

Shandong Linglong Tyre Co., Ltd.

Policy for Implementing the SA8000 Code of Conduct in 2025

The company is fully implementing the SA8000 code of conduct across the entire organization with long-term objectives, aiming to comply with laws and regulations, safeguard employee interests, build a green and harmonious community, foster harmonious labor relations, and consistently meet customer requirements. The key implementation contents are as follows:

1. Comply with national and other applicable laws, as well as the company's signed SA8000 code of conduct and other international regulations and interpretations.
2. Adhere to internationally recognized labor standards, applicable industry standards, and international conventions; continuously improve working conditions and employee welfare in accordance with SA8000 standard requirements.
3. Strictly prohibit the use of child labor and do not accept any suppliers or subcontractors that use child or forced labor.
4. Respect worker freedom and prohibit all forms of forced labor; do not use prison or penal labor.
5. Provide a safe and hygienic working and living environment to ensure employee safety and health.
6. Promote labor-management cooperation and respect employees' freedom of association and collective bargaining rights.
7. Provide an equal and fair working environment, prohibiting any forms of discriminatory behavior.
8. Respect the basic human rights of workers and prohibit any behavior that insults their personal dignity.
9. Arrange production plans reasonably and schedule employees' working hours, rest periods, and leave appropriately.

10. Provide reasonable wages and benefits to ensure the basic needs of employees are met.

11. Promote ethical business practices and oppose all forms of corruption, bribery, and unfair competition.

12. Prevent environmental pollution, strictly implement national environmental laws and regulations, ensure standard-compliant emissions, and pursue continuous improvement.

13. Company policies shall be effectively documented, implemented, maintained, communicated, and made readily available to all employees in an understandable format.

14. Disclose the social responsibility policy to stakeholders in an effective form and method, and accept their supervision.

15. Conduct periodic reviews of company policies and their implementation to continuously improve the management system.

Date of Preparation: 2025.01.03

Date of Implementation: 2025.01.10