



中钨在线(厦门)科技有限公司反奴役和人口贩卖政策声明

CHINA TUNGSTEN ONLINE (XIAMEN) MANU. & SALES CORP.

ANTI-SLAVERY AND HUMAN TRAFFICKING DISCLOSURE STATEMENT

ANTI-SLAVERY AND HUMAN TRAFFICKING DISCLOSURE

STATEMENT

This statement shows Chinatungsten Online (Xiamen) Manu. & Sales Corp.'s (CTOMS) attitude on modern slavery and human trafficking according to Anti-Slavery Legislation, specifically section 54 of the Modern Slavery Act, which was published first time on 10 June 2014 and updated lastly on 14 March 2016.

BREIF INTRODUCTION TO CTOMS

CTOMS is the top leading B2B/B2C (Business to Business/Business to Customer) company of which has been doing the business of designing, manufacturing and delivering service of tungsten and molybdenum, and offering free professional information and market news O2O(Online to Offline) in the past 2 decades.

The major products of CTOMS as stated as followings

Ammonium paratungstate(APT), ammonium metatungstate(AMT), tungsten oxides(WO₃), Sodium tungstate and any form of tungsten mixed and single chemical elements; tungsten powder, tungsten alloy powder, tungsten carbide powder and any other tungsten element in metal and carbonization and/or alloyed powder form in any grain sizes; tungsten metals parts series of as formed as bricks, rods, bars, sheets, plates, wire, heaters, stream mouth, nut, bolt, granule electrodes with and/or without others metals element(s) in standards and or customized design; tungsten alloy series of shielding sets for medical, energy and nuclear industry, cubes, balls and any form for hunting and military industry, counterweights in aircraft and bucking bar as for tools for aero plane, also for sailing boat, fishing weights, mobiles, and watches and other forms according to customers' design; tungsten copper series of needle, rod, bar, cube, block for civil, military and aerospace applications; tungsten carbide series of rods, balls, plates, drills, seals, burrs, nozzles, buttons and any form for various expected. Besides tungsten series, molybdenum (in any shape of rod, cube, bar, plate, sheet, foil, wire, boat, crucible, etc), molybdenum alloy (TZM, MHC, TZC, MCM, CMC) and any others Rare Earth elements in any form, chemical and metal, solid and/or liquid, standards and/or customized as the same refractory metal as tungsten, is also our supper products, ranges from raw material with powder shape to finished parts with different outlines.

All these above-mentioned products contain single element, 2-sphase, 3 and more phases as and/or with metallic binder(s) and/or binderless sintered products in status of sintered



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blank after pressing formed, semi-finished, and finished with coated or not which are made by the typical processed by Powder Metallurgy (PM) or any other method .

As a legal and human nature cooperate, Chinatungsten Online (Xiamen) Manu. & Sales Corp. tries its best to ensure all human rights are to be implemented both our employees and all the staff in suppliers' companies. We do ensure all our suppliers are committed to Labor Law of PRC, including no child labor, slave and forced labor, or human trafficking in our own company and suppliers'. Respecting section 54 of the Modern Slavery Act and Labor Law of PRC have been our commitment to act legally and ethically. We also issue effective regulations and systems to prevent, implement and control the risks of modern slavery and human trafficking.

ANIT-SLAERY AND HUMAN TRACFFICKING POLICY OF CTOMS

Actions have been taken to identify and mitigate the risks of modern slavery and human trafficking:

- 1 With expectations to build long-term relationship with suppliers and communicate clearly with suppliers of the regulations and ethical business behaviors;
- 2 Look forward to make contracts with suppliers and ask for their own statement, which is suitable and available to be implemented;
- 3 Encourage the reporting of concerns and provide appropriate protection for whistle blowers through our Whistleblower and Ethics website and phone line.
- 4 Establish Labor Union & organize activities, implement regulations, deal with complaints.
- 5 Update regulations based on section 54 of the Modern Slavery Act, Labor Law(s) of PRC.

Those companies who are involved in slavery and human trafficking will not be considered in our supplier chain.

Chinatungsten Online (Xiamen) Manu. & Sales Corp. expects its employees to adhere to its company regulations and business ethics which have been documented in our systems. The code of ethics is available and communicated to all our employees within our group both by notice and training, and confirmed by the attendees.

In order to support the anti-slavery and human trafficking, Chinatungsten Online (Xiamen)Manu. &Sales Corp. has provided hot/special line and established Labor Union to supervise and implement laws and regulations regarding to staff activities regularly, set up special computer system for collecting suggestions, opinions complains from all employee, and deal with the issues that staff reflect. Websites, social media accounts and any other notice board are main methods to disclosure the illegal and immoral behaviors.



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The activities has been implemented all our system, including purchasing, management, sales, technicians, engineers, financials and its whole workforce. We also require our suppliers inside and outside Chinatungsten Online (Xiamen) Manu. & Sales Corp. and any which are controlled by itself, factories, branches, sub-branches and any offices and sites, adhere to anti-slavery and human trafficking.

Complaints and grievance can be dealt with effectively with documented process and procedures by investigating. The final solutions can be delivered to both the issuers and management smoothly and effectively. If necessary, there will be related regulations establish to the settled down matters.

Chinatungsten Online (Xiamen) Manu. & Sales Corp. has complied and updated principles of purchasing, together with supporting materials and standardized auditing material which has been made available to procurement professionals within the organization.

As a responsible corporate citizen, we expect our suppliers to respect human rights and adhere to the Modern Slavery Act and all local legislation. Chinatungsten Online (Xiamen) Manu. & Sales Corp. has issued this Statement regarding Modern Slavery Act. Furthermore, we have requires our main suppliers both domestic and abroad to take actions to comply with Modern Slavery Act b2015.

Chinatungsten Online (Xiamen) Manu. & Sales Corp. has issued perfect wage regulations within company. Paying in time is a basic regulation and pay under as negotiated. Besides, legally mandated benefits are assured to be offered. Besides legal benefits of vacation time, leave periods, holidays, which will also be updated according to the latest regulations, we also offer more benefits for our staff, including free Cola, water, coffee, other soft drinks and food everyday, birthday cake, birthday holiday, holiday subsidy, activities, campaigns, Year-end Party, technology and job skill training, and so on. All the above promise to our employees will be implemented timely and reviewed every year.

Chinatungsten Online (Xiamen) Manu. & Sales Corp. aims at implement, maintain and improve systems to obey to anti-slavery and human trafficking within all the employees and our whole suppliers. Our policies are updated according to newest issued regulations and also the regulations issued by solving the complaints. All the updating regulations are required to be approved and communicated to our employees, management and suppliers annually.

This Statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement. The statement covers Chinatungsten Online (Xiamen) Manu. & Sales Corp. and its own and invested companies.



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This statement has been approved and signed on 5 December 2017 by the Directors of the board of Chinatungsten Online (Xiamen) Manu. & Sales Corp.

CEO DR. HANNS

(SIGNATURE)

HANNS HANNS

Chinatungsten Online (Xiamen) Manu. & Sales Corp.

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