

China Jinmao Health and Safety Policy

China Jinmao Holdings Group Limited (“China Jinmao” or the “Company”) is committed to creating a healthy and safe environment for its stakeholders, including employees, customers, suppliers, partners and communities.

Purpose

The Company has formulated and released this policy with a view to ensuring effective management to reduce health and safety risks in business operations, and to safeguarding the physical and mental health of employees.

Scope of Application

This policy applies to all employees of China Jinmao Holdings Group Limited and its affiliates, as well as employees, contractors, tenants and visitors involved in business operations. This policy is communicated to the Company’s business partners, including business associates, related companies, contractors, suppliers, etc., who are required to comply with the relevant requirements.

Policy

1. The Company strictly abides by national and regional laws, guidelines and regulations on occupational health and safety.
2. The Company identifies, assesses and manages occupational health and safety risks arising during production and business operations, and regularly reviews and monitors such operations to ensure the effective implementation of its health and safety policies and systems.
3. The Company offers a healthy and safe working environment, and takes effective protection and care measures for high-risk positions and vulnerable groups such as elderly, pregnant or disabled people to ensure the health and safety of employees, customers, suppliers, partners and other stakeholders.
4. The Company establishes and improves the occupational health and safety management, appraisal and reward and punishment mechanisms, regularly assesses the fulfillment of occupational health and safety targets, and incorporates occupational health and safety performance into the performance-based remuneration system for managers at all levels.
5. The Company organizes a diverse range of occupational health and safety training, education and cultural activities for all employees, suppliers and contractors, and encourages every employee, supplier, contractor and other partners to report potential hazards promptly, stop unsafe practices and put forward improvement suggestions.

The Company will review and update this policy from time to time or at least every three years.