## **Haining Wenda Hosiery Co., LTD**

Human trafficking prevention and anti-slave control procedures

### 1.0 Purpose

It has always been our goal and belief to adhere to corporate social responsibility (CSR) and we believe that this will ensure a good and long-term relationship with our customers

Business relationship. In order to protect the rights and interests of all the employees of our company, to avoid the occurrence of human trafficking events, effectively prohibited Sell the population policy, my company tailor-made this procedure.

2.0 Scope of Application

This procedure applies to all employees, contractors and suppliers.

- 3.0 Responsibilities
- 3.1 Appoint the director of the administration department as the person in charge of the anti-trafficking policy of the company, responsible for implementing and supervising the anti-trafficking policy.
- 3.2 Effectively implement the recruitment policies and labor policies formulated by the Company.
- 3.3 All foreign workers must undergo identity verification and background checks before employment.
- 3.4 Communicate with employees on anti-trafficking policies and jointly promote employment safety.
- 3.5 Periodically review the company's labor policies to ensure compliance with laws, regulations and customer requirements.

All foreign workers must undergo identity verification and background checks before being hired,

Communicate with employees on anti-trafficking policies to promote employment safety. Regularly review the company's employment policies to ensure compliance with laws and regulations and customer requirements.

The above anti-trafficking policy will also be communicated to all employees, contractors and suppliers and made available for public inspection.

4.0 It is strictly prohibited for anyone to engage in the slave trade by any means that reduces people to slavery, including the acquisition of slaves for the purpose of resale or exchange

The act of selling or transporting slaves by any means of transportation. The law of the States parties to the relevant Convention shall provide for such acts

Criminal offences, and extremely severe penalties for the offenders concerned.

4.1 Abduction and trafficking of women, children and other human beings shall be strictly prohibited, including abduction, buying, trafficking, transporting and transferring women for the purpose of selling

Female children; Inducing and forcing an abducted woman to engage in prostitution or selling an abducted woman to another person to force her into prostitution; A woman about to be abducted Children are sold abroad, abroad, etc. The national law imposes severe penalties on those convicted of trafficking in human beings.

5.0 Article 4 of the Universal Declaration of Human Rights 1948 stipulates that no one shall be held in slavery or servitude, in all forms of slavery and slavery

The trade of employees should be prohibited. Abolition of Slavery, the Slave Trade and the Like, adopted by the United Nations General Assembly in September 1956

System of Institutions and Customs Supplement Convention, further defines the concept of the slave trade, the scope, emphasizes the seriousness of the crime, to

The laws of the countries that signed the Convention made the slave trade a crime and imposed severe penalties. The supplementary Convention also provides that some are similar

The practices of slavery, such as debt servitude, serfdom, bride selling and child labor, are illegal

# 海宁市万事达袜业有限公司

### 防止人口贩卖及反奴隶控制程序

### 1.0 目的

遵守企业社会责任一直是本公司的目标及信念,亦深信这可确保公司能与客户建立良好而长远 之商业关系。为了保护我公司所有员工的人生权益,避免贩卖人口事件的发生,有效落禁止贩 卖人口政策,我公司特制定本程序。

### 2.0 适用范围

本程序适用于所有员工、承包商及供货商。

### 3.0 职责

- 3.1 委任行政部主管为公司禁止贩卖人口政策的负责人,负责落实并监督禁止贩卖人口政策。
- 3.2 切实落实公司制定的人员招聘政策及劳动用工政策。
- 3.3 所有外籍劳工雇佣前,必须进行身份核实和背景调查。
- 3.4 就禁止贩卖人口政策与员工进行沟通,共同促进用工安全。
- 3.5 对公司各项劳动用工政策定期评审,确保符合法律法规和客户要求。

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就禁止贩卖人口政策与员工进行沟通,共同促进用工安全。

对公司各项劳动用工政策定期评审,确保符合法律法规和客户要求。

以上禁止贩卖人口政策亦会传达致所有员工、承包商及供货商,并让公众查阅。

- **4.0** 严禁任何人以任何方式使人沦为奴隶而从事奴隶贩卖,包括以转卖或交换为目的取得奴隶的行为、以任何运送方式将奴隶贩卖或运输的行为。对该类行为有关公约当事国法律应规定为刑事罪,并对有关罪犯处以极严厉的刑罚。
- 4.1 严禁拐骗贩卖妇女儿童和其他人口,包括以出卖为目的拐骗、收买、贩卖、接送、中转妇女儿童;诱骗强迫被拐卖的妇女卖淫或者被拐卖的妇女卖给他人迫使其卖淫;将被拐骗的妇女儿童卖往国外、境外等等。对贩卖人口的罪犯,国家法律将处以严厉的刑罚。
- 5.0《世界人权宣言》1948 第 4 条规定:任何人不得使为奴隶或奴役,一切形式的奴隶制和奴隶买卖,均应予以禁止。联合国大会 1956 年 9 月通过的《废止奴隶制、奴隶贩卖及类似奴隶制的制度与习俗补充公约》,进一步界定了奴隶贩卖的概念、范围、强调该犯罪的严重性,要求公约签约国的法律将奴隶贩卖规定为犯罪,并处以严厉的刑罚。补充公约还规定,某些类似奴隶制的惯例,如债务奴役、农奴制、买卖新娘和童工等均为违法行为。