

The purpose of this policy is to recognize the commitment of Eversola Holding Co., Ltd. on behalf of itself and its subsidiaries and affiliates ("Eversola" or the "Company") to the principles of equal employment opportunity and a workplace without discrimination.

Policy

Eversola is an equal opportunity employer. The corporate complies with all laws, rules, and policies supposed to stop discrimination within the workplace. The corporate prohibits discrimination of any sort and affords equal employment opportunities to staff and candidates without regard to ethnicity, race, color, gender, religion, political or another opinion, sexual orientation, identity or expression, age, incapacity status, and alternative distinctive characteristics. Eversola believes that equal employment opportunity applies to everybody which should be particularly necessary for folks with bound characteristics that have traditionally been subjected to unfair treatment in the workplace.

Eversola is committed to treating qualified job candidates and staff eligible for promotion fairly and supported merit, and to creating all possible efforts to avoid conscious or unconscious bias which can cause potential discrimination.

Scope

This policy applies to all matters and activities related to Eversola and its employees and potential employees, including:

- Recruitment and employment
- Promotion or demotion
- Transfer
- Training
- Working conditions
- Wage administration (including benefits)
- Dismissal and termination

The policy also applies to the selection and treatment of independent contractors and employees who work on Company premises, are employees of temporary employment agencies, and any other person or entity doing business for or with the Company.

Dissemination and Implementation of Policy

The officers of Eversola Holding Co., Ltd. and its other subsidiaries are chargeable for the communication and dissemination of this Policy and therefore the principles contained at intervals. Directors, managers, and supervisors are responsible for implementing equal employment practices within every department. The Human Resources department is responsible for overall compliance and maintains personnel records in compliance with applicable laws and regulations. Eversola won't tolerate any parties directly or indirectly partaking during a violation of this policy. Any employee found to own profaned this Policy will be disciplined, with consequences up to and as well as employment termination.

In case of Violation, report to

Any individual who associates that an infringement with this Policy has, may have happened, or may happen later on, is relied upon to advise their immediate supervisor, Eversola's Legal Department, and Eversola's Corporate Compliance Officer. Any individual that isn't happily informing any of the prior gatherings should report the presumed break (or hazard of break) through Eversola bases Whistle-blower hotline by telephone (+86 18936052265) or by email (min.guo@eversola.com). Such warnings will be overseen as per Eversola's Whistle-blower Policy.

Eversola energizes feedback in regards to real or likely infringement of this policy and will uphold any report of a certified concern made with the best of intentions, regardless of whether the report ends up being mixed up. Eversola is focused on guaranteeing nobody experiences adverse treatment, including excusal, disciplinary activity, dangers, or other horrible treatment, because of revealing in with a sense of sincere resolve their doubt that an infringement of this Policy is or might be occurring in any piece of Eversola's business or the matter of Eversola's accomplices.