

浙江吉利控股集团有限公司

人权政策声明

Zhejiang Geely Holding Group Co., Ltd.

Human Rights Policy Statement

1. 总体描述 General Description

浙江吉利控股集团有限公司（以下简称“吉利控股集团”“公司”或“我们”）清楚地认识到人权问题对于员工、客户、供应商、运营区所在地的社区及其他利益相关方的重要性，特制定本声明，对尊重、保护人权等方面做出承诺与要求。

Zhejiang Geely Holding Group Co., Ltd (“Geely Holding”, “the Group”, or “we” for short) clearly recognizes the significance of human rights issues to our employees, customers, suppliers, the communities where we operate, and other stakeholders. Therefore, we formulate this statement to make commitments and requirements regarding the respect and protection of human rights.

吉利控股集团按照《联合国工商业与人权指导原则》要求，将对人权政策的承诺建立在《国际人权公约》（由《世界人权宣言》《公民权利和政治权利国际公约》和《经济、社会和文化权利国际公约》组成）以及《国际劳工组织工作中的基本原则和权利宣言》中阐明的基本权利相关原则的基础之上。吉利控股集团遵守《联合国全球契约十项原则》。

In line with the *United Nations Guiding Principles on Business and Human Rights*, we base our commitment to human rights policies on the principles outlined in the *International Covenants on Human Rights* (comprising the *Universal Declaration of Human Rights*, the *International Covenant on Civil and Political Rights*, and the *International Covenant on Economic, Social and Cultural Rights*) as well as the fundamental rights principles set forth in the *International Labour Organization's Declaration on Fundamental Principles and Rights at Work*. In addition, we comply with the *Ten Principles of the United Nations Global Compact*.

如果运营所在地的国家、地方法律与本声明有所抵触或高于本声明，吉利控

股集团优先适用运营所在地国家、地方法律。

If the provisions in this statement conflict with provisions of national or local laws of the country where we operate , the provisions of national or local laws should prevail to the extent of the conflict.

2. 适用范围 **Scope of Application**

本声明适用于吉利控股集团及所属子集团/分子公司全体员工。公司鼓励合资公司及供应商、经销商等其他业务伙伴遵守本声明。

This statement applies to all employees of Geely Holding and its subsidiaries and branches. The Group encourages joint ventures, suppliers, distributors, and other business partners to comply with this statement.

3. 人权基本政策 **Basic Human Right Policy**

吉利控股集团承诺尊重所有与业务相关的国际公认人权，主张和支持如下内容：

We pledge to respect all internationally recognized human rights related to our business, and advocate for the following behaviors:

- **禁止强迫劳动 Prohibition of Forced Labor**

在吉利控股集团，雇佣关系以自愿为基础。公司致力于为员工提供尊重、平等的工作环境，在一切业务中杜绝任何形式的强迫劳动，同时承诺不利用欺骗性手段引诱员工工作。禁止收取押金、扣押身份证明及其他法定文件等违背员工意愿使用劳动力的行为。公司不会从事人口贩运，并禁止向雇佣者或求职者提供以债务担保或强迫劳动为还贷条件的个人贷款。所有雇佣者均有权自由签订和解除其的雇佣合同。

The employment relationship is based on voluntariness at Geely Holding. We are committed to providing a respectful and equal workplace for employees, and strictly prohibiting any form of forced labor in all business operations. We promise not to use deceptive means to induce employees to work. In addition, the practice of charging deposits, withholding identity documents, and other statutory documents against the

will of employees is forbidden. We do not engage in human trafficking and prohibit providing personal loans to employees or job seekers with the condition of debt bondage or forced labor for debt repayment. All employees have the right to freely enter into and terminate their employment contracts.

- **禁止使用童工 Prohibition of Child Labor**

吉利控股集团在一切业务中杜绝任何形式的雇用童工。对于未满 16 周岁、未完成义务教育或未达到国家规定年龄的人员，公司将按照国家相关法律规定，一律不雇佣。在其他运营地区，公司将按照运营地法律及相关规定执行。

We strictly prohibit any form of child labor in all our business operations. We do not hire individuals under the age of 16, those who have not completed compulsory education, or those who do not meet the age requirements set by Chinese laws. In other operational locations, we will comply with the local laws and regulations.

- **支持结社自由 Support for Freedom of Association**

吉利控股集团尊重员工的结社自由。员工有权成立、加入法律认可的工会，包括参与工会、职工代表大会等，公司不干预员工自由选择职工代表。在短暂休息期间和下班后，员工可以自由集会和讨论。员工能够在不用担心报复、威胁、骚扰、歧视的情况下，公开地就工作条件和管理问题与管理层沟通。

We respect employees' freedom of association. Employees have the right to establish and join legally recognized trade unions, including participating in trade union activities and workers congress, and we do not interfere with employees' free choice of representatives. During breaks and after work hours, employees can freely gather and discuss. Employees can openly communicate with management about working conditions and management issues without fear of retaliation, threats, harassment, or discrimination.

- **反歧视、平等机会与多元化 Non-discrimination, Equal Opportunities and Diversity**

吉利控股集团承诺提供公平就业机会。在聘用员工时，禁止年龄、种族、肤色、性别、性取向、出生国籍、地域、宗教或残疾方面的就业歧视，并通过积极促进员工的多元化，创造尊重不同意见、观点和信仰的包容性工作环境。

We are committed to providing equal employment opportunities. During the hiring

process, employment discrimination based on age, race, color, gender, sexual orientation, place of birth, nationality, region, religion, or disability is prohibited. In addition, we strive to create an inclusive workplace that respects different opinions, views, and beliefs by actively promoting the diversity of employees.

公司承诺支付给员工的工资应符合所有适用的法律法规, 包括有关最低工资、加班时间和法定福利的法律, 并承诺工资水平不因性别、种族和年龄等因素而有所差距, 致力于实现“同工同酬”的薪酬策略。

We pledge to ensure that the wages paid to employees comply with all applicable laws and regulations, including those related to minimum wage, overtime, and statutory benefits. We also promise that there will be no disparity in wages based on factors such as gender, race, and age, striving to achieve an “equal pay for equal work” compensation strategy.

- **反骚扰、虐待及暴力 Anti-harassment, Anti-abuse, and Anti-violence**

吉利控股集团严禁性骚扰与其他工作场所骚扰、虐待及暴力, 包括任何可能诋毁、胁迫或冒犯他人的语言或行为以及心理、口头和任何形式的欺凌、侮辱、威胁、骚扰、虐待、暴力, 致力于推动形成和谐、包容、平等的工作环境。

We strictly prohibit sexual harassment and other forms of harassment, abuse, and violence in the workplace, including any language or behavior that may defame, coerce, or offend others, as well as psychological, verbal, and any form of bullying, insult, threat, harassment, abuse, and violence. We are committed to nurturing a harmonious, inclusive, and equal workplace.

4. 监察与培训 Monitoring and Training

吉利控股集团将定期监察本声明的执行情况, 适时检讨本声明, 并为员工和供应商等价值链伙伴提供人权相关培训。

Geely Holding will regularly monitor the implementation of this statement, review it in time, and provide human rights training for employees and suppliers and other value chain partners.

5. 申诉与举报 Grievance and Reporting

如果您有人权保护相关的意见或问题，可以通过邮箱 sustainability@geely.com 与我们联系。吉利控股集团接受各利益相关方监督，并保证会对申诉、举报人的身份严格保密。

If you have any opinions or questions related to the protection of human rights, please contact us at sustainability@geely.com. We accept supervision from all stakeholders and keep the identity of complainants and whistleblowers strictly confidential.