Grand Pharmaceutical Group Limited
Human Rights and Diversity Policy

Chapter I General Provisions

Article 1 In order to further protect the labour and employee rights and interests with a diverse, equal, inclusive and respectful working environment of Grand Pharmaceutical Group Limited (hereinafter referred to as “Grand Pharma”, the “Company”, “we” or “us”), and to impose on contractors, suppliers and business partners our requirements

discrimination, harassment and bullying.

(i) We respect our employees' rights to collective bargaining and freedom of expression, and support our employees to express their individual wishes, opinions and ideas and to set up trade unions, and provide them with reasonable channels of expression.

(ii) We respect and uphold the freedom of association and support our employees to establish and join social groups and organisations freely and voluntarily, with a view to promoting an

Reporting channels:
Email: ts@grandpharma.cn
Corporate WeChat account: Workstation( ) - Daily Office Operation( ) - Audit Complaint and Reporting( )

Chapter VII Oversight

Article 8 The Company's Organisation and Human Resources Centre is responsible for organising and directing the day-to-day operation of this policy within the Company to ensure the effectiveness of its implementation. The Board of Directors of Grand Pharma shall oversee the implementation and key performance of the Company's Human Rights and Diversity Policy.

Chapter VIII Supplementary Provisions

Article 9 Any matters not mentioned in this policy or in conflict with relevant laws, regulations and normative documents shall be executed in accordance with such relevant laws, regulations and normative documents.

Article 10 This policy is formulated, revised and interpreted by the Company's ESG Working Group and shall take effect from the date of issuance.