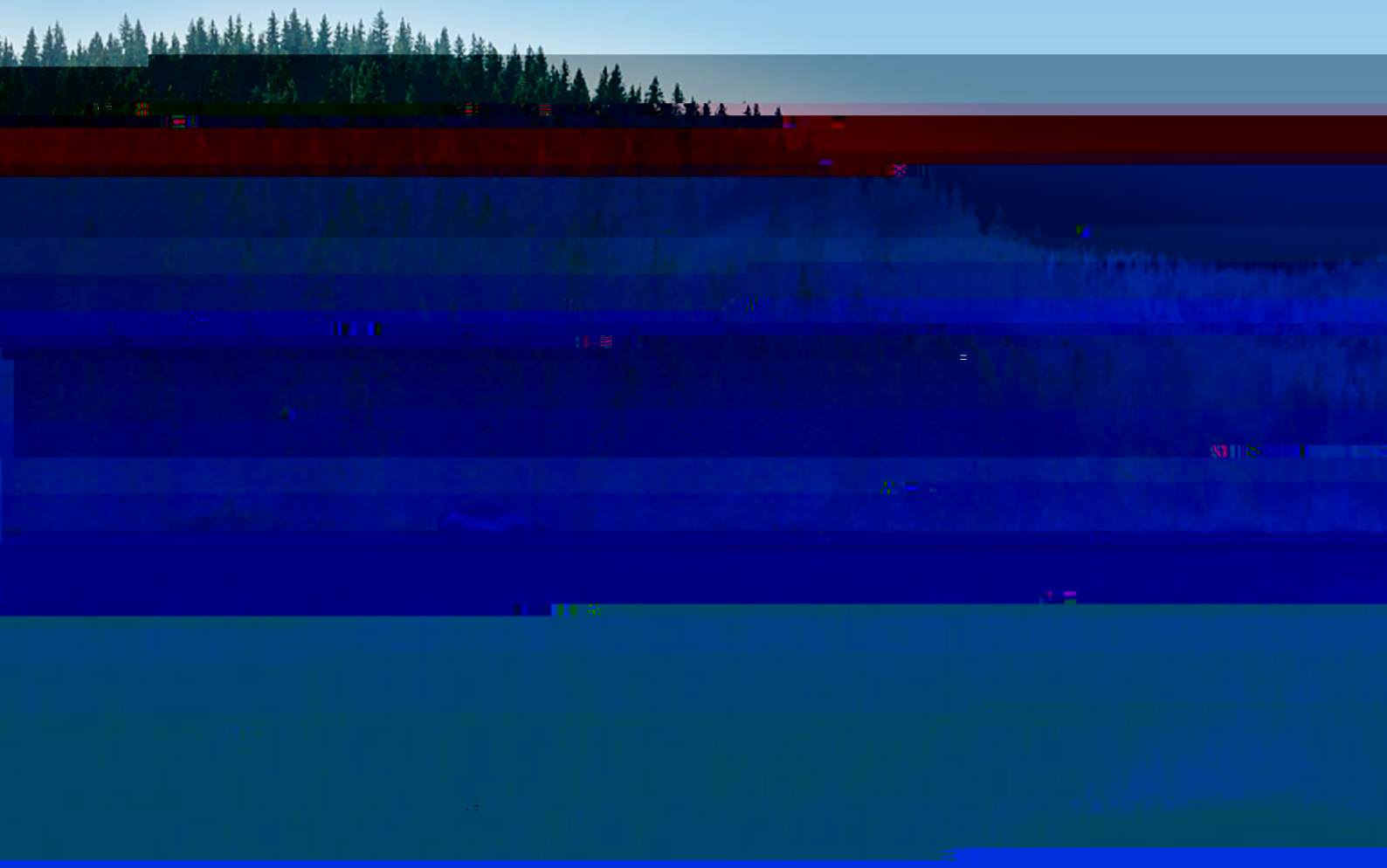
Human Rights Policy of CNGR



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Established in September 2014, CNGR Advanced Materials Co., Ltd. (CNGR 300919.SZ, 02579.HK) is a holding subsidiary and listed entity of Hunan CNGR Holding Group Co., ?td. ˬ

achievement of these goals. We are committed to continuously improving our policies and human rights objectives, and to advancing the development of our human rights management system.

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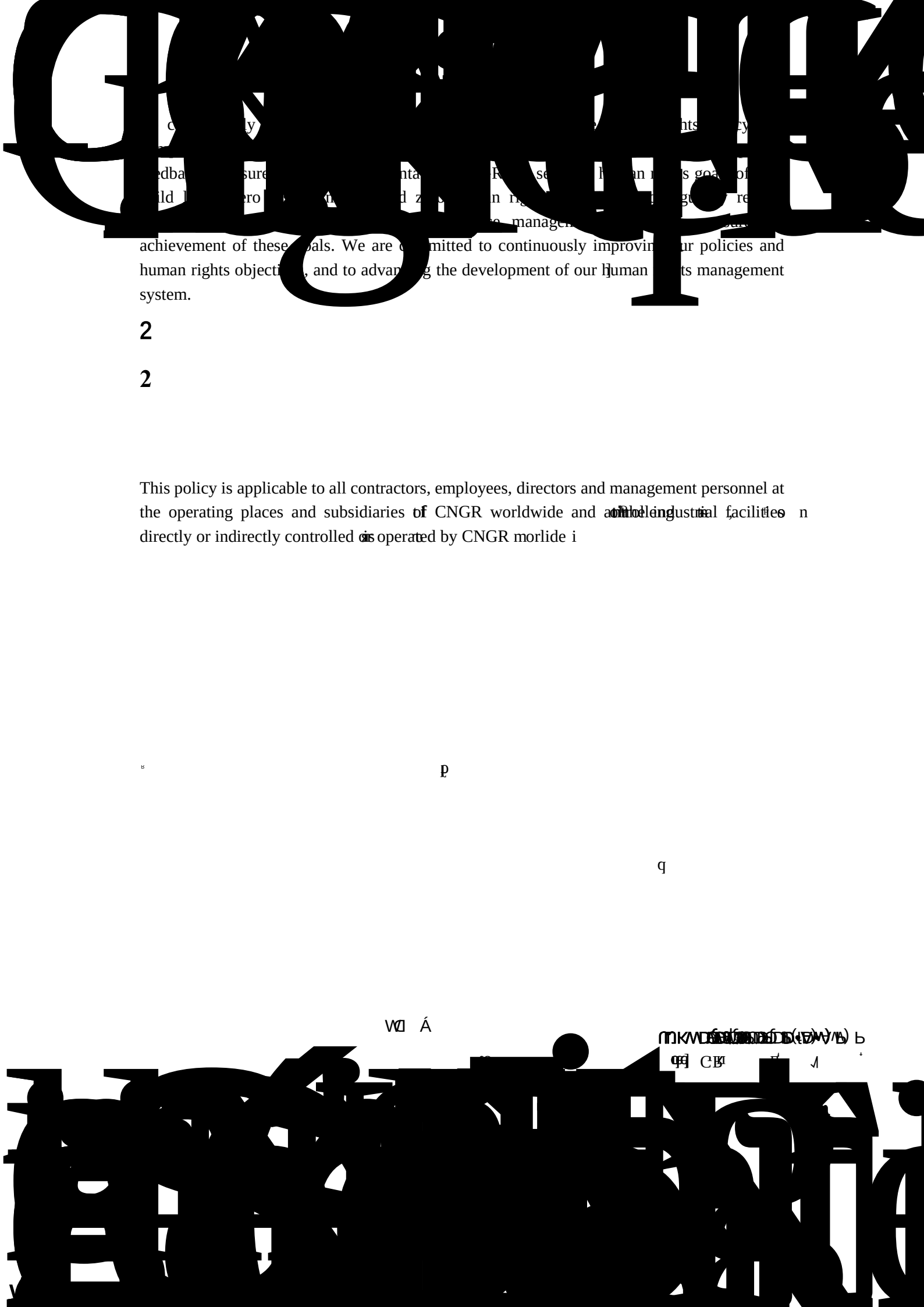
This policy is applicable to all contractors, employees, directors and management personnel at the operating places and subsidiaries of CNGR worldwide and all the industrial facilities directly or indirectly controlled or operated by CNGR.



The company practices the principle of fair employment, ensuring that employees work voluntarily, receive fair compensation, and enjoy reasonable working hours and rest periods. In addition, all general and technical staff are eligible to receive variable performance-based wages or bonuses;

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If it is necessary to optimize the organizational structure due to force majeure or significant strategic adjustments, the company strictly de

- All employees' wages meet or exceed the local legal minimum standards and are based on the local cost of living as a reference benchmark, aiming to provide earnings that can maintain a decent standard of living;
- The company adheres to the principle of equal pay for equal work, ensuring that all employees performing the same or similar duties receive fair compensation regardless of gender, age, race, or other factors;
- CNGR is committed to adhering to the principles of non-violence and anti-conflict practices across all business operations. Any form of violence or conflict within the supply chain or company operations is strictly prohibited. CNGR aims to build peaceful, harmonious relationships with partners, suppliers, and employees globally, actively promoting human rights and social responsibility. For more details, please refer to the "Due Diligence Policy for a Responsible Global Supply Chain of Minerals".

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CNGR will carry out due diligence investigati l a ↕ c

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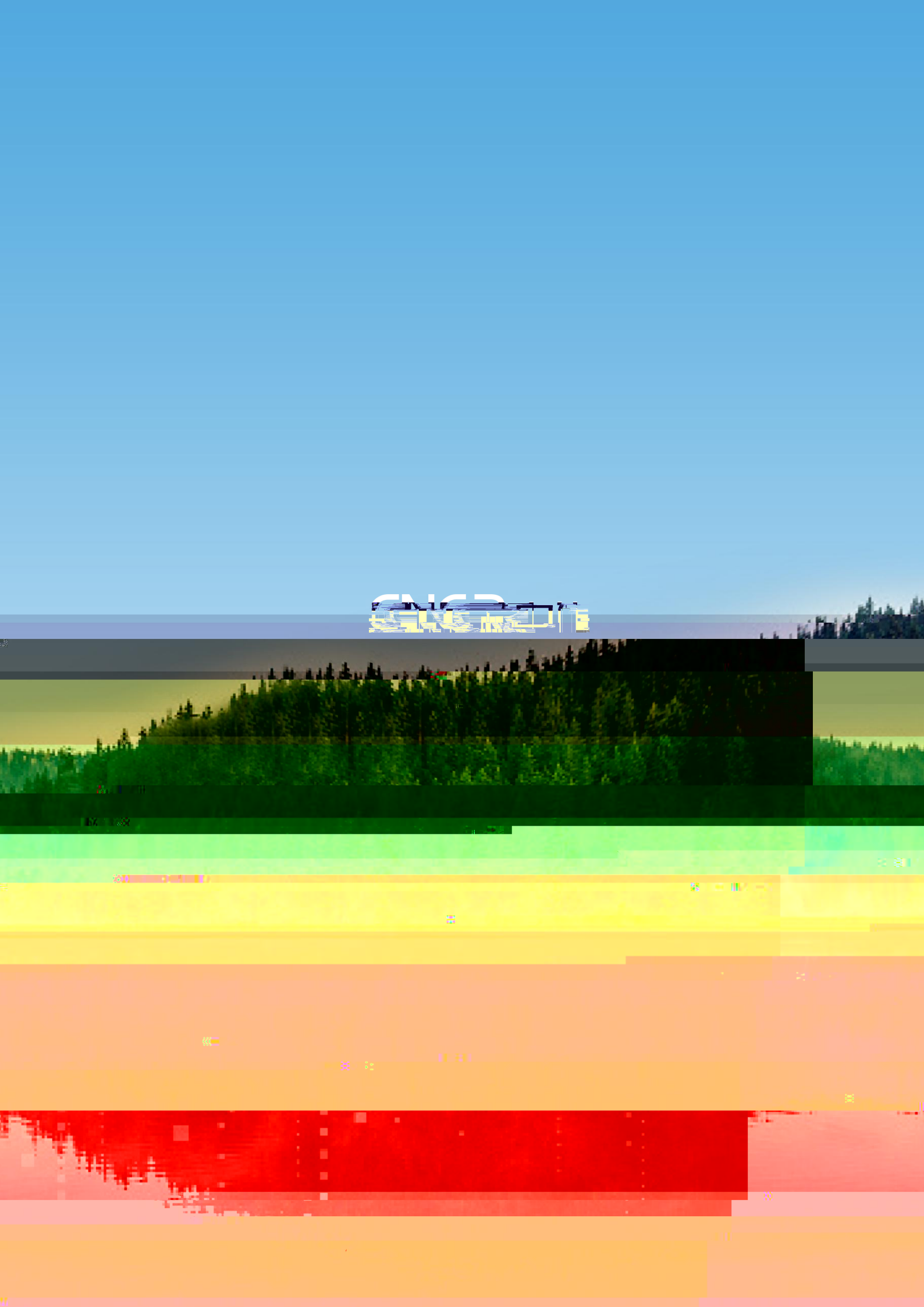
This policy was approved by the Board Strategy and ESG Committee in February 2023. It was subsequently revised in December .