

## HUMAN RIGHTS POLICY

Effective Date: 13 June 2025

Version: 2.0

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### I. SUMMARY

VANITY GROUP respects the fundamental human rights of all individuals, and each member of our organization is expected to adhere to the rules outlined in this Human Rights Policy.

VANITY GROUP is dedicated to offering fair and equitable wages to employees worldwide. As part of this dedication, VANITY GROUP acknowledges employees' rights to freedom of association and collective bargaining.

VANITY GROUP strictly prohibits the use of child labour, forced labour, and human trafficking. This prohibition applies to all VANITY GROUP Business Partners.

### II. APPLICABILITY & SCOPE

This Policy applies to all VANITY GROUP Personnel, including external stakeholder ,contractors, consultants, temporary employees, or secondees.

The Policy, along with other relevant policies and procedures, establishes a minimum standard that must be adhered to. If local laws, regulations, or rules impose a higher standard, that higher standard must be followed.

### III. DEFINITIONS

**Business Partner:** Any agent, distributor, , customs broker, consultant, or any other third party authorized to act for or on behalf of VANITY GROUP.

**Code:** VANITY GROUP's Code of Conduct.

**VANITY GROUP Personnel:** Any employee, officer, or director of VANITY GROUP worldwide.

### IV. POLICY REQUIREMENTS

#### Human Rights - Generally

Human rights encompass rights, freedoms, and standards of treatment considered inherent to all individuals. VANITY GROUP upholds and champions internationally recognized human rights, guided by principles outlined in the U.N. Guiding Principles for Business and Human Rights, Universal Declaration of Human Rights, and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. It is imperative that all VANITY GROUP Personnel, consultants, and suppliers uphold and support these standards.

We aim to respect the land rights of local populations in business operation areas. Aim to achieve a 20% increase the number of human rights impact assessments conducted on critical operations by 2030.

## **Labour Practices**

VANITY GROUP Personnel must adhere to all relevant labour laws, regulations, and guidelines, including those pertaining to hiring practices, wages, working hours, overtime, and working conditions.

## **Freedom of Association & Collective Bargaining**

VANITY GROUP acknowledges and upholds employees' rights to form and join trade unions, as well as their right to engage in collective bargaining. We aim to build constructive relationships with employees and trade representatives. Maintain the number of employees covered by a collective bargaining agreement at more than 10% in 2030.

## **Diversity & Equal Opportunity**

VANITY GROUP values, honours, and respects differences and diversity. It expects all VANITY GROUP Personnel to foster a work environment that:

- Offers equal opportunity to all workers,
- Is free from unlawful discrimination or harassment, and
- Ensures that each worker is treated with dignity and respect.

VANITY GROUP expects its Personnel to hire and promote workers based on their merits, without regard to race, colour, religion, gender, sexual orientation, gender identity or expression, intersex, national origin, pregnancy, citizenship, age, protected disability, or any other characteristic protected by law.

## **Forced Labour & Coercion**

Employment with VANITY GROUP must be voluntary. VANITY GROUP does not tolerate any form of involuntary labour and will not engage in business with any person or entity involved in or facilitating human trafficking.

Furthermore, the use of physical acts to punish or coerce workers, psychological coercion, or any other form of physical or non-physical abuse is strictly prohibited.

## **Child Labour**

VANITY GROUP strictly prohibits the exploitation of children and the use of illegal child labour. All VANITY GROUP Personnel are responsible for ensuring that all employees are legally eligible for employment and meet the minimum legal age requirements.

Verifiable documentation of each employee's date of birth or legitimate means of confirming their age must be maintained, as required by law. We do not condone

any usage of child or forced labor. Aim to achieve a 20% increase in the number of internal audits carried out to assess child and forced labor in their operations by 2030.

## **Wages & Hours**

All employees receive wages and benefits that meet at least the minimum standards set by applicable laws. While overtime may be necessary in packing areas, VANITY GROUP mandates that operations be conducted in a manner that restricts overtime to a level ensuring humane and productive working conditions, in accordance with local legal requirements. Employees will receive overtime pay that complies with all legal standards.

## **Working Conditions**

VANITY GROUP Personnel are required to treat all employees with respect and dignity and to ensure compliance with all relevant laws concerning working conditions, including worker health and safety, sanitation, fire safety, risk protection, and electrical, mechanical, and structural safety.

At a minimum, VANITY GROUP will provide drinking water, clean and accessible restrooms, adequate lighting and ventilation, fire and emergency exit, essential life safety equipment, emergency aid kits, and access to emergency medical care.

## **V. WHERE TO GO FOR HELP**

If you have questions about this Policy, how to comply, or believe that someone may have violated this policy, please contact Vanity group's COO/Gorup CFO or Compliance team at [compliance@vanitygroup.com](mailto:compliance@vanitygroup.com).

You may also report a concern or violation at [compliance@vanitygroup.com](mailto:compliance@vanitygroup.com).

Vanity Group strictly forbids reprisal, retaliation, or subsequent discrimination against any person who in good faith raises a concern or reports possible misconduct.

Vanity group will investigate alleged misconduct in relation to this Policy in accordance with internal procedures on investigations. Any Vanity Group Personnel who violate this Policy may be subject to disciplinary measures, up to and including termination of employment.

## **VI. RIGHT TO MODIFY POLICY**

The Company reserves the right to amend, modify or discontinue this Policy at any time, for any reason.

Signature:

Date: 13 June 2024



**Jie Ma**  
**Chief Operating Officer or DIRECTOR**  
**VANITY GROUP**

