



**Changzhou Intl. Trade & Enterprises Cooperative Co., Ltd.**  
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## **CORPORATE AND SOCIAL RESPONSIBILITY STATEMENT (CSR)**

Date: 2020.01.01

With the objective of protecting the environment, worker's rights and workplace conditions, Changzhou Intl. Trade & Enterprises Cooperative Co., Ltd. (CITEC) is committed to comply and obey the standards under the Environmental Protection Law of the People's Republic of China (2019 version) and Labor Law of the People's Republic of China, current valid version 2018 Amended.

**Environmental protection:** We strive to have as little impact on the environment as possible. This starts with our company philosophy, by reducing the amount of waste in our working processes, we are able to significantly reduce our environmental footprint and also benefit from a financial standpoint as well. From our viewpoint, it is truly a win-win situation. We are always trying to find ways to be better stewards of our environmental surroundings.

**Prohibition of child labour:** we will not support the use of child labour. The minimum age of employment has to be 18.

**Forced and compulsory labour:** We ensures workers are not locked in the workplace and can safely leave if necessary. A secure place is provided to workers so that they can keep and have control over their valuables. If the workers resign, we will not withheld pay of already performed work or force the worker to work for a longer period than what was previous established by contract.

**Health and Safety:** Prohibition of any damage to employee's physical or mental health. A safe and hygienic working environment is provided. Adequate measures are taken to prevent accidents and injuries at work. Employees are trained regularly regarding health and safety at work. Training is available to new employees.

**Freedom of union:** The workers own the right to organise freely in trade unions and to be represented through organisations of their choice.

**Working hours:** Workers will work a maximum 44 hours every week and maximum 8 hours per working day. Workers will be provided at least one day off every 6 consecutive days of working.

**Remuneration:** We respects the minimum wage regulated by the national law and make sure all wages are sufficient for the basic needs of the workers. No deductions are made to the wages for disciplinary purposes. Personnel's wages and benefits and paid in a convenient way for the worker and regulated according to the national law.

**Management system:** Management will periodically review the adequacy, suitability and effectiveness of the policy and its performance results according to the Environmental Protection Law of the People's Republic of China and Labor Law of the People's Republic of China.

Objectives and targets will be annually set and continually reviewed to ensure continuous improvement of the system.