

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 follows domestic and international human rights standards, including 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 of the People's Republic of China on the Protection of Rights and Interests of Women, the United Nations Guiding Principles on Business and Human Rights, the core conventions of the International Labour Organization, and ISO 26000 Guidance on Social Responsibility. The Company is committed to respecting human rights throughout its business and value chain. Its responsibility to respect human rights encompasses the internationally recognized human rights set out in the International Bill of Human Rights and the fundamental labor rights set out 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, its subsidiaries, and branches. The Company also requires business partners, including suppliers and contractors, to actively comply with this Policy.

二、指导监督机构

II. Governance and Oversight

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 fully committed to supporting the Human Rights Policy. The Strategy Committee of the Board oversees and implements the Company's human rights management strategy, while management and the relevant human resources departments work collaboratively to integrate human rights considerations into strategic decision-making and day-to-day 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：

In accordance with applicable human rights and labor laws, regulations, and international standards, and taking into account the Company's development and operations, the Company makes the following commitments:

（一）坚决反对人口贩运、强迫劳动和童工

Opposition to Human Trafficking, Forced Labor, and Child Labor

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。

The Company strictly complies with applicable laws and regulations and ensures that no form of

human trafficking, forced labor, or child labor occurs in its operations. It also conducts regular and rigorous supply chain reviews to ensure that business partners comply with the same standards.

(二) 尊重结社自由与集体谈判权

Respect for Freedom of Association and the Right to Collective Bargaining

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。

The Company respects employees' lawful right to establish and join trade unions and supports collective bargaining through lawful channels to protect their rights and interests.

(三) 保障同等报酬与反对歧视和骚扰

Equal Remuneration and Prohibition of Discrimination and Harassment

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。

The Company is committed to providing equal remuneration to all employees and ensuring equal pay for equal work, meaning that employees performing the same work shall not receive different remuneration based on gender, age, ethnicity, disability, place of origin, or other differences. The Company firmly opposes discrimination based on gender, race, religion, age, or any other status.

公司明确反对任何形式的骚扰行为，致力于为员工营造平等尊重的工作环境。公司为全体员工提供工作场所歧视和骚扰问题的培训，增强员工的意识和应对能力。

The Company expressly opposes all forms of harassment and is committed to providing an equal and respectful work environment. It provides all employees with training on workplace discrimination and harassment to strengthen their awareness and ability to respond.

如员工认为其权益受到影响，可向公司人力资源部、审计监察部或纪委办公室反映，公司在处理所有查询或投诉时均应严守保密原则，并尊重举报人的权利。对经核实的相关情况，公司将依规采取必要的纠正措施，切实维护员工合法权益。

Employees who believe that their rights or interests have been affected may raise the matter with the Human Resources Department, the Audit and Supervision Department, or the Discipline Inspection Office. The Company strictly maintains confidentiality when handling all inquiries and complaints and respects the rights of whistleblowers. Where a concern is substantiated, the Company takes necessary corrective action in accordance with applicable requirements to protect employees' lawful rights and interests.

(四) 劳动条件保障

Protection of Working Conditions

公司致力于为员工提供维持基本生活所需的薪酬，参考相关基准标准持续优化薪酬体系，保障员工及其家庭的基本生活需求。

The Company is committed to providing employees with wages sufficient to meet basic living needs and continuously improves its remuneration system with reference to relevant benchmarks to support the basic needs of employees and their families.

公司致力于合理管控员工工作时间，减少不合理的加班安排，保障员工健康与福祉。公司设定工作时间内上限标准，确保员工每周工作时长符合法律规定，并依法支付相应加班报酬。

The Company is committed to managing working hours appropriately, reducing unreasonable overtime arrangements, and protecting employee health and well-being. It sets maximum working-hour standards, ensures that weekly working hours comply with legal requirements, and pays overtime compensation as required by law.

公司尊重并保障员工依法享有带薪年假的权利，确保员工年假期间正常获得薪酬及相应社会保障权益。公司持续完善内部年假管理机制，积极保障员工切实享有带薪年假权益。

The Company respects and protects employees' lawful entitlement to paid annual leave and ensures that employees continue to receive normal remuneration and corresponding social security benefits during annual leave. It continuously improves internal annual leave management mechanisms to ensure that employees can effectively exercise their paid annual leave entitlements.

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 United Nations Guiding Principles on Business and Human Rights, the Company has established a human rights due diligence mechanism covering its entire business chain to ensure that human rights risks are effectively managed.

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。在并购、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 a comprehensive annual human rights compliance review, focusing on potential risks such as forced labor and discrimination. It develops and implements specific action plans for identified risks to ensure effective control. If a human rights issue is identified, the Company immediately takes corrective action, including but not limited to stopping the infringing conduct, providing financial compensation, and restoring affected rights. Relevant responsible persons are also subject to disciplinary action to prevent recurrence. The Company proactively identifies potential human rights risks in its supply chain and other business-related activities and works with business partners to advance compliance. Human rights risks are assessed in advance when entering new business relationships such as mergers, acquisitions, or joint ventures to ensure that new businesses meet 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 engages with workers' representatives on working conditions to ensure that employee views receive adequate feedback and consideration.

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。

Where changes in economic conditions, business adjustments, or other force majeure events make large-scale layoffs necessary, the Company will notify employees at least 30 days in advance to provide sufficient time for career planning and reemployment preparation. During this period, the Company will actively consult with employee representatives, consider employees' views 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.