



Corporate Social Responsibility Policy

CSR Policy

Our CSR policy:

- **Treat employees well, people-oriented**
- **Integrity management, create win-win**
- **Caring for the society and protecting the environment**

Treat employees well people-oriented

- Take proper care of all employees and protect their work and employment rights.
- Improve wages and leave benefits, prohibit wage deductions and disciplinary actions, and respect employees' freedom of employment.
- Strictly abide by the provisions of various labor laws and regulations, prohibit child labor and prohibit any form of forced and compulsory labor.

Treat employees well people-oriented

- Never discriminate against any employee on the basis of gender, race, region, age, disability, sexual orientation, nationality, political orientation, association, participation in associations, etc.
- Encourage open communication and direct participation between employees and management.
- Set up effective communication channels and collect opinions from employees to improve company operations.

Integrity management create win-win

- Requires the highest standard of integrity. Any form of corruption, bribery, and illegal activities are strictly prohibited.
- Provide customers with high-quality services and meet customer quality needs.
- The principle of fairness and mutual benefit to suppliers is to jointly promote social responsibility and operate long-term cooperative relationships.

Integrity management create win-win

- Disclose company-related information in accordance with laws and regulations and industry practices.
- Enhance shareholders' rights and interests, and share profits with employees.

Caring for the society and protecting the environment

- Fully comply with environmental laws and regulations, and strive to improve the performance of environmental protection, occupational safety and health.
- Participate in community activities to improve the quality of life in the community.
- Appropriate job opportunities are given to disadvantaged groups and persons with disabilities..

Caring for the society and protecting the environment

- Support green environmental protection and enhance the environmental protection awareness of employees and partners.
- Integrate corporate social responsibility policies into all perspectives of daily operations.

At the same time, to promote the spirit of corporate social responsibility policy to our partners.

We hope to build up the power of EPS Bio members with other organizations to make our environment and our society better.



Esteem · Performance · Simple

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