

南京钢铁股份有限公司 人权声明

Nanjing Iron & Steel Co., Ltd. Human Rights Statement

第一条 总则

南京钢铁股份有限公司（以下简称“公司”）认识到个人在企业活动各方面的不同价值，并根据国际准则尊重和捍卫所有人权。公司已经通过企业社会责任标准 SA 8000 认证。

I General Rules

Nanjing Iron & Steel Co., Ltd. (hereinafter referred to as the "Company") recognizes the diverse values of individuals in all aspects of corporate activities and respects and defends all human rights in accordance with international standards. The Company has passed the Corporate Social Responsibility Standard SA 8000 certification.

第二条 适用范围

本声明适用于公司和全资子公司、控股子公司、分公司。同时公司积极号召并倡导承包商、供应商、中间人、代理商等商业伙伴共同遵守本声明。

II Coverage

This Statement applies to the Company and wholly-owned subsidiaries, holding subsidiaries and branches. At the same time, the Company actively calls on and advocates contractors, suppliers, middlemen, agents and other business partners to jointly

comply with this Statement.

第三条 整体声明

公司致力于在业务运营的各个环节尊重和保护人权，不断改善作业环境、劳动条件，加强劳动保护、维护员工权益，勇于承担社会责任并付诸于实践。我们承诺：

III Overall Statement

The Company is committed to respecting and protecting human rights in all aspects of its business operations, continuously improving the working environment and labor conditions, strengthening labor protection, safeguarding the rights and interests of employees, and courageously assuming social responsibility and putting it into practice. We are committed to:

(一) 禁止歧视

公司禁止一切形式的歧视行为，不干扰员工行使遵奉信仰和风俗的权利，公司严禁任何形式歧视女工，特别是歧视孕妇。

人力资源部确保在聘用、培训机会、工资报酬、工作分配、升迁、解聘退休等事务上，不涉及任何基于种族、民族、地域或社会出身、社会阶层、国籍、血统、宗教、身体残疾、性别、性别取向、年龄、使用语言、婚姻状况、员工代表、政见等各种身份或政治关系的歧视行为。

1. Prohibition of Discrimination

The Company prohibits all forms of discriminatory behavior and does not interfere with the exercise of the right of employees to practice their beliefs and customs, and it strictly prohibits any form of discrimination against women workers, especially

pregnant women.

The Human Resources Department ensures that matters such as hiring, training opportunities, salary and compensation, job assignment, promotion, termination of employment and retirement do not involve any discriminatory behavior on the basis of various identities or political affiliations, such as racial, ethnic, geographic, or social origin, social class, national origin, ancestry, religion, physical disability, gender, sexual orientation, age, use of language, marital status, employee representation, and political opinion.

（二）惩戒性行为

公司禁止任何形式的惩罚行为，包括体罚、恐吓、辱骂、罚款及其它任何形式的精神或肉体上胁迫，语言上的侮辱。员工发现有不当的处罚行为，可以向公司任何级别的管理人员投诉。针对员工关于社会责任方面的投诉，公司及时进行必要的纠正行动。

2. Disciplinary Behavior

The Company prohibits any form of punitive behavior, including corporal punishment, intimidation, verbal abuse, fines and any other form of mental or physical coercion, verbal abuse. Employees can complain to any level of management in the Company if they find that there is an inappropriate sanction. In response to employee complaints regarding social responsibility, the Company promptly takes the necessary corrective action.

（三）童工与未成年工

公司绝对禁止使用童工，坚决反对任何变相使用的行为，不与任何故意使用童工的供应商或分包商合作。

3. Child Labor and Underage Workers

The Company absolutely prohibits the use of child labor, firmly opposes any disguised use, and will not cooperate with any supplier or subcontractor who intentionally uses child labor.

(四) 人口贩运

公司禁止人口贩运、奴役或剥削任何人，不与任何参与人口贩运活动或使用奴役劳动力的产品与服务提供商合作。

4. Human Trafficking

The Company prohibits human trafficking, enslaving or exploiting any person and does not work with any product and service provider who is involved in human trafficking activities or uses enslaved labor.

(五) 强迫和强制劳动

公司尊重员工自由权利，包括雇佣自由、辞工自由，加班自由及行动自由，禁止使用任何形式的强迫劳工，包括囚工、契约劳工、抵债劳工。

5. Forced and Compulsory Labor

The Company respects the freedom of employees, including the freedom of employment, the freedom to resign, the freedom to work overtime and the freedom of movement and prohibits the use of any form of forced labor, including imprisonment, indentured labor, and bonded labor.

(六) 工作时间

公司根据国家相关法律法规安排工作时间，禁止强迫员工加班。保证达到当地法规要求和企业社会责任标准 SA 8000 要

求，以及行业标准和各相关客户的社会责任准则要求。

6. Working Time

The Company arranges working hours in accordance with relevant national laws and regulations and prohibits forcing employees to work overtime. We guarantee to meet the requirements of local laws and regulations and Corporate Social Responsibility Standard SA 8000, as well as industry standards and the requirements of the social responsibility guidelines of each relevant client.

(七) 工资报酬

公司保证公司员工工资福利达到当地法规和企业社会责任标准 SA 8000 要求，以及行业标准和各相关方客户的社会责任标准要求，以满足员工符合当地基本生活需求的工资。对从事相同工作、付出等量劳动、取得相同劳绩的劳动者，公司支付同等劳动报酬。

人力资源部根据劳动法的要求制定工资报酬和福利标准并进行实施。

7. Salary and Remuneration

The Company guarantees that the wages and benefits of its employees meet the requirements of local laws and regulations and Corporate Social Responsibility Standard SA 8000, as well as the industry standards and social responsibility standards of various relevant customers, so as to meet the wages of employees in line with local basic living needs. The Company shall pay the same labor remuneration to the workers who engage in the same work, pay the same amount of labor and achieve the same

performance.

The Human Resources Department sets and implements salary, remuneration and welfare standards according to the requirements of the labor law.

(八) 自由结社与集体谈判权利

公司尊重员工自由结社、参加工会和集体谈判的权利，建立并保持有效的申诉和投诉程序，确保公司活动符合法律法规及相关社会责任体系的标准要求。

工会建立并维持公司自由结社与集体谈判的政策或程序，组建工人代表大会支持员工选举工人代表和集体谈判的建立、运行或管理并为工人代表的活动提供场所与相关便利条件。

8. Freedom of Association and Collective Bargaining

The Company respects the rights of employees to freely associate, join labor unions and engage in collective bargaining, establishes and maintains effective grievance and complaint procedures, and ensures that the Company's activities are in compliance with laws and regulations and the standard requirements of relevant social responsibility systems.

The union establishes and maintains the Company's policies or procedures for free association and collective bargaining, and organizes workers' congresses to support the establishment, operation or management of employee elections for workers' representatives and collective bargaining and provides space and related facilities for workers' representatives' activities.

第四条 沟通、投诉与培训

公司确保每个人都有权提出正式投诉，不得因提出投诉而

受到歧视或遭受报复。公司保证对提交投诉的人员进行匿名保护。公司努力确保规程透明，让各牵涉方的权利在所有规程步骤中均得到尊重。

此外，公司定期组织、举办相关培训，强化各利益相关方的人权保障意识。

IV Communication, Complaints and Training

The Company ensures that everyone has the right to file a formal complaint and may not be discriminated against or subjected to retaliation for filing a complaint. The Company guarantees the anonymity of the person submitting the complaint. The Company strives to ensure that its procedures are transparent and that the rights of all parties involved are respected at all procedural steps.

In addition, the Company organizes and conducts regular training sessions to strengthen stakeholders' awareness of human rights protection.

第五条 附则

本声明经公司董事会战略与 ESG 委员会审核生效，由企业文化部、人力资源部负责解释、修订。

V Annex

This Statement has been reviewed and approved by the Strategy and ESG Committee of the Board of Directors of the Company, and the Corporate Culture Department and Human Resources Department are responsible for interpreting and revising this Statement.