

Social Policy 社會政策

Wide Ocean Printing Co Limited and its subsidiaries & associated companies (Hereafter named “Wide Ocean”) have formulated this social policy based on standards of the United Nations Universal Declaration of Human Rights, the International Labor Organization (ILO) and other international human rights, quota standards and local laws to respect and protect all of us in the workplace, which is also a basic condition for being a responsible business and the commitment to customers, partners, governments and stakeholders.

滙洋印刷有限公司及其屬下和和關聯公司（以下簡稱“Wide Ocean”）根據基於聯合國世界人權宣言、國際勞工組織（ILO）和其他國際人權、配額標準和當地法律的標準，制定本社會政策，以尊重和保護我們在工作場所的所有人，亦是作為一間負責任企業所具備的基本條件，也是對客戶、合作伙伴、政府和相關利益者的承諾。

- 1. Compliance with Laws and Regulations:** Wide Ocean shall comply with applicable laws, regulations, and industry standards, including but not limited to labor laws, environmental regulations, business ethics, etc.
遵守法律和法規：滙洋應遵守適用的法律、法規和行業標準，包括但不限於勞動法、環境法規、商業道德等。
- 2. Protection of labour rights:** We ensure that their employees enjoy basic labor rights, including legal wages, legal working hours, safe and healthy working conditions etc.
保護勞工權益：我們確保其員工享有基本勞工權益，包括合理及規定的最低工資、合法工時、安全和健康工作環境等。
- 3. No Force Labour:** Involuntary or labour obtained from human trafficking shall not be used. Employee overtime is voluntary.
禁止強迫勞動：不得使用非自願勞動或從人口販運中獲得的勞動。加班是自願。
- 4. No Child Labour:** We do not employ workers below the minimum age required by national or local laws or regulations, whichever is higher.
禁止童工：我們不得雇用低於國家或地方法律或法規規定的最低年齡（以較高者為準）的工人。
- 5. No Discrimination:** We provide fair and reasonable job opportunities, and the employment is based on the individual’s ability and work needs, including but not limited to race, social stage, nationality, religion, disability, gender orientation and age.
禁止歧視：我們提供公平合理的工作機會，聘用是根據個人的工作能力和工作需要作出決定，包括但不限於種族、社會階段、國籍、宗教、殘疾、性別取向和年齡。

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6. **Sexual harassment:** We prohibit sexual harassment in the workplace or workplace, including sexual coercion, threats, abuse or exploitative language, posture and physical contact.
性騷擾：我們禁止在工廠或辦公場合有性騷擾行為，包括性強迫、威脅、凌辱或剝削性 等有關的語言、姿勢和身體的實際接觸。

7. **Freedom of Association and Collective Bargaining:** We respect the effective rights of freedom of association and collective bargaining without restriction, interference, threat or punishment.
結社自由和集體談判：我們應尊重結社自由和集體談判的有效權利，不受限制，不受干涉，不受威脅或處罰。

8. **Anti-corruption and bribery:** We adhere to the principles of fair competition and refuse to participate in any form of corruption and bribery, including bribery, bribery, abuse of power, etc.
反腐敗和賄賂：我們遵守公平競爭原則，拒絕參與任何形式的腐敗和賄賂行為，包括行賄、受賄、濫用職權等。

Approved By: Patrick Mak (MD)
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