

Vanke Logistics Development Co., Ltd.

Humanism and Diversity Policy

Human Rights Commitments

1. The Company respects the democratic rights and freedom of speech of employees, supports employees to express their personal wishes, opinions and ideas, establishes labor unions, and provides reasonable channels for expression.
2. The Company respects and upholds freedom of association, and supports employees to freely and voluntarily establish and join social groups and organizations to promote and safeguard their professional interests without violating the Constitution and laws of China.
3. The Company prohibits the threat of any form of punishment, and forcing labor to perform all work or services that are not voluntary.
4. The Company promises to employ all employees on a voluntary basis, and strictly prohibits forcing or inducing employees to work by means of violence, threats or illegal restrictions on personal freedom.
5. The Company undertakes to review the age of new employees and strictly prohibits the use of child labor at any stage of operation.
6. The Company undertakes to prohibit the employment of minors under the age of 16 at any stage of business operation and in all places of operation.
7. The Company promises that the employment system in terms of working hours, holiday protection, recruitment and dismissal shall be enforced in accordance with the relevant laws and regulatory requirements, and employment contracts that comply with local laws and regulations shall be signed with all employees.
8. The Company complies with the local requirements of minimum wage level and working hour, and resolutely protects the basic rights and interests of employees.

Diversity Commitment

1. The Company is committed to building a diverse, equal, inclusive and respectful working environment, and is committed to treating all employees equally during recruitment and employment, and will not discriminate against employees based on differences in gender, age, race, color, sexual orientation, pregnancy, disability, nationality, place of origin, religious beliefs, etc.
2. The Company advocates gender equality and respects differences in ability, ensures that employees' remuneration and equal opportunities are not affected by differences in gender, age, race, color, sexual orientation, etc., and prohibits any form of employment discrimination or arbitrary dismissal.
3. The Company firmly opposes any form of discrimination and harassment.

Human Rights & Diversity Training

1. The Company undertakes to organize at least one training on human rights and diversity policies for all employees every year, so that employees can understand, grasp and comply with the provisions of this policy.
2. In order to improve employees' awareness of human rights and diversity, and enhance the atmosphere of diversity and inclusiveness in the team, we promise to hold a series of training and lectures on related topics for employees from time to time.

Supervision

1. The Company encourages employees to give feedback on violations of this policy through channels such as logistics reporting mailbox (wljb@vanke.com), VX Assistant-Complaint Mini Program, VX Assistant-Suggestions Mini Program, etc., and we will seriously deal with relevant reports and provide feedback to whistleblowers in a timely manner. If the reported violation is found to be true, we will take corrective action in a timely manner as needed.
2. We will strictly maintain the confidentiality and control of the report content and the whistleblower information, and strictly prohibit retaliation against the whistleblower.

This policy is developed, revised and interpreted by the Company.

The policy is updated every three years; If necessary, it can be reviewed and updated in a timely manner.