

Anti-Discrimination Policy

I. Purpose

Inner Mongolia Shengmu High-Tech Dairy Co., Ltd. (hereinafter referred to as "the Company") is committed to creating a fair, just, and inclusive working environment for all employees. To eliminate all forms of discrimination in the workplace and ensure that every employee can work in a respectful and inclusive environment, this Anti-Discrimination Policy has been established.

II. Scope

This policy applies to all formal employees, contract workers, interns, outsourced personnel, and all third parties conducting business with the Company. Any person related to the Company's work must comply with this policy.

III. Definition of Discrimination

Discrimination refers to the unfair treatment of individuals based on race, gender, age, religion, ethnicity, disability, marital status, sexual orientation, gender identity, pregnancy, or any other personal characteristic. Discriminatory behaviors include but are not limited to:

- **Direct Discrimination:** Giving unfavorable treatment to someone based on a personal characteristic.
- **Indirect Discrimination:** Practices or policies that appear neutral but disadvantage certain groups.
- **Harassment:** Includes verbal, physical, or visual harassment such as insults, ridicule, or attacks, creating a hostile or offensive work environment.
- **Retaliation:** Retaliatory treatment against employees who file complaints or participate in investigations.

IV. Policy Statement

- **Recruitment and Hiring:** The Company does not discriminate against any candidate based on personal characteristics such as race, gender, age, or religion during recruitment, interviews, and hiring processes. All recruitment information, interview questions, and hiring decisions are based on the candidate's qualifications, experience, and abilities.
- **Training and Development:** The Company provides equal training and career development opportunities. All employees will be treated fairly in terms of career advancement, based on performance and abilities rather than any personal characteristics.

- **Compensation and Benefits:** The Company ensures fairness in compensation and benefits, with no differential treatment based on personal characteristics. All compensation and benefits arrangements are based on job responsibilities, performance, and market standards.
- **Work Environment:** The Company is committed to fostering a respectful and inclusive work environment, prohibiting any form of harassment, bullying, or inappropriate behavior. The Company will take all necessary measures to ensure all employees work in an environment free from discrimination and harassment.
- **Complaints and Handling:** The Company has zero tolerance for discriminatory behavior and has established an effective complaint mechanism. Employees can anonymously report any form of discrimination. The Company will handle all complaints promptly and seriously, ensuring no complainant suffers retaliation or unfavorable treatment.

V. Anti-Discrimination Measures

- **Education and Training:** The Company will regularly conduct anti-discrimination education and training to raise employees' awareness. All new employees will receive relevant training upon joining, and existing employees will receive updated training courses periodically.
- **Supervision and Evaluation:** The Company will regularly supervise and evaluate the implementation of the anti-discrimination policy. Internal reviews will be conducted annually to ensure effective implementation and adjustments and improvements based on actual conditions.
- **Reporting Mechanism:** The Company provides multiple reporting channels. Employees can report through mailboxes, phone calls, or emails. The Company promises to protect the privacy of whistleblowers and prohibits any form of retaliation.

VI. Handling Violations

Violations of this policy will be dealt with according to relevant regulations.

Measures include but are not limited to:

- **Warnings:** Issued for minor violations.
- **Training:** Mandatory anti-discrimination training for violators.
- **Disciplinary Action:** Severe violations may result in demotion or suspension.
- **Termination:** Repeated or serious violations may lead to termination of employment.

VII. Interpretation and Revision of the Policy

This policy is interpreted and revised by the Human Resources Department of Inner Mongolia Shengmu High-Tech Dairy Co., Ltd. The Company will review and update the policy regularly based on changes in laws and regulations and feedback from practical operations to ensure it always meets best practices and legal requirements.

VIII. Complaint Channels

- **Mailbox:** Cultural Discipline Department, Shengmu Building, Open Avenue, Sharenqi Industrial Park, Ruyi Development South District, Hohhot, Inner Mongolia. Postal Code: 010111
- **Phone:** 15148021310
- **Email:** jjjc@smorganic.cn

Inner Mongolia Shengmu High-Tech Dairy Co., Ltd. is committed to ensuring that all employees work in an equal and fair environment, respecting and protecting the dignity and rights of every employee. The Company will continue to build a culture of respect, diversity, and inclusiveness, providing a solid foundation for employees' career development.