鹏鼎控股
AVARY HOLDING

SA8000 社会责任方针

★禁童禁迫

★安全守法

★尊重员工

★禁歧禁罚

★工薪合规

★持续改善

注：遵守法规，禁用童工，杜绝强迫劳动，提供安全环境，尊重自由结社及集体谈判权利，禁止歧视，杜绝体罚羞辱，工时合理，薪酬足额发放。政策公示，开通申诉渠道，接受各方监督，持续改进。

Social responsibility policy

★Prohibition of child labor and forced labor
★Safety and Compliance
★Treat employee with dignity
★Prohibit discrimination and retaliation
★Payroll Compliance
★ Continuous Improvement

Note: Comply with laws and regulations; prohibit child labor; eliminate forced labor; pr ovide a safe working environment; respect the right to freedom of association and coll ective bargaining; prohibit discrimination; eliminate corporal punishment and humiliati on; ensure reasonable working hours; and provide full and timely payment of wages. Make policies publicly available, establish grievance mechanisms, welcome oversight from all parties, and commit to continuous improvement.