



2025 企业社会责任报告

2025 Annual Sustainability & Social Responsibility Report

一、劳工实践理念 General Introduction of Labor Practice

公司严格遵守国家和地方安全法律法规及其他要求，努力追求具有行业一流的环境与安全绩效，并不断改善。公司承诺尊重和维护国际公认的各项人权，决不参与任何漠视与践踏人权的行爲。坚持“以人为本”的理念，为员工创造一个安全、健康、舒适的工作环境，减少职业危害。

The Company strictly abides by national and local safety laws, regulations and other requirements, strives to achieve first-class environmental and safety performance in the industry and continuously improves it. The Company commits to respecting and safeguarding all internationally recognized human rights and will never engage in any acts that disregard or trample on human rights. Adhering to the people-oriented philosophy, it creates a safe, healthy and comfortable working environment for employees and reduces occupational hazards.

公司承诺通过确保所有员工拥有充足的工资、合理的工作时长和福利，为他们提供良好的工作条件。公司尊重客户和员工的公民权和政治权、社会权利和文化权利、财产权和隐私权，保护少数民族的权利，尊重自由和集体谈判权。

The Company undertakes to provide favorable working conditions for all employees by ensuring them adequate wages, reasonable working hours and benefits. It respects the civil and political rights, social and cultural rights, property rights and privacy rights of customers and employees, protects the rights of ethnic minorities, and respects the right to freedom and collective bargaining.

公司相关政策使用多数人使用的语言发布。

The Company's relevant policies are issued in the language used by the majority of people.

二、CSR 实践目标 CSR Practice Objectives:

1. 劳动合同签订率 100%; Signing rate of labor contract:100%
2. 员工参与集体协商 100%; Employee participation in collective consultation: 100%
3. 社保覆盖率 100%; social insurance coverage rate:100%

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4. 定期组织职工体检率 100% Physical examinations:100%
5. 童工 / 强迫劳动 / 歧视 / 骚扰案件 0 起
0 cases of child labor/forced labor/discrimination/harassment;
6. 职业病发病率 0 起; 0 cases of occupational disease incidence rate
7. 重大安全生产事故 0 起; 0 cases of major work safety accidents
8. 环境事故 0 起; 0 cases of environmental accidents
9. 社会责任 & RBA 培训率 100%; Completion rate of social responsibility & RBA training 100%
10. 员工满意度 80% Employee satisfaction rate: 80%;
11. 每个七天的工作周期内休息至少一天: 100%
At least one day off in every seven-day working cycle:100%

三、劳工实践措施 Labor Practice Measures

(一) 维护员工基本权益 Safeguard Basic Employee Rights and Interests

公司认真贯彻落实《中华人民共和国劳动法》、《中华人民共和国劳动合同法》及国家、地方的相关用工制度与规定，维护员工合法权益，支持员工积极参与企业的民主管理和加入当地的工会组织，保证员工集体谈判的权利，创建和谐稳定的劳动关系。

The Company earnestly implements the Labor Law of the People's Republic of China, the Labor Contract Law of the People's Republic of China and the relevant national and local employment systems and provisions, safeguards the legitimate rights and interests of employees, supports employees to actively participate in the democratic management of the enterprise and join local trade union organizations, guarantees employees' right to collective bargaining, and establishes a harmonious and stable labor relationship.

1、劳动用工管理规范 Labor Employment Management

认真贯彻执行国家以及公司劳动用工相关管理制度的规定，禁止使用童工，不断强化依法用工、规范用工、诚信用工，落实劳动合同管理，遵守劳动合同规定，及时、依法办理劳动合同的签订、变更、解除、终止和续订手续。2025 年公司报告期内童工事件为 0。

The Company earnestly implements the provisions of national and corporate relevant management systems on labor employment, prohibits the use of child labor, continuously strengthens employment in accordance with the law, standardized employment and honest employment, implements labor contract management, abides by the provisions of labor contracts, and handles the signing, modification, rescission, termination and renewal of labor contracts in a timely and legal manner. There were zero case of child labor during the Company's 2025 reporting period.

2、保障员工薪酬及休假 Guarantee Employee Remuneration and Leave

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公司致力于打造内部公平、外部有竞争力的薪酬体系。提倡机会均等、薪酬公平、包容性。通过推动公平薪酬的过程实现多元化决定。人力资源部负责薪酬数据和薪酬计划、政策和实践，以确保员工的工资是公平的，并且与其绩效、工作职责、资质和经验相匹配。

The Company is committed to building a salary system with internal fairness and external competitiveness, and advocates equal opportunities, salary equity and inclusiveness, realizing diversified decisions through the promotion of fair compensation. The Human Resources Department is responsible for salary data, salary plans, policies and practices to ensure that employees' wages are fair and matched with their performance, job responsibilities, qualifications and experience.

严格执行国家和地方规定的工资工时制度，认真贯彻执行《劳动法》和《员工带薪年休假条例》有关规定，严格控制加班、加点，依法执行员工休息、休假制度，确保了员工正常的休息和休假。严格执行国家和地方政府有关规定，落实最低工资保障制度和最低生活保障制度。如有加班，严格按《劳动法》的规定支付员工加班、加点和节假日加班工资。2025 年公司报告期内没有随意克扣或者无故拖欠员工工资的现象。

It strictly enforces the wage and working hour systems stipulated by the state and local governments, earnestly implements the relevant provisions of the Labor Law and the Regulation on Paid Annual Leave for Employees, strictly controls overtime work, enforces the employee rest and leave system in accordance with the law to ensure employees' normal rest and leave. It strictly implements the relevant provisions of the state and local governments and carries out the minimum wage guarantee system and the minimum living security system. In case of overtime work, it strictly pays employees for overtime work on weekdays, rest days and statutory holidays in accordance with the Labor Law. There was no arbitrary deduction or unwarranted delay in employee wages in 2025.

员工依法享受各种有薪假，并按规定向职工支付相应的工资待遇。

Employees enjoy various types of paid leave in accordance with the law, and the Company pays the corresponding wages and benefits to employees as stipulated.

3、严格按照有关法律、法规缴纳社会保险

Pay Social Insurance in Strict Accordance with Relevant Laws and Regulations

公司按时、足额为员工办理、缴纳医疗、生育、失业等社会保险和住房公积金，进一步保障了企业与员工的合法权益。2025 年，公司社保覆盖率和及时缴纳率均为 100%。

The Company handles and pays social insurance including medical, maternity and unemployment insurance and housing fund for employees in full and on time, further safeguarding the legitimate rights and interests of both the enterprise and employees. In

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2025, the Company's social insurance coverage rate and timely payment rate both reached 100%.

4、消除用工歧视和强迫劳动 Eliminate Employment Discrimination and Forced Labor

在涉及聘用、报酬、培训机会、升迁、解职或退休等事项上，公司严禁任何在性别、民族、宗教、政治或其他见解上的歧视。公司在用工方面坚持平等的原则，公司女员工占比 67.9%，并做好女性员工“四期”保护工作。公司支持弱势群体及残疾人就业，从 2017 年起，公司每年接收社会弱势群体残疾人，提供合适的职位，同工同酬。2025 年公司报告期内歧视事件为 0，强迫劳动事件为 0，性骚扰事件为 0。

The Company strictly prohibits any discrimination based on gender, ethnicity, religion, political or other opinions in matters involving recruitment, compensation, training opportunities, promotion, dismissal or retirement. Adhering to the principle of equality in employment, the proportion of female employees in the Company is 67.9%, and it well protects female employees during the four periods (menstruation, pregnancy, childbirth and lactation). The Company supports the employment of vulnerable groups and persons with disabilities. Since 2017, it has recruited persons with disabilities from social vulnerable groups every year, providing them with suitable positions and equal pay for equal work. There were 0 discrimination incidents, 0 forced labor incidents and 0 sexual harassment incidents in 2025.

公司严禁任何形式的强迫劳动，根据自愿的原则安排员工参与工作。

The Company strictly prohibits all forms of forced labor and arranges employees to work on a voluntary basis.

5、员工参与公司民主管理

Employee Participation in the Company's Democratic Management

2025 年，员工总数 165 名，职工代表 49 名。员工作为公司的一员，对于公司的经营活动具有知情权、参与权和监督权。员工可自由加入工会，参与集体协商，民主讨论，合理化建议渠道顺畅。

In 2025, the total number of employees was 165, including 49 employee representatives. As members of the Company, employees have the right to know, participate in and supervise the Company's business activities. Employees can freely join the trade union, participate in collective consultation and democratic discussions, with smooth channels for rational suggestions.

(二) 加强职业培训及职业生涯规划

Strengthen Vocational Training and Career Development Planning

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公司注重员工培训，建立了完善的员工培训制度，从技术和管理两个层面提升员工能力。公司按收入提取一定比例的员工教育经费，做到专款专用，保证了年度培训计划的有效落实。全年公司按计划培训达成率 100%，提高了各岗位的操作技能和专业技术水平，强化了管理团队的管理能力，为公司发展打下坚实基础，促进了员工与企业共同发展和成长。2025 年，全体员工平均每人接受培训时数达 21.85 小时。

The Company attaches great importance to employee training and has established a sound employee training system to improve employees' capabilities in both technical and management aspects. It extracts a certain proportion of employee education funds from its income and earmarks such funds for their designated purpose, ensuring the effective implementation of the annual training plan. The Company achieved a 100% planned training completion rate throughout the year, which improved the operational skills and professional technical level of all positions, strengthened the management capabilities of the management team, laid a solid foundation for the Company's development, and promoted the common development and growth of employees and the enterprise. In 2025, the average training hours per employee reached 21.85 hours.

2025 年 100% 全体员工参与了年度绩效评估以及职业生涯规划讨论，针对不同岗位需求以及员工的能力潜力，为 70 名员工制定了具体的人才发展计划。

In 2025, 100% of all employees participated in the discussion of annual performance appraisal and career planning. Specific talent development plans were formulated for 70 employees in light of the needs of different positions and employees' capabilities and potential.

（三）关注员工安全和生活 Pay Attention to Employee Safety and Daily Life

公司从实际出发，改善员工作业、就餐等环境。注重保护员工身心健康，积极开展职业安全防护，开展丰富多彩的文体活动，为员工创造舒适的环境。

Proceeding from reality, the Company has improved the working and dining environments for employees. It attaches great importance to protecting employees' physical and mental health, actively carries out occupational safety protection and a variety of cultural and sports activities, creating a comfortable environment for employees.

公司关注员工的切身利益，定期组织员工体检，让员工始终以最好的身心状态投入到工作中去。

The Company cares about the vital interests of employees and organizes regular physical examinations for them, enabling employees to devote themselves to work in the best physical and mental state at all times.

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（四）关注顾客的健康与安全 Pay Attention to Customers' Health and Safety

公司在运营过程中尊重顾客的人权，同时注重保障顾客的健康与安全，力求打造健康安全的物流生态。2025 年度无重大安全生产事故发生。

In the course of operation, the Company respects customers' human rights, while paying attention to safeguarding their health and safety, and strives to build a healthy and safe logistics ecosystem. No major work safety accidents occurred in 2025.

（五）开展安全培训 Safety Training

公司深入开展安全教育、监督检查、隐患治理“三项行动”，人员培训率 100%。积极开展安全生产和应急演练活动，不断创新安全管理方法，建立适应公司战略发展和职工职业需求的安全教育培训体系，实现动态化的安全教育；抓好安全人力资源建设，建设一支素质高、力量强、职责明、业务精的安全监督管理队伍。

The Company has in-depth carried out the "three initiatives" of safety education, supervision and inspection, and hidden danger rectification, achieving a 100% personnel training rate. It actively conducts work safety and emergency drill activities, continuously innovates safety management methods, and establishes a safety education and training system adapted to the Company's strategic development and employees' professional needs to realize dynamic safety education. It attaches great importance to the development of safety human resources and builds a high-quality, strong, clearly-mandated and professional safety supervision and management team.

按规定对安全管理人员进行培训和年审，以符合安全要求。

It provides training and annual review for safety management personnel in accordance with regulations to meet safety requirements.

加强门卫的安全管理，认真做好出入及库区的车辆及人员的登记工作。

It strengthens the safety management of gate guards and earnestly completes the registration of vehicles and personnel entering and exiting the warehouse area.

（六）开展安全应急演练 Safety Emergency Drills

公司始终坚持“安全第一，预防为主”的工作方针，把安全放在一切的首位，把预防工作落到实处。

The Company has always adhered to the work policy of "Safety First, Prevention First", putting safety at the top of all priorities and implementing preventive work in earnest.

公司在日常管理工作中，加强现场的安全检查和管理，特别加强对重点区域的检查，检查中发现的隐患及时落实到整改部门和整改时间。加强消防器材和设施的检查，确保其处于良好状态，以防突发事件的发生。对失效灭火器材，及时进行了更换和补充。

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In daily management, the Company strengthens on-site safety inspection and management, especially for key areas. Hidden dangers found in inspections are assigned to the rectification departments with a clear time limit for rectification in a timely manner. It enhances the inspection of fire-fighting equipment and facilities to ensure they are in good condition to prevent sudden accidents, and timely replaces and supplements invalid fire-fighting equipment.

公司制定了《应急准备和响应控制程序》，用于在紧急情况下采取应急措施，防止或减少人员伤亡、财产损失，减少对环境的污染。公司定期开展消防安全演练，有效提高了检查消除火灾隐患的能力、扑救初级火灾的能力、组织疏散逃生的能力和消防宣传教育的能力。

The Company has formulated the Emergency Preparedness and Response Control Procedure to take emergency measures in emergency situations to prevent or reduce casualties, property losses and environmental pollution. It conducts regular fire safety drills, which have effectively improved the capabilities of inspecting and eliminating fire hazards, fighting initial fires, organizing evacuation and escape, and conducting fire publicity and education.

（七）环境管理实践 Environmental Management Practice

公司致力于环境保护，执行和遵守一切的环境法律和法规，采取一切有效措施预防环境污染，废水、危废合规排放和处置。2025 年度无环境事故。

The Company is committed to environmental protection, enforces and abides by all environmental laws and regulations, takes all effective measures to prevent environmental pollution, and ensures the compliant discharge and disposal of wastewater and hazardous waste. No environmental accidents occurred in 2025.

四、CSR 实践绩效 CSR Performance

1. 劳动合同签订率 100% Labor contract signing rate: 100%;
2. 员工参与集体协商 100% Employee participation in collective consultation:100%;
3. 社保覆盖率 100% Social insurance coverage rate:100%;
4. 定期组织职工体检率 100% Employee physical examinations:100%
5. 童工 / 强迫劳动 / 歧视 / 骚扰案件发生 0 起
0 cases of child labor/forced labor/discrimination/harassment;
6. 员工职业病发病率 0 起
0 cases of occupational disease incidence rate among employees;
7. 重大安全生产事故 0 起;
0 cases of major work safety accidents;
8. 环境事故 0 起;

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0 cases of environmental accidents;

9. 员工参加社会责任 & RBA 培训率 100%; Completion rate of social responsibility & RBA training for all employees:100%;
10. 员工满意度 92.57% Employee satisfaction rate:100%;
11. 每个七天的工作周期内休息至少一天: 100%
At least one day off in every seven-day working cycle:100%

通过公司匿名举报系统举报的事件为 0 件, 其中涉及劳工和人权的事件为 0。

0 cases of were reported through the Company's anonymous reporting system, including 0 cases of involving labor and human rights.

五、商业道德实践理念 General Introduction of Business Ethics Practice

加利电子的所有行为必须以高标准的公平、诚实和正直为准绳, 并符合所有的法律和法规要求。本公司希望, 所有董事、主管和员工以及服务提供方(如适合)在代表公司进行交易时须遵守《商业道德行为规范》准则, 遵守公平、公正交易的原则, 遵守人权、健康与安全, 严禁任何形式的腐败行为, 不得通过操纵、隐瞒或滥用专有信息、误述重大事实或其他非公平交易行为从任何个人处获得不公平利益。

All operations of Galtronics Electronics must be guided by high standards of fairness, honesty and integrity and comply with all legal and regulatory requirements. The Company expects all directors, supervisors, employees and service providers (as applicable) to abide by the Code of Business Ethics when conducting transactions on behalf of the Company, observe the principles of fair and impartial transactions, respect human rights, health and safety, strictly prohibit all forms of corrupt acts, and shall not obtain unfair benefits from any individual through manipulation, concealment or abuse of proprietary information, misrepresentation of material facts or other unfair trading practices.

六、商业道德实践目标 Business Ethics Practice Objectives

1. 商业道德培训率 100%; Completion rate of business ethics training:100%
2. 公司全体员工必须接受至少每年 1 次的培训。
All employees of the Company must receive training at least once a year.
3. 商业道德违反 0 案例; 0 cases of business ethics violations;

七、商业道德实践措施 Business Ethics Practice Measures

(一) 贯彻执行相关法律法规 Implement Relevant Laws and Regulations

公司认真贯彻落实《中华人民共和国劳动法》、《中华人民共和国反垄断法》、《中华人民共和国专利法》、《中华人民共和国商标法》、《中华人民共和国广告法》、《中

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《中华人民共和国反不正当竞争法》等相关法律法规，同时也贯彻执行公司《商业道德行为和准则》。

The Company earnestly implements the Labor Law of the People's Republic of China, the Anti-Monopoly Law of the People's Republic of China, the Patent Law of the People's Republic of China, the Trademark Law of the People's Republic of China, the Advertising Law of the People's Republic of China, the Anti-Unfair Competition Law of the People's Republic of China and other relevant laws and regulations, and also enforces the Company's Code of Business Ethics and Conduct.

(二) 加强商业道德相关培训 Strengthen Training on Business Ethics

公司针对全体员工就有关商业道德及举报者政策的法律法规进行了培训，加强了全体员工的道德意识和法律意识，并且与供应商定期交流培训公司的政策要求。

The Company has provided training for all employees on laws and regulations related to business ethics and the whistleblower policy, enhancing the ethical and legal awareness of all employees, and regularly communicates and trains suppliers on the Company's policy requirements.

(三) 加强与员工之间的交流和沟通 Strengthen Communication and Exchange with Employees

公司为员工提供邮箱、电话、意见箱及在线匿名举报系统等方式来反映员工的意见或者对于违反商业道德准则行为的举报，《举报者政策》也向所有员工公示及培训。同时对于员工反映的问题公司管理层也及时作出反馈并通报全体员工。

The Company provides employees with channels such as email, telephone, suggestion box and online anonymous reporting system to express their opinions or report acts in violation of business ethics guidelines. The Whistleblower Policy is also publicized and trained to all employees. At the same time, the Company's management gives timely feedback on the problems reflected by employees and notifies all employees of the feedback.

(四) 负责任信息安全管理 Responsible Information Security Management

为持续提升终端安全防护能力、降低系统漏洞与恶意软件攻击风险，公司已完成全量 Windows 10 操作系统升级至 Windows 11 的专项工作，实现办公终端操作系统统一、安全、合规版本管理，强化系统原生安全机制与补丁防护能力。

To continuously improve terminal security protection capabilities and reduce the risks of system vulnerabilities and malware attacks, the Company has completed the special work of upgrading all Windows 10 operating systems to Windows 11, realizing the unified, safe and compliant version management of office terminal operating systems,

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and strengthening the system's native security mechanisms and patch protection capabilities.

同时，完成终端杀毒软件从 Bitdefender 切换至 SentinelOne 的整体替换与部署工作。通过新一代 EDR（终端检测与响应）+ 行为分析引擎 + 自动化威胁处置能力，实现对勒索软件、零日漏洞、异常行为的实时监控与快速隔离，大幅提升终端对抗高级威胁的能力，降低安全事件发生概率。

At the same time, it has completed the overall replacement and deployment of terminal anti-virus software from Bitdefender to SentinelOne. Through the new generation of EDR (Endpoint Detection and Response) + behavior analysis engine + automated threat disposal capabilities, it realizes real-time monitoring and rapid isolation of ransomware, zero-day vulnerabilities and abnormal behaviors, greatly improving the terminal's ability to combat advanced threats and reducing the probability of security incidents.

相关工作覆盖所有办公电脑与业务终端，确保：

The relevant work covers all office computers and business terminals to ensure that:

- 终端操作系统合规率达到 100%
Compliance rate of terminal operating systems:100%;
- 新一代终端安全防护覆盖率达到 100%
Coverage rate of the new generation of terminal security protection:100%;
- 安全策略统一管控、日志集中审计、风险实时预警
Unified control of security policies, centralized audit of logs and real-time risk early warning;
- 满足企业信息安全管理体系与客户合规要求
Compliance with the enterprise information security management system and customer compliance requirements.

通过操作系统升级与终端安全能力升级，进一步完善纵深防御体系，保障业务稳定运行与数据安全，同时也通过线上培训的方式对员工进行网络安全意识的相关培训，识别潜在的风险。

Through the upgrade of operating systems and terminal security capabilities, the in-depth defense system is further improved to ensure the stable operation of business and data security. At the same time, the Company provides online training on network security awareness for employees to help them identify potential risks.

八、商业道德实践绩效 Business Ethics Practice Performance:

1. 商业道德培训率 100%; Completion rate of business ethics training:100%

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2. 公司全体员工必须接受每年 1 次的培训。
All employees of the Company must receive training once a year.
3. 商业道德违反 0 案例； 0 cases of business ethics violations;

九、可持续采购实践目标 Sustainable Procurement Practice Objectives

1. 供应商中签署供应商行为守则 100%
suppliers sign the Supplier Code of Conduct:100%;
2. 供应商签订包含环境、劳工和人权要求条款合同 100%
suppliers have signed contracts containing clauses on environmental, labor and human rights requirements:100%;
3. 目标供应商参加企业社会责任 (CSR) 培训及评估 100%
target suppliers participate in corporate social responsibility (CSR) training and evaluation:100%;
4. 供应商无冲突矿产使用承诺书签署 100%
100% of suppliers have signed the commitment letter on the non-use of conflict minerals;
5. 目标供应商现场年度审核计划达成率 100%
Completion rate of the on-site annual audit plan for target suppliers:100%;

十、可持续采购实践措施 Sustainable Procurement Practice Measures

公司鼓励促进供应商人员多元化、平等和包容的合作。公司全体采购人员 100% 参加了可持续采购的相关培训。通过对供应商的培训、评估考核，确保供应商遵守可持续采购目标。

The Company encourages and promotes cooperation with suppliers featuring personnel diversity, equality and inclusiveness. All purchasing staff of the Company have participated in relevant training on sustainable procurement. It ensures that suppliers comply with sustainable procurement objectives through training, evaluation and assessment of suppliers.

公司与 4 家女性所有企业进行了合作。

The Company has cooperated with 4 women-owned enterprises.

十一、可持续采购实践绩效 Sustainable Procurement Practice Performance

1. 供应商中已签署供应商行为守则 100%
Suppliers have signed the Supplier Code of Conduct: 100%;
2. 供应商签订包含环境、劳工和人权要求条款合同 100%
Suppliers have signed contracts containing clauses on environmental, labor and human rights requirements: 100%;

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3. 目标供应商参加企业社会责任 (CSR) 培训及评估 100%
Target suppliers have participated in corporate social responsibility (CSR) training and evaluation:100%;
4. 供应商无冲突矿产使用承诺书签署 100%
100% of suppliers have signed the commitment letter on the non-use of conflict minerals;
5. 目标供应商现场年度审核计划达成率 100%
6. Completion rate of the on-site annual audit plan for target suppliers:100%;

加利电子（无锡）有限公司
Galtronics Electronics (Wuxi) Co., Ltd.
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