

CSPC Pharmaceutical Group Limited

Employee Rights Policy

I. General Provisions

1.1 Purpose

CSPC Pharmaceutical Group Limited and its subsidiaries (hereinafter collectively referred to as the "Group") adhere to the philosophy of "producing good medicines for China and benefiting the people of the world", and are committed to building a working environment that respects human rights, fairness, and justice. We hereby pledge that the Group's policies and practices regarding the protection of labour rights strictly comply with relevant international standards such as the *United Nations Global Compact*, the *United Nations Guiding Principles on Business and Human Rights*, and the *Universal Declaration of Human Rights*, as well as laws and regulations including the *Trade Union Law of the People's Republic of China* and the *Constitution of the Chinese Trade Unions*.

1.2 Scope of Application

This policy applies to the Group and all its branches, subsidiaries, research and development centres, and production bases, covering all employees (including full-time, part-time, interns, dispatched labour, outsourced staff, and consultants), and requires suppliers and partners to jointly comply.

II. Protection of Employee Rights

2.1 Lawful Participation in Trade Unions and Collective Bargaining

- a. Respect and support employees' rights to establish, join, or organise trade unions in accordance with the law, without creating obstacles or interfering.
- b. All employees have the right to voluntarily join trade unions, discuss matters such as labour remuneration, working hours, benefits, and occupational health and safety, and formulate opinions or suggestions to communicate and provide feedback to the Group.
- c. Pledge to participate in collective bargaining with a sincere and proactive attitude, and seek constructive solutions to issues of mutual concern.

2.2 Elimination of All Forms of Forced Labour

- a. The establishment, continuation, and termination of all labour relations are based on the principle of employee voluntariness; any form of forced labour, bonded labour, or indentured labour is prohibited.
- b. Strictly prohibit the confiscation of employees' personal documents, such as identity cards, passports, or educational certificates, or their property as a condition of employment or guarantee.
- c. Employees have the freedom to terminate their employment contracts with advance notice in accordance with the law, and the Group will not restrict employees' freedom to leave their employment through any illegal or unreasonable means.

2.3 Prohibition of Child Labour

- a. Strictly comply with the statutory minimum employment age regulations of the countries and regions where we operate. Within China, we absolutely do not employ anyone under the age of 16.
- b. Strictly verify the identity and age proof documents of prospective employees to ensure they are authentic and valid, completely preventing the employment of child labour.
- c. Establish and maintain an effective age verification process; if child labour is found to have been employed by mistake under any circumstances, immediate remedial measures in the best interests of the child will be taken.

2.4 Elimination of Employment and Occupational Discrimination

- a. Adhere to the principles of fairness and justice in all stages of employment, including recruitment, hiring, training, promotion, remuneration, benefits, and contract termination.
- b. Explicitly prohibit any direct or indirect discrimination based on race, colour, gender, age, nationality, ethnicity, religious belief, political opinion, social origin, disability status, marital status, etc.
- c. Commit to creating a diverse and inclusive workplace, oppose any form of harassment (including sexual harassment) and bullying, and establish corresponding prevention, reporting, and handling mechanisms.
- d. Implement equal pay for equal work, ensuring that employees performing work of equal value do not experience differences in remuneration and benefits due to gender or other discriminatory factors.

2.5 Promotion of Equal Employment

- a. Provide equal employment and development opportunities for all qualified applicants and employees, without setting employment conditions unrelated to job responsibilities.
- b. Actively take measures to provide equal application opportunities and reasonable workplace accommodations for people with disabilities, different genders, and other vulnerable or underrepresented groups.

- c. Conduct training and awareness campaigns on anti-discrimination and the promotion of equality to enhance the awareness of equality and inclusive culture among all managers and employees.
- d. Regularly review and evaluate employment policies and practices to ensure they effectively promote equal opportunities, and promptly rectify any potential biases or unequal treatment.

III. Supplementary Provisions

This policy has been reviewed and approved by the Board of Directors, takes effect and is implemented from the date of publication, and shall be interpreted by the Organisation and Talent Development Department. We will evaluate and optimise this policy at least once a year, and revise it in accordance with changes in the laws of the countries where we operate, international conventions, and other relevant circumstances.