山东威高集团医用高分子制品股份有限公司
Shandong Weigao Group Medical Polymer Company Limited

劳动权益与人权政策
Labour Rights and Human Rights Policy

1. 承诺 | Commitment

适用实体承诺尊重国际公认人权，并以《联合国工商企业与人权指导原则》、经合组织负责任商业行为原则及相关国际劳工组织核心原则为参考，在自身运营、供应链和重要业务关系中预防、识别、减轻和补救不利人权影响。

The Reporting Entities are committed to respecting internationally recognised human rights, taking guidance from the UN Guiding Principles on Business and Human Rights, OECD responsible-business-conduct principles and relevant ILO core principles to prevent, identify, mitigate and remedy adverse human-rights impacts in their own operations, supply chains and material business relationships.

2. 适用范围 | Scope

除非相关政策另有说明，本政策适用于山东威高集团医用高分子制品有限公司、其于中国成立的附属公司以及在报告边界内的美国介入医疗产品制造业务（统称"适用实体"）。

Unless otherwise stated, this Policy applies to Shandong Weigao Group Medical Polymer Company Limited , its PRC subsidiaries Argon Medical's US interventional medical products manufacturing business within the reporting boundary (collectively, the "Reporting Entities").

本政策适用于所有员工、劳务人员、实习生和受适用实体监督的人员，并通过合同、供应商准则和风险管理对供应商、承包商及业务伙伴提出相应期望。

This Policy applies to all employees, agency workers, interns and persons supervised by a Reporting Entity, and establishes corresponding expectations for suppliers, contractors and business partners through contracts, the Supplier Code and risk management.

3. 劳动权益 | Labour Rights

- 禁止童工、强迫劳动、债役、人口贩运、扣押身份证件、招聘收费和限制员工依法自由离职。发现相关风险时，应保护受影响人员并采取补救，而非简单终止关系。
  Prohibit child labour, forced or bonded labour, human trafficking, retention of identity documents, recruitment fees and restrictions on lawful freedom to leave employment. Where such risks are identified, protect affected persons and provide remedy rather than merely terminating the relationship.
- 遵守工作时间、休息、加班、假期、最低工资及法定福利要求；工资和扣款应透明、准确并按时支付。适用实体应逐步评估当地生活工资基准与实际薪酬之间的差异。
  Comply with requirements on working hours, rest, overtime, leave, minimum wage and statutory benefits. Wages and deductions must be transparent, accurate and paid on time. The Reporting Entities should progressively assess gaps between local living-wage benchmarks and actual remuneration.
- 提供平等就业机会和同工同酬，禁止歧视、骚扰、欺凌、暴力、侮辱性待遇及报复。合理支持残障人士、孕产员工及其他有合法需要的人群。
  Provide equal employment opportunity and equal pay for equal work, and prohibit discrimination, harassment, bullying, violence, degrading treatment and retaliation. Reasonable support shall be provided to persons with disabilities, pregnant or nursing workers and others with lawful needs.
- 尊重员工依法自由结社、加入或不加入工会及集体谈判的权利；在法律限制独立结社的地区，允许合法的替代员工代表和沟通机制。
  Respect workers' lawful freedom of association, right to join or not join a trade union and collective bargaining. Where law restricts independent association, lawful alternative worker-representation and communication mechanisms shall be permitted.
- 在重大组织重组、裁员或关闭设施时，遵守通知、协商、补偿及再就业支持要求，并以尊重、透明和非歧视方式处理。
  For material restructuring, redundancies or site closures, comply with notice, consultation, compensation and re-employment-support requirements and act respectfully, transparently and without discrimination.

4. 其他人权 | Other Human Rights

- 保护员工、客户、患者、医疗专业人士及其他个人的隐私和个人数据，并特别谨慎处理健康、生物识别和其他敏感数据。
  Protect the privacy and personal data of workers, customers, patients, healthcare professionals and others, with particular care for health, biometric and other sensitive data.
- 维护安全健康的工作条件，尊重社区获得安全环境、水资源和生计的权利，并避免污染、土地使用或安全事件对周边社区造成重大不利影响。
  Maintain safe and healthy working conditions, respect community access to a safe environment, water and livelihoods, and avoid material adverse community impacts from pollution, land use or safety incidents.
- 产品设计、制造、营销和售后活动应优先考虑患者安全、产品可及性、公平信息和不歧视使用。
  Product design, manufacture, marketing and after-sales activities shall prioritise patient safety, access, fair information and non-discriminatory use.

5. 尽职调查、申诉和补救 | Due Diligence, Grievance and Remedy

- 适用实体应定期识别自身运营和价值链中的重大人权风险，并在新供应商、重大项目、并购、业务重组或高风险国家/行业关系中实施加强审查。
  The Reporting Entities shall periodically identify material human-rights risks in their own operations and value chain and apply enhanced review to new suppliers, major projects, acquisitions, restructurings and relationships in higher-risk countries or sectors.
- 员工和外部利益相关者可通过人力资源、合规或举报渠道提出关切。申诉应保密、及时、公正处理并禁止报复。适用实体造成或促成不利影响时，应提供或合作提供适当补救。
  Workers and external stakeholders may raise concerns through Human Resources, Compliance or whistleblowing channels. Grievances shall be handled confidentially, promptly and fairly, without retaliation. Where a Reporting Entity has caused or contributed to an adverse impact, it shall provide or cooperate in appropriate remedy.