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Pylontech Modern Slavery Statement

For the year ending 31 December 2022



Pylon Technologies Co Ltd (“Pylontech”) was established in 2009 and we passionately uphold the core values of Honestly, Integrity, Responsibility, Cohesion and Transparency. We reinforce our core value of integrity and transparency by prohibiting the use of forced labor, intimidation of employees and human trafficking from both within Pylontech and from our suppliers. Our procurement team are required to follow the international regulation of *Responsible Minerals Initiative* and the *Labour Law of the People's Republic of China*. Pylontech’s Code of Conduct dictates that employees from the procurement team carry out supply chain investigation for new suppliers before signing contract for partnership.

Pylontech’s Human Resources team uphold the value of the *Labour Law of the People's Republic of China* by ensuring the proper wage quantity and overtime bonus were given to employees. Pylontech has also stipulated provisions in the *Employee’s Handbook* prohibiting discrimination and harassment in the workplace. Lastly, the HR team carefully screen new employees’ age to prevent incidents of child labor and enforce International Labor Organization’s (ILO) standard for minimum working age.

Since Modern Slavery could come in many forms such as debt bondage, forced labor, human trafficking, and child slavery. It requires all active departments within a company to help prevent. Pylontech have multiple channels of communication within the Company to prevent internal modern slavery. Our 24 hours online grievances report channel enable employees to report general dissatisfaction with the company caused by work related stress, financial issues, potential exploitation and salary or insurance issues. Our HR team is responsible for the processing of these reports. Once a grievance is received, the team will check digital records if the issue reported is related to salary, insurance or working hours. If the issue could not be verified digitally, the team will reach out to the employee and work out a possible solution.

Besides internal Modern Slavery risk management Pylontech also apply strict standards for our newly acquired and existing suppliers. We require suppliers to pass our QESH (Quality, Environment, Safety and Health) Evaluation Rubric and sign multiple agreements such as the Corporate Social Responsibility Agreement to not only ensure punctual delivery of quality materials but also ensure the protection of workers’ human rights from our suppliers. The agreement clearly states Pylontech’s suppliers need to respect workers’ human rights which include the rights of contract workers and non-native workers. Moreover, the agreement prohibits the use of intimidation and debt bondage to infringe upon workers’ ability to resign or apply for leave. The agreement also set the definition of child labor which prohibit the use of employees below the age of 18 or below the age of compulsory education or the minimum age of work set by law. Moreover, such incident could lead to Pylontech terminating contract with the supplier based on the degree of offence.



Contact Information

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