

江苏今世缘酒业股份有限公司
人权管理政策
Jiangsu King's Luck Brewery Joint-Stock Co., Ltd.
Human Rights Management Policy

江苏今世缘酒业股份有限公司（以下简称“公司”）严格遵循《中华人民共和国劳动法》《中华人民共和国劳动合同法》《中华人民共和国安全生产法》《中华人民共和国妇女权益保障法》以及《联合国工商业与人权指导原则》、国际劳工组织核心公约、ISO 26000 社会责任指南等国内外人权保障规范，承诺在公司业务及价值链中尊重人权。公司尊重人权的责任涵盖《国际人权宪章》所规定的国际公认的人权和《国际劳工组织关于工作中基本原则和权利宣言》所规定的核心劳工权利。

Jiangsu King's Luck Brewery Joint-Stock Co., Ltd. (hereinafter referred to as "the Company") strictly adheres to the Labor Law of the People's Republic of China, the Labor Contract Law of the People's Republic of China, the Work Safety Law of the People's Republic of China, the Law on the Protection of Women's Rights and Interests of the People's Republic of China, as well as the UN Guiding Principles on Business and Human Rights, core conventions of the International Labour Organization, and ISO 26000 Social Responsibility Guidance and other domestic and international human rights protection standards. The Company commits to respecting human rights in its business operations and value chain. The Company's responsibility to respect human rights encompasses internationally recognized human rights as stipulated in the International Bill of Human Rights and core labor rights as stipulated in the ILO Declaration on Fundamental Principles and Rights at Work.

一、适用范围

I.Scope of Application

本政策适用于公司及子公司、分公司全体员工，并要求供应商、承包商在内的商业合作伙伴积极遵守本政策。

This policy applies to all employees of the Company and its subsidiaries and branches, and requires business partners including suppliers and contractors to actively comply with this policy.

二、指导监督机构

II.Guidance and Supervisory Institution

董事会和高级管理层承诺全力支持人权政策，通过董事会战略委员会监督和实施本公司人权管理策略，公司管理层和人力资源相关部门协同工作，将人权理念融入到公司的战略决策过程和日常运营中。

The Board of Directors and senior management are committed to fully supporting the human rights policy. Through the Board Strategic Committee, they supervise and implement the Company's human rights management strategy. The Company's management and human resources related departments work collaboratively to integrate human rights concepts into the Company's

strategic decision-making process and daily operations.

三、政策和承诺

III. Policy and Commitments

公司根据人权或劳工相关法律法规和国际标准的要求，结合公司发展的实际情况，做出以下承诺：

Based on the requirements of human rights or labor-related laws and regulations and international standards, combined with the actual situation of the Company's development, the Company makes the following commitments:

坚决反对人口贩运、强迫劳动和童工：公司严格遵守相关法律法规，确保公司运营中不存在任何形式的人口贩运、强迫劳动或童工现象，同时定期对供应链进行严格审查，确保合作伙伴也遵守相同的准则。

Firmly oppose human trafficking, forced labor and child labor: The Company strictly complies with relevant laws and regulations to ensure that there are no forms of human trafficking, forced labor or child labor in the Company's operations. At the same time, the Company regularly conducts strict reviews of the supply chain to ensure that partners also comply with the same standards.

尊重结社自由与集体谈判权：公司尊重员工依法成立和加入工会的权利，支持员工通过合法途径进行集体谈判，以维护自身权益。

Respect freedom of association and collective bargaining rights: The Company respects employees' rights to legally establish and join trade unions, and supports employees in collective bargaining through legal channels to protect their own rights and interests.

保障同等报酬与反对歧视：公司承诺为所有员工提供平等的薪酬待遇，确保同工同酬（是指不得因性别、年龄、民族、残疾、地域等差别，对相同工作的劳动者给予不同的劳动报酬），坚决反对基于性别、种族、宗教、年龄或其他任何形式的歧视。为所有员工提供在工作场所发生的歧视和骚扰问题的培训，增强员工的意识和应对能力。如果员工觉得受到违法的歧视、骚扰、中伤或针对，或想就有关歧视问题进行查询、投诉或寻求协助，可向公司人力资源部、审计监察部、纪委办公室求助以作适当的处理。公司在处理所有查询、投诉或寻求协助的要求均应严守保密原则，并尊重举报人的权利。员工如被查实存在违法行为，将承担相关法律责任。

Guarantee equal pay and oppose discrimination: The Company commits to providing equal compensation for all employees, ensuring equal pay for equal work (meaning no different labor compensation for workers performing the same work based on differences in gender, age, ethnicity, disability, region, etc.), and firmly opposes discrimination based on gender, race, religion, age or any other form. The Company provides training for all employees on discrimination and harassment issues that occur in the workplace to enhance employees' awareness and response capabilities. If employees feel they have been subjected to illegal discrimination, harassment,

defamation or targeting, or want to report relevant issues, they can report through the Company's complaint channels.

四、人权尽职调查

IV.Human Rights Due Diligence

公司依据《联合国工商业与人权指导原则》要求，建立覆盖全业务链的人权尽职调查机制，确保人权风险可控。

In accordance with the requirements of the UN Guiding Principles on Business and Human Rights, the Company establishes a human rights due diligence mechanism covering the entire business chain to ensure controllable human rights risks. In accordance with the requirements of the UN Guiding Principles on Business and Human Rights, the Company establishes a human rights due diligence mechanism covering the entire business chain to ensure controllable human rights risks.

公司每年开展全面人权合规审查，重点审查强迫劳动、歧视等潜在风险；针对识别出的风险，制定并执行具体的解决计划，确保风险得到有效控制；一旦发现人权问题，立即采取纠正措施，包括但不限于停止侵权行为、提供经济补偿、恢复受损权益等。同时，对相关责任人进行纪律处分，防止类似问题再次发生。在供应链和其他业务相关活动中，主动识别可能的人权风险，与合作伙伴共同推动合规。在合并、收购或合资等新业务关系中，提前评估人权风险，确保新业务符合公司人权标准。

The Company conducts comprehensive human rights compliance reviews annually, focusing on reviewing potential risks such as forced labor and discrimination. For identified risks, the Company develops and implements specific resolution plans to ensure effective risk control. Once human rights issues are discovered, corrective measures are immediately taken, including but not limited to stopping infringement, providing economic compensation, and restoring damaged rights and interests. At the same time, disciplinary action is taken against relevant responsible persons to prevent similar problems from recurring. In supply chain and other business-related activities, the Company proactively identifies possible human rights risks and works with partners to promote compliance. In new business relationships such as mergers, acquisitions or joint ventures, human rights risks are assessed in advance to ensure new businesses comply with the Company's human rights standards.

五、沟通与保障

V.Communication and Safeguards

公司定期与工人代表就工作条件进行沟通，确保员工意见得到充分反馈和重视。

The Company regularly communicates with worker representatives regarding working conditions to ensure that employee opinions are fully reflected and valued.

在面临经济形势变化、业务调整或其他不可抗力因素导致需要进行大规模裁员时，公司提前至少 30 天通知员工，确保员工有足够的时间进行职业规划和再就业准备。在此期间，公司将积极与员工代表进行协商，听取员工的意见和建议，共同探讨解决方案，以最大程度

减少对员工的影响。

When facing economic situation changes, business adjustments or other force majeure factors that require large-scale layoffs, the Company provides at least 30 days' advance notice to employees to ensure employees have sufficient time for career planning and re-employment preparation. During this period, the Company will actively negotiate with employee representatives, listen to employees' opinions and suggestions, and jointly explore solutions to minimize the impact on employees.

六、修订与审阅

VI.Revision and Review

公司每年审阅本政策，并在必要时进行修订。

The Company reviews this policy annually and revises it when necessary.