

Lishen Battery Corporate Social Responsibility Policy - SA8000

With the continuous development of Lishen Battery, it has become an excellent supplier of many international high-end enterprises successively. To meet the customer's high requirements for its global partners in terms of employment and for the company to better recruit, train and retain more high-quality employees, Lishen Battery should be responsible for its employees.

No forced labor

Lishen Battery adheres to the principle of free choice of employment at time of recruiting staff. The employment of coerced, bonded or indentured employees or prisoners is prohibited. All work is voluntary and transportation, transfer or acceptance of involuntary persons by threat, forced, repressed, adductive or fraudulent means for the purpose of exploitation is prohibited. Suppliers or other partners shall not detain official documents (identity cards, passports, work permits, etc.) as a condition of employment and shall not charge employees any fees in the form of deposits.

No child labor

Lishen Battery guarantees and respects the rights of children, does not recruit or support any child workers under the age of 16 in recruitment process. It provides various protection policies for non-adult workers between the ages of 16 and 18.

Humane treatment

Lishen Battery does not tolerate physical punishment, mental oppression or verbal abuse of employees. Neither cruel and inhuman treatment of employees, including any form of sexual harassment, physical punishment, mental and physical oppression and verbal abuse, shall be allowed, nor shall these conducts be used to threaten employees.

No discrimination

Lishen Battery neither supports nor tolerate any discrimination against employees on the basis of race, ethnicity, religion, disability, gender, sexual orientation, marital status, pregnancy, political affiliation, union membership, age, or other circumstances that could be used to discriminate in respect of remuneration, training, promotion, award, or termination of contract. Employees or prospective employees are not required to undergo discriminatory medical checkup (such as pregnancy check-up, B liver check-up).

Free association

Lishen Battery guarantees employees' right of free association, the right to join or not join a union and the right to maintain open communication to facilitate decision-making. Open and direct communication between employees and management is the most effective way to solve working environment and labor-capital problems. Suppliers or other cooperative units shall respect the rights of their employees, including freedom of association,

participation in trade unions, election of representatives and participation in workers' committees. Employees can openly communicate with management about working conditions and management issues without fear of harassment, threats, punishment and/or retaliation.

Working hours, remuneration and welfares

Lishen Battery schedules work and overtime work in accordance with national and local laws and regulations. It pays its employees strictly at the standard not lower than the minimum wage and must comply with applicable wage laws and regulations, including minimum wage, overtime pay, statutory welfares and laws related to legal entrusted benefits. Deduction of wage as a means of disciplinary punishment is prohibited.

Health and safety

Lishen Battery must provide a healthy and safe working environment, comply with safety norms set out in national and local laws and regulations, and take appropriate steps to reduce the incidence rate of occupational harm and diseases.

Corporate social responsibility management system

Lishen Battery shall establish management system to analyze and improve the adoption of procedures according to SA8000 in order to ensure that the responsibility undertaken for employees is reflected, amended and upgraded. Lishen Battery sets up continuous and effective social responsibility management goals, updates relevant policies and procedures every year and communicates well with employees to continuously uplift its corporate social responsibility management status.

Lishen Battery is committed to fulfilling its responsibilities and obligations to society and employees in accordance with national and local laws and regulations and continues to promote the corresponding improvement measures and corrective procedures, and on basis of national and local policies and ordinances, SA8000 standard and electronic sector standard, develops its policies conforming to its social responsibilities and labor conditions to improve production process and working environment.