



Human Rights Policy

Medtecs International Corporation Limited (the "**Company**" or "**Medtecs**", together with its subsidiaries, the "**Group**") firmly believes that respecting human rights and cultivating a dignified work environment is of utmost importance. We are committed to supporting the following international human rights standards and norms while complying with local laws and regulations in all of our global operating locations to eliminate any acts that infringe upon or violate human rights:

- [International Bill of Human Rights](#)
- [United Nations Global Compact](#)
- [United Nations Guiding Principles on Business and Human Rights](#)
- [International Labor Organization's Declaration on Fundamental Principles and Rights at Work](#)
- [Organization for Economic Co-operation and Development \("OECD"\) Guidelines for Multinational Enterprises](#)
- [OECD Due Diligence Guidance for Responsible Business Conduct](#)

The Medtecs Human Rights Policy applies to all managers and employees of the Group (including all full-time and part-time employees, interns, contract workers, as well as subsidiaries and other entities or legal persons over which the Group has substantial control). Meanwhile, the Group also expects its affiliated companies, suppliers, contractors, and business partners (including customers and communities) to recognize and adhere to the following six basic principles:

1. No Child Labor

To protect the physical and mental development of children, the Company strictly prohibits the use of child labor. We oppose any behavior that violates international standards and local laws and regulations prohibiting the use of child labor. Child labor shall not be used at any stage of our business activities. We have established effective procedures to verify the age of any prospective employee before hiring to ensure compliance with corporate social responsibility and ethical standards. The Group will ensure strict adherence to age verification procedures during the

recruitment process. In addition, internal audits and supply chain assessments will be conducted regularly to ensure that our partners also adhere the same standards.

2. No Forced Labor

The Company does not engage in or support forced labor. We do not tolerate any form of compulsory work or illegal forced labor practices, including but not limited to, corporal punishment, physical or mental abuse or coercion, intimidation or other verbal violence, or withholding of documents. The Company is committed to eliminating all forms of forced labor to create a safe and respectful workplace environment.

3. No Discrimination

We strongly oppose all forms of discrimination. The [Medtecs Diversity, Equity & Inclusion Policy](#) reaffirms the Group's commitment to not discriminate against or provide less favorable treatment on the basis of race, ethnic origin, nationality or national origin, color, age, religion or belief, political opinion, sex and sexual orientation, gender, disability, marital or family status, and pregnancy, or maternity.

With internal control procedures in place, we provide equality and fairness to all employees and job applicants. The Company ensures that workers with the same aptitude and ability receive equal remuneration, thereby achieving the principle of equal pay for equal work.

4. No Human Trafficking

We have zero tolerance for human trafficking. Our recruitment process fully complies with all applicable laws and regulations, and prohibits the use of forced, bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery, or trafficked persons.

5. A Safe and Healthy Working Environment

Through regular education and training, onsite health screenings, and health promotion activities, we aim to protect the physical and mental well-being of our employees. The Group is committed to expanding the scope of support to include mental health counseling and stress management program, to ensure that employees have a safe, hygienic, and health-promoting work environment.

6. Freedom of Association and the Right to Collective Bargaining

The Company respects and protects employees' freedom of association and their right to collective bargaining. We support employees in organizing and joining unions to exercise their labor rights in accordance with all applicable laws. The Company strives to provide a fair and transparent communication platform to promote harmonious labor relations and create a friendly and respectful workplace environment.

To further strengthen our human rights commitment, we will assess and implement a human rights due diligence process, aiming to systematically identify and address potential human rights risks, including conducting regular audits of internal processes and supply chains to ensure that all operations and business activities comply with international human rights standards.

Furthermore, the Group has a grievance procedure in place that encourages employees to raise any human rights-related complaints anonymously. For each complaint, the Company will promptly establish a dedicated Grievance Committee to investigate and assess the grievance. If the grievance is found to be genuine, appropriate remedial measures will be taken immediately.

The Company ensures that the identity of the complainant is kept confidential and all concerns raised and communications made by the complainant are considered highly confidential. We are committed to ensuring that there is no form of retaliation or any detrimental or unfair treatment towards the complainant.

Through these measures, the Group is dedicated to implementing human rights management both internally and with our external partners, and to continuously improving the Group's performance in human rights protection.

Medtecs Grievance Channel:

Please submit grievances via whistleblowing@medtecs.com or hr@medtecs.com, or contact the Human Resources & Administration Department in person.