

Oplus Human Rights Declaration

1. Applicability

This declaration is applicable to all Oplus employees, from management to staff. Oplus is dedicated to working with our business partners and suppliers to encourage the adoption of similar policies, promoting human rights throughout our operations and supply chains.

2. Legal and Regulatory Compliance

Oplus fully complies with labor, environmental, and other applicable laws and regulations in every country where we conduct business. Furthermore, we actively uphold international human rights standards and advocate for their implementation across our global activities.

3. Human Rights Training

We provide thorough training on human rights policies to all employees, ensuring they are equipped with the knowledge to respect and apply these principles in their daily work.

4. Safe and Fair Workplace

At Oplus, we are committed to maintaining a safe and healthy workplace for all employees. We uphold an environment of equality, fostering cooperation and mutual respect, and strictly prohibit all forms of discrimination or harassment. We advocate for the elimination of workplace discrimination, reject forced labor in any form, and actively support the protection of women's rights in the workplace.

5. No Child Labor Policy

Oplus strictly prohibits the employment of individuals under the age of 16 and enforces this policy with all our suppliers and subcontractors, ensuring ethical labor practices across our supply chain.

6. Commitment to Dialogue

Oplus ensures fair wages and benefits that at least meet employees' basic needs. We respect employees' rights to freedom of association and collective bargaining and maintain open communication to address concerns related to working conditions and employment.

Global ESG Committee
Shenzhen Oplus Biotechnology Co., Ltd.