

MODERN SLAVERY STATEMENT

Zhejiang Jiechang Linear Motion Technology Co., Ltd.

Effective Date: July 15, 2026

1. Commitment Statement

Zhejiang Jiechang Linear Motion Technology Co., Ltd. solemnly commits to eradicating all forms of modern slavery, forced labor, debt bondage, human trafficking, and child labor from its own operations and supply chain. We adhere to the International Labour Organization (ILO) conventions, the United Nations Guiding Principles on Business and Human Rights (UNGP), and all applicable national laws and regulations.

We adopt a zero-tolerance policy towards any form of modern slavery and are committed to acting with integrity and ethics in all our business relationships.

2. Scope of Application

This statement applies to:

- All employees, management personnel, and representatives of Zhejiang Jiechang Linear Motion Technology Co., Ltd.
- All suppliers, subcontractors, and business partners in the supply chain.
- All recruitment partners and agencies involved in the hiring process.

We require all business partners to cascade the above commitments throughout their own operations and supply chains and to take all reasonable measures to ensure compliance.

3. Risk Identification and Due Diligence

We are establishing a process- and risk-based due diligence management system to identify, assess, prevent, mitigate, and remediate modern slavery risks in our operations and supply chain. Specific measures include:

- Mapping the supply chain structure and assessing modern slavery risks at each tier.
- Conducting appropriate assessments of suppliers and carrying out on-site audits where necessary.
- Requiring business partners to disclose their own practices and supply chain information.
- Properly maintaining records of due diligence activities and findings.
- Taking corrective actions, including providing remediation plans, when non-compliance is identified.

4. Requirements for Suppliers and Business Partners

We require all suppliers and business partners to:

- Comply with all applicable national labor laws and regulations as well as internationally recognized labor standards, whichever provides greater protection for workers.
- Follow international responsible recruitment principles, including the Employer Pays Principle — no worker shall be charged any recruitment fees or costs.
- Ensure that all workers have access to clear and transparent employment contracts written in a language they can understand.
- Respect workers' freedom of movement and not withhold identity documents.
- Not engage in or be involved in any form of forced, bonded, indentured, trafficked, or involuntary labor.
- Not employ children under the age of 15 or below the legal minimum age (whichever is higher).
- Provide workers with a means to freely terminate their contracts and return home safely.

5. Reporting and Grievance Mechanism

We encourage workers, business partners, and any relevant parties to report suspected violations of this statement or any concerns related to modern slavery. Reports can be made confidentially, and we will not take any retaliatory action against individuals who make reports in good faith.

Reporting channel:

- Email: jc35@jiecang.com

All reports will be promptly reviewed, investigated, and addressed. Where necessary, remedial actions will be taken within a reasonable timeframe.

6. Training and Awareness

We are committed to providing appropriate training and awareness-raising programs for employees and key business partners regarding modern slavery risks, the content of this statement, and their respective responsibilities.

7. Review and Continuous Improvement

This statement will be reviewed and updated at least annually; the review frequency will increase when changes occur in our operations, supply chain, or applicable laws. We are committed to continuously improving our approaches and measures to combat modern slavery.

Approval and Sign-off

Approved by:	
Title:	legal representative
Company:	Zhejiang Jiechang Linear Motion Technology Co., Ltd.
Date:	July 2026
Next Review:	July 2027

This document is publicly available on the company website for public reference.