



青美邦新能源材料有限公司 人权政策

PT. QMB NEW ENERGY MATERIALS **Human Rights Policy**

2025

青美邦人权委员会

PT. QMB Human Rights Committee

目录

Contents

01 我们的使命

Our Mission

02 我们的承诺

Our Commitment

03 绝对禁令

Absolute Prohibitions

04 适用范围与责任

Scope and Accountability

05 我们的治理

Our Governance



01

我们的使命

Our Mission



青美邦新能源材料有限公司（PT. QMB NEW ENERGY MATERIALS）是由中国格林美、青山实业、邦普（CATL 成员）、韩国 ECOPRO 及日本阪和共同投资设立的企业。自园区建设之初，保障运营所在地社区、员工及更广泛利益相关方的权益，即是青美邦的郑重承诺。青美邦始终将尊重人权视为企业可持续发展的核心承诺与内在要求，特此制定本政策，以将人权理念深度融入企业实践，指导各项运营活动。

PT. QMB New Energy Materials is a joint venture jointly funded by GEM Co., Ltd. (China), Tsingshan Holding Group, Brup Recycling (a member of CATL), ECOPRO (South Korea), and Hanwa Co., Ltd (Japan). From the very establishment of the industrial park, safeguarding the rights of local communities, employees, and broader stakeholders has been a solemn commitment of PT. QMB. We have always regarded respect for human rights as a core pledge and inherent requirement for our sustainable development. Accordingly, we issue this Policy to embed human rights principles deeply into corporate practice and to guide all operational activities.

02

我们的承诺

Our Commitment

青美邦人权政策声明

Human Rights Policy Statement of PT. QMB

青美邦承诺遵循国际公认的人权标准。我们以《世界人权宣言》、《公民权利和政治权利国际公约》、《经济、社会及文化权利国际公约》（统称《国际人权宪章》）以及国际劳工组织《工作中基本原则和权利宣言》所确立的原则为基础，致力于尊重和维护我们运营及影响范围内所有个体的人权。我们特别关注员工、当地社区成员及供应链中的其他弱势群体等易受影响群体可能面临的人权风险。青美邦人权政策的制定严格参照上述国际标准、联合国《工商企业与人权指导原则》(UNGPs) 以及印度尼西亚共和国的相关法律法规。

Our company pledges to adhere to internationally recognized human rights standards. Our commitment is grounded in the principles established by the Universal Declaration of Human Rights, International Covenant on Civil and Political Rights, International Covenant on Economic, Social and Cultural Rights (collectively known as International Bill of Human Rights), and the ILO Declaration on Fundamental Principles and Rights at Work. We are dedicated to respecting and protecting the human rights of all individuals within our operational and influence spheres. We pay high attention to potential human rights risks faced by vulnerable groups, including employees, local community members, and other disadvantaged individuals within our supply chain. The formulation of PT. QMB's Human Rights Policy strictly follows these international standards, UNGPs, and relevant laws and regulations of the Republic of Indonesia.



我们的核心承诺

Our Core Commitment

①

坚守底线

Upholding Fundamental Principles

在公司所有运营活动及商业决策中，严格遵守国际公认的人权标准，确保自身行为绝不直接或间接造成人权侵害。

In all operational activities and business decisions, we strictly comply with internationally recognized human rights standards, ensuring business behaviour never directly or indirectly contribute to human rights violations.

②

主动预防

Proactive Prevention

建立并实施系统化人权尽职调查流程，全面识别和评估自身运营及整个价值链（涵盖供应链与合作伙伴）中的潜在负面人权影响，主动采取预防性措施，并对已识别的风险进行有效管控和影响缓解。

We establish and implement systematic human rights due diligence processes to comprehensively identify and assess potential adverse human rights impacts, which across our operations and entire value chain (including suppliers and partners). Preventive measures are proactively taken, with effective management and mitigation of identified risks.

③

担责补救

Accountable Remediation

对于经确认由公司行为（直接或通过商业关系间接）导致的人权损害，将采取及时、适当的措施，提供或协作促成切实有效的补救，确保事件得到公正解决。

Where human rights harms are identified as caused by our operations (directly or through business linkages), we commit to providing or cooperating in the provision of effective remedy through prompt and appropriate measures, guaranteeing a fair resolution.

绝对禁令：不可逾越的人权红线

Absolute Prohibition: The Inviolable Red Line of Human Rights

禁止一切形式的强迫劳动与现代奴役

我们绝不容忍、使用或允许任何形式的强迫劳动、债役劳动、契约奴役或人口贩运。严禁通过暴力、威胁、欺诈、债务束缚或其他胁迫手段强制任何人劳动或提供服务。保障劳动者的自由意志与人格尊严是我们的底线。

Absolute Prohibition on All Forms of Forced Labor & Modern Slavery

We strictly prohibit and will not tolerate, use, or permit any form of forced labor, bonded labor, indentured servitude, or human trafficking. Here, coercing individuals to work or provide services through violence, threats, deception, debt bondage, or other means is categorically banned. Protecting workers' free will and human dignity is our non-negotiable principle.

杜绝童工剥削

我们严格禁止雇佣或使用未达到法定最低就业年龄的儿童。我们承诺遵守国际劳工组织核心公约及运营所在地关于儿童保护的法律法规，坚决反对任何形式的童工，尤其是最恶劣形式的童工，致力于守护儿童的健康安全与发展权。

Eradication of Child Labor Exploitation

We expressly forbid the employment or use of children below the legal minimum working age. Committed to ILO core conventions and local child protection laws, we oppose all forms of child labor, especially its worst forms, and safeguard children's health, safety, and development rights.

禁止一切形式的歧视与人身侵害

我们坚决反对并禁止基于种族、肤色、性别、性取向、性别认同、年龄、宗教、政治见解、民族、社会出身、残疾、婚姻状况、怀孕或其他任何受保护特征的歧视。严禁任何形式的骚扰（包括性骚扰）、身体暴力、精神虐待或其他侵犯个人尊严、健康或安全的行为。我们致力于营造一个尊重、包容且安全的工作环境。

Zero Tolerance for Discrimination & Physical Harm

We prohibit all discrimination based on race, color, sex, sexual orientation, gender identity, age, religion, political opinion, nationality, social origin, disability, marital status, pregnancy, or other protected characteristics. Harassment (including sexual), physical violence, psychological abuse, or any dignity/health/safety violation is strictly banned. We are committed to fostering a respectful, inclusive, and safe workplace.

尊重原住民权利与自由、事先和知情同意（FPIC）

在涉及原住民土地、领地、领地内资源或可能影响其传统生计、文化与权利的活动中，我们绝对禁止在未获得相关原住民社区依据自由、事先和知情同意（Free, Prior and Informed Consent - FPIC）原则给予明确、自由且知情同意的情况下开展任何作业。我们尊重原住民的自决权与文化遗产。

Respect for Indigenous Rights & FPIC

Regarding activities affecting indigenous lands, territories, resources, or traditional livelihoods/culture/rights, we categorically prohibit operations without obtaining free, prior and informed consent (FPIC) from relevant communities. We honor indigenous self-determination and cultural heritage.

拒绝同谋严重人权侵害

我们绝不以任何形式参与、协助、纵容或从第三方的严重侵犯国际公认人权的行为中获益。我们承诺进行审慎的人权尽职调查，识别并避免成为任何侵犯人权行为的同谋，维护国际人权标准。

Rejection of Complicity in Severe Human Rights Violations

We will never involve in, facilitate, condone, or benefit from third parties' severe violations of internationally recognized human rights. Through rigorous due diligence, we identify and avoid complicity to uphold global standards.

禁止申诉压制与报复

我们绝对禁止对任何善意举报或提供人权侵害事件信息、提出申诉、参与调查或受侵害影响的个人或群体，实施任何形式的报复、恐吓、骚扰或不公正待遇。我们坚定维护申诉渠道的畅通与安全，鼓励基于信任的沟通并严肃处理每一份申诉。

Prohibition Against Retaliation for Grievance

We absolutely forbid any retaliation, intimidation, harassment, or unfair treatment against individuals who report concerns, provide information, file complaints, participate in investigations, or are affected by violations. We maintain secure grievance channels and handle all cases seriously.

03

适用范围与责任

Scope and Accountability

▶ 首席执行官（CEO）

对本政策的有效实施负最终责任；

Chief Executive Officer (CEO):

Holds ultimate accountability for the effective implementation of this Policy.

▶ 董事会

负责监督本政策的执行和公司人权绩效；

Board of Directors:

Oversees implementation of this Policy and the company's human rights performance.

▶ 公司管理层

有责任确保其管辖范围内的员工和业务伙伴理解并遵守本政策；

Company Management:

Ensures that employees and business partners within their remit understand and comply with this Policy.

▶ 所有员工

有责任理解并遵守本政策，报告任何已知或疑似违反本政策的行为；

All Employees:

Be responsible for understanding and complying with this Policy and reporting any known or suspected violations.

▶ 承包商、供应商及业务合作伙伴

被期望遵守本政策的精神和实质内容，或达到同等标准。公司将在合同和商业关系中纳入相关要求，并通过青美邦人权尽责管理流程进行监督。

Contractors, Suppliers, and Business Partners:

Be expected to uphold the spirit and substance of this Policy or meet equivalent standards. The company incorporates relevant requirements into contracts and commercial relationships and supervises compliance through PT. QMB's human rights due diligence processes.

04

我们的治理

Our governance



青美邦人权治理架构

Human Rights Governance Structure and Responsibilities

为将青美邦人权政策有效融入公司战略与日常运营，我们建立了权责明确的人权治理架构—董事会、人权委员会及各职能部门通过分层协作的监督与管理机制形成合力，确保人权政策承诺切实落地。

To embed PT. QMB's Human Rights Policy into our corporate strategy and day-to-day operations, we have established a human rights governance structure with clearly defined roles and responsibilities—through a tiered, collaborative oversight and management mechanism, the Board of Directors, the Human Rights Committee, and functional departments work in concert to ensure that the Policy commitments are effectively implemented.

青美邦人权尽责管理体系

PT. QMB Human Rights Due Diligence Management System

青美邦通过**承诺—评估—整合行动—追踪—沟通**五维闭环机制，将尊重人权的理念深度融入运营全链条。我们坚信，唯有通过体系化、动态化的尽责管理，方能在运营影响范围内切实履行尊重人权的责任，为所有利益相关方创造融合社会价值与经济价值的可持续福祉。

We implement a five-dimensional closed-loop mechanism encompassing commitment, assessment, integrated action, tracking, and communication to deeply embed the principle of respecting human rights throughout all operational processes. We firmly believe that only through systematic and dynamic due diligence management can we effectively fulfill our responsibility to respect human rights within our operational sphere, creating sustainable well-being that integrates social and economic value for all stakeholders.



	核心要点 Main Points	关键行动描述 Key Action Descriptions
承诺 Commit	确立企业尊重人权的战略责任 Establish companies' strategic responsibility for respecting human rights	将尊重人权确立为企业的核心战略责任，深度融入企业决策与运营的战略基础 Take respect for human rights as a core strategic responsibility of the company, deeply integrating it into the strategic foundation of decision-making and operations.
评估 Assess	系统识别与分析人权风险 Identify and analyze human right risks in a systematic way	建立系统化评估机制，全面识别并分析企业自身运营及供应链中的人权风险与潜在影响 Establish systematic assessment mechanisms to comprehensively identify and analyze human rights risks and potential impacts within the company's own operations and supply chain.
整合行动 Integrate & Act	将人权尽责融入运营体系 Integrate human rights responsibility into the operational system	将人权尽责管理制度化整合至企业运营及供应链管理体系，确保尊重人权的责任有效落实 Institutionalize the integration of human rights due diligence management into operations and supply chain management systems to ensure the effective implementation of human rights responsibilities.
追踪 Track	动态监测与绩效评估 Dynamic monitoring and performance evaluation	建立制度化的人权尽责管理动态监测与评估机制，通过闭环管理驱动实践持续优化 Establish an institutionalized dynamic monitoring and evaluation mechanism for human rights due diligence management, driving continuous improvement in practice through closed-loop management.
沟通 Communicate	透明度提升与利益相关方参与保证 Dynamic monitoring and performance evaluation	系统性构建信息披露机制、常态化利益相关方对话平台及申诉补救机制，强化透明度并保障多方参与 Systematically establish disclosure mechanisms, regular stakeholder dialogue platforms, and grievance redress mechanisms to enhance transparency and ensure multi-party participation.



Green for a Better World

Green for a Better World
QIVB 青美邦
青山绿水 美丽世界