

Human Rights Policy

Aier Eye Hospital Group Co., Ltd.

PURPOSE

We are committed to eye health with love and care, upholding the core values of “Caring for Patients, Respecting the Employees, and Giving Back to Society”. We seek to work closely with all stakeholders to promote the protection of human rights in order to achieve sustainable business development.

SCOPE OF APPLICATION

The Policy applies to Aier Eye Hospital Group Co., Ltd. and its affiliated medical institutions. In addition, the company encourages all suppliers and partners to comply with the human rights guidelines consistent with this policy.

PRINCIPLES AND COMMITMENTS

As a listed chain of eye hospitals committed to providing high-quality medical services, we will always adhere to the concept of “people-oriented” and are firmly committed to observing the internationally recognized human rights standards stipulated in the *International Bill of Human Rights*, including the *Universal Declaration of Human Rights*, the *International Covenant on Civil and Political Rights*, and the *International Covenant on Economic, Social and Cultural Rights*, and the *International Covenant on Economic, Social and Cultural Rights*. We also strictly follow internationally recognized human rights standards and guidance such as the International Labour Organization's Declaration on Fundamental Principles and Rights at Work and the United Nations Human Rights Council's United Nations Guiding Principles on Business and Human Rights.

1. We are strongly opposed to and committed to the prevention of human trafficking, and we will take all necessary measures to ensure that our hospitals and supply chains are free from any form of human trafficking.
2. We firmly oppose any form of forced labor, workplace bullying and harassment, and we will

actively promote and safeguard the participation of all employees in the workplace on the basis of voluntariness, equality and fairness.

3. We strictly abide by the regulations of the International Labor Organization on the prohibition of child labor and will never employ children under the legal working age. We will actively promote the prevention and treatment of children's eye diseases and the development of science education.
4. We respect employees' freedom of association and support employees to organize or join trade unions, associations and other organizations to protect their rights and interests in accordance with the law.
5. We respect the right of employees to collective bargaining and encourage them to conduct collective bargaining on labor conditions, wages and benefits through legal means.
6. We adhere to the principle of equal pay for equal work, and do not give different pay treatment to employees because of their gender, race, religious beliefs and other factors.
7. We adhere to the local labor laws and regulations to carry out labor management, commitment to not less than the minimum wage required by laws and regulations, to protect employees from infringement of the legal right to rest and leave in accordance with the law.
8. We are committed to building a diverse and inclusive work environment, practicing the principle of fairness in employee recruitment, promotion and incentives, providing equal opportunities, and not treating candidates or employees differently because of their age, gender, nationality, race, religion, age, disability, sexual orientation and other factors.

We make respect for and protection of human rights the starting and ending point of all our work. We are committed to strictly observing internationally

recognized human rights standards in both the provision of medical services and the management and operation of our hospitals to ensure that the fundamental rights and dignity of every individual are fully protected.

disciplinary management system and monitoring mechanism to ensure the effective implementation of our human rights policy.

CORPORATE RESPONSIBILITIES

We will establish and improve policies and systems for the protection of human rights to ensure that all work within the hospital complies with internationally recognized human rights standards; we will continuously strengthen staff training to improve their awareness of human rights and professionalism to ensure that human rights in the process of medical services are fully respected and protected; we will improve and implement the existing complaint and grievance mechanisms to ensure that incidents that harm the legitimate rights of patients and staff are dealt with in a timely and just manner; we will actively participate in the international protection of human rights; we will actively participate in the international protection of human rights in the process of medical services. We will actively participate in international human rights protection activities and work with the international community to promote the development of human rights.

REQUIREMENTS FOR SUPPLIERS AND PARTNERS

We require our suppliers and partners to comply with internationally recognized human rights standards and ensure that there are no human rights violations in our supply chain and partners. We will regularly assess our suppliers for human rights protection, and request rectification or termination of cooperation for suppliers or partners with problems.

We will fulfill the above commitments with practical actions and contribute to the development of the global human rights cause. We will establish a sound