



Policy on Human Rights

Principle and Stance

Delton Technology is committed to respecting human rights. This includes not only our colleagues across our business units, but also people in the neighboring communities, suppliers and others who may be affected by the use of our products and services. Respect for human rights is a key enabler of the United Nations Sustainable Development Goals.

Our responsibility to respect human rights includes supporting and recognizing the following international standards:

- Constitution, Civil Code, and Labour Law of the People's Republic of China.
- The document includes various international standards and legal requirements. These contain the United Nations Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, the United Nations Convention on the Rights of the Child, the United Nations Convention on the Elimination of All Forms of Discrimination against Women, the United Nations Global Compact, the OECD Guidelines for Transnational Enterprises, the Eight Basic Conventions of the International Labour Organization, and recommendations by the United Nations Global Compact, UNICEF, and Save the Children Children's Rights and Business Principles. Additionally, it complies with the relevant legal requirements of the country in which it operates.

Scope of Policy Application

This policy applies to all directors, officers, and employees of all departments and subsidiaries of Delton Technology, as well as business partners.

Our commitment

- Respect the personal dignity and democratic rights of workers, and ensure their freedom, equality, and protection in accordance with the law.



- All forms of discrimination and violations of the human rights of workers, including in welfare benefits, job arrangements, training opportunities, and promotion opportunities, etc., are prohibited.
- We are committed to protecting the privacy and security of workers' personal information. We will not collect, use or disclose personal information without proper authorization.
- Protect the legitimate rights and interests of women, underage workers, and other vulnerable groups, and strengthen protection measures.
- Implement due diligence throughout the value supply chain to identify risks and prevent human rights violations.
- Training and accountability systems for respecting human rights in businesses and supply chain.

When working with internal and external stakeholders, it is important to protect trade secrets and conduct business legally and lawfully. It is also important to work together to address challenges and continuously improve common human rights practices.

Due diligence

In accordance with the company's internal audit process and the OECD Due Diligence Guidance for Responsible Business Conduct, incorporate responsible business practices into policies and management systems. Regularly identify and evaluate human rights risks, and promote preventive and mitigating measures, as well as tracking mechanisms.

Training and Awareness Raising

Delton Technology communicates its human rights policies and related contents to all employees and management through training and internal sharing. This helps create and build awareness and culture of respect for human rights within the company.

Consultation and Reporting



Delton Technology has established effective consultation and reporting channels and provides comprehensive protection for whistleblowers. Employees who identify potential human rights violations or risks can report them to the company without fear of retaliation.

Group General Manager *Ruby Zeng.*