

# 重庆长安汽车股份有限公司 人权政策声明

## Chongqing Changan Automobile Co., Ltd. Human Rights Policy Statement

### 一、目的

#### I. Purpose

重庆长安汽车股份有限公司（以下简称“长安汽车”“公司”或“我们”）坚持“以人为本”的发展理念，基于《联合国工商企业与人权指导原则》《经合组织跨国企业负责任商业行为准则》《世界人权宣言》《公民权利和政治权利国际公约》《经济、社会和文化权利国际公约》《联合国全球契约的十项原则》等国际规则，将人权保障融入日常经营管理中，致力于促进更加和谐平等的社会环境。

当业务所在地的国家、地区法律与本声明有所抵触或高于本声明，优先适用业务所在地国家、地区法律。

Chongqing Changan Automobile Co., Ltd. (hereinafter referred to as “Changan Automobile” “the Company” or “we”) adheres to a “human-centered” development philosophy. Grounded in international norms such as the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct, the Universal Declaration of Human Rights,

the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, and the Ten Principles of the United Nations Global Compact, we integrate human rights protection into our daily operations and management. We are committed to fostering a more harmonious and equitable social environment.

In the event of any conflict between national or regional laws in the locations where we operate and this Statement, or where such laws prescribe higher standards, the national or local laws of the place of operation shall prevail.

## **二、适用范围**

### **II. Scope of Application**

本声明适用于长安汽车及分子公司的所有员工。公司鼓励经销商、供应商等其他业务伙伴遵守本声明。

This Statement applies to all employees of Changan Automobile and its subsidiaries. The Company also encourage dealers, suppliers, and other business partners to adopt and implement the principles outlined in this Statement.

## **三、人权政策**

### **III. Human Rights Policy**

**1. 禁止童工：**我们尊重和支持儿童权利，坚决反对任何使用童工的行为，严格遵守《儿童权利公约》《准予就业最低年龄公约》等法律法规，明确要求应聘者符合业务所在国家/地区法律规定的最低工作年龄。

**1. Prohibition of Child Labor:** We respect and support children's rights, firmly oppose any use of child labor, and strictly comply with laws and regulations such as the Convention on the Rights of the Child and the Minimum Age Convention. We explicitly require job applicants to meet the minimum working age stipulated by the laws and regulations of the countries/regions where we operate.

**2. 禁止人口贩运和强迫劳动：** 我们的雇佣关系以自愿为基础，在一切业务中禁止任何形式的人口贩运和强迫劳动，所有雇佣者均有权自由签订和解除雇佣合同。

**2. Prohibition of Human Trafficking and Forced Labor:** Our employment relationships are based on voluntariness. We prohibit any form of human trafficking and forced labor in all our operations. All employees have the right to enter into and terminate their employment contracts freely and without undue influence.

**3. 同工同酬：** 我们遵守业务所在国家/地区法律、标准或其他劳动协议中约定的最低工资、公平报酬和社会福利标准，实施“同工同酬”的薪酬策略，承诺按时、全额支付薪资。

**3. Equal Pay for Equal Work:** We comply with the minimum wage, fair compensation, and social welfare standards stipulated by the laws and regulations of the countries/regions where we operate or agreed upon in other labor agreements. We

implement an “equal pay for equal work” compensation strategy and are committed to paying wages fully and on time.

**4. 反歧视：**我们坚决反对基于年龄、性别、种族、民族、宗教、教育背景、婚姻状况、生育状况、身体残疾、性取向、国籍、政治见解、工会成员身份、社会背景或受适用法律保护的其他身份的任何形式的歧视。我们提倡和促进多元化，尊重和支持妇女、残障人士等的权益，打造平等、包容的职场环境。

**4. Non-Discrimination:** We firmly oppose any form of discrimination based on age, gender, race, ethnicity, religion, educational background, marital status, parental status, physical disability, sexual orientation, nationality, political opinion, trade union membership, social background, or any other status protected by applicable laws. We advocate for and promote diversity, respect, and support the rights of women, persons with disabilities, and others, and strive to create an equitable and inclusive workplace.

**5. 反骚扰：**我们坚决抵制职场骚扰、言语暴力、肢体暴力、心理胁迫、虐待及侮辱行为等，倡导尊重、和谐、包容的工作氛围。

**5. Anti-Harassment:** We firmly oppose workplace harassment, verbal abuse, physical violence, psychological coercion, abuse, and humiliating behavior. We foster a work environment of respect, harmony, and inclusivity.

**6. 平等与公平：**我们遵循“平等、自愿、协商一致”的原则，为应聘者提供平等的机会，聘用员工以自愿为原则，并按照适用的法律法规，与员工签订劳动合同，尊重员工依据合同或法律规定解除劳动关系的权利。

**6. Equality and Fairness:** We adhere to the principles of "equality, voluntariness, and consensus through consultation". We provide equal opportunities to job applicants, base employment on the principle of voluntariness, sign labor contracts with employees in accordance with applicable laws and regulations, and respect employees' right to terminate labor relationships as per contract or legal provisions.

**7. 个人隐私：**我们严格遵守个人信息保护相关法律法规，严格按照业务所在国家/地区法律、标准及公司内控要求，严谨处理个人信息，并采取必要的技术和组织措施保障个人隐私和信息安全。

**7. Personal Privacy:** We strictly comply with laws and regulations related to personal information protection. We handle personal information rigorously in accordance with the rules and standards of the countries/regions where we operate, as well as our internal control requirements. We take necessary technical and organizational measures to ensure the personal privacy and information security of our users.

**8. 安全与健康：**我们致力于提供安全卫生的工作环境、必要的劳动保护措施及安全培训，预防工伤事故和职业病的

发生。同时，我们关心关爱员工的身心健康，为员工提供健康服务，全方位保障员工的安全与健康。

**8. Safety and Health:** We are committed to providing a safe and hygienic working environment, necessary labor protection measures, and safety training to prevent work-related injuries and occupational diseases. Simultaneously, we prioritize the physical and mental well-being of all employees, offering comprehensive health services and ensuring their safety and health are protected.

**9. 结社自由和表达自由：** 员工有权加入法律认可的工会，包括参与工会、职工代表大会等。我们建立健全民主沟通机制，保障员工知情权、表达权、监督权；我们鼓励员工为长安汽车发展建言献策，为员工搭建表达不同观点的沟通交流平台，及时回应员工的合理诉求。

**9. Freedom of Association and Expression:** Employees have the right to join legally recognized trade unions, including the right to participate in union activities and attend workers' congresses. We establish and improve democratic communication mechanisms to safeguard employees' rights to be informed, to express themselves, and to participate in the supervision process. We encourage employees to provide suggestions for Changan Automobile's development, provide platforms for communication and expression of diverse viewpoints, and respond promptly to their reasonable requests.

**10. 保护当地社区和原住民：**我们尊重可能受我们业务运营影响的当地社区和原住民的权利，并考虑到我们的业务活动对当地的影响。

**10. Protection of Local Communities and Indigenous Peoples:** We respect the rights of local communities and indigenous peoples who may be affected by our operations. We carefully consider the impact of our activities on these groups.

#### **四、政策实施**

#### **IV. Policy Implementation**

**1. 人权尽责管理：**长安汽车识别与分析自身运营及价值链上下游的人权风险，针对所有业务运营（包括新业务）中的人权保护措施开展定期的监测与评估，通过收集反馈、与相关方沟通等方式，持续评估人权政策的有效性和适应性，及时发现和解决可能出现的人权相关问题，并适时采取必要的调整和优化措施。

**1. Human Rights Due Diligence:** Changan Automobile identifies and analyzes human rights risks within its own operations and throughout its value chain. We conduct regular monitoring and assessment of human rights protection measures in all business operations (including new businesses). Through feedback collection and communication with stakeholders, we continuously evaluate the effectiveness and adaptability of our human rights policies, promptly identify and address potential

human rights issues, and implement necessary adjustments and optimizations as required.

**2. 教育和培训：**长安汽车将定期为包括董事会成员、管理层在内的全体员工以及供应商、经销商等商业伙伴提供适当的教育和培训，以确保本声明在内外部业务经营活动中得到贯彻落实。

**2. Education and Training:** Changan Automobile will regularly provide appropriate education and training for all employees, including board members and management, as well as suppliers, dealers, and other business partners, to ensure the thorough implementation of this Statement in both internal and external business activities.

**3. 申诉渠道：**长安汽车欢迎员工和社会各界监督我们的人权工作，提出意见和建议。为此，公司建立如下举报系统，并承诺对举报人和协助调查的非举报人身份进行保密。

**3. Grievance Channels:** Changan Automobile welcomes employees and the wider society to supervise our human rights work and provide opinions and suggestions. To this end, the Company has established the following reporting system and is committed to maintaining the confidentiality of the identities of whistleblowers and non-whistleblowers who assist in investigations.

举报邮箱：renquan@changan.com.cn

举报邮寄地址：重庆市江北区江北嘴金融城二号楼T2-32层 重庆长安汽车股份有限公司 人力资源部

Email: renquan@changan.com.cn

Mailing Address: HR Department, Chongqing Changan Automobile Co., Ltd., Floor T2-32, Building 2, Jiangbeizui Financial City, Jiangbei District, Chongqing, China