

Sinyi Realty Inc.

Human Rights Commitment

Since its establishment, Sinyi Realty Inc. (“the Company”) has always adhered to the spirit of "people-oriented", recognized and voluntarily followed the United Nations Universal Declaration of Human Rights, the United Nations Global Compact, the United Nations Guiding Principles on Business and Human Rights, the United Nations International Labour Organization and other internationally recognized human rights standards, to eliminate any violations of human rights, treat with dignity and respect for all colleagues. When conducting operate activities, suppliers and partners are required to ensure that fundamental human rights are not violated and that they are treated with fairness and dignity.

Scope of application

The scope of application of the human rights commitment of the Company includes its subsidiaries and other group enterprises and organizations such as institutions or legal persons over which the Company has substantial control.

The promise of the Company

The Company shall take respect for human rights in the workplace, comply with Labor Standards Act, Act of Gender Equality in Employment, and conduct the implementation of workplace diversity. The Company shall promote a dignified, safe, equal and harassment-free work environment without any differential treatment or any form of discrimination due to gender, sexual orientation, race, class, age, marriage, language, ideology, religion, party, place of origin, appearance, facial features, or physical or mental disabilities.

Management policy

1. The Company shall provide a safe and healthy working environment.
2. The Company shall assist employees to maintain physical and mental health and work-life balance.
3. The Company shall implement the "three highs" policy of high pay, high development and high cares.

4. The Company shall conduct the employment process according to the requirement of related laws and eliminate the problem of unlawful discrimination.
5. The Company shall prohibit forced labor and comply with the local government's labor laws and regulations. The Company shall put human rights provisions into the contracts with suppliers and duly conduct on-site audits.