



Human Rights Policy

Based on the corporate philosophy of integrity and innovation, the Company fulfills its social responsibilities by safeguarding the fundamental human rights of all employees, customers, and stakeholders. In alignment with international human rights instruments, including the *International Bill of Human Rights* and the *ILO Declaration on Fundamental Principles and Rights at Work*, the Company has established this Human Rights Policy.

The Company is committed to respecting human rights, preventing any form of infringement or violation, and ensuring that all internal and external stakeholders are treated with fairness, equality, and dignity.

Scope of Application

This policy applies to the Company and its domestic and overseas subsidiaries, joint ventures, and all entities with substantial operational control, as well as all employees, suppliers, and business partners.

Implementation Principles

1. The Company incorporates human rights considerations into its business operations and management decisions.
2. Respecting and safeguarding human rights is a fundamental principle for sustainable corporate development.
3. The Company strictly prohibits unlawful discrimination and promotes diversity, inclusion, and equal opportunities.
4. The Company prohibits the employment of underage workers below the legal minimum age and strictly forbids forced labor.
5. The Company provides reasonable wages and fair working conditions.
6. The Company ensures a safe and healthy working environment.
7. The Company maintains harmonious labor relations and establishes appropriate communication channels between employees and management.

Steven Fan / CEO
JDV CONTROL VALVES CO., LTD.