

## ZTE Supplier CSR Commitment

To: ZTE Corporation (hereinafter referred to as "ZTEC")

Supplier's Full Name: M & Rol Logistics (hereinafter "we", "our", "the company"), as one of suppliers of ZTEC, agree with the requirements of ZTEC for the partners in the supply chain in regard to the respect for individuals, environment protection, and social responsibilities, and adheres to the following commitments:

### 1 Integrity and Conformity with Laws

We will comply with applicable local laws of the countries where business activities take place. Where the provisions of applicable local laws and this Commitment address the same subject, and are not in conflict, the highest standard shall be applied. Should any of the requirements in this Commitment conflict with applicable local laws in the sense that it would constitute a breach of applicable local laws if this Commitment was applied, the highest standards consistent with applicable local laws shall be applied.

### 2 Human Rights

We will respect internationally proclaimed human rights, and will avoid being complicit in human rights abuses of any kind. We will respect the personal dignity, privacy, and rights of each individual.

### 3 Labor Employment Standards

#### 3.1 Child Labor and Underage Labor

**【Redline 1】 The use of child labor is strictly prohibited.** We promise not to employ or use children for work, nor employ any persons below the minimum legal age of employment. In China, a child refers to any person below 16 years old. In other countries, a child refers to any person below 15 years old. If any national or local laws or regulations define a higher standard for compulsory education age or minimum legal age of employment, the higher standard shall apply. Child labor means that children or teenagers are employed for work, except in the cases allowed by the Minimum Age Convention (C1973) adopted by the International Labour Organization (ILO).

If we find any employment or use of children for work, we shall immediately take remedies intended for guaranteeing the maximum benefits of children.

We shall provide, support, and/or establish policies and plans to assist any children involved in child labor.

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We shall guarantee that underage employees below 18 years old will not be involved in hazardous work. In this Commitment, hazardous work refers to subjecting an employee to the following: physical, emotional, or sexual offense; underground, underwater, overhead, or restricted workspace; use of hazardous machines, instruments, and tools, or handling or transfer of heavy materials; exposure to hazardous substances, drugs, or work flows, or improper temperature, noise, or vibration; long working hours, night work, or unreasonable restriction.

### 3.2 Forced Labor

**【 Redline 2 】 Forced labor is strictly prohibited.** We promise not to use forced labor, compulsory labor, prison labor, bonded labor, bondage or human trafficking, physical or verbal abuse, or sexual violence. We shall guarantee that employees are employed on the basis of free will.

We promise that the employees shall be entitled to leave their jobs or terminate the labor relations by giving a reasonable notice. Employees can leave their jobs upon expiration of the notice. All employment relations are established on the basis of free will. We shall sign an employment contract that includes a reasonable notice period with each employee.

We promise not to request employees to pay any deposit, undertake liabilities, or pledge any identity certification documents or similar documents and use such documents as the prerequisite for employment or salary retention, or refuse to pay salaries.

We shall sign a written labor contract that contains comprehensible employment terms and conditions with each employee.

### 3.3 Freedom of Association

We shall respect the right of employees to freedom of joining or not joining the trade union or similar organizations and to collective bargaining as permitted by applicable laws.

We shall allow our employees to have public communication with the management, to build up good employment relationships and properly resolve problems.

We promise not to discriminate employee representatives or trade union members, and shall ensure that they can perform their trade union duties in the workplace.

### 3.4 Discrimination and Punishment

We promise not to directly or indirectly be involved in or support discrimination in any form in employment, pay, training opportunities, promotion, dismissal, retirement, or decision-making on the basis of race, color, age, veteran status, gender, sexual orientation, pregnancy, language, ethnic origin, disability, religion, political status, social group membership, trade union membership, nationality, indigenous origin, medical status, AIDS, social status, property, blood lineage, marital status, and association membership.

We promise not to force employees or prospective employees to accept discriminative medical checks.

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We shall respect all our employees, and shall completely prohibit and oppose any unacceptable or humiliating acts, including but not limited to emotional or sexual harassment, discriminative actions, sex-related, forced, threatening, intimidatory, scandalous, and exploitative language and bodily contacts.

### 3.5 Working Hours

We shall ensure that employees do not work for excessively long time, and the hours of work shall at least meet the applicable laws and regulations of the country or region where we operate. The sum of regular and overtime working hours in a week shall not exceed 60 hours.

We shall respect employees' rights to have a rest and ensure that each employee has at least one day's rest after working for six consecutive days.

We shall guarantee the right of employees to paid leaves.

If the employees are required to work overtime in special cases (which may include emergency cases rather than expected peak periods of production), in no event shall the working hours exceed the threshold. We shall determine the types of work and acceptable working hours on the basis of roles.

We shall explore development methods to improve work efficiency, for example, product generalization or modular design, process innovation, production equipment upgrade, production process automation, and production plan peak filling, to minimize the working hours of employees.

### 3.6 Salary and Compensation

We shall pay a compensation at least satisfying the minimum wage standard stipulated by the applicable laws and regulations of the country or region where we operate.

We shall perform a regular review of workers' wages to ensure they are paid a fair wage or living wage (defined as a wage sufficient to provide the necessities and comforts essential to an acceptable standard of living).

We shall ensure that our employees are aware of the employment conditions, and shall provide reasonable and fair salaries and any legal or agreed fringe benefits.

We promise not to deduct salaries as punishment.

We must pay salaries to employees on a timely basis and shall describe the salary structure to employees.

## 4 Health and Safety

**【Redline 3】** Exposure of employees, contractors, partners, or other persons who may be affected by the activities of the employees, contractors, and partners to an environment that may cause immediate death, serious personal injuries, or serious health damage is strictly prohibited. We shall fully identify hazard sources in the working environment and formulate effective control measures to eliminate any working conditions that may cause

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immediate death, serious personal injuries, or serious health damage. Employees have the right to refuse unsafe operations and unhealthy working environments.

#### **4.1 General Requirements**

We shall provide a healthy and safe working environment for our employees, contractors, partners or other persons who may be affected by their activities in accordance with international standards and national laws.

We shall obtain the necessary health and safety licenses, and update them continuously if necessary to ensure that the health and safety licenses comply with the relevant requirements. In addition, we shall comply with the regulations related to the licenses.

We shall establish sound mechanisms to ensure that health and safety responsibilities and obligations are communicated and applied to all parties within their control.

We shall establish a health and safety risk assessment and prevention system, including hazard source identification, risk analysis, risk grading, and effective control measures to prevent accidents. The formulated control measures shall be applied to control health and safety risks by eliminating, replacing/mitigating, controlling engineering, controlling administration and providing personal labor protection supplies. Qualified and trained personnel shall be used in the process to provide and maintain safe equipment and tools, including personal labor protection supplies.

We shall establish and apply mechanisms to ensure that all their employees are capable of fulfilling their health and safety responsibilities and obligations. This includes the nomination and training of personnel at appropriate levels (especially senior management), who are responsible for fulfilling the health and safety responsibilities and obligations of the company.

If we provide a dormitory for employees, we shall keep the dormitory clean and safe, provide reasonable living space, and meet the basic living needs of the employees (including their families if applicable).

We shall provide employees with convenient and clean drinking water. If food and beverages are provided, We shall ensure food safety and hygiene, and the places where they eat them shall be clean.

We shall establish a mechanism to evaluate predictable emergencies. For each emergency, emergency plans and response procedures shall be formulated and implemented to minimize personal injury and property loss.

We shall establish mechanisms for employees to report accidents, attempted incidents, and emergencies, investigate and manage accidents, and formulate effective preventive and corrective measures to eliminate risks. We shall also have appropriate methods and procedures to improve our capabilities in recording and investigating accidents and emergencies, and implementing measures.

We shall make the best efforts to control the hazard sources and take the necessary preventive measures against accidental damage and occupational diseases. If necessary,

we shall provide employees with the necessary protective equipment and guide the use of the equipment.

We shall provide appropriate and regular training to enable employees to learn about health and safety, and use employees' mother languages during the training. The information related to health and safety shall be posted and publicized in positions that are easy for employees to find.

If necessary, we shall establish an occupational health and safety management system.

## 4.2 Special Requirements for the Use of Dangerous Goods

\*\*\* Note 1: This section specifies special requirements for the use of dangerous goods. This section is not applicable to non-dangerous goods.

\*\*\* Note 2: The dangerous goods refer to the substances and articles with explosive, flammable, toxic, infectious, corrosive, radioactive and other dangerous characteristics, which are easy to cause personal injury, property damage or environmental pollution, and need special protection in transportation, storage, production, operation, use and disposal. Dangerous goods commonly used by purchaser include liquid nitrogen, ethanol (alcohol), lithium-ion battery, etc.

We promise we have qualified business license, dangerous goods production/operation license and other qualification certificates issued by relevant officials as required by laws, and provide corresponding original copies or scanned copies.

The vehicles, drivers and escorts used by us for the transportation of dangerous goods shall have corresponding qualifications and be responsible for the safety during the transportation, including the transportation safety of dangerous goods inside and outside the purchaser's company, the preparation of necessary emergency materials and daily drills, so as to ensure the safety during the transportation of dangerous goods.

We shall conscientiously implement the national guidelines and policies on work safety, as well as relevant laws and regulations on work safety and industrial regulations.

We must establish a safety production management system, various rules and regulations and implement safety control measures, and designate competent and sufficient safety management personnel according to the requirements of laws and regulations. The safety management personnel shall be trained and qualified, and work with certificates.

When our personnel work in the production and business activities under the jurisdiction of ZTEC, we must strictly abide by the rules and regulations of ZTEC, including but not limited to the speed limit of vehicles, cooperating with the registration and inspection of security personnel, etc. in the same way as if we were ZTEC.

Other contents required by laws and regulations to be met by us.

## 5 Environmental Protection

**【Redline 4】** The discharge of environmental pollutants that may cause or have caused serious impacts is strictly prohibited. The purpose is to avoid major negative impacts on

communities, for example, the discharge of toxic or harmful air and water, the discharge of exhaust gas and waste water without the required treatment, chemical leakage, and the discharge of toxic or harmful substances out of factories.

We shall comply with relevant laws and international standards in environmental protection, and take proper measures to mitigate the impact of its operation on the environment in the countries where environmental protection laws are inadequate or not forcibly enforced.

We shall obtain, maintain, and reserve all necessary environmental permits (such as waste management and transportation permits), approval, and registration information.

Emissions and discharges of pollutants and generation of waste are to be minimized or eliminated at the source or by practices such as adding pollution control equipment, improving production, maintenance, and facility processes.

The natural resources, including water, fossil fuels, minerals, and virgin forest products, are to be conserved by practices such as improving production, maintenance and facility processes, materials substitution, re-use, conservation, recycling, or other means.

We shall establish a corporate-wide greenhouse gas reduction goal. Energy consumption and all relevant Scopes 1 and 2 greenhouse gas emissions are to be tracked, documented, and publicly reported against the greenhouse gas reduction goal. We shall look for methods to improve energy efficiency and to minimize energy consumption and greenhouse gas emissions.

We shall support a precautionary approach to environmental challenges, undertake initiatives to shoulder greater environmental responsibility, and encourage the development and distribution of environmentally friendly technologies.

We shall be committed to reducing the impact on the environment and improve the environment performance in a sustainable way.

When necessary, we shall establish an environment management system.

## 6 Prohibited Commercial Activities

**【Redline 5】Bribery, corruption, fraud, money laundering, unfair competition, and support in illegal armed forces are strictly prohibited.** For details, see Articles 6.1, 6.3, 6.4 and 6.5.

### 6.1 Corruption and Other Prohibited Commercial Activities

ZTEC adopts a zero-tolerance policy for corruption and any other prohibited commercial activities. We shall comply with laws and regulations concerning bribery, corruption, fraud, and other prohibited commercial activities.

We promise not to tolerate or participate in any act of bribery, including offering or receiving inappropriate quotations or payments to or from employees, clients, suppliers, organizations, or individuals.

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We promise not to directly or indirectly provide, promise, or give any undue advantages, interests, or incentives to any government officials, international organizations or third parties.

We shall establish anti-bribery policies, specifying that zero-tolerance is applied to any form of bribery or corruption within the organization, including facilitation payments.

We shall ensure that our employees, contractors, and subcontractors are aware of our anti-bribery policies and how to meet the requirements.

## **6.2 Gifts and Entertainment (Business Etiquette)**

We promise not to directly or indirectly provide gifts to ZTEC's employees, representatives, or other persons working for ZTEC. The travel expenses of ZTEC's employees will be borne by ZTEC. It is not allowed to provide or accept undue entertainment or gifts during contract negotiation, bidding, and rewarding.

## **6.3 Fraud and Money Laundering**

We shall comply with all applicable international laws and standards concerning fraud and money laundering.

We promise not to engage in or shall avoid engaging in any acts that may result in the non-compliance of any party with such international laws or standards.

We shall maintain effective anti-fraud and (if appropriate) anti-money-laundering regulations to ensure compliance with relevant laws, including compliance supervision and illegal activity identification.

## **6.4 Non-Competition Acts**

In no event shall we cause or participate in all general or specific non-competition acts, including collective price manipulation, illegal market sharing, or other illegal activities.

## **6.5 Support in Illegal Armed Forces**

We shall prohibit any direct or indirect support in non-governmental armed forces or public or private security agencies engaged in illegal activities.

## **7 Others**

**【Redline 6】 Other negative events that may cause or have caused serious domestic and international impacts are strictly prohibited.**

## **8 Liability Clauses**

8.1 If we commit a serious breach of this Commitment, ZTEC has the right to terminate any or all effective agreements with us without assuming any responsibilities. If appropriate, ZTEC can terminate all purchase contracts in writing 14 calendar days in advance. We agrees upon that ZTEC is entitled to compensation through applicable laws, including the execution of all requirements in this Commitment.



8.2 Severe breaches include but are not limited to the following:

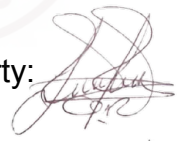
- a: Violation of the redline requirements in this Commitment, including redlines 1-6;
- b: After ZTEC requires rectification in written form, the requirements in this Commitment are inconsistent with the requirements in our operation for a long time.

8.3 In the event that we have seriously breached this Commitment, ZTEC shall have the right to terminate any or all of the two parties' valid agreements. In this case, ZTEC shall not be deemed to be in breach of agreements, and we shall not claim the exit fee for any form of termination of ZTEC's subsequent cooperation.

**9 The Commitment shall become effective upon signature hereof.**

Committing Party: (Seal)

Signature of the Legal Representative of the Committing Party:



Date: April (Month) 20th (Day) 2023 (Year)