

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 Auto’, the ‘Company’, or ‘we’) is committed to being an exceptional value creator and an extraordinary corporate citizen. We firmly believe that only in a social environment that respects and upholds human rights can we thrive. We also uphold the responsibility to respect internationally recognized human rights and protect and enhance human rights for 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《联合国工商企业与人权指导原则》要求，我们的人权政策承诺以“国际人权宪章”（包括《世界人权宣言》《公民权利及政治权利国际公约》和《经济、社会及文化权利国际公约》）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，我们也承诺遵循《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 Bill of Human Rights (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) and the International Labour 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 seeking ways and approaches to upholding 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）。

This Statement applies to all employees of CheryAuto Co., Ltd. and its subsidiaries, including board members and management.

我们同样要求业务伙伴（包括但不限于供应商、经销商、承包商及合资企业）承诺尊重人权，建立适当的尽责流程，并将这些期望传导至其自身的业务伙伴。我们通过合同条款要求直接业务伙伴至少遵守本声明中所述的人权与劳工原则、所在国法律及国际公认的人权规范，并妥善识别和处理其自身供应链中的人权风险。

We also require our business partners (including but not limited to suppliers, dealers, contractors and joint ventures) to undertake to respect human rights, to establish appropriate due diligence processes and to pass on those expectations to their own business partners. We impose a contractual obligation on our direct business partners to comply with the human rights and labor principles set forth in this Statement, applicable national laws, and internationally recognized human rights norms, and to appropriately manage human rights risks within their own supply chains.

三、人权政策

III. Human Rights Policy

1. 禁止童工

1. Prohibition of Child Labour

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 Auto does not tolerate any form of child labour. 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 labour and oppose any use of child labour. 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, and preventing the accidental employment of child labour due to falsified age documents provided by applicants. We establish and maintain remediation procedures for child labour. Once child labour is identified, we immediately cease the child's work and activate the remediation measures.

2. 禁止人口贩运和强迫劳动

2. Prohibition of Human Trafficking and Forced Labour

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。

CheryAuto has a zero-tolerance policy for any form of human trafficking or forced labour. We are committed to eliminating all forms of forced labour within our operations and 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 labour.

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。

CheryAuto has a zero-tolerance policy for any form of workplace violence or harassment. We firmly oppose any form of physical, psychological, and verbal harassment, abuse, and 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。

CheryAuto respects employees' fundamental rights to form and join legally recognized trade unions on their own 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 respect 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 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。

Chery Auto ensures employees' rights to fair working conditions.

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。我们致力于支付不低于当地生活成本的薪酬水平，以满足员工及其家庭的基本需求。

We comply with the minimum wage, fair compensation, and social welfare standards set by the laws and regulations of the countries/regions where we operate or agreed in other labour agreements. 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 are committed to paying wages that are not lower than the local cost of living, to meet the basic needs of our employees and their families.

我们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。确保员工每年有权享有完整的带薪年假，且不会因休假而影响其工资或社会保障权利。在执行大规模裁员或解雇前，向受影响的员工提供符合当地法律或集体协议规定的最短通知期。

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 ensure that employees are entitled to their full paid annual leave each year without any impact on their wages or social security entitlements. Prior to executing large-scale redundancies or

dismissals, we provide affected employees with the minimum notice period stipulated by local laws or collective agreements.

我们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。

We safeguard employees' health and safety by taking necessary measures inline 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。

CheryAuto has a zero-tolerance policy for any form of discrimination. In recruitment, promotion, compensation, and all other processes, we strictly prohibit any form of discrimination based on gender, race, colour, religion, age, origin, educational background, marital status, parental status, disability, sexual orientation, nationality, political opinion, trade union membership, social background, or any other status protected by applicable laws. We advocate and promote 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 Auto is committed to protecting privacy and personal information. We process personal information in strict compliance with the laws and standards of the countries/regions where we operate, as well as our internal control requirements, thereby ensuring personal 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民的权利。在开展可能对其产生重大影响的业务活动前，我们与受影响社区进行有意义的协商，并针对原住民群体寻求其

自由、事先和知情的同意。我们明确禁止因环境污染损害当地社区居民健康与生计的行为。我们尊重合法的土地使用权，防范非法征地或强制搬迁。在业务运营和供应链管理过程中，我们致力于保护生态环境、自然资源及生物多样性，以维护当地社区赖以生存的环境基础。

We respect the rights of local communities and indigenous peoples who may be affected by our operations. We are committed to engaging in meaningful consultation with affected communities and seeking the Free, Prior and Informed Consent (FPIC) of indigenous peoples before undertaking activities that may significantly impact them. We prohibit activities that damage the health and livelihoods of local community residents through environmental pollution. We respect legitimate land use rights and preventing unlawful land acquisition or forced relocation. In our business operations and supply chain management, we are committed to protecting ecological environments, natural resources and biodiversity, to preserve the environmental foundation upon which these communities depend.

9. 安保人员与人权保护

9. Security Personnel and Human Rights Protection

在奇瑞汽车使用安保人员保护我们的设施与人员时，无论是我们直接雇佣的安保人员，还是我们签约聘用的私人安保服务商，我们均严格要求其在履职期间尊重国际工人的人权、维护人的尊严。在与外部安保服务商合作时，我们将通过资质审查和合同约定，确保其安保措施合法、适度，并明确禁止任何形式的过度使用武力、非法搜查及虐待行为。

Security personnel employed to protect our facilities and personnel, whether it is our own security personnel directly hired or the private security service providers we contract with, are obliged to respect internationally recognized human rights and uphold human dignity. If private security providers are engaged, we ensure through rigorous vetting and contractual obligations that their security measures are lawful, proportionate, and strictly prohibit any form of excessive use of force, unlawful searches, or abusive behavior.

10. 支持公正转型

10. Supporting a Just Transition

奇瑞汽车致力于以对人负责任的方式推动绿色转型。我们认识到，从传统燃油汽车向新能源汽车的产业转型可能对现有岗位的工人、传统供应商及其员工以及相关社区产生影响。我们承诺为因转型而面临岗位变化的员工提供再培训和技能提升机会，就可能影响就业的重大转型决策与员工及其代表进行充分协商，并在力所能及的范围内关注和支持供应链及社区中受影响群体的平稳过渡。

Chery Auto is committed to pursuing the green transition in a manner that is responsible towards people. We recognise that the industrial shift from conventional vehicles to new energy vehicles may affect workers in existing roles, traditional suppliers and their employees, and

relevant communities. We commit to providing retraining and upskilling opportunities for employees whose roles are affected, engaging in adequate consultation with employees and their representatives on significant transition decisions that may affect employment, and, to the extent within our capacity, paying attention to and supporting the smooth transition of affected groups in our supply chains and communities.

11. 负责任地应用人工智能等新兴技术

11. Responsible Use of Artificial Intelligence and Other Emerging Technologies

奇瑞汽车致力于以负责任的方式开发和应用人工智能及其他新兴技术。我们认识到，智能网联汽车、自动驾驶和人工智能等技术在提升出行安全和便利的同时，也可能对隐私权、非歧视权及劳工权利等产生新的影响。我们致力于保障可能受技术变革影响的员工的合法权益，通过培训、沟通与合理安置等措施支持员工的公平过渡。我们承诺在技术的研发和应用中坚持安全优先，努力识别和减少人工智能系统中的偏见与歧视风险，在关键决策场景中保持人类的有效监督，在系统设计阶段即嵌入对个人信息保护的考量，并向消费者真实告知自动驾驶及辅助驾驶功能的能力边界与驾驶者责任。

Chery Auto is committed to developing and deploying artificial intelligence and other emerging technologies in a responsible manner. We recognise that technologies such as intelligent connected vehicles, autonomous driving and artificial intelligence, while enhancing mobility safety and convenience, may also give rise to new impacts on rights including privacy, non-discrimination and labour rights. We are committed to safeguarding the legitimate rights of employees who may be affected by technological transformation, and to supporting their fair transition through measures such as training, communication and appropriate redeployment. We commit to prioritising safety in the development and deployment of such technologies, striving to identify and reduce risks of bias and discrimination in AI systems, maintaining effective human oversight in critical decision-making scenarios, embedding personal information protection considerations from the design stage, and truthfully informing consumers of the functional boundaries of autonomous and assisted driving functions and the responsibilities of drivers.

四、政策实施

IV. Policy Implementation

我们深信，尊重人权是一个持续的过程。我们不断审视和更新人权尽责措施，以确保其反映不断变化的环境、业务活动的性质以及企业的规模和结构。

We believe that respecting human rights is a continuous process. We constantly review and update our human rights due diligence measures to ensure that they reflect changing circumstances, the nature of our business activities, and the size and structure of our enterprise.

1. 风险识别与评估

1. Risk Identification and Assessment

我们将人权议题系统性地纳入企业全面风险管理和供应商管理体系中。我们定期开展人权风险与影响分析，并在业务发生重大变化时临时开展专项分析。我们通过风险分析识别重大人权议题和受影响群体。分析过程征求内外部人权专家及利益相关方（包括可能受影响群体的代表）的意见。风险分析结论纳入供应商选择、商业伙伴管理、产品开发及并购等企业决策过程。

We have systematically incorporated human rights issues into our enterprise-wide risk and supplier management system. We conduct a human rights risk and impact analysis at least once a year and on an ad hoc basis when significant changes occur in our business activities. Material human rights issues and affected groups are identified through risk analysis. These analyses incorporate input from internal and external human rights experts and stakeholders, including representatives of potentially affected groups. The findings are integrated into our corporate decision-making processes for supplier selection, business partner management, product development, and mergers and acquisitions.

2. 预防与缓解措施

2. Prevention and Mitigation Measures

我们通过标准化流程预防或减少对相关方的不利影响，积极让权利持有人和人权专家参与其中，并认真对待其提出的关切。在企业外部，我们通过合同条款要求直接业务伙伴遵守所在国法律和国际劳工组织核心劳工标准，尊重人权，并妥善处理其自身业务伙伴中的人权风险。

We prevent or minimise adverse impacts on affected parties through standardised processes, actively involving rights holders and human rights experts, and taking their concerns into account. Outside our enterprise, we impose contractual obligations on our direct business partners to observe applicable laws and ILO Core Labour Standards, to respect human rights and to deal appropriately with human rights risks in relation to their own business partners.

3. 有效性跟踪

3. Effectiveness Tracking

我们至少每年审查一次措施的有效性，必要时进行临时审查。在企业内部，我们通过基于风险的审计、申诉信息跟进和员工调查等方式进行评估。在价值链中，我们通过持续的风险评估跟踪及对直接供应商的审核来确保措施的有效性。

We review the effectiveness of our measures at least yearly and on an ad hoc basis as necessary. Within our enterprise, we conduct risk-based audits, follow up on information received through grievance channels, and conduct employee surveys. In our value chain, we track the findings of our risk assessment continuously and conduct audits of our direct suppliers to ensure the effectiveness.

4. 申诉机制

4. Grievance Mechanism

我们建立了内外部均可使用的申诉管理系统，为全球范围内可能受我们活动影响的群体提供保密的举报渠道。举报可匿名提交。我们以适当语言向各目标群体告知渠道及其使用方式，并积极让其参与机制设计。所有举报均通过透明、均衡、可预测的流程处理，举报人身份严格保密，并受到非报复保护。我们至少每年对照联合国《工商企业与人权指导原则》的有效性标准审查申诉机制。

We have established a grievance management system accessible both internally and externally, providing a confidential channel for groups worldwide who may be affected by our activities. Reports can be submitted anonymously. We proactively communicate access to the mechanism in appropriate language adapted to each target group and actively involve them in its design. All reports are handled through a transparent, balanced and predictable process. Whistleblower identities are strictly protected, and non-retaliation protection is ensured. We review the effectiveness of our grievance mechanisms against the criteria of the UN Guiding Principles on Business and Human Rights at least annually.

举报邮箱 / Reporting Email: cheryhr@mychery.com

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奇瑞汽车股份有限公司 人力资源部 邮编: 241006

No. 8 Anshan Road, Economic and Technological Development Zone, Wuhu, Anhui Province, China. HR Department, Chery Automobile Co., Ltd. Post Code: 241006

5. 补救

5. Remedy

如果我们直接造成了人权侵害，我们将立即停止或调整相关业务活动，并致力于向受影响者提供补救，同时对相关员工采取适当纪律处分。如果我们的业务活动促成了人权侵害或

与之存在关联，我们将尽一切努力推动适当的补救与纠正。对于业务伙伴，我们根据侵害的严重程度采取相应措施，要求立即停止侵害到限期整改、终止商业关系或采取法律手段。无论采取何种措施，我们都致力于确保受影响者获得适当的补救。

If we have directly caused a human rights violation, we take immediate action to end or restructure the activities in question and work towards providing redress to those affected, while taking appropriate disciplinary action against relevant employees. If our business activities contribute to or are linked to human rights violations, we make every effort to facilitate appropriate remedy and redress. Depending on the severity of the violation, we take appropriate action with business partners, ranging from requiring immediate cessation of the violation through to setting deadlines for corrective action, termination of the business relationship, or legal action. Irrespective of the action taken, we work towards ensuring appropriate redress for those affected.

6. 责任归属

6. Responsibilities

在最高管理层面，管理层成员对公司业务活动及上下游价值链中的人权表现承担最终责任，并通过定期和临时的内部报告确保对人权风险保持知情并及时决策。人权尽责的日常操作责任由人力资源、采购等部门承担。

At senior management level, Member of management is responsible for the observance of human rights in our business activities and across our value chain, and is kept informed through regular and ad hoc internal reporting to enable informed decision-making. Operational responsibility for implementing our human rights due diligence processes lies with Human Resources Department, Procurement Department, etc.

7. 教育和培训

7. 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，以确保尊重人权的意识深入组织各层面，并使负责实施尽责过程的业务领域具备所需专业知识。

The Company provides appropriate education and training for all employees, including board members and management, as well as suppliers, dealers, and other business partners, to ensure awareness of human rights is embedded at all levels and that the required expertise is available in the business areas responsible for implementing due diligence processes.

8. 报告和披露

8. Reporting and Disclosure

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，尤其是我们的人权承诺、尽责过程及其有效性、识别的重大人权风险和影响，并描述已实施的预防和补救措施及衡量其有效性的指标。

The Company will disclose information on its human rights efforts on the official website and in annual sustainability/ESG reports, especially our commitments, due diligence processes and their effectiveness, human rights risks and impacts identified, and describe the preventive and remedial measures implemented as well as the indicators used to measure their effectiveness.

9. 持续改进与利益相关方参与

9. Continuous Improvement and Stakeholder Engagement

我们承诺持续完善人权尽责过程，并致力于与可能受我们业务活动不利影响的群体建立对话，以识别风险并评估措施的有效性。在此过程中，我们主动听取并吸纳员工、供应链工人代表以及受影响社区的意见。

We undertake to continuously update our human rights due diligence processes and are committed to establishing dialogue with people who may be adversely affected by our business activities, in order to identify risks and assess the effectiveness of our measures. In this process, we proactively seek and incorporate the views of employees, supply chain worker representatives and affected communities.

奇瑞汽车将持续跟踪本声明的实施进展，必要时对本声明进行修订。

CheryAuto will continuously track the implementation progress of this Statement and make revisions as necessary.