

奇瑞汽车股份有限公司
人权政策声明
Chery Automobile Co., Ltd.
Human Rights Policy Statement

一、目的

I. Purpose

奇瑞汽车股份有限公司（以下简称“奇瑞汽车”“公司”或“我们”）要做优秀的价值创造者、优秀的企业公民。我们深信，唯有在尊重与保障人权的良好社会环境中，公司方能蓬勃发展；而公司亦有责任尊重国际公认的人权，在业务所在国家/地区保护和改善员工、客户、供应商、当地社区等利益相关方的人权，为打造更安全、平等、包容的社会贡献“奇瑞力量”。

Chery Automobile Co., Ltd. (hereinafter referred to as "Chery Automobile", "the Company" or "We") is committed to being an exceptional value creator and a responsible corporate citizen. We firmly believe that the Company can only thrive in a social environment that respects and upholds human rights. At the same time, we recognize our responsibility to respect internationally recognized human rights, protect and enhance the rights of stakeholders—including employees, customers, suppliers, and local communities—in the countries and regions where we operate. Through these efforts, we aim to contribute "Chery's Strength" to building a safer, more equitable, and inclusive society.

根据《联合国商业与人权指导原则》要求，我们的人权政策承诺以《国际人权公约》（包括《世界人权宣言》《公民权利和政治权利国际公约》和《经济、社会和文化权利国际公约》）

以及国际劳工组织《关于工作中基本原则和权利宣言》中规定的基本权利原则为基础。我们也遵循《联合国全球契约十项原则》。

In alignment with the *United Nations Guiding Principles on Business and Human Rights*, our human rights policy commitments are grounded in the fundamental principles set forth in the *International Human Rights Covenants*—including the *Universal Declaration of Human Rights*, the *International Covenant on Civil and Political Rights*, and the *International Covenant on Economic, Social and Cultural Rights*—as well as the *International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work*. Furthermore, we are committed to upholding the *Ten Principles of the United Nations Global Compact*.

如果业务所在国家/地区的法律与本声明存在分歧，我们将采用两者中较高的标准。如果各项要求冲突，我们则遵循业务所在国家/地区的法律，同时寻求尊重国际公认人权原则的方法和途径。

In the event of a discrepancy between the laws of the countries/regions where we operate and this Statement, we will adopt the higher standard. Where conflicting requirements arise, we will comply with the laws of the countries/regions in which we operate while striving to uphold internationally recognized human rights principles.

二、适用范围

II. Scope of Application

本声明适用于奇瑞汽车股份有限公司及其子公司的所有员工（即包括董事会成员、管理层在内的全体员工）。同时，我们鼓励参股或合资公司、经销商、供应商等商业伙伴参照本声明执行。

This Statement applies to all employees of Chery Automobile Co., Ltd. and its subsidiaries, including board members and management. We also encourage joint ventures, equity partners, dealers, suppliers, and other business partners to adopt and implement the principles outlined in this Statement.

三、人权政策

III. Human Rights Policy

1. 禁止童工

1. Prohibition of Child Labor

奇瑞汽车不容忍任何形式的童工。我们尊重和支持儿童权利，包括联合国《儿童权利公约》及《儿童权利与企业原则》等，杜绝雇用童工并坚决反对任何使用童工的行为。在招聘时采取程序及措施识别劳动者年龄，确保录用者入职时应必须符合国际劳工组织《准予就业最低年龄公约》及业务所在国家/地区法律规定的最低工作年龄，防止因劳动者提供虚假年龄文件而误招童工。建立和维持救济童工程序等补救措施，一旦发现童工，立即停止其工作并启用童工救济程序。

Chery Automobile does not tolerate any form of child labor. We respect and support children's rights, including *the United Nations Convention on the Rights of the Child* and *the Children's Rights and Business Principles*. We strictly prohibit the employment of child labor and oppose any use of child labor. During recruitment,

we implement procedures and measures to verify the age of workers, ensuring that all hires meet the minimum working age set by *the ILO Minimum Age Convention* and the laws of the countries/regions where we operate. We establish and maintain remediation procedures for child labor, and if child labor is identified, we immediately cease their employment and initiate remediation measures.

2. 禁止人口贩运和强迫劳动

2. Prohibition of Human Trafficking and Forced Labor

奇瑞汽车不容忍任何形式的人口贩运和强迫劳动。我们致力于在一切业务中杜绝任何形式的强迫劳动，确保所有员工根据自己意愿工作，并在适当的通知下自由终止雇佣关系。禁止人口贩运、债务奴役以及收取押金、扣留身份证明及其他法定文件等违背员工意愿使用劳动力的行为。

Chery Automobile has a zero-tolerance policy for any form of human trafficking or forced labor. We are committed to eradicating all forms of forced labor within our operations, ensuring that all employees work voluntarily and are free to terminate their employment with reasonable notice. Additionally, we strictly prohibit human trafficking, debt bondage, and any practices that involve withholding deposits, identity documents, or other legal papers to coerce labor.

3. 禁止职场暴力和骚扰

3. Prohibition of Workplace Violence and Harassment

奇瑞汽车不容忍任何形式的职场暴力和骚扰行为。我们坚决抵制职场暴力和骚扰，禁止任何

形式的身体、心理或言语骚扰、虐待及侮辱行为，推动员工恪守职场道德，彼此协作、互相尊重。

Chery Automobile has a zero-tolerance policy for any form of workplace violence or harassment. We firmly oppose all forms of physical, psychological, or verbal harassment, abuse, or humiliation. Our commitment extends to fostering a workplace culture grounded in ethics, collaboration, and mutual respect among employees.

4. 支持结社和言论自由

4. Support for Freedom of Association and Expression

奇瑞汽车尊重员工按照自己的自由选择组建、加入法律认可的工会的基本权利。我们给予员工为调节工作条件进行集体谈判的权利，并保护员工不会因行使组建、加入或拒绝参加工会和集体协商而遭受歧视、骚扰、胁迫或报复。尊重员工的言论自由，鼓励员工为公司发展建言献策，并为员工搭建表达不同观点的平台，以创造畅通的交流、沟通及反馈渠道。

Chery Automobile respects employees' fundamental rights to form and join legally recognized trade unions of their choice. We uphold employees' rights to engage in collective bargaining to negotiate working conditions and ensure they are protected from discrimination, harassment, coercion, or retaliation for exercising their rights to form, join, or decline participation in unions or collective negotiations. Additionally, we value employees' freedom of expression, encourage them to share ideas for the Company's development, and provide platforms for diverse viewpoints to foster open communication and robust feedback channels.

5. 保障劳动条件

5. Ensuring Fair Working Conditions

奇瑞汽车确保员工享有公平劳动条件的权利。我们遵守符合业务所在国家/地区法律、标准或其他劳动协议中约定的最低工资、公平报酬和社会福利标准，实施“同工同酬”的薪酬策略，承诺按时、全额支付薪资，并在工资单中列明合法的扣除项。合理合法组织工作时间，包括加班和最长工作时间、带薪加班、休息时间、产假/陪产假、病假、家庭原因休假等。保障员工的健康和安全，采取符合职业健康与安全标准的各种必要措施，降低健康和安全的风险及影响。

Chery Automobile ensures employees' rights to fair working conditions. We comply with the minimum wage, fair compensation, and social welfare standards set by the laws, regulations, or labor agreements of the countries/regions where we operate. We implement an "equal pay for equal work" policy, commit to timely and full payment of wages, and clearly state legal deductions on pay slips. We organize working hours, including overtime, maximum working hours, paid overtime, rest periods, maternity/paternity leave, sick leave, and family leave, in a reasonable and lawful manner. We safeguard employees' health and safety by taking necessary measures in line with occupational health and safety standards to reduce risks and impacts.

6. 反歧视与平等机会

6. Anti-Discrimination and Equal Opportunity

奇瑞汽车不容忍任何形式的歧视行为。在招聘、晋升、薪酬等各环节，禁止基于性别、种族、

肤色、宗教、年龄、出身、教育背景、婚姻状况、生育状况、残疾、性取向、国籍、政治见解、工会成员身份、社会背景或受适用法律保护的其他身份的任何形式的歧视。我们提倡和促进多元化, 尊重和支持妇女、移徙工人、残障人士等的权益, 打造平等、包容的职场环境。

Chery Automobile has a zero-tolerance policy for any form of discrimination. In recruitment, promotion, compensation, and all other processes, we strictly prohibit discrimination based on gender, race, color, religion, age, origin, educational background, marital status, pregnancy, disability, sexual orientation, nationality, political views, union membership, social background, or any other status protected by applicable laws. We actively promote and support diversity, respect and uphold the rights of women, migrant workers, persons with disabilities, and others, and are committed to fostering an equitable and inclusive workplace.

7. 保护个人隐私和信息

7. Protection of Privacy and Personal Information

奇瑞汽车重视隐私和个人信息保护。我们依据业务所在国家/地区法律、标准及公司内控要求, 严谨处理个人信息, 确保个人隐私和信息安全。

Chery Automobile is committed to protecting the privacy and personal information. We handle personal information in strict compliance with the laws and standards of the countries/regions where we operate, as well as our internal control requirements, ensuring the highest levels of privacy and information security.

8. 保护当地社区和原住民

8. Protection of Local Communities and Indigenous Peoples

我们尊重可能受我们业务运营影响的当地社区和原居（村）民的权利，并考虑到我们的业务活动对当地的影响。

We respect the rights of local communities and indigenous peoples who may be affected by our operations. We carefully consider the impact of our activities on these groups and strive to minimize any adverse effects.

9. 保安人员与人权保护

9. Security Personnel and Human Rights Protection

在奇瑞汽车使用自己的安保人员保护我们的设施时，他们有义务尊重人权。如果我们与私人安保提供商签订合同来保护我们的设施，则必须通过相应的规范制定适当的要求和措施，以确保安保人员在工作期间尊重国际公认的人权。

When Chery Automobile employs its own security personnel to protect our facilities, they are required to uphold and respect human rights. If we engage private security providers, we establish clear requirements and implement appropriate measures to ensure they adhere to internationally recognized human rights standards in the performance of their duties.

四、政策实施

IV. Policy Implementation

1. 人权尽职调查

1. Human Rights Due Diligence

公司建立并实施尽职调查机制，针对业务运营中的人权保护和措施开展定期、非定期的监测与评估，及时发现和解决可能出现的人权相关问题。

The Company has established and implemented a due diligence mechanism to conduct regular and ad hoc monitoring and evaluation of human rights protection measures across our operations. This mechanism enables us to identify and address potential human rights issues promptly and effectively.

2. 教育和培训

2. Education and Training

公司为包括董事会成员、管理层在内的全体员工以及供应商、经销商等商业伙伴提供适当的教育和培训，以确保本声明在内外部业务经营活动中得到贯彻落实。

The Company provides comprehensive education and training to all employees, including board members and management, as well as suppliers, dealers, and other business partners. This ensures the effective implementation of this Statement in both internal operations and external business activities.

3. 监督和披露

3. Monitoring and Disclosure

公司将持续跟踪本声明的实施进展，必要时对本声明进行修订。公司将在官方网站和年度可持续发展/ESG 报告披露人权相关工作的信息。

The Company will continuously monitor the implementation progress of this Statement and make revisions as necessary. We are committed to transparently

disclosing information related to our human rights efforts on our official website and in annual sustainability/ESG reports.

4. 申诉渠道

4. Grievance Mechanisms

公司鼓励员工或其他利益相关方报告可疑案件和违反本声明的行为, 以此降低这些行为产生的影响, 以及避免未来发生类似不当行为。为此, 公司建立如下举报系统, 并承诺对举报人的身份进行保密, 绝不容忍对他们的任何报复行为; 协助调查的非举报人也将得到保护, 免遭报复。

The Company encourages employees and other stakeholders to report suspected violations of this Statement to mitigate their impact and prevent future misconduct. To facilitate this, the Company has established a robust reporting system and is committed to maintaining the confidentiality of whistleblowers. We have a zero-tolerance policy for retaliation against whistleblowers or non-whistleblowers who assist in investigations.

举报邮箱 Reporting Email: cheryhr@mychery.com

举报邮寄地址 Mailing Address for Reporting:

中国安徽省芜湖市经济技术开发区鞍山路 8 号

奇瑞汽车股份有限公司 人力资源部

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