

河南豫光金铅股份有限公司

关于禁止强迫劳动的声明

Henan Yuguang Gold and Lead Co., Ltd.

Statement for Prohibition of Forced Labor

我公司严格遵守国家各项法律法规，严格执行以《劳动法》为核心的法律体系来保障本企业员工的合法权益，反对任何形式的强迫劳动。按照 LBMA 白银矿产供应链的管理要求，应禁止采购有强迫劳动行为在内的所有矿产，确保供应链符合 OECD 指南的要求。

In addition to complying with various national laws and regulations, our company strictly implements a legal system centered on the Labor Law to protect the legitimate rights and interests of our employees as well as opposes any form of forced labor. According to the management requirements of the LBMA mineral supply chain of silver, the procurement of all minerals, including forced labor practices, should be prohibited to ensure that the supply chain meets the requirements of OECD guidance.

我公司向白银供应商也宣贯这一要求，让其在所提供的承诺书中保证无强迫劳动的情形，并通过对供应商所在地的现场走访、对供应商员工进行调查访谈等方式对强迫劳动行为进行核实。最终，以客户承诺和现场调研问卷为依据，综合判定白银供应商无强迫用工的行为。

At the same time, all companies in the silver supply chain have been informed of this requirement, so that they can ensure that there is no forced labor in the letter of undertaking they provided. In addition, the forced labor behavior is verified by visiting the supplier's location and conducting investigation and interview with the supplier's employees. Finally, based on customer commitment and on-site survey questionnaires, the silver supplier is comprehensively determined to have no forced labor behavior.

基于上述情况, 我公司可以负责任地声明我司以及所有白银供应链上的公司均无强迫劳动的情况。

Here, we can declare responsibly that neither our company nor any of the companies in the silver supply chain have forced labor.

河南豫光金铅股份有限公司

Henan Yuguang Gold and Lead Co., Ltd.

2023年3月4日

March 4, 2023