



珠海神采生物科技有限公司
Zhuhai Sheencolor Biotech Co., Ltd.

进展报告

Communication on Progress

Statement of Continued Support



Dear Mr. Secretary-General,

I am pleased to confirm that SHEENCOLOR BIOTECH CO., LTD. will continue to support the Ten Principles of the United Nations Global Compact on human rights, labour, environment and anti-corruption.

With this communication, we express our intent to implement those principles. We are committed to making the UN Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Sustainable Development Goals. SHEENCOLOR BIOTECH CO., LTD. will make a clear statement of this commitment to our stakeholders and the general public.

Yours sincerely,

Weichin Huang
CEO



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珠海神采生物科技有限公司自2020年8月正式加入联合国“全球契约”组织以来，一直严格遵循并积极践行全球契约关于人权、劳工标准、环境和反腐败四个方面要求，并在人权、劳工标准、环境保护及商业道德等方面制定了较为完善的体系制度，并组织定期内部审核，体系目前运行良好。

Since Zhuhai Sheencolor Biotech Co. Ltd. formally joined the United Nations “Global Compact” in August 2020, it has strictly followed and actively implemented the Global Compact’s the ten principles on human right, labor, environment, and anti-corruption.

In addition, a relatively complete system has been built in terms of human rights, labor, environmental protection and anti-corruption, and regular internal audits have been organized. The system is operating well.

中国的环境法规日趋完善，制定了大气污染、水环境、土壤污染等一系列的防治政策和规划。神采在日常经营活动中，积极与政府监管机构进行沟通，协助监管部门完成各项指标的采集和分析，努力为环境的可持续发展贡献更多的力量。

China's environmental laws and regulations are becoming more and more perfect, and a series of prevention and control policies and plans have been formulated for air pollution, water environment, and soil pollution. In daily business activities, Sheencolor actively communicates with the regulatory authorities, assists the regulatory authorities in the collection and analysis of various indicators, and strives to contribute more to the sustainable development of the environment.

随着中国“一带一路”和互联互通战略的推进，给制造业的发展也提供了契机。神采在积极应对这些外部环境变化的同时，不断的提升自己能力，协助神采供应商发展，致力于生产市场所需的产品，成为客户所需的工厂。

With the advancement of China's "One Belt, One Road" and interconnection strategy, it also provides opportunities for the development of the manufacturing industry. While actively responding to these changes in the external environment, Sheencolor is constantly improving its capabilities, assisting in the development of its suppliers, and is committed to producing the

products demanded by the market and becoming the factory that customers need.

在提升企业效益,关注环境可持续发展的同时,神采员工的能力培养和发展,也是我们最关心的。新一代的年轻人更加着重于自身的感受,神采不定期开展多样的社会活动,在增加员工向心力、凝聚力的同时,提升员工能力。神采以及神采的供应商将协同合作,为客户提供优质的产品和服务,努力成为受社会尊重的企业。持续推进全球契约的实施工作,不断推动企业、经济、环境和社会的可持续性发展。

While improving the efficiency of the company and paying attention to the sustainable development of the environment, Sheencolor are also most concerned about the ability training and development of our employees. Sheencolor has carried out various activities from time to time for our personnel, to increase the unity and cohesion of employees and enhance their abilities.

Sheencolor also focuses on closer cooperation with its suppliers. Working together to provide customers with high-quality products and services, continue to promote the implementation of the Global Compact and the sustainable development of the enterprise, economy, environment and society.

过去一年中,珠海神采生物科技有限公司在履行“全球契约”方面主要开展了如下方面的工作:

In the past year, Zhuhai Sheencolor Biotech Co. Ltd. has mainly carried out the following work in the four aspects of the "Global Compact":

一、人权方面 **Human right**

自加入联合国全球契约组织以来,一直把对联合国《世界人权宣言》的支持作为对我们所肩负的社会责任承诺的一部分。我们的承诺意味着,我们会通过持续不断的努力,制定更高的目标和行动准则,把对人权的关心落实到企业的实际行动中。

Since joining the United Nations Global Compact, Sheencolor have always taken the support of *the Universal Declaration of Human Rights* as part of our commitment to social responsibility.

It means that Sheencolor will formulate higher goals and codes of conduct, and implement the concern for human rights into the actual actions of the company under continuous efforts.

未来将继续遵守全球契约中关于人权的要求，尊重工人的基本人权，尊重工人结社自由和集体谈判权利，禁止任何形式侮辱人格的行为。公司制定了结社自由及集体谈判权管理制度，尊重工人自由结社的权利，保障工人的合法权益。每年定期举行培训，向全体员工中宣导维护人权的意识，并以实际行动保障全体员工的人权。

In the future, Sheencolor will continue to comply with the human rights requirements of the Global Compact, respecting for the human rights, upholding freedom of association and the right of collective bargaining, prohibiting any form of insulting behavior.

Sheencolor has formulated a management system for freedom of association and collective bargaining rights in order to respect employees' right to associate freely and protect their legitimate rights and interests.

Regular training is held every year to promote the all employees awareness of protecting human rights, and take practical actions to protect the human rights of all employees.

二、劳工标准方面 **Labor**

公司承诺遵守国家劳动法律法规、遵守国际公认的劳工标准、以及其他适用的行业标准和国际公约，持续改善工作条件和员工福利。公司建立、健全、实施和维持良好的社会责任管理体系，定期进行内部审核，并将这一要求延伸到供应商和分包商的经营活动中，共同创造安全的工作环境。

未来持续执行已制定的制度：

Sheencolor is committed to complying with national labor laws and regulations, internationally recognized labor standards, and other applicable industry standards and international conventions, and to continuously improve working conditions and staff welfare.

Sheencolor has established and implemented a good social responsibility management system and maintained it well. Conducting regular internal audits, and extends this requirement to the business activities of our suppliers and subcontractors to jointly create a safe working environment.

The established system will continue to be implemented in the future:

1. 严禁和不支持使用童工、不接受任何使用童工或强迫劳动的供应商或分包商。公司制定了招聘管理制度、童工管理制度以及供应商管理制度等，保障误招童工或误招童工后的应对措施，加强从招聘到供应链活动中童工识别和监管，保障童工的身心健康及义务教育的实施。

It is strictly forbidden to cooperate with suppliers or subcontractors who support the use of child labor or forced labor.

The company has formulated management systems for recruitment, child labor, and supplier to ensure that child labor is not hired or the solutions after misemploying child labor, strengthen the identification and supervision of child labor from recruitment to supply chain activities, and ensure the physical and mental health of children and the implementation of compulsory education.

2. 尊重工人自由，禁止任何形式的强迫劳动。公司制定了禁止强迫劳动管理制度，通过培训、宣导以及风险评估，加强从招聘以及经营活动中的监督管理，降低强迫劳动的风险。

Respect the freedom of employees and prohibit any form of forced labor. The company has formulated a management system that prohibits forced labor, to strengthen supervision and management in recruitment and business activities by training, publicity and risk

assessment, thus reducing the risk of forced labor.

3. 提供公平、平等的工作条件，禁止任何形式的歧视行为。公司制定了禁止歧视管理制度，通过培训和风险管理，保障工人从招聘聘用、报酬、培训机会、升职等方面有公平的机会。

Provide fair and equal working conditions and prohibit any form of discrimination. The company has formulated a management system of non-discrimination, to ensure that workers have fair opportunities in terms of recruitment, remuneration, training opportunities, and promotion by training and risk management.

始终将员工待遇提升置于与企业发展同等的重要地位，今后将一如既往地遵守国际劳工组织关于劳工标准的核心公约以及其他国际条约，严格执行全球契约关于劳工标准的原则，并结合国内及企业自身情况，持续提升员工的工作环境与福利待遇。同时，还将继续创新用工制度，提升员工满意度和幸福度。

Always put the improvement of employee remuneration in the same important position as the development of the company.

Henceforth, the core conventions of the International Labor Organization on labor standards and other international treaties will continue to be followed, and the principles of the Global Compact on labor standards will be strictly implemented, Sheencolor will continue to improve the working environment and benefits of employees in accordance with domestic and corporate conditions. At the same time, Sheencolor will continue to innovate the employment system to improve employee satisfaction and wellbeing.

作为企业，我们也需要站在员工角度考虑，他们工作中承担着不同的压力。为了减轻他们的工作和心理压力，我们也实施相应的政策，有针对性分类管理，比如，员工关怀计划和福利计划的制定和实施，让员工拥有员工心态，真正营造一个和谐、融洽的团队氛围，提供员工对企业的满意度和归属感。

As a responsible company, we should solicitude for our employees, taking into account that they are under different pressures at work. Corresponding policies have been implemented to reduce their work pressure and psychological pressure. For example, the formulation and implementation of care plans and welfare plans can create a harmonious team atmosphere for employee, help them adjust their mentality, and enhance their satisfaction and sense of belonging

三、环保方面 **Environment**

将严格遵守全球契约关于环境保护的原则，积极响应联合国及中国政府关于环境保护的各项决策，遵守国家环保法律法规，保护环境，预防污染；节能降耗，持续改进，为促进全球经济与社会的可持续发展贡献自身的力量。

未来持续按照已建立环境管理体系执行，设定目标并持续完善，并将这一要求延伸到供应商和分包商的经营活动中，共同为环境保护贡献力量。

The principles of the Global Compact on environmental protection will be strictly followed, and various decisions made by the United Nations and the Chinese government on environmental protection will be actively responded to. We will also comply with the national environmental protection laws and regulations, protect the environment and prevent pollution; reduce energy consumption, contribute to the sustainable development of the global economy and society and keep for improvement.

In the future, we will continue to implement the established environmental management system, set goals and continue to improve them, and extend this requirement to the business activities of suppliers and subcontractors to jointly contribute to environmental protection.

四、商业道德方面 **Anti-corruption**

诚信经营一直都是神采从上到下始终遵循的经营理念，自成立以来，公司的商业行为建立在“公正交易”的基础之上，一直严格遵循关于商业诚信经营的相关全球标准。禁止贿赂、腐败、贪污，礼品，娱乐形式或其他形式的不当利益。

保护知识产权和商业秘密、公平竞争、保护举报人及禁止打击报复，并持续不断地向我们的员工、供应商及客户传达公司的价值观和诚信原则。

Integrity has always been the business philosophy in Sheencolor, and it will continue to be followed in the future.

Since the establishment of Sheencolor, business conduct has been based on "fair trading" and has been strictly following the relevant global standards on business integrity.

Bribery, corruption and embezzlement in the form of gifts, entertainment or other forms of illegitimate benefits are prohibited. Protect intellectual property rights, keep trade secrets, fair competition, retaliation against whistle-blowers is prohibited.

We will continue to communicate the company's values and principles of integrity with our employees, suppliers and customers.

为保障公司健康平稳发展，推动各项工作的顺利实施，公司继续完善财务内审制度，组织实施内审活动。与此同时，公司严厉查处各类违规违纪违法行为，加强员工廉洁教育和宣传，从而营造了廉洁自律、恪尽职守的良好工作环境和氛围。坚决惩治各项商业贿赂等受贿行为，一经发现，视情节严重程度，给予警告、罚款、辞退、开除、移交执法机关处理等不同类型的对应处理措施。坚决执行、遵循全球契约关于反腐败的原则，切实防范各类侵占公司财物、收受商业贿赂等员工腐败行为的发生。

The company continues to improve the financial internal audit system and implements internal audit activities to ensure the healthy and steady development of the company and promote the smooth implementation of various tasks.

At the same time, the company rigorously investigates and punishes various violations of regulations, disciplines and laws, and enhances the communication of integrity education for employees, thereby creating a good working environment and atmosphere of integrity, self-discipline, and dedication.

Various commercial bribery and other acts of accepting bribes will be severely punished. Once discovered, different measures such as warning, fine, dismissal, expulsion and transfer to law enforcement will be given depending on the seriousness of the situation.

The anti-corruption principles of the Global Compact will be unswervingly implemented and followed, to effectively prevent the occurrence of various types of corruption such as embezzlement of company property and acceptance of commercial bribes.

回顾 2021 年，作为全球社会的一员，我们都知可持续发展目标的重大，实现目标的道路上面临着各种严峻的挑战。在履行全球契约以上方面做出了诸多努力，取得了一定的成果。就人权、环境、商业道德以及可持续采购方面制定的各项目标管理，基本达到预期目标。

作为初加入联合国全球契约组织的成员，将继续深入贯彻履行“全球契约”在人权、劳工标准、环境及商业道德方面的要求，把社会责任作为企业的重要发展目标。积极参与联合国全球契约在全球各地开展的各项活动，保护环境，节能降耗，为社会的发展，作出应有的贡献。

Looking back on 2021, as a member of the global society, we are well aware of the importance of the Sustainable Development Goals and are facing various severe challenges on the road to achieve them. Many efforts have been made in fulfilling the above-mentioned aspects of the Global Compact, and certain results have also been achieved. For the management of various goals formulated in terms of human rights, environment, anti-corruption and sustainable procurement, the expected goals of them have been basically achieved.

As a member of the UN Global Compact, we will continue to thoroughly implement and fulfill the requirements of the Global Compact in terms of human rights, labor standards, environment and anti-corruption, and take social responsibility as an important development goal of the company. We will actively participate in various activities carried out by the UN Global Compact

around the world, protect the environment, conserve resources and reduce emissions, and make due contributions to the development of society.

Measurement of outcomes

在人权、劳工、环保以及商业道德方面 2021 年的目标完成情况如下：
Achievement of the 2021 goals on human rights, labour, environmental protection and anti-corruption:

- ◆ 可追溯到种植园的棕榈和/或棕榈类产品的百分比：100%
The ratio of traceability of palm and/or palm derivatives products: 100%
- ◆ 认证的棕榈和/或棕榈类产品的百分比：100%
The ratio of certified palm and/or palm derivatives products: 100%
- ◆ 受到经济、社会、环境方面处罚的供应商：0 家
Number of suppliers subject to economic, social and environmental penalties: 0
- ◆ 废水、废气、噪声、油烟排放检测达标率为：100%
Detection standard rate of the emission of waste water, waste gas, noise and soot: 100%
- ◆ 收到客户或消费者有关产品健康安全的投诉为：0 起
Health and safety complaints received from customers or consumers: 0
- ◆ 产品有毒有害物质的检测率达到：100%
Detection standard rate of toxic and harmful substances in products: 100%
- ◆ 环境保护设施失效率：0 起
Failure rate of environmental protection facilities: 0
- ◆ 消防安全事故率：0 起
Accident rate of fire safety: 0
- ◆ 关键岗位廉洁声明覆盖率：100%
Coverage rate of integrity statement for key posts: 100%
- ◆ 商业道德培训覆盖率：100%
Coverage rate of business ethics training: 100%
- ◆ 员工 NDA 签署率：100%
NDA signing rate of Employee: 100%
- ◆ 投诉、举报处理率（包含所有投诉，如腐败/贿赂、利益冲突、欺诈、不正当操作、员反馈意见等）：100%
Handling rate of complaints and reports (including all complaints, such as corruption/bribery, conflict of interest, fraud, improper operation, feedback from staff, etc.): 100%

◆ 电脑杀毒频次：每月一次

Frequency of computer antivirus: once a month

◆ 网络资料备份频次：每月一次

Frequency of network data backup: once a month

◆ 商业道德法律诉讼次数：0

Number of business ethics legal proceedings: 0