



Nanjing Iron and Steel Co., Ltd.
Human Rights Statement

General Rules

Coverage

Overall Statement

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1. Prohibition of Discrimination

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2. Disciplinary Behavior

3. Child Labor and Underage Workers

4. Human Trafficking

5. Forced and Compulsory Labor

6. Working Time

7. Salary and Remuneration

8. Freedom of Association and Collective Bargaining

9. Consultation and Notification Prior to Workforce Reduction

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Key Commitments and Targets

Dimension	Commitment	Target
		• By 2030, increase the proportion of women in management positions to no less than 5.1%, and strengthen the cultivation of female talent in the talent pipeline • Conduct at least one anti-discrimination and diversity training session per year, achieving 100% coverage of anti-discrimination and diversity training for all employees by 2030.

		• Establish independent and confidential human rights complaint channels (including hotlines, email, and physical mailboxes), ensuring that all complaints receive a response within 5 working days and that a preliminary investigation and feedback are completed within 30 days • Ensure that all of the Company's production sites maintain a 100% record of zero child labor and zero forced labor, and incorporate this into the annual social responsibility audit results.
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		• By 2030, increase the average annual training hours per employee by 5% compared to 2025 • By 2030, increase the participation rate of skills training for key positions by 5% compared to 2025, with a focus on covering young employees, female employees, and frontline operators • Organize no less than one cross-departmental career development exchange activity per year to promote internal mobility and career growth pathways.
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