

# China Development Financial Holding Corporation

## Human Rights Commitment

China Development Financial Holding Company (CDF) respects human rights and strives to comply with and promote human rights in accordance with international human rights standards. Indeed, CDF has drafted its own Human Rights Commitment (hereafter "The Commitment"), based on international human rights principles enshrined in the UN Universal Declaration of Human Rights, the UN Global Compact, the UN Guiding Principles on Business and Human Rights, and the UN International Labor Organization. CDF stands firmly in opposition to any business conduct that may infringe upon or violate human rights, and ensures strict compliance with local labor regulations.

CDF has also established a Human Rights Assessment process to regularly monitor its internal compliance with the aforementioned human rights principles and to analyze related risks.

### 1. Scope

The Commitment shall be applicable to all subsidiary business entities of CDF.

### 2. Periodic reviews and revisions

In its commitment to protecting the following human rights issues, CDF conducts a periodic Human Rights Assessment with recommendations for mitigation measures and management targets:

#### (1) Non-discrimination policy

To ensure non-discrimination employment policy and equality in employment, remuneration, benefits, training, performance evaluations, and promotion opportunities, there will be no biased treatment, language, attitude, or behavior imposed upon employees due to gender, race, nationality, religion, age, marital status, family status, sexual orientation or political affiliation. CDF is committed to creating a workplace of equal employment opportunity that is free from discrimination and harassment.

#### (2) In compliance with international human rights and laws

CDF is committed to implementing, supervising and promoting zero tolerance of any practice in violation of human rights in business, such as, human trafficking, the use of child labor (minors under 16 years of age) and engagement in any form of forced labor.

#### (3) Freedom of association

CDF fully acknowledges employees' right of association in the form of labor unions, interest groups, protects employees' right to collective bargaining and encourages participation in activities organized by employee clubs.

#### (4) Safe and healthy workplace

CDF is committed to providing a workplace environment that is tailored to the basic and more progressive human needs of well-being, safety, eco-friendliness, and energy efficiency, based on environmental administrative guidelines. CDF aims to avoid potential health and safety risks arising from the workplace environment and promote the physical and mental well-being of its employees.

(5) Healthy working conditions

To ensure full compliance with applicable local regulations, CDF has set out clear guidelines for working hours and overtime. CDF also carefully monitors employee attendance with a view to helping employees maintain a good work-life balance through the proper utilization of paid leave.

(6) Accentuation of Labor relations

Employer-employee meetings are convened regularly to promote harmonious labor relations.

(7) Establishment of grievance mechanisms

Establish grievance mechanisms and channels for employees and resolve human rights related grievance cases.

(8) Information security and privacy protections

CDF has established a comprehensive information security management system to fully protect the privacy of all stakeholders. The system is in strict compliance with control practices and protective measures.

By promulgating the Supplier CSR Commitment Letter, we ask that our suppliers uphold the same spirit and never engage in any behavior that violates and infringes human rights. CDF will stay committed to working together with its partners to raise awareness on human rights issues and will advocate for Human Rights Due Diligence in the workplace.