

ZHONGTIAN TECHNOLOGY SUBMARINE CABLE CO., LTD Statement on CSR Policy

Zhongtian Technology Submarine Cable Co., Ltd (ZTT) is dedicated to social responsibility, actively promoting and maintaining a Corporate Social Responsibility (CSR) system across its international and domestic operations at all management levels.

ZTT commits to:

- Adhering to all applicable CSR laws and regulations.
- Prohibiting the use of child labor and forced labor, both within its operations and from suppliers or subcontractors.
- Upholding workers' freedom and banning any form of forced labor.
- Ensuring safety and health in working and living conditions for employees.
- Promoting labor cooperation, respecting employees' freedom of association, and supporting collective bargaining.
- Providing an equal and fair work environment, prohibiting any form of discrimination.
- Reasonably arranging production plans and scheduling workers' working hours, rest, and vacations.
- Respecting the basic rights of employees and prohibiting any form of degrading behavior.
- Offering a reasonable salary and welfare in accordance with regulations.

ZTT commitments include but not limited to the above.

This policy undergoes regular review and is consistently practiced by all ZTT employees and stakeholders.



Hu Ming
General Manager
January 8th,2024

