

# 中伟新材人权政策 Human Rights Policy of CNGR

Stand 2026



Corporate Document of CNGR	<b>Title:</b> 中伟新材人权政策 Human Rights Policy of CNGR	
	<b>Prepared by:</b> 可持续发展办公室 Sustainability Office	
	<b>Pages:</b> 9	
	<b>Reviewed and Approved:</b> 2026	<b>Previous Version:</b> 2024

# Content

1 简介 .....	3
1 Introduction .....	3
2 适用范围 .....	4
2 Applicable Scope .....	4
3 政策承诺 .....	4
3 Policy Commitments .....	4
4 人权尽责 .....	8
4 Due Diligence in Human Rights .....	8
5 申诉机制 .....	8
5 Appeal Mechanism .....	8
6 政策审阅与修订 .....	8
6 Policy Review and Revision .....	8

# 1 简介

## 1 Introduction

中伟新材料股份有限公司（中伟新材 300919.SZ, 02579.HK）成立于2014年9月，为湖南中伟控股集团有限公司旗下控股子公司、上市主体，是专业的锂电池新能源材料综合服务商。中伟新材秉持“材料至善、科技至伟”的使命，矢志成为全球领先的新能源材料科学公司。

Established in September 2014, CNGR Advanced Materials Co., Ltd. (CNGR 300919.SZ, 02579.HK) is a holding subsidiary and listed entity of Hunan CNGR Holding Group Co., Ltd. It is a professional comprehensive service provider of lithium battery new energy materials. With the mission of “Materials to Perfection”, CNGR is determined to become a global leading innovator for battery materials and solutions.

本《人权政策》阐明了中伟新材尊重人权的基本方法和做法。中伟新材制定相应的政策、标准和流程，根据联合国《世界人权宣言》《国际劳工组织关于工作中基本原则和权利宣言》《联合国工商业与人权指导原则》和联合国全球契约组织的规定尊重人权。

This Human Rights Policy outlines CNGR’s fundamental approach and practices in respecting human rights. CNGR formulates corresponding policies, standards, and procedures in alignment with the Universal Declaration of Human Rights, the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work, the UN Guiding Principles on Business and Human Rights, and the principles of the United Nations Global Compact.

公司构建完善的人权保障体系与治理架构，由董事会战略与ESG委员会负责全面领导与监督，可持续发展办公室负责定期审查公司在尊重人权方面的政策执行情况，确保符合国际标准和法律要求。同时，公司将明确分配相关的日常管理职责给专职人员或部门，并提供充足的资源和支持，以确保人权问题得到有效管理和及时处理。所有相关人员将定期接受人权培训，确保其具备必要的知识和能力，以贯彻公司的尊重人权政策。

The company has established a comprehensive human rights protection system and governance structure. The Board Strategy and ESG Committee is responsible for the overall leadership and oversight of human rights matters, while the Sustainable Development Office regularly reviews the implementation of the company’s human rights policies to ensure alignment with international standards and legal requirements. CNGR also assigns relevant daily management responsibilities to designated personnel or departments and provides sufficient resources and support to ensure that human rights issues are effectively managed and addressed in a timely manner. All relevant personnel receive regular human rights training to ensure they possess the necessary knowledge and competencies to implement the company’s human rights policy.

为持续监控并评估人权政策的执行效果，公司将定期通过内部审核、外部评估以及员工反馈，确保各项人权政策得到有效落实。同时，公司设立零童工、零歧视、零人权诉讼的人权目标，并将定期在ESG报告和尽责管理报告中报告进展情况，以衡量目标达成情况。我们承诺不断完善政策和人权目标，推动公司人权管理体系的不断改进。

To continuously monitor and evaluate the effectiveness of the human rights policy, the company conducts regular internal audits, external assessments, and gathers employee feedback to ensure effective implementation. CNGR has set clear human rights goals of zero child labor, zero discrimination, and zero human rights litigation, and regularly reports progress in its ESG reports and due diligence management reports to measure the achievement of these goals. We are committed to continuously improving our policies and human rights objectives, and to advancing the development of our human rights management system.

## 2 适用范围

### 2 Applicable Scope

本政策适用于中伟新材全球各运营地及子分公司，以及中伟新材在全球直接或间接控制或经营的产业设施，所有员工、董事和管理人员。中伟新材承诺：对非本公司控股的合资企业、供应商及合作伙伴施加影响，要求与敦促他们遵从本政策的相关规定。

This policy is applicable to all contractors, employees, directors and management personnel at the operating places and subsidiaries of CNGR worldwide and at the industrial facilities directly or indirectly controlled or operated by CNGR worldwide. CNGR commits to exerting influence over joint ventures in which it does not hold a controlling interest, as well as over suppliers and partners, requiring and urging them to comply with the relevant provisions of this policy.

## 3 政策承诺

### 3 Policy Commitments

中伟新材致力于根据《联合国工商业与人权指导原则》尊重人权：

CNGR is committed to respecting human rights in accordance with the United Nations Guiding Principles on Business and Human Rights:

- 避免对人权造成的不利影响；  
Avoid adverse effects on human rights;
- 通过业务关系预防或减轻涉及公司运营、产品或服务的不利的人权影响；  
Prevent or mitigate adverse human rights impacts that are directly linked to our operations, products, or services through business relationships;
- 为促进所有人（包括弱势群体）的人权作出积极的贡献。如果我们对人权造成不利影响，我们会提供或配合相关程序，采取适当的补救措施；  
Contribute positively to the promotion of human rights for all, including vulnerable groups. If we cause or contribute to adverse human rights impacts, we will provide or cooperate in the provision of appropriate remedies through proper procedures;
- 禁止任何形式的非法歧视，包括但不限于基于种族、国籍、性别、社会或地域背景、种姓、出身、宗教、残疾、性取向、家庭责任、婚姻状况、工会会员身份、政治观

点、年龄等因素的歧视。公司严格禁止在任何招聘、晋升、退休、解雇、培训、薪酬或其他工作相关决策中因上述因素而产生偏见或不公平对待；

Prohibit all forms of unlawful discrimination, including but not limited to discrimination based on race, nationality, gender, social or regional background, caste, origin, religion, disability, sexual orientation, family responsibilities, marital status, union membership, political opinion, or age. The company strictly prohibits bias or unfair treatment in recruitment, promotion, retirement, dismissal, training, compensation, or any other work-related decisions on these grounds;

- 绝不容忍任何冒犯性、侮辱性的骚扰或行为，如基于种族、肤色、性别、宗教、民族血统、性取向、性别认同或表达、残疾或年龄等；

Intolerant of any offensive or abusive harassment or behavior, including that based on race, color, gender, religion, national origin, sexual orientation, gender identity or expression, disability, or age;

- 为员工提供个人能力和技能提升的培训机会，支持员工不断学习与成长，帮助员工提升职业竞争力，推动个人与公司的共同发展。同时，公司也为所有员工提升个人能力提供时间和资金上的支持，允许其通过报销学杂费、休假等方式，参加学位课程或获得职业相关认证；

Provide employees with opportunities for personal capability and skill development, support continuous learning and growth, and help enhance their professional competitiveness—promoting the shared development of individuals and the company. The company also provides time and financial support for employees to improve their skills, allowing them to participate in degree programs or obtain job-related certifications through tuition reimbursement and leave policies;

- 坚持维护员工和承包商享有安全工作场所的权利。努力发现、评估和控制职业健康与安全隐患，避免工作场所发生伤亡事故；

Uphold the right of employees and contractors to a safe workplace. The company is committed to identifying, assessing, and controlling occupational health and safety risks to prevent workplace injuries and fatalities;

- 尊重员工的结社自由和集体谈判权，促进透明、合作的劳资关系；

Respect employees' freedom of association and right to collective bargaining, and promote transparent and cooperative labor relations;

- 绝不容忍雇佣童工、人口贩卖或其他奴役形式，积极采取措施发现并消除供应链中的奴役情形；

Do not tolerate child labor, human trafficking, or any other form of modern slavery, and actively take measures to identify and eliminate such practices within the supply chain;

- 遵循国际劳工组织给出的强迫劳动的定义与标准，严格禁止乘人之危、欺诈、限制行动自由、隔离、身体性暴力、恐吓和威胁、扣留身份证明文件、拖欠工资、债役、恶劣的工作和生活环境、过度加班等形式的强迫劳动；

CNGR follows the International Labor Organization's definitions and standards on forced labor, and strictly prohibits all forms of forced labor, including taking advantage of vulnerability, deception, restriction of movement, isolation, physical violence, intimidation and threats, retention of identity documents, wage withholding, debt bondage, poor working and living conditions, and excessive overtime;

- 践行公平就业原则，确保所有员工自愿工作，得到公平的报酬、合理的工作时间和休息时间。另外，所有的普通员工、技术人员都有资格获得可变动的绩效工资或奖金；

The company practices the principle of fair employment, ensuring that all employees work voluntarily, receive fair compensation, and enjoy reasonable working hours and rest periods. In addition, all general and technical staff are eligible to receive variable performance-based wages or bonuses;

- 若因不可抗力或重大战略调整确需进行组织架构优化时，公司将严格恪守当地法律及国际标准，设立并执行明确的提前协商与通知机制，确保受影响的员工及其代表拥有充分的知情权与合理的准备时间。同时，公司为经历重组或裁员的员工制定了清晰且公平的政策，确保其在过渡期得到充分支持。公司将根据员工的工作年限与岗位，提供遣散费以及必要的经济补偿。同时，公司还将协助员工进行岗位安置、再就业推荐或提供职业再培训服务，帮助员工顺利过渡到新的职业机会；

If it is necessary to optimize the organizational structure due to force majeure or significant strategic adjustments, the company will strictly abide by local laws and international standards, establish and implement clear mechanisms for prior consultation and notification, ensuring that the affected employees and their representatives have full rights to information and reasonable preparation time. Meanwhile, CNGR has established clear and fair policies for employees affected by restructuring or layoffs, ensuring adequate support during the transition period. Based on employees' tenure and roles, the company provides severance pay and necessary economic compensation. CNGR also assists with job placement, re-employment recommendations, or vocational retraining to help employees transition smoothly to new opportunities;

- 积极支持社区发展，在不影响公司运营和业务的前提下，优先雇佣当地社区中有贫困背景、社会地位较低的弱势群体，尽可能地帮助他们改善生活状况；

The company actively supports community development. Without compromising operations or business, CNGR prioritizes the employment of disadvantaged groups from local communities-especially those from impoverished backgrounds or with low social status-to help improve their living conditions;

- 遵守当地关于工作时间和加班的法律法规，确保员工的工作时间符合相关规定。公司致力于减少员工过度加班现象，合理安排工作时间，保障员工的休息与健康；

CNGR complies with local laws and regulations regarding working hours and overtime, ensuring that employees' work schedules meet legal requirements. The company is committed to reducing excessive overtime, arranging work hours reasonably, and protecting employees' rest and well-being;

- 确保所有员工的薪资不低于运营地当地法定最低标准，并以当地生活成本为参考基准，努力提供能够维持体面生活水平的生活工资；  
All employee wages meet or exceed the local legal minimum standards. And based on the local cost of living as a reference benchmark, strive to provide living wages that can maintain a decent standard of living;
- 坚持同工同酬原则，确保所有员工在执行相同或类似工作的情况下，无论性别、年龄、种族等因素，均获得公平的薪酬待遇；  
The company adheres to the principle of equal pay for equal work, ensuring that all employees performing the same or similar duties receive fair compensation regardless of gender, age, race, or other factors;
- 中伟新材承诺在所有业务运营中严格遵守反暴力和反冲突的原则，严格禁止在上下游供应链及自身运营中出现任何形式的暴力行为或冲突。我们致力于在全球范围内与合作伙伴、供应商和员工建立和平、和谐的合作关系，积极推动人权和社会责任的履行，确保我们的业务活动不会助长或参与任何形式的暴力和冲突。相关信息请参照《负责任全球矿产供应链的尽责管理政策》；  
CNGR is committed to the strict adherence of anti-violence and anti-conflict principles across all business operations. Any form of violence or conflict within the supply chain or company operations is strictly prohibited. CNGR aims to build peaceful, harmonious relationships with partners, suppliers, and employees globally, actively promoting human rights and social responsibility. For more details, please refer to the “Due Diligence Policy for a Responsible Global Supply Chain of Mineral”;
- 中伟新材已制定完善的商业行为准则，且适用于所有安保服务提供商。该行为准则明确要求安保服务提供商遵守公司的商业道德，包括尊重员工人权、确保安全、诚信等。为了确保政策的有效执行，公司将定期对安保服务提供商进行外部审计，评估其是否遵循相关商业道德要求，并根据审计结果采取必要的改进措施，确保所有安保活动符合公司的道德和法律规范。  
CNGR has established a comprehensive Code of Business Conduct applicable to all security service providers. The code requires providers to uphold the company’s business ethics, including respecting human rights, ensuring safety, and maintaining integrity. To ensure effective implementation of this policy, CNGR conducts regular external audits of security service providers to assess compliance with ethical requirements and takes corrective actions based on audit findings to ensure all security activities align with the company’s ethical and legal standards.

中伟新材承诺：在全球范围内传达本政策中的劳工和人权标准，确保公司所有员工了解并遵守公司的劳工和人权保障政策。

CNGR is committed to communicating the labor and human rights standards outlined in this policy globally, ensuring that all employees are aware of and comply with the company’s labor and human rights protection policies.

## 4 人权尽责

### 4 Due Diligence in Human Rights

中伟新材将开展人权尽责调查，定期评估实际和可能的人权影响，预防和缓解人权风险。基于适当的定量和定性指标，借助内外部反馈（包括受影响利益相关方的反馈）跟踪对策的有效性，并公开消除人权影响的有关情况。对已造成的或加剧的不利影响，将通过合法程序提供补救措施，避免同类事件的发生。

CNGR will carry out due diligence investigations on human rights, regularly assess actual and possible human rights impacts, and prevent and mitigate human rights risks. The effectiveness of countermeasures is tracked using internal and external feedback (including the feedback from affected stakeholders) based on appropriate quantitative and qualitative indicators, and human rights impacts are publicly eliminated. For events that have caused or aggravated adverse effects, remedial measures will be adopted through legal procedures to avoid similar events.

我们将通过定期公开报告（如：ESG 报告、矿产供应链尽责管理报告等形式），披露为控制人权风险所做的努力。

We will disclose our efforts to control human rights risks through regular public reports (e.g. ESG reports, Reports on Due Diligence Management of Minerals Supply Chains, etc.).

## 5 申诉机制

### 5 Appeal Mechanism

对中伟新材的人权表现提出申诉或者希望获得补救者，均可通过以下保密方式进行：

Any appeal against the human rights performance of CNGR or any application for obtaining a remedy can be made in the following confidential ways:

内部申诉：意见箱、各部门上级领导、人力资源部、总经办、总裁办或直接向公司高层领导反映；

Internal appeal: suggestion box, superior leaders of each department, Human Resources Department, General Manager Office, President's Office or directly report to senior leaders of the Company

外部申诉：中伟可持续发展办公室邮箱：cngrcsr@cngrgf.com.cn。

External appeal: E-mail of CNGR Sustainable Development Office: cngrcsr@cngrgf.com.cn

详细流程请查看《社会责任申诉管理流程》。

For details, please refer to the Management Process of Appeal against Social Responsibility.

## 6 政策审阅与修订

### 6 Policy Review and Revision

本政策由董事会战略与 ESG 委员会于 2023 年 1 月批准通过，并先后于 2024 年 12 月与 2026 年 3 月进行了重新修订，现执行最新修订版本。倘若本政策因公司需求和 ESG 发展

趋势而需作出必要的更改，有关更改将提交至公司董事会战略与 ESG 委员会，以供其审阅，并应至少每三年一次呈予董事会战略与 ESG 委员会，以供其批核。

This policy was approved by the Board Strategy and ESG Committee in January 2023. It was subsequently revised in December 2024 and March 2026. The latest revised version is currently in effect. Should any necessary amendments arise due to company needs or evolving ESG trends, such changes shall be submitted to the Board Strategy and ESG Committee for review. The policy shall also be presented to the Board Strategy and ESG Committee for approval at least once every three years.

CNGR 中伟

