

## Speech of G.M

### 总经理致辞

从 2018 至 2019 年 8 月，公司在人权，劳工，环境和反腐败四个领域内做出了多方面的努力，同时亦获得了诸多的成就。

未来，公司将继续支持全球契约组织的十项原则，并坚持把这些原则作为企业向前发展的重要指标。

From year 2018 to Aug, 2019, the company has made many efforts in human rights, labor, environment and anti-corruption, and also gets a lot of achievements.

Future, the company will continue to support the ten principles of the Global Compact, and to adhere to these principles as an important indicator of the development for enterprises.

General Manager

总经理

Alain Baccou

艾伦 巴谷

#### 1、 HUMAN RIGHTS –人权

公司实行员工抱怨程序，在车间设立专门的意见箱，通过这样的方式，员工可以把一切有关抱怨的情况和改进建议传递给公司的管理层和老板。

The company executes the procedure of complain from the employee, set a suggestion box on the workshop. By this way, the employee can convey his or her complains or suggestions to the managers and their boss.

## 2、 LABOR – 劳工

公司充分按照国家规定，执行最低工资标准，以保证雇员的工资收入。

To guarantee the income of the employees, our company takes the principle of minimum wage of the nation.

截止 2019 年 8 月 30 日，公司已经完善以下各项制度：

- a. 禁止强迫劳动程序
- b. 童工和未成年人工管理程序
- c. 骚扰和歧视管理程序（包括性别，宗教自由，风俗习惯，残疾人，妇女等）
- d. 体罚和虐待管理程序
- e. 急救程序

Until August 30<sup>th</sup>, 2019, the company published the principles includes:

- a. The Procedure of forbid force - working
- b. The management of child and under age workers
- c. The management of harassment and discrimination ( Sex, Religious freedom, Customs, Disabled and Woman etc.,)
- d. The management procedures for corporal punishment and abuse
- e. First aid procedure

## 3、 ENVIRONMENT – 环境

笋科皮手套厂有限公司及新科皮厂自成立以来，坚持对影响到的周边环境负责，注重环境保护工作，严格遵守中国环保法律、法规，严防任何环保事故发生；

From the beginning, the enterprises are always responsible for the environment that affected by themselves, take care of the protection. The enterprises also strictly abide the environment laws and rules, to prevent any pollution case.

公司主动公开排污信息，向环保监管申报排污情况，依法取得国家排污许可，并开展自行监测，按时在国家排污监测平台上报告情况。

The company actively publishes information on pollution discharge, reports pollution discharge to environmental protection supervision, and obtains the national pollution discharge license according to law. And carry out self-monitoring and report on the national pollution monitoring platform on time.

#### 4、 ANTI-CORRUPTION – 反腐败

腐败是全人类的公敌，笋科皮手套厂有限公司及新科皮厂对企业腐败保持高度的警惕，积极采取任何防范措施，预防企业腐败行为的发生。

Corruption is a public enemy, Sunpearl Safety Ltd. and Xinke Tannery are highly vigilant with corruption, and positive to takes any measures to prevent inner-enterprise's corruption.