b>	<b>Integrated System Policy</b>	Document ID: CE10
	<b>CORPORATE SOCIAL RESPONSIBILITY POLICY</b>	Revision: 01
		Page: 3 / 7

- Regular audits by Chinne Electric and suppliers to verify age compliance.
- Team-building initiatives throughout the year, free coffee/tea/soft drinks, and one free meal for all employees.

### **3. RELATIONSHIPS WITH OUR CUSTOMERS AND SUPPLIERS**

Chinne Electric is committed to responsible business operations and collaborates with customers and suppliers who uphold similar principles. Suppliers and subcontractors are expected to meet the same standards, values, and practices; non-compliance may jeopardize business relationships.

Chinne Electric maintains a Supplier Code of Conduct and conducts regular sustainability due diligence for key suppliers.

#### **3.1 Business Integrity**

Chinne Electric expects all business partners to operate with fairness and integrity, without coercion, collusion, bribery, corruption, abuse of economic power, or fraud.

Business partners must not offer, give, or promise anything of value to government officials or employees to influence official duties or encourage unlawful behavior.

To ensure alignment with our values, Chinne Electric conducts supplier screening and on-site audits for key suppliers. Based on review outcomes, we determine future cooperation and may provide knowledge transfer to improve partner operations.

<b>Chinnelectric</b>	<b>Integrated System Policy</b>	Document ID: CE10
	<b>CORPORATE SOCIAL RESPONSIBILITY POLICY</b>	Revision: 01
		Page: 5 / 7

#### 4. INFORMATION SECURITY

Protecting client, partner, and employee data, and safeguarding system integrity, is essential to ethical and sustainable business conduct. Our information security principles are:

- **Data protection:** Protect confidential and personal data from unauthorized access and misuse.
- **Integrity:** Ensure the accuracy and reliability of information and systems.
- **Availability:** Ensure information and systems are available when needed.
- **Compliance:** Comply with all applicable information security laws and standards.
- **Risk minimization:** Reduce security incident risks and consequences.
- **Continuous improvement:** Continuously enhance security controls.
- **Confidentiality:** Restrict access to authorized persons only.
- **Accountability:** Ensure responsible parties follow security policies.
- **Transparency:** Maintain clear and accessible security policies.

These provisions are binding on all employees and associates with access to company systems and data and apply to all digital resources. Data security is managed in line with ISO 27001 best practices.

#### 5. PROTECTION OF INTELLECTUAL PROPERTY

Chinne Electric expects business partners to protect Chinne Electric's assets and reputation and to never use company property for personal benefit or in ways that create conflicts of interest.

Business partners must respect intellectual property rights and protect Chinne Electric information. Chinne Electric is in the process of strengthening legal copyright protection for its brand.

#### 6. DISCLOSURE OF INFORMATION

The Chinne Electric expects business partners to accurately and fairly report all relevant financial information, product details, and invoices, and to document the purpose of transactions.

#### 7. ANTI-CORRUPTION

Chinne Electric complies with local laws, EU directives, and anti-corruption and anti-money laundering legislation in all jurisdictions where it operates.

Business partners must comply with all applicable anti-corruption and anti-money laundering laws, including those related to lobbying, gifts, payments to public officials, and political contributions.

<b>Chinnelectric</b>	<b>Integrated System Policy</b>	Document ID: CE10
	<b>CORPORATE SOCIAL RESPONSIBILITY POLICY</b>	Revision: 01
		Page: 5 / 7

As part of regular quality system activities, Chinne Electric conducts training and internal audits related to corruption and money-laundering prevention and continuously improves controls based on audit outcomes.

## **8. GIFTS AND ENTERTAINMENT**

Business partners must ensure that gifts and entertainment are modest, appropriate, and consistent with Chinne Electric guidelines (including the Supplier Code of Conduct) when interacting with Chinne Electric employees and contacts.

## **9. CUSTOMERS**

Our customers come first. We are committed to creating a positive and lasting impression and maintaining long-term successful relationships through the following practices:

- Application of quality management best practices through internal systems and procedures.
- Ongoing communication with customers to assess satisfaction with products and services, including tracking relevant KPIs.
- Prompt complaint handling in a manner acceptable to both parties.
- In-person customer visits at least once every two years to reinforce relationship quality.
- Multi-level production quality control to ensure finished products meet customer requirements.
- Maintenance and regular renewal of accreditations from major EU quality institutions for testing methods, aligned with customer expectations.

## **10. SUPPLIERS**

Supply chain management is critical to Chinne Electric, both for strong supplier relationships and for customer satisfaction through quality materials and timely delivery.

Our supplier relationship framework includes:

- Most suppliers are based in the European Union and comply with national, EU, and other regulations related to ethical business conduct; many are multinational companies with established CSR policies.
- Commitment to maximizing local sourcing where possible to support local economic development and improve operational efficiency.

<b>Chinnelectric</b>	<b>Integrated System Policy</b>	Document ID: CE10
	<b>CORPORATE SOCIAL RESPONSIBILITY POLICY</b>	Revision: 01
		Page: 6 / 7

- Equal ethical standards expected from local and EU partners.
- Strong commitment to paying suppliers in accordance with contractual obligations and agreements.
- Continuous communication with suppliers to ensure transparency and operational consistency.

## **11. ENVIRONMENTAL PROTECTION**

Environmental commitment is a top priority for Chinne Electric. We continuously work to minimize the environmental impact of our operations and to set a strong example in our industry.

Our environmental commitments include:

- Application of environmental management best practices through internal systems and procedures.
- Monitoring of production and operational waste by category through regular reporting and KPIs, with concrete minimization actions (improved planning, training, better raw material selection, etc.).
- Active monitoring of water consumption and assessment of biodiversity impacts to support local ecosystems.
- Regular measurement of greenhouse gas emissions and third-party verification for accurate footprint tracking and reduction.
- Recycling of all PVC production waste through our own PVC recycling facility and reuse in new production.
- Sorting and processing of other waste streams by certified regional waste management partners.
- Recycling of paper, cardboard, and nylon in cooperation with a local recycler, including on-site collection systems and a high-capacity press.
- Active cooperation with government authorities on environmental guidelines and potential joint initiatives.
- Use of renewable electricity sources from our main energy supplier (hydropower and wind), with continuous internal actions to reduce energy and water consumption.

## **12. COMMUNITY ENGAGEMENT**

Chinne Electric's commitment to local communities is reflected in long-term programs and partnerships. We cooperate exclusively with non-profit organizations registered under local law.

Our key community engagement activities include:

- Sponsorship of local sports organizations, especially football and basketball, with strong youth development systems from early levels to professional pathways, promoting healthy lifestyles and social inclusion.

<b>Chinnelectric</b>	<b>Integrated System Policy</b>	Document ID: CE10
	<b>CORPORATE SOCIAL RESPONSIBILITY POLICY</b>	Revision: 01
		Page: 7 / 7

- Support for smaller infrastructure projects (e.g., rural lighting) and contributions to sports and other projects through product donations.
- Continuous cooperation with NGOs and associations supporting vulnerable groups.
- Partnerships with local vocational schools and universities through practical training placements and scholarships.
- Ongoing support to surrounding communities through local employment.

CHINNE ELECTRIC