Golden Link International Industrial Ltd.
金峻國際實業有限公司

Commitment to Human Rights at Work

Golden Link International Industrial Limited recognize that respect for human rights is fundamental to our values, operations, and relationship.
This Human Rights Policy sets out overarching principles for how we conduct business at GL. With our employees and Senior management are committed to drive forward the implementation of this Policy throughout our operations and supply chains. We recognize unique challenges may arise and we will work to address these challenges in collaboration with relevant partners, customers and stakeholders.
This Policy is guided by international principles including those encompassed in the United Nations, Guiding Principles on Business and Human Rights, The International Bill of Human Rights and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work.
Where applicable local legislation and international human rights standards differ, we aim to meet the higher standard. Where they are in conflict, we comply with the applicable local legislation.

To demonstrate our commitment to human right compliance, we pledge to:
1. We are committed never allowing any form of child labour, forced or involuntary labour in our operations.
2. We are committed to recognising employees' rights to freedom of association and respecting relevant processes and laws on collective bargaining.
3. We are committed to providing fair working hours, rest periods and leave for all employees.
4. We are committed to treating employees fairly and respecting the fundamental right of Decent Work.
5. We are committed to providing hygienic work environments with reasonable working conditions.
6. We are committed to providing work environments that are free from discrimination or harassment on the basis of gender, physical or mental state, race,

nationality, religion, age, family status or sexual orientation, or any other attribute recognised by the laws of the countries in which we operate.

We understand that upholding human rights is an ongoing process that requires continuous effort and vigilance. Therefore, we commit to regularly assess our progress in meeting these commitments and take necessary action to address any shortcomings.



YEUNG MAN LAI
DIRECTOR
1 OCT 2023