

东方日升 2025 年度人权尽职调查报告

Risen Energy 2025 Human Rights Due Diligence Report

报 告 期 间 / Reporting Period	2025 年度 / FY2025
报 告 范 围 / Reporting Scope	12 个生产基地、总部大楼、相关价值链活动及合作伙伴管理范围 / 12 production bases, headquarters building, relevant value chain activities and business partner management scope
覆盖议题 / Topics Covered	职业安全、童工、强迫劳动、自由结社、女性权益保护、反歧视 / Occupational safety, child labor, forced labor, freedom of association, women' s rights protection and non-discrimination
报 告 用 途 / Purpose	用于公司人权风险管理、内部改进及可持续发展信息披露支持 / Supporting human rights risk management, internal improvement and sustainability disclosure



报告摘要 | Report Summary

东方日升将尊重和保护人权纳入公司可持续发展管理和日常经营管理。报告期内,公司围绕员工、承包商、供应商及其他业务合作伙伴可能受到影响的人权议题,开展风险识别、评估、预防与缓解,并建立相应的申诉和补救机制。

Risen Energy integrates respect for and protection of human rights into its sustainability management and day-to-day operations. During the reporting period, the Company identified, assessed, prevented and mitigated human rights risks that may affect employees, contractors, suppliers and other business partners, and maintained corresponding grievance and remediation mechanisms.

本年度人权尽职调查重点覆盖职业安全、童工、强迫劳动、自由结社、女性权益保护和反歧视六类议题。评估结果显示,职业安全为低风险议题,2025年风险概率为0.18%;童工、强迫劳动、自由结社、女性权益保护和歧视相关议题未识别实际发生的人权侵害。

This year's human rights due diligence focused on six topics: occupational safety, child labor, forced labor, freedom of association, women's rights protection and non-discrimination. The assessment found occupational safety to be a low-risk topic with a FY2025 risk likelihood of 0.18%; no actual human rights violation was identified in relation to child labor, forced labor, freedom of association, women's rights protection or discrimination.



关键结论 | Key Findings

- 公司已针对重点人权议题建立制度要求、培训宣导、申诉沟通、供应链管理和整改闭环等管理措施。
- The Company has established management measures for key human rights topics, including policies, training and communication, grievance channels, supply chain management and corrective-action closure.
- 本年度人权尽职调查覆盖 12 个生产基地及总部大楼；所有新入职员工均需参加人权相关培训。
- This year' s human rights due diligence covered 12 production bases and the headquarters building; all new hires are required to participate in human-rights-related training.
- 报告期内未识别公司造成或助成的童工、强迫劳动、歧视、侵犯结社自由或女性权益等重大人权负面影响。
- During the reporting period, no material adverse human rights impact caused or contributed to by the Company was identified in relation to child labor, forced labor, discrimination, freedom of association or women' s rights.
- 2025 年，公司未收到人权相关申诉。
- In 2025, the Company did not receive any human-rights-related grievances.
- 职业安全仍为公司持续关注的重点，相关补救措施包括医疗协助、工伤认定、休假及薪资/保险补偿、原因调查、整改复训和防止再次发生。
- Occupational safety remains a key area of continuous management. Relevant



remediation measures include medical assistance, work-injury recognition, leave and wage/insurance compensation, root-cause investigation, corrective actions, retraining and prevention of recurrence.

- 公司通过邮箱、微信公众号、投诉电话和钉钉等渠道，为员工和相关方提供投诉举报路径。
- The Company provides grievance and reporting channels for employees and relevant stakeholders through email, WeChat official account, complaint hotline and DingTalk.

尽职调查范围与原则 | Scope and Principles

本报告所述人权尽职调查覆盖公司 12 个生产基地、总部大楼、上下游价值链及合作伙伴管理范围，重点关注员工、生产和工程人员、新进员工、女性员工、未成年相关风险对象、供应商员工及其他可能受到公司业务活动影响的人群。

The human rights due diligence described in this report covers the Company' s 12 production bases, headquarters building, upstream and downstream value chain, and business partner management scope. It focuses on employees, production and engineering personnel, new hires, female employees, individuals exposed to child-labor-related risks, supplier employees and other groups that may be affected by the Company' s business activities.

公司开展人权尽职调查时，遵循预防为主、风险导向、持续改进和有效补救的原则。对潜在负面影响，公司将通过制度、流程、培训、审核和沟通机制降低发生可能性；对潜在发生的负面影响，公司将通过医疗协助、补偿、纠正、问责、复训和防止再次发生等方式进行补救。



The Company follows the principles of prevention, risk-based management, continuous improvement and effective remediation. Potential adverse impacts are prevented or mitigated through policies, procedures, training, audits and communication mechanisms. Actual adverse impacts are addressed through remediation measures such as medical assistance, compensation, correction, accountability, retraining and prevention of recurrence.

治理与职责 | Governance and Responsibilities

公司将人权议题纳入 ESG 和合规管理体系，由相关职能部门根据职责分工落实员工权益、职业健康安全、供应链管理、申诉处理和整改跟踪等工作。各业务部门负责在日常管理中识别和反馈风险，职能部门负责制定制度、组织培训、开展核查并推动整改。

The Company incorporates human rights topics into its ESG and compliance management system. Relevant functions implement employee rights protection, occupational health and safety, supply chain management, grievance handling and corrective-action tracking according to their responsibilities. Business departments identify and report risks in daily operations, while functional departments formulate policies, organize training, conduct reviews and drive corrective actions.

- 人力资源相关部门负责招聘、劳动关系、员工沟通、女性员工保护和反歧视管理。
- Human resources functions are responsible for recruitment, labor relations, employee communication, female employee protection and non-discrimination management.



- EHS 相关部门负责职业健康安全风险识别、隐患排查、事故调查、应急管理和整改闭环。
- EHS functions are responsible for OHS risk identification, hazard inspection, incident investigation, emergency management and corrective-action closure.
- 采购及供应链相关部门负责将人权要求纳入供应商准入、审核、沟通和整改管理。
- Procurement and supply chain functions are responsible for embedding human rights requirements into supplier onboarding, audits, communication and corrective-action management.
- 合规及申诉处理相关职能负责维护申诉渠道、调查反馈事项并推动补救措施落实。
- Compliance and grievance-handling functions are responsible for maintaining grievance channels, investigating reported matters and promoting remediation measures.

调查方法 | Due Diligence Methodology

本年度人权尽职调查综合采用文件审查、数据核验、风险评估、内部审核、申诉调查、培训覆盖核验和供应商管理信息复核等方法。

The FY2025 human rights due diligence used a combination of document review, data verification, risk assessment, internal audits, grievance investigation, training coverage checks and supplier management information review.

- 识别议题：结合公司运营特征、员工结构、供应链管理要求及过往风险记录，确定重点人权议题。



- Topic identification: Key human rights topics were identified based on operational characteristics, workforce structure, supply chain management requirements and historical risk records.
- 识别对象：明确可能受到影响的员工、承包商、供应商员工及其他业务合作伙伴相关人员。
- Affected group identification: Potentially affected employees, contractors, supplier employees and other business partner personnel were identified.
- 评估风险：通过职业伤害报告、身份证明核验、参照 RBA 内部审查、登记记录和申诉调查等工具评估风险水平。
- Risk assessment: Risk levels were assessed through tools such as occupational injury reports, ID verification, RBA (Responsible Business Alliance) internal reviews, registration records and grievance investigations.
- 落实措施：对潜在风险制定制度、培训、审核、沟通和整改措施，降低负面影响发生可能性。
- Mitigation: Policies, training, audits, communication and corrective actions were implemented to reduce the likelihood of potential adverse impacts.
- 补救跟踪：对已发生或可能发生的负面影响建立处理、补偿、纠正、问责和防止再次发生机制。
- Remediation tracking: Handling, compensation, correction, accountability and recurrence-prevention mechanisms were established for actual or potential adverse impacts.
- 持续改进：根据风险评估、申诉反馈和整改结果，优化制度、培训、供应链管理和信息披露。
- Continuous improvement: Policies, training, supply chain management and



disclosure practices are improved based on risk assessment, grievance feedback and corrective-action results.

培训覆盖情况 | Training Coverage

公司将人权相关要求纳入新员工入职培训内容，所有新入职员工均需参加人权相关培训。培训内容包括基本人权原则、反歧视、反骚扰、职业健康安全、申诉渠道和员工权益保护等。

The Company incorporates human-rights-related requirements into new-hire onboarding training. All new hires are required to participate in human-rights-related training. The training covers basic human rights principles, non-discrimination, anti-harassment, occupational health and safety, grievance channels and protection of employee rights.

人权风险识别与评估结果 | Human Rights Risk Identification and Assessment Results

公司围绕六类重点议题开展风险识别。总体来看，报告期内相关风险处于可控水平，除职业安全因生产运营特点持续存在低水平风险外，其他议题未识别实际发生的人权侵害。

The Company identified risks across six key topics. Overall, the risks remained under control during the reporting period. Apart from occupational safety, which continues to carry a low level of risk due to the nature of production operations, no actual human rights violation was identified for the other topics.



议题 Topic	可能受影响对象 Potentially Affected Groups	评估工具 Assessment Tools	2025 风险水平 FY2025 Risk Level	报告期结果 Reporting-Period Result
职业安全 Occupational safety	产线、工程人员、新进员工 Production and engineering employees, new hires	职业伤害报告 Occupational injury report	低; 风险概率 0.18%* Low; risk likelihood 0.18%	未识别重大职业健康安全类人权负面影响 No material OHS-related human rights impact identified
童工 Child labor	产线及供应商相关未成年风险对象 Minor-related risk groups in production and suppliers	身份证明核验 ID verification	未识别实际个案; 持续监测 No actual case identified; ongoing monitoring	未发现童工个案 No child labor case identified
强迫劳动 Forced labor	全体员工及供应商员工 All employees and supplier employees	参照 RBA 要求的内部劳工合规检查、申诉调查 Internal labor compliance checks with reference to RBA requirements, grievance investigations	未识别实际个案; 持续监测 No actual case identified; ongoing monitoring	未识别强迫劳动个案 No forced labor case identified
自由结社 Freedom of association	全体员工 All employees	申诉调查 Grievance investigation	未识别实际个案; 持续监测 No actual case identified; ongoing monitoring	未识别侵犯结社自由的实际人权侵害 No actual violation related to freedom of association identified
女性权益保护 Women's rights protection	女性员工及孕期、产期、哺乳期员工 Female employees, including employees during pregnancy, maternity and lactation	登记记录、申诉调查 Registration records, grievance investigation	未识别实际个案; 持续监测 No actual case identified; ongoing monitoring	未识别重大女性权益类人权侵害 No material women's-rights violation identified



议题 Topic	可能受影响对象 Potentially Affected Groups	评估工具 Assessment Tools	2025 风险水平 FY2025 Risk Level	报告期结果 Reporting-Period Result
反歧视 Non-discrimination	全体员工及供应商员工 All employees and supplier employees	申诉调查 Grievance investigation	未识别实际个案；持续监测 No actual case identified; ongoing monitoring	未识别重大歧视类人权侵害 No material discrimination-related violation identified

* 计算公式=风险发生的人数/总人数 Risk occurrence = number of people affected by risk / total number of people

供应链人权尽职调查与责任采购 | Supply Chain Human Rights Due Diligence and Responsible Procurement

公司将供应商纳入人权尽职调查和责任采购管理范围，通过供应商准入、现场审核、ESG 尽职调查、社会与环境标准筛选、供应商赋能及原材料来源追溯等方式，推动供应链人权和劳工权益风险管理。

The Company includes suppliers within its human rights due diligence and responsible procurement management. Supplier onboarding, on-site audits, ESG due diligence, social and environmental screening, supplier enablement and raw material traceability are used to promote human rights and labor rights risk management across the supply chain.

类别 Category	指标 Indicator	单位 Unit	2025 数据 FY2025 Data
供应商数量与分布 Supplier quantity and distribution	供应商总数 Total number of suppliers	家 suppliers	1,119



类别 Category	指标 Indicator	单位 Unit	2025 数据 FY2025 Data
供应商数量与分布 Supplier quantity and distribution	一级供应商数量 Number of tier-1 suppliers	家 suppliers	576
供应商数量与分布 Supplier quantity and distribution	重要一级供应商数量 Number of significant tier-1 suppliers	家 suppliers	275
供应商审核 Supplier audit	供应商现场审核次数 Number of supplier on-site audits	次 times	299
供应商审核 Supplier audit	供应商 ESG 尽职调查数量 Number of supplier ESG due diligence reviews	次 times	103
供应商审核 Supplier audit	该年度接受 ESG 尽职调查的供应商目标 Annual target for suppliers subject to ESG due diligence	次 times	103
供应商审核 Supplier audit	年度 ESG 尽职调查计划内重要供应商完成率 Completion rate of significant suppliers included in the annual ESG due diligence plan	%	100
供应商审核 Supplier audit	适用社会环境标准筛选的新增供应商百分比 Share of new suppliers screened using social and environmental criteria	%	100
供应商赋能 Supplier enablement	经确认有重大负面环境或社会影响的供应商数量 Number of suppliers confirmed to have significant negative environmental or social impacts	家 suppliers	0
供应商赋能 Supplier enablement	具有重大实际/潜在负面影响并制定改进计划的供应商百分比 Share of suppliers with significant actual/potential negative impacts and improvement plans	%	0
供应商赋能 Supplier enablement	改进计划覆盖的供应商总数 Total number of suppliers covered by improvement plans	家 suppliers	0
供应商赋能 Supplier enablement	该年度改进计划覆盖的供应商总数目标 Annual target for suppliers covered by improvement plans	家 suppliers	0



类别 Category	指标 Indicator	单位 Unit	2025 数据 FY2025 Data
供应商赋能 Supplier enablement	被评估为具有重大实际/潜在负面影响并受到改进计划支持的供应商百分比 Share of suppliers assessed as having significant actual/potential negative impacts and supported by improvement plans	%	0
供应商赋能 Supplier enablement	参与赋能计划的供应商总数 Total number of suppliers participating in enablement programs	家 suppliers	128
供应商赋能 Supplier enablement	该年度参与赋能计划的供应商总数目标 Annual target for suppliers participating in enablement programs	家 suppliers	128
供应商赋能 Supplier enablement	参与赋能计划的重要供应商的百分比 Share of significant suppliers participating in enablement programs	%	100

重点议题管理措施 | Management Measures for Key Topics

1. 职业安全 | Occupational Safety

公司通过职业健康安全风险评估、隐患排查、事故趋势分析、安全培训、班组宣导、防护设施和工程控制措施，及应急管理，降低职业安全风险。发生职业安全事件时，提供现场急救、医疗协助、工伤申报协助、保险补偿，休假等保障员工合法权益。

The Company reduces occupational safety risks through OHS risk assessments, hazard inspections, incident trend analysis, safety training, team briefings, protective facilities and engineering controls. Where occupational safety incidents occur, the Company provides first aid, medical assistance, work-injury recognition, leave and wage/insurance compensation, and conducts root-cause investigation, corrective



actions, retraining and accountability follow-up.

2. 童工防范 | Child Labor Prevention

公司在招聘和入职环节核验年龄和身份证明，制度明文禁止童工，并将禁止童工要求纳入供应商管理。如发现童工个案，公司将立即停止其工作，优先保障儿童权益，通知父母或监护人，并承担必要交通、住宿、返乡和相关支持费用。

The Company verifies age and ID documents during recruitment and onboarding, expressly prohibits child labor in written policies, and incorporates child-labor prevention requirements into supplier management. If a case is identified, the Company will immediately remove the child from work, protect the child's best interests, notify parents or guardians, and cover necessary transport, accommodation, return-home and related support costs.

3. 强迫劳动防范 | Forced Labor Prevention

公司制度明文禁止强迫劳动，禁止扣押证件、收取押金或限制人身自由，并通过 RBA 内部审查、工时和薪酬检查、申诉调查及供应商审核识别风险。如发现强迫劳动，公司将立即停止相关行为，返还证件和不当费用，补发工资或补偿，保障员工自由离职，并对责任方进行调查和处理。

The Company expressly prohibits forced labor, withholding of IDs, deposits and restrictions on freedom of movement. Risks are identified through RBA internal reviews, working-hour and wage checks, grievance investigations and supplier audits. If forced labor is identified, the Company will immediately stop the practice, return IDs and



improper fees, repay wages or provide compensation, protect employees' freedom to leave, and investigate and address responsible parties.

4. 自由结社与员工沟通 / Freedom of Association and Employee Communication

公司通过新员工培训、管理层宣导、员工沟通渠道、申诉机制和反报复要求，保障员工依法表达、沟通和结社相关权利。如发生不当限制或报复，公司将立即停止相关行为，恢复员工合法权益，调查处理责任人员，并开展必要的再培训。

The Company protects employees' lawful rights to expression, communication and association through new-hire training, management communication, employee communication channels, grievance mechanisms and non-retaliation requirements. If improper restriction or retaliation occurs, the Company will immediately stop the practice, restore employees' lawful rights, investigate and address responsible personnel, and conduct necessary retraining.

5. 女性权益保护 | Women's Rights Protection

公司持续完善女性员工保护制度和必要基础设施，落实孕期、产期、哺乳期保护和必要工作安排，并提供健康安全保障、反骚扰和反歧视宣导及申诉渠道。如发生女性权益相关负面影响，公司将提供医疗支持、心理辅导、休假和薪酬保障，必要时调整岗位或工作安排，并处理责任人员。

The Company continues to improve policies and necessary facilities for female employee protection, implements pregnancy, maternity and lactation protection and



necessary work arrangements, and provides health and safety protection, anti-harassment and anti-discrimination communication and grievance channels. If adverse impacts related to women's rights occur, the Company will provide medical support, psychological counselling, leave and wage protection, adjust job or work arrangements where necessary, and address responsible personnel.

6. 反歧视 | Non-discrimination

公司禁止招聘、用工、薪酬、晋升和培训等环节任何形式的歧视，通过培训、管理宣导、申诉调查和供应商要求降低风险。如发生歧视事件，公司将立即纠正歧视性决定或做法，恢复受影响人员权益，必要时提供经济或非经济补偿，并开展问责、复训和制度复盘。

The Company prohibits discrimination in recruitment, employment, pay, promotion and training, and reduces risk through training, management communication, grievance investigation and supplier requirements. If discrimination occurs, the Company will immediately correct discriminatory decisions or practices, restore affected persons' rights, provide financial or non-financial compensation where necessary, and conduct accountability, retraining and policy review.

申诉与补救机制 | Grievance and Remediation Mechanism

公司建立员工沟通和申诉渠道，鼓励员工及相关方就劳动权益、职业健康安全、歧视、骚扰、供应链劳工权益等问题进行反馈。公司对申诉事项进行受理、调查、反馈和跟踪，并要求相关责任部门落实纠正和预防措施。2025 年，公司未收到人权相关申诉。



The Company maintains employee communication and grievance channels and encourages employees and relevant stakeholders to report concerns related to labor rights, occupational health and safety, discrimination, harassment and supply chain labor rights. Grievances are received, investigated, responded to and tracked, and relevant responsible departments are required to implement corrective and preventive measures. In 2025, the Company did not receive any human-rights-related grievances.

举报投诉渠道 / Reporting and Complaint Channels

渠道 / Channel	信息 / Details	适用说明 / Use
邮箱举报渠道 Email reporting channel	5198@risen.com zjsy5198@twinsel.com	用于员工及相关方提交举报、投诉或人权相关反馈。 For employees and relevant stakeholders to submit reports, complaints or human-rights-related feedback.
微信公众号 WeChat official account	阳光日升 Sunshine Risen	用于线上反馈、沟通及信息查询。 For online feedback, communication and information access.
投诉电话 Complaint hotline	0574-59982178	用于电话投诉、咨询和紧急沟通。 For complaints, inquiries and urgent communication by phone.
钉钉举报 DingTalk reporting	日升集团；双宇子公司 Risen Group; Shuangyu subsidiary	用于集团及相关子公司内部员工提交举报投诉。 For internal employees of the Group and relevant subsidiaries to submit reports and complaints.

补救流程 | Remediation Process

- 受理与记录：对投诉或发现的问题进行登记，明确受影响对象、事件类型和紧急程度。



- Receipt and recording: Complaints or identified issues are recorded, including affected persons, event type and urgency.
- 风险隔离：对可能持续造成伤害的情形，先采取临时保护或停止相关行为。
- Risk isolation: Where harm may continue, temporary protection or immediate cessation of the relevant practice is implemented first.
- 调查核实：由相关职能部门开展事实核查，必要时访谈相关人员并复核记录。
- Investigation and verification: Relevant functions conduct fact-finding, interview relevant personnel and review records where necessary.
- 补救实施：根据影响类型采取医疗、补偿、纠正、恢复权益、道歉、岗位调整、供应商整改或合作调整等措施。
- Remediation implementation: Depending on the impact, measures may include medical support, compensation, correction, restoration of rights, apology, job adjustment, supplier corrective action or cooperation adjustment.
- 责任处理：对违反制度或法律法规的人员、部门或供应商采取相应问责措施。
- Accountability: Personnel, departments or suppliers violating policies or laws and regulations are subject to corresponding accountability measures.
- 复盘改进：更新制度、培训、审核和管理流程，降低类似问题再次发生的可能性。
- Review and improvement: Policies, training, audits and management processes are updated to reduce the likelihood of recurrence.



报告期结果与后续计划 | Reporting-Period Results and Next Steps

报告期内，公司未识别由公司造成或助成的童工、强迫劳动、歧视、侵犯结社自由、女性权益等重大人权侵害，未收到人权相关申诉，未发生有争议的采购与销售事件。职业安全仍是公司持续管理的重点议题，公司已通过风险识别、培训宣导、防护设施、应急管理、事故处理和整改闭环降低风险。

During the reporting period, the Company did not identify any material human rights violation caused or contributed to by the Company in relation to child labor, forced labor, discrimination, freedom of association or women's rights. No human-rights-related grievance was received, and no controversial procurement or sales incident occurred. Occupational safety remains a key management focus, and the Company has reduced risks through risk identification, training and communication, protective facilities, emergency management, incident handling and corrective-action closure.

后续计划 | Next Steps

- 继续完善人权风险识别和评估记录，提高不同基地、部门和供应商之间的数据一致性。
- Continue improving human rights risk identification and assessment records, and enhance data consistency across sites, departments and suppliers.
- 加强员工与管理层的人权、反歧视、反骚扰和申诉机制培训。
- Strengthen human rights, non-discrimination, anti-harassment and grievance



mechanism training for employees and management.

- 将人权要求进一步嵌入供应商准入、审核、整改和绩效评价流程。
- Further embed human rights requirements into supplier onboarding, audits, corrective actions and performance evaluation.
- 持续优化申诉处理和补救记录，确保实际影响能够得到及时、有效和可追踪的处理。
- Continue optimizing grievance handling and remediation records to ensure that actual impacts are handled in a timely, effective and traceable manner.
- 结合年度可持续发展管理要求，定期复盘人权风险趋势和改进成效。
- Regularly review human rights risk trends and improvement results in line with annual sustainability management requirements.

附录：重点议题管理矩阵 | Appendix: Key Topic Management Matrix

议题 Topic	主要缓解措施 Key Mitigation Measures	补救方向 Remediation Approach	2025 状态 FY2025 Status
职业安全 Occupational safety	风险评估、隐患排查、培训演练、PPE 和工程控制、整改闭环 Risk assessment, hazard inspection, training and drills, PPE and engineering controls, corrective-action closure	医疗协助、工伤认定、补偿、调查整改、复训和防止再次发生 Medical assistance, work-injury recognition, compensation, investigation and correction, retraining and recurrence prevention	低风险；风险概率 0.18% Low risk; likelihood 0.18%



议题 Topic	主要缓解措施 Key Mitigation Measures	补救方向 Remediation Approach	2025 状态 FY2025 Status
童工 Child labor	年龄和身份核验、制度禁止、供应商准入和审核 Age and ID verification, policy prohibition, supplier onboarding and audits	停止工作、通知监护人、承担必要支持费用、调查整改 Removal from work, guardian notification, necessary support costs, investigation and correction	未发现个案 No case identified
强迫劳动 Forced labor	禁止扣押证件和押金、RBA 内部审查、工时薪酬检查、申诉调查 Prohibition of ID/deposit withholding, RBA internal review, working-hour and wage checks, grievance investigation	停止行为、返还证件和费用、补发工资或补偿、问责整改 Cessation, return of IDs/fees, wage repayment or compensation, accountability and correction	未识别个案 No case identified
自由结社 Freedom of association	培训宣导、员工沟通、申诉和反报复机制 Training, employee communication, grievance and non-retaliation mechanisms	停止限制或报复、恢复权益、调查处理和再培训 Cessation of restriction or retaliation, restoration of rights, investigation and retraining	未识别实际侵害 No actual violation identified
女性权益保护 Women's rights protection	孕产哺保护、必要工作安排、健康安全保护、反骚扰和反歧视宣导 Pregnancy/maternity/lactation protection, necessary work arrangements, health and safety protection, anti-harassment and anti-discrimination communication	医疗支持、心理辅导、休假薪酬保障、工作安排调整和问责 Medical support, counselling, leave/wage protection, work arrangement adjustment and accountability	未识别重大侵害 No material violation identified



议题 Topic	主要缓解措施 Key Mitigation Measures	补救方向 Remediation Approach	2025 状态 FY2025 Status
反歧视 Non-discrimination	禁止歧视、培训宣导、申诉调查、 供应商要求 Prohibition of discrimination, training and communication, grievance investigation, supplier requirements	纠正歧视性决定、恢复权益、 必要补偿、问责复训 Correction of discriminatory decisions, restoration of rights, necessary compensation, accountability and retraining	未识别重大侵害 No material violation identified

