



Wuhu Pacific Plastic Co., Ltd

Corporate Social Responsibility System

Company: Wuhu Pacific Plastic Co., Ltd

Applicable Product: Reusable Plastic Tableware

Document Purpose: This Corporate Social Responsibility (CSR) System is formulated based on national labor regulations, business ethics norms and sustainable development principles. It standardizes the company's management in employee rights protection, workplace ethics, fair operation, social contribution and supply chain responsibility. The system aims to standardize corporate operation, protect employee legitimate rights and interests, implement ethical production, and achieve coordinated development of enterprise growth, employee welfare and social value.

Effective Date: Immediately Valid

1. General Provisions

1.1 Management Objectives

To standardize daily social responsibility management of the factory, strictly abide by labor laws and business ethics, fully protect employee rights and workplace safety, eliminate irregular employment and unfair behaviors, standardize supply chain cooperative management, actively fulfill corporate social obligations, and build a compliant, ethical, responsible and sustainable manufacturing enterprise.

1.2 Scope of Application

This system applies to all operation and management activities of Wuhu Pacific Plastic Co., Ltd, covering employee labor protection, working hour management, salary welfare, workplace anti-discrimination, prohibition of child labor and forced labor, workplace discipline, business integrity, supplier social responsibility management, public welfare and social contribution.

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Wuhu Pacific Plastic Co., Ltd

1.3 Core Management Principles

1. Compliance operation: Abide by national laws, regulations and industrial norms;
2. Employee-oriented: Protect legitimate rights and interests of all employees;
3. Ethical production: Adhere to fair, transparent and honest operation;
4. Responsible supply chain: Drive upstream and downstream partners to standardize operation;
5. Sustainable development: Balance enterprise benefits, employee welfare and social responsibility.

2. Social Responsibility Management Organization & Duties

The company sets up a special social responsibility management team to ensure full implementation and continuous improvement of CSR work.

2.1 Senior Management

1. Formulate the company's corporate social responsibility policies and annual implementation plans;
2. Approve CSR management systems and major social responsibility activity plans;
3. Guarantee resources for employee welfare, workplace improvement and social public welfare;
4. Take overall responsibility for the company's standardized ethical operation and social responsibility performance.

2.2 Administration Department

1. Responsible for daily implementation, supervision and record management of CSR systems;
2. Manage employee recruitment, labor contracts, working hours, salary and welfare guarantee;
3. Organize employee training on labor rights, workplace ethics and safety

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Wuhu Pacific Plastic Co., Ltd

awareness;

4. Handle employee appeals, feedback and labor relation coordination;
5. Responsible for external social responsibility publicity and public welfare arrangement.

2.3 Production Department

1. Standardize on-site working discipline and prohibit abusive management and harsh punishment;
2. Ensure safe, hygienic and comfortable working environment for front-line employees;
3. Strictly implement working hour regulations and avoid overtime irregularities;
4. Respect employee rights and maintain harmonious on-site labor relations.

2.4 Sales & Purchasing Department

1. Implement supplier social responsibility assessment and code of conduct management;
2. Adhere to fair trade, honest operation and zero commercial bribery;
3. Maintain transparent and mutually beneficial cooperative relations with customers and suppliers.

2.5 All Employees

All employees shall abide by company rules and professional ethics, respect colleagues, abide by workplace discipline, actively participate in corporate public welfare activities, and jointly maintain the company's responsible corporate image.

3. Labor Rights & Interest Protection Management

3.1 Prohibition of Child Labor & Young Worker Protection

The company strictly prohibits the use of child labor in any production and management link. All recruits must meet the legal working age requirement. The



Wuhu Pacific Plastic Co., Ltd

company verifies identity documents strictly during recruitment, establishes employee age files, and implements zero tolerance for child labor. For eligible young workers, the company provides special labor protection and arranges suitable working posts in accordance with legal requirements.

3.2 Prohibition of Forced Labor

The company firmly rejects all forms of forced labor, bonded labor and involuntary labor. All employees join the company voluntarily with independent choice of employment and resignation. The company does not detain employee identity documents, does not force overtime work, and ensures all labor behaviors are voluntary and standardized.

3.3 Working Hours & Overtime Management

The company arranges working hours in strict accordance with national labor laws. Daily working hours and weekly rest time comply with legal standards. Overtime work, if required by production arrangement, is voluntary and reasonably compensated. The company avoids long-term excessive overtime and ensures employees have sufficient rest and physical recovery time.

3.4 Salary & Welfare Guarantee

The company implements standardized salary management, pays employee wages on time and in full without delay, deduction or arrears. Salary calculation standards are transparent and in line with legal requirements. The company provides employees with legal social insurance, holiday benefits, working protection supplies and comfortable living and working conditions to fully guarantee employee economic rights and welfare benefits.

3.5 Anti-Discrimination Management

The company adheres to the principle of equality for all employees. There is no discrimination based on gender, age, nationality, region, religion, marital status and physical condition in recruitment, employment, promotion, salary adjustment and training. All employees enjoy equal employment opportunities and development



space.

3.6 Humane Workplace Discipline

The company strictly prohibits corporal punishment, abusive language, insulting behavior and harsh disciplinary measures against employees. Workplace management adheres to humanization, standardization and institutionalization. All disciplinary handling is based on company rules and regulations, with fairness and openness.

4. Workplace Health & Safety Protection

4.1 Working Environment Safety

The company maintains a safe, clean, ventilated and comfortable production and office environment. Fire safety facilities, emergency passages and protective equipment are fully equipped and regularly inspected to eliminate safety hazards. On-site safety operation specifications are strictly implemented to ensure employee personal safety during work.

4.2 Occupational Health Protection

Targeted occupational protection measures are formulated according to post characteristics. The company provides qualified labor protection supplies for employees, conducts regular occupational health training, standardizes operating behaviors, prevents occupational hazards, and protects employee physical health.

4.3 Emergency Safety Guarantee

The company has formulated emergency disposal plans for fire, equipment failure and accidental injury. Regular safety drills and hidden danger inspections are carried out to ensure rapid and effective response to emergencies and maximize the protection of employee life and property safety.

5. Business Ethics & Integrity Management



Wuhu Pacific Plastic Co., Ltd

5.1 Fair & Transparent Operation

The company adheres to the principle of honest operation and fair competition, strictly abides by market operation norms, refuses unfair competition, false publicity and improper profit behaviors, and maintains a good market operation order and corporate reputation.

5.2 Zero Commercial Bribery

The company strictly prohibits any form of commercial bribery, illegal gift-giving and improper interest exchange in business cooperation, procurement and sales links. All business activities are carried out openly, transparently and compliantly.

5.3 Confidentiality & Intellectual Property Protection

The company protects customer information, supplier data, production technology and intellectual property rights. It strictly abides by confidentiality agreements, prohibits information leakage and illegal use of proprietary data, and maintains standardized and credible business cooperation.

6. Supply Chain Social Responsibility Management

6.1 Supplier Code of Conduct

The company takes social responsibility performance as an important evaluation index for supplier access and annual assessment. All cooperative suppliers must comply with local labor laws, prohibit child labor and forced labor, ensure employee rights protection and safe production, and adhere to ethical and compliant operation.

6.2 Supply Chain Supervision & Improvement

The company conducts regular social responsibility evaluation on suppliers, urges suppliers to rectify non-compliant behaviors, guides upstream and downstream partners to establish standardized social responsibility management, and jointly build a responsible, stable and sustainable supply chain system.



Wuhu Pacific Plastic Co., Ltd

7. Employee Care & Development

7.1 Employee Training & Growth

The company provides regular professional skill training, safety training and professional quality training for employees, builds a complete employee growth system, provides fair promotion and development channels, and helps employees realize personal career growth while developing the enterprise.

7.2 Humanistic Care & Communication

The company establishes smooth employee communication and appeal channels, listens to employee opinions and demands, solves practical difficulties in work and life, carries out regular employee welfare activities, builds a positive, harmonious and warm corporate culture atmosphere.

8. Public Welfare & Social Contribution

While developing steadily, the company actively fulfills social responsibilities, adheres to green production and energy-saving and emission-reduction operations to reduce social environmental burden. The company actively participates in social public welfare activities, advocates positive industrial values, promotes harmonious development of the industry and society, and builds a responsible corporate brand image.

9. Daily Supervision & Continuous Improvement

9.1 Daily CSR Inspection

The administration department conducts daily inspection on labor management, workplace ethics, employee welfare and business compliance, records problems truthfully, and tracks rectification progress to ensure all social responsibility management requirements are fully implemented.

9.2 Closed-Loop Rectification Mechanism

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Wuhu Pacific Plastic Co., Ltd

For non-compliant problems and potential risks found in daily supervision, formulate targeted rectification plans, clarify responsible persons and time limits, complete verification and acceptance after rectification, and form a closed-loop management mode of inspection, rectification and improvement.

9.3 System Continuous Optimization

The company regularly reviews the implementation effect of the social responsibility system, combines national policy updates, industry standards and enterprise development needs, continuously optimizes management specifications, improves the level of corporate social responsibility management, and realizes long-term stable and sustainable ethical operation.

Issued by: Wuhu Pacific Plastic Co., Ltd

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