安徽海螺水泥股份有限公司

ANHUI CONCH CEMENT COMPANY LIMITED

Human Rights Policy Statement

Anhui Conch Cement Company Limited (hereinafter referred to as "Company" or "the Company") strictly observes *the Constitution of the People's Republic of China*, *the Labour Law of the People's Republic of China*, *the Labour Contract Law of the People's Republic of China* and other domestic laws and regulations, as well as the applicable regulations in the places of operation overseas. We also strictly comply with internationally recognised human rights protection regulations such as *the Universal Declaration of Human Rights* and *the International Labour Organisation Declaration on Fundamental Principles and Rights at Work*. We also expect and encourage our suppliers, partners and other stakeholders to join us in promoting human rights protection. On this basis, we are committed to building a comprehensive human rights protection system around key areas such as working conditions, employment compliance and diversity, and to providing all employees with protection initiatives that comply with the core conventions of the International Labour Organization and other human rights standards.

We are committed to:

1. Eliminate the use of child labour in any form, and never employ children under the age of 16, under the age of completion of compulsory education, or under the minimum age for employment as stipulated by the place of operation.

2. Eliminate any form of extracting labour benefits and forcing employees to work, never use coercive or deceptive means to induce employees to work, eliminate human trafficking, and commit ourselves to promoting the realization of employees' rights and interests and the healthy development of the company.

3. Resolutely eliminate any form of workplace violence, sexual harassment, abuse and discrimination and other human rights violations, with special emphasis on the protection of female employees and other groups from unfair treatment, and is committed to creating

an equal and diversified work environment, all employees and partners can report through designated channels, either anonymously or in real names, and will be dealt with seriously in accordance with the law and regulations once the facts are verified.

4. We insist on equal pay for equal work, eliminate any form of employment discrimination, adhere to the principle of "openness, equality, competition, and selection of the best", and resolutely oppose discrimination on the basis of race, ethnicity, nationality, skin colour, gender, age, family background, social class, gender orientation, religious beliefs, physical fitness, political stance, and governmental relations, etc.

5. Regularly assess how well employees' salary levels match the local cost of living, and protect the basic living needs of employees and their families through salary structure optimisation.

6. Strictly implement the legal working hours system, encourage the reduction of non-essential overtime hours, and commit to ensuring reasonable working hours and work-life balance for employees.

7. Strictly comply with the requirements of *the Regulations on Paid Annual Leave for Employees* and other laws and regulations, implement the mechanism of paid leave for employees, and ensure that employees legally enjoy the rights and interests of paid leave.

8. Respect employees' rights to freedom of association, trade union participation and collective bargaining in accordance with the law, and ensure that employees are able to safely and freely communicate with management on work-related matters.

We will seriously handle and diligently investigate all reported violations and, depending on the seriousness of the reported case, take targeted corrective measures, including but not limited to: verbal or written warnings, demotions or salary reductions, dismissal, and legal measures.

The Company will periodically revise this policy statement in accordance with the laws of the country in which it is located, relevant international conventions and changes in factual circumstances to ensure the effective implementation of this system. The final interpretation of this policy is vested in the Environmental, Social and Governance (ESG) Management Committee of the Company.