

About CSR declaration

The company promises to follow the laws and regulations of national labor, health and safety, environment, ethical standard and other social responsibilities, and follow the internationally recognized standards and other applicable industry standards and international conventions. The company formulates company policies, production processes and work environments that comply with labor condition, health and safety, environmental safety and ethics in accordance with industry standards, and continuously improves working condition and staff benefit. The company makes the following commitments in four aspects: labor policy, health and safety, environmental protection, and ethics, and requires all departments of the company to follow it strictly:

I. Labor policy

1. Freely chosen employment

Do not use forced, bonded (including debt bondage), contract-restraint or involuntary or exploitative prison labor, and do not use slavery or trafficking of persons. The staffs are prohibited from paying (deposit) or depositing ID Cards at the company when they are employed.

2. Young workers

The employment or the support of employment of under-age labor is strictly prohibited. The labor shall be 16 years old or above in employment. The company shall not assign the worker under the age of 18 to engage in works that may endanger the health or safety of juvenile.

3 Working hours

The company follows the working time complying with industrial standard under applicable regulation. Do not require the staffs to work longer than normal working time and overtime limit allowed by local law. The staff works overtime voluntarily, and extra compensation shall be paid to staff for all overtime works in accordance with regulation requirement or give them compensatory leave.

4. Wage and benefit

The wage provided by the company to the staff in accordance with local regulation shall not be lower than the minimum wage standard in the region, the composition of wage is listed clearly through the document system.

5. Human treatment

The worker is treated in a violent and inhumane manner, any form of sexual harassment, sexual abuse, corporal punishment, mental or physical oppression, verbal abuse and violence to the staffs are prohibited.

6. Non- discrimination

The employment, salary, training opportunity, upgrade, work arrangement (including extra work), dismissal, etc. of the company are conducted based on the individual ability and post requirement of

7. Freedom of association

All staffs are entitled to form, participate in and organize the union selected and conduct collective bargaining on behalf of staffs and company. The company respects the right of the staff, the staff is free to join the selected organization, and there is not bad consequence or the retaliation from the company caused by it.

II. Health and safety

1. Occupational safety, public and industrial hygiene, and machine safeguarding

Strictly comply with relevant laws and regulations, effectively control the source of safety and health risk, and provide a healthy and safe working and living environment to the staff. Ensure that the drinking water, sanitation, fire safety, lighting and ventilation in the workplace comply with regulation requirement.

2. Provide a safe and comfortable working environment

We comply with laws, regulations, and internal rules and regulations related to labor and company safety, health, and health, and take necessary safety and health measures to provide a safe, healthy, and comfortable working environment for our employees.

Avoid overwork, conduct regular health checks and stress tests, grasp physical and mental health status, and strive to prevent and detect physical and mental health problems early.

In addition, we actively support employees in improving their skills and acquiring new knowledge, striving to create a satisfactory work environment that can grow together.

3. Occupational injury and illness

The company draws up work guidelines to prevent, manage, track and report the work injury and illness, encourages the report of staff, classifies and records work injury and illness, provides necessary medical service, organizes corresponding staff to conduct work injury case analysis and takes corrective and preventive measures to eliminate the impact, so as to help the staff to return to work.

4. Physically Demanding Work

The company identifies, evaluates and controls the impact on staff caused by engaging in strong physical work, analyzes the work intensity and the impact of work environment on staff fatigue and puts forward prevention and control suggestions, so as to achieve the purpose of reducing work intensity, improving work environment and conducting safe production.

5. Health and Safety Communication

To provide workers with appropriate workplace health and safety information and training in the language of the worker or in a language the worker can understand for all identified workplace hazards that workers are exposed to, including but not limited to mechanical, electrical, chemical, fire, and physical hazards.

6. Emergency Preparedness

The company establishes a safety organization structure and various emergency response teams, formulates various safety emergency plans, and regularly conducts safety knowledge and emergency plan training to relevant staffs. Fire-fighting facilities and equipment shall be equipped in accordance with the regulations, and emergency plan drilling shall be conducted regularly, so as to ensure the validity of the plan.

III. Environmental protection

1. Protecting the natural environment

As members of the same earth and society, we will establish an environmental management system to understand the impact of all corporate activities on the environment, continuously improve and prevent pollution, and further effectively utilize energy and resources.

2. Provide environmentally friendly products and services

Incorporate environmental protection concepts throughout the entire process from raw material procurement to design, development, manufacturing, logistics, sales, service, use, recycling, and disposal.

3. Harmonious coexistence with society

Through two-way communication, establish mutual understanding with society, fully abide by company ethics and relevant laws and regulations, and strive to become a company trusted by all stakeholders such as customers, shareholders, business partners, employees, and their families.

IV. Moral rule

The company always follows the laws and regulations of the country where the business is operated, the business operation mode and custom to carry out the business. When there is a conflict between the moral rules, customs, laws and regulations of these countries and the beliefs insisted by the company, the company seeks to be consistent with the moral ideas insisted by the company.



1. Honest operation

The company follows the highest standard of integrity in all business interactions, and the company prohibits any and all forms of bribery, corruption, extortion and misappropriation of public funds.

2. Disclosure of Information

The information related to business activity, organizational structure and financial condition is published in accordance with applicable regulations and main industry practices. All disclosed information is reviewed by the Finance Dept. and Legal Public Relation Dept. to ensure the accuracy and completeness of the information.

3. Intellectual property and information safety

Strictly abide by related laws and regulations of intellectual property and respect intellectual property. Finish information safety protection work, and do not disclose confidential information of company, customer or supplier, or personal information to others.

4. Fair business

Strictly follow all applicable fair competition laws and antitrust laws. Any staff shall not manipulate or use privileged information or other unfair ways to obtain unfair benefits. The company adheres to fair standards of transaction, advertising and competition.

Shenzhen Beiliande Industrial Co., Ltd

February 13, 2023

