

 金利集团 Jinli Group	文件名称：关于禁止强迫劳动政策声明 File Name: Statement on the Policy for Prohibition of Forced Labor	版本号：第三版 Version number: Third edition
内控文件编号：HNJL-GYLGLBF-202310-03 Internal control document number: HNJL-GYLGLBF-202310-03	主控部门：期货部 Main Control Department: Futures Department	
编制/校准：秦跃强/侯凌燕 Prepared/calibrated by: Qin Yueqiang/Hou Lingyan	实施日期：2023年10月10日 Implementation date: October 10, 2023	


关于禁止强迫劳动政策声明

Statement on the Policy for Prohibition of Forced Labor

河南金利金铅集团有限公司严格遵守国家的法律法规、行业要求、国际劳工组织与联合国公约及等其他规定。按《LBMA 负责任的黄金、白银指南》的管理要求，我公司和供应链中无任何形式的强迫或贩卖劳工行为，确保员工在自愿的基础上参与工作和劳动。我们将采取行动，将强迫劳动排除在我公司内部和供应链之外。

Henan Jinli Gold and Lead Group CO., LTD. Strictly abide by national laws and regulations, industry requirements, international labor organizations and United Nations Convention and other regulations. According to the management requirements of the "LBMA Responsible Gold, Silver Guide", there are no forms of compulsory or trafficking labor behavior in our company and the supply chain to ensure that employees participate in work and labor on a voluntary basis. We will take action to exclude labor within our company and the supply chain.

为配合我公司 LBMA 体系的顺利执行，各供应商已遵守 LBMA 管理体系的各项要求，我们通过承诺书、问卷调查、现场访问查看、查询政府相关网站及企信宝等多种方式来监督、实施此政策，确保我们及供应链商严格履行劳动者保护相关社会责任的适宜性、充分性和有效性。并承诺向我公司提供的类别黄金、白

 金利集团 Jinli Group	文件名称：关于禁止强迫劳动政策声明 File Name: Statement on the Policy for Prohibition of Forced Labor	版本号：第三版 Version number: Third edition
内控文件编号：HNJL-GYLGLBF-202310-03 Internal control document number: HNJL-GYLGLBF-202310-03	主控部门：期货部 Main Control Department: Futures Department	
编制/校准：秦跃强/侯凌燕 Prepared/calibrated by: Qin Yueqiang/Hou Lingyan	实施日期：2023年10月10日 Implementation date: October 10, 2023	

银产品的采购均为合法，无强迫劳动行为，我们做出承诺不涉及以下情况：

In order to meet the smooth implementation of our company's LBMA system, all suppliers have complied with the requirements of the LBMA management system. Implement this policy to ensure that we and supply chain vendors strictly fulfill the adaptability, adequateness and effectiveness of workers to protect related social responsibilities. And promised that the purchase of all categories of Gold, Silver products provided by our company is legitimate, without forced labor. We make a commitment to involve the following situations:

一、强迫性劳动：在惩罚的威胁下所榨取的非志愿性的工作或服务。

一、Compulsive labor: non volunteer work or services squeezed under the threat of punishment.

二、暴力：是指用人单位直接以身体强制的手段强迫劳动者为用人单位服务。

二、Violence: It refers to the use of people to force workers to serve the employer directly by using physical compulsory means.

三、威胁：是指用人单位以将要实行暴力或对劳动者的其它损害为强迫劳动的手段。

三、Threat: refers to the use of people to force labor

 金利集团 Jinli Group	文件名称：关于禁止强迫劳动政策声明 File Name: Statement on the Policy for Prohibition of Forced Labor	版本号：第三版 Version number: Third edition
内控文件编号：HNJL-GYLGLBF-202310-03 Internal control document number: HNJL-GYLGLBF-202310-03	主控部门：期货部 Main Control Department: Futures Department	
编制/校准：秦跃强/侯凌燕 Prepared/calibrated by: Qin Yueqiang/Hou Lingyan	实施日期：2023年10月10日 Implementation date: October 10, 2023	

to force violence or other damage to laborers as a means to force labor.

四、非法限制人身自由：是指采用拘留、禁闭或其它强制方法非法剥夺或限制他人按照自己的意志支配自己身体活动自由的行为。

四、Illegal restrictions on personal freedom: refers to the use of detention, closed or other mandatory methods to illegally deprive or restrict others to dominate their own physical activity freedom according to their will.

请各供应客户自觉遵守以上内容，严格遵守我司发布各项管理制度。

Each supply customers are requested to consciously abide by the above content and strictly abide by our company to release various management systems.

本管理政策自发布之日实施。

This management policy is implemented since its release.

河南金利金铅集团有限公司

Henan Jinli Gold and Lead Group CO., LTD.

2023年10月10日

October 10, 2023