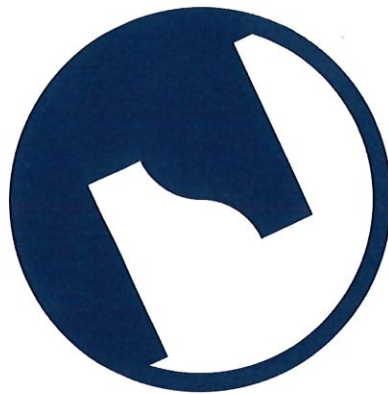




广东良马律师事务所
良谋在腹 马到成功
LIANGMA LAW

0755-26498526
info@law-lm.com
www.law-lm.com

Private and Confidential



广东良马律师事务所
良谋在腹 马到成功
LIANGMA LAW

EXECUTIVE SUMMARY

Address: 21/F and 23/F, Block 2, Xunmei Hi-Tech Plaza, Nanshan Science Park, Nanshan District, Shenzhen, Guangdong, China

Tel: 0755-26498526

P.C.: 518057

E-mail: info@law-lm.com

Website: www.law-lm.com

TO PERFECT CLIENTS' ENTRUSTMENT WITH LEGAL PROFESSIONALISM.



Private and Confidential



广东良马律师事务所

良谋在腹 马到成功

LIANGMA LAW

EXECUTIVE SUMMARY

ESG AUDIT

(WITH FOCUS ON LABOUR LAW COMPLIANCE)

SAIC VOLKSWAGEN (XIN JIANG) AUTOMOTIVE CO., LTD.

No. 4253, Wansheng Road, Economic & Technological Development Zone (Toutunhe District),

Urumqi, Xinjiang Uygur Autonomous Region, P. R. China

Prof Simon Choi, Mr. Clive Greenwood, and Ms. Wen Xu (Jessica)

Guangdong Liangma Law Firm


Prof Simon Choi




Ms. Wen Xu (Jessica)

Nov 20, 2023



Private and Confidential

I. INTRODUCTION

This paper presents findings from an ESG audit with specific focus on labour law compliance conducted at SAIC VOLKSWAGEN(XIN JIANG)AUTOMOTIVE CO., LTD, an automobile assembly facility in Urumqi, Xinjiang, China from November 1-3, 2023. The plant is 100% owned by SAIC Volkswagen Automotive Co., Ltd., a joint venture of Volkswagen (China) Investment Co., Ltd. and SAIC Motor Corporation Ltd.¹ The assembly plant covers an area of 407,660m² and includes five buildings ie a body shop, paint shop and assembly shop with an investment volume of 2.18 billion RMB to date and a capacity of 10JPH, 50,000 cars/year.²

The audit assessed compliance with the Social Accountability 8000 (SA8000) standard including ESG aspects and relevant Chinese labour laws and regulations. A multi-disciplinary team reviewed documents, conducted worker interviews, and inspected the facility. This analysis discusses key findings related to child labour, forced labour, health and safety, freedom of association, discrimination, working hours, compensation, and management systems. The audit did not include any supply chain Due Diligence investigation.

II. METHODOLOGY

The audit team requested documents in 10 categories relating to SA8000, labour law, and factory policies and records. Furthermore International Labour Organisation (ILO) conventions C029, C100, C105 and C155, which were ratified by China in August 2022, were also considered. They reviewed all 197 workers' records and randomly selected 40 for interviews. On day 2 and 3 of the audit interviews were conducted confidentially using questionnaires in Mandarin and Uyghur. Observations were also made during a series of

¹ The legal structure of the plant was not part of the audit and as such we reference the information received from Volkswagen Group. Please also see Illustration 1 in the appendices section of the report

² See Illustration 2



Private and Confidential

facility tours. Data on worker demographics was collected to ensure a representative sample. Document review, interviews, and observations were triangulated to evaluate compliance.

III. RESULTS AND DISCUSSION

Document review found policies addressed child labour, forced labour, health and safety, freedom of association, discrimination, discipline, compensation, and management review. No issues were identified. Worker records matched policies.

Interviews found senior managers generally unfamiliar with SA8000 but observed comparable ethical standards in practice. Workers understood policies through mandatory training. Demographic data matched records. No discrimination or association restrictions were reported.

Health and safety provisions met requirements with certificates and trained staff in place. Working hours complied with limits. Compensation included wages, benefits, and social insurance as per contracts and law. No significant labour or management issues were identified.

While SA8000 certification was lacking, which is not mandatory, alternative ethical policies and management reviews ensured standards were met. Supply chain was limited to local service providers through protective contracts. Overall, labour practices complied with Chinese law and ILO; and incorporated social accountability principles.



Private and Confidential

IV. DETAILED REPORT ON ESG (SA8000) AND CHINA LABOUR LAW AUDIT

This report is based on Environment, Social and Governance (ESG) topics (under the model of Social Accountability 8000: 2014 released in May 2016) and China Labour Law and China Labour Contract Law and regulation relating thereto.

Field Auditing dates: November 1-3, 2023 in Urumqi, Xinjiang, China

Persons involved:

Conducted by: Prof Simon Choi (General Counsel of Global Legal Center, Guangdong Liangma Law Firm), Mr Clive Greenwood (Chief Compliance Officer of Liangma) and Wen Xu (Jessica) (Partner & General Counsel of Corporate M&A and Governance Centre, Liangma)

PART A

Parameters

Documents requested for review and inspection on site:

There were 10 categories of documents requested for review and for inspection.

A. General: Corporate and General Documents

Corporate Documents, like Business Licence, Organization Chart, Factory Floor Plans, Employee Handbook, Factory Rules and Regulations.

A.1 Child Labour and Young Workers:

Policy on Child Labour and Young Workers, Staff Identification Cards with photos, Remedial measures against employment of child labour, protection of young workers, annual health examination report on young workers.

A.2 Forced Labour (C029 and C105 of ILO): Policy against Forced Labour

Security Guards: Security Guards Employment Contract, Security Service Agreements, Regulations on Security Guards, Job description, overtime working arrangement.

A.3 Health and Safety) (C155 of ILO):



Private and Confidential

Subgroup 1: Policy and Records

Health and safety policy
Health and Safety Risk Assessment Record
Health and Safety Incident Report

Subgroup 2: Safety Officer/Representative

Safety officer / representative

Subgroup 3: Training and Certification

Health and safety training program & record
Accident/injury report and record

Subgroup 4: Building Safety

Building structure safety / Real estate certificate
Approval document of temporary building/construction
Building fire safety certificate
Fire inspection procedure & record
Fire evacuation plan
Fire drill record / program

Subgroup 5: PPE and Equipment Safety

PPE safety certificate
Register & Annual Report of pressure vessels, boiler, lifting facilities, etc.
Operator / Attendant Certificate
Approval certificate of chemical warehouse
MSDS of dangerous chemical

Subgroup 6: Chemical Safety

Register / record of chemical goods
Dangerous chemicals inventory
Kitchen/canteen hygiene certificate
Kitchen/canteen workers health certificate

Subgroup 7: Water Safety

Drinking water quality certificate or record



Private and Confidential

Water tank Cleaning record

Subgroup 8: First Aid and Emergency Response

First aid kits and maintenance record

Trained first aider

Subgroup 9: Worker Health

Worker Health Certificate

Electricity inspection report

A.4 Freedom of Association:

Subgroup 1: Policy and Records

Freedom of association policy

Meeting minutes of union

Union agreements

Subgroup 2: Worker Representative

List of worker's representatives

Employee representative election procedure & record

Responsibility of worker's representative

Subgroup 3: Union Activities

Activity record of union

Approval of Government union member

Government Union Member List

A.5 Discrimination (C111 of ILO):

Subgroup: Policy and Records

Non-discrimination policy

Recruitment Policy

Recruitment information

A.6 Disciplinary Practices:

Policy and Records

Disciplinary practices policy / procedure

Disciplinary practices records



Private and Confidential

A.7 Working Hours:

Working hours schedule
Time card / attendance record
Consolidated working hours permit

A.8 Compensation (C100 of ILO):

Subgroup 1: Policy and Records

Wage / promotion policy & calculation method
Basic Wage Calculation
Payroll records

Subgroup 2: Benefits

Meal/dormitory allowance
Local official document of insurance scheme
Social security payment evidence
Labor contracts

A.9 Management System:

Subgroup1: Policy and Records

Policy of Social Accountability and Labor Conditions
Management review record
Internal Audit

Subgroup 2: Communication and Training

Communication with Non-management representative policy
Social system training record

Subgroup 3: Supply Chain Management

Selection Method and Monitoring evidence of subcontractor / supplier
Home worker protection
Sub-contracting Contract
Outside communication procedure
Corrective and preventive action records

A.10 Supply Chain Management:



Private and Confidential

Subgroup 1: Subcontractor Selection and Monitoring

Evaluate and select suppliers/sub-contractors reasonable procedures

Subgroup 2: Social Responsibility

The social responsibility of supplier/subcontractor signed pledge

Review supplier/subcontractor SA8000 standard record

Access or audit supplier/subcontractor's compliance with SA8000 standard record.

PART B

Facts findings by perusal, reviewing and inspecting the documents as set in PART A

General: Corporate and General Documents

Corporate Documents, like Business Licence, Organization Chart, Factory Floor Plans, Employee Handbook, Factory Rules and Regulations.

Upon checking and verifications, it was found and confirmed that all such documents were in order and no concerns or issues were found.

B.1 Child Labour and Young Workers:

Policy on Child Labour and Young Workers, Staff Identification Cards with photos, Remedial measures against employment of child labour, protection of young workers, annual health examination report on young workers.

Upon checking and verifications, it was confirmed that no child labour and young workers were spotted or found in the factory or in the proximity thereof.

B.2 Forced Labour: Policy against Forced Labour

Upon checking and verifications, it was confirmed that the factory prohibited any employment of forced labour and no forced labour were spotted or found.

Security Guards:

Security Guards Employment Contract, Security Service Agreements, Regulations on Security Guards, Job description, overtime working arrangement.



Private and Confidential

Upon checking the relevant signed contracts and verifications with relevant persons in charge, it was confirmed that all such contracts were valid and in force. There were sufficient provisions therein to protect the interest of the factory and the right of termination of the service was in placed should there be any occurrence of any terminating event.

B.3 Health and Safety:

Subgroup 1: Policy and Records

Health and safety policy

Health and Safety Risk Assessment Record

Health and Safety Incident Report

Upon sample checking in random without influence from any third party and verifications, it was confirmed that all such records were in place and good recording requirement was observed (see below photo).



Clear safety warnings signs



Private and Confidential

Subgroup 2: Safety Officer/Representative

Safety officer / representative

Upon duly checking and verifications, it was confirmed that such officer or representative was duly in place.

Subgroup 3: Training and Certification

Health and safety training program & record

Accident/injury report and record

After sample checking in random without influence from any third party and verifications, it was confirmed that such program and records were in place and well-kept for inspection.

Subgroup 4: Building Safety

Building structure safety / Real estate certificate

Approval document of temporary building/construction

Building fire safety certificate

Fire inspection procedure & record

Fire evacuation plan

Fire drill record / program

In the course of factory tour, it was observed that there was significant roof leakage due to the sudden downpour the night before the field audit. There was no rain fall for the last three months in the area and the factory had been in operation over a decade. The factory management had made corresponding remedial plan to repair the leakages on the second day. Also, immediate recommendation was made to set up warning signs to avoid any potential slippery (like used during cleaning in public toilets).

Upon sample checking in random without influence from any third party and verifications, it was confirmed that certificates, approvals, safety certificates, inspections records and plans were all available and valid and there were no issues found (see below photos).



Private and Confidential



Subgroup 5: PPE and Equipment Safety

PPE safety certificate

Register & Annual Report of pressure vessels, boiler, lifting facilities, etc.

Operator / Attendant Certificate

Approval certificate of chemical warehouse

MSDS of dangerous chemical

Upon inspection, factory tour, and verifications, all such certifications and requirement were met and in force and there were no issues found (see below photo).



Private and Confidential



Personal Protective Equipment (PPE) display

Subgroup 6: Chemical Safety

- Register / record of chemical goods
- Dangerous chemicals inventory
- Kitchen/canteen hygiene certificate
- Kitchen/canteen workers health certificate

Upon checking and verification, it was confirmed that no issues on chemical goods handling, storage and record registering and record keeping were found.

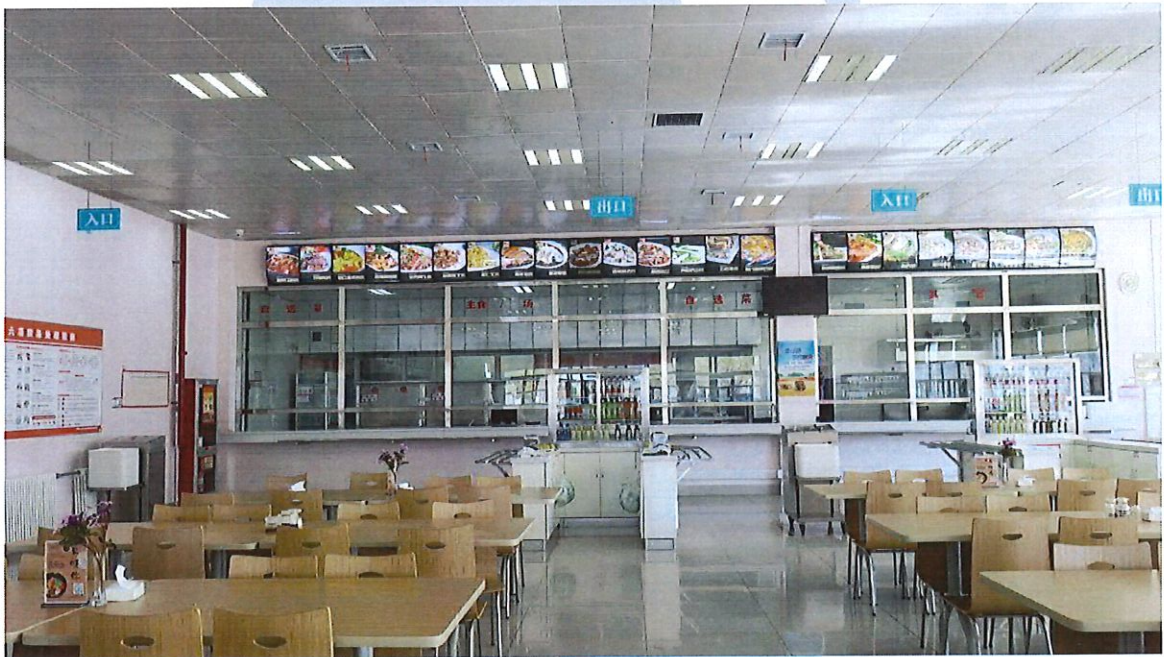
Upon perusal and reviewing the service agreement signed by the factory and catering service provider, it was confirmed all necessary approval and food proceeding and handling requirement were met for operating such canteen. In fact, canteens were of high hygiene quality and there were two adjacent canteens, serving Halal and non-Halal foods respectively (see below photos). Clearly, Halal food employees were well respected.



Private and Confidential



Halal Canteen



Non-Halal Canteen



Private and Confidential



Employee kiosk

Upon perusal and reviewing the service agreement signed by the factory and catering service provider, it is confirmed that all such contracts were valid and in force. There were sufficient provisions therein to protect the interest of the factory and the right of termination of the service was in place should there be any occurrence of any terminating event.

Subgroup 7: Water Safety

Drinking water quality certificate or record

Water tank Cleaning record

Upon checking the relevant certificates and records, it was confirmed that there was no issue on water safety.

Subgroup 8: First Aid and Emergency Response

First aid kits and maintenance record

Trained first aider

Upon documentary perusal and physical checking during the factory tour, it was confirmed such devices and records were in order and there were no issues of such matter.

Subgroup 9: Worker Health



Private and Confidential

Worker Health Certificate

Electricity inspection report

In the course of factory tour, it was noted that there were dedicated sports areas for use by all employees, like basketball court, badminton court, table tennis court, and exercise bikes too and a balance of work and rest was maintained (see below photo).



Upon checking and verifications, it was confirmed that all relevant certificates and inspection reports were in place and valid and there were no issues on worker health.

B.4 Freedom of Association:

Subgroup 1: Policy and Records

Freedom of association policy

Meeting minutes of union

Union agreements

Upon perusal and checking the relevant minutes, activities records, agreements and documents, it was confirmed the union head was appointed by nomination after consultation among the union representatives and further endorsed and approved by government authority. Regarding freedom of association, all relevant documents, such as the free and independent



Private and Confidential

nomination procedures and minutes signed by all the union representatives were produced. Minutes were signed by all union representatives. Records show all the necessary procedures were duly observed and in order and they were no further inquiries necessary.

Subgroup 2: Worker Representative

- List of worker's representatives
- Employee representative election procedure & record
- Responsibility of worker's representative

It was noted that any resolution of the union shall be passed by two thirds of the union representatives and the resolution produced and inspected was passed by 37 out of 39 representatives. Union head/chairman was elected pursuant to a resolution dated August 11, 2021 and it was unanimously appointed. Union signed collective labour contract on behalf of union members, ie all member staff. Union applied collective bargaining power on behalf of its members. Regarding the collective labour contract signed by the union head and the factory, all terms and conditions were consistent with those of that individual labour contracts signed by the employee and factory. Upon perusal and inspecting the union documents and government approval documents, it was confirmed that worker representatives and union head/chairman were duly elected and appointed.

Subgroup 3: Union Activities

- Activity record of union
- Approval of Government union member
- Government Union Member List

Government authority for union was of advisory nature and did not dictate, instruct or obstruct the establishment, operation or influence the union. Authority could advise the union how to function a union in general.

Union of the factory was very active and it held many social events and functions, including those promoting communication between minority and the Hans, like cultural events to promote the culture of minorities. It was revealed that among 39 union representatives, 7 were minorities. Upon checking the relevant documents both internal resolutions and minutes; and governmental



Private and Confidential

consent to establish union, it was confirmed that union member list, approval document and activities records were duly kept and in place. The below photo illustrates the promotion board for union activities and available staff benefits, like vehicles for purchase at discounted rates.



B.5 Discrimination:

Subgroup: Policy and Records

- Non-discrimination policy
- Recruitment Policy
- Recruitment information

There are laws at constitutional level, criminal act and labour act to prohibit discrimination and all the labour contracts in used are drafted in accordance with Chinese law. In addition, the code of conduct policy of the factory prohibits discrimination and promotes equal opportunities. All staff recruitment news is posted on the corporate website for applicants. Upon enquiry, it was noted that factory did not have any new recruitment during this year and all recruitment records shown on the corporate website were of 6 months to 12 months.

Upon perusal, checking and verifications, it was confirmed no discrimination was found.



Private and Confidential

B.6 Disciplinary Practices:

Policy and Records

Disciplinary practices policy / procedure

Disciplinary practices records

Upon perusal, checking and verifications, it was confirmed that policy and records were in place, disciplinary practices, polices and or procedures were available and disciplinary practices records were in place.

B.7 Working Hours

Working hours schedule

Time card / attendance record

Consolidated working hours permit

After sample checking in random without influence from any third party the working hours schedules and time card/ attendance records, and verifications, it was confirmed that law and regulations on working hours were duly observed and there were no issues found on working hours.

B.8 Compensation:

Subgroup 1: Policy and Records

Wage / promotion policy & calculation method

Basic Wage Calculation

Payroll records

After sample checking in random without influence from any third party the payroll records and confirming with the relevant interviewees, it was confirmed there were no issues on wages policy and records.

Subgroup 2: Benefits

Meal/dormitory allowance

Local official document of insurance scheme

Social security payment evidence



Private and Confidential

Labor contracts

Upon perusal all the interviewees' labour contracts and randomly checking with local official payment records in the system, all aspects of benefits were followed and observed.

It was noted that employee could enjoy the staff benefits to purchase VW vehicles at discounted rates and most staff took advantage of such benefits too.

B.9 Management System:

Subgroup 1: Policy and Records

Policy of Social Accountability and Labor Conditions

Management review record

Internal Audit

Among others, it was revealed that internal audits were conducted in the last three years at least. Documents show there were "Compliance and Risk Prevention Report" displayed at its official website at headquarters level. As requested by auditors, audit records for the years of 2021, 2022 and 2023 were requested to be inspected. Internal and external audit records on ISO45001, ISO14000 and ISO9000, VDA.6.1 and 6.3, and China 3C certifications were produced and inspected respectively and all were in order and valid. There were 10 items inspected in 2021, 9 items in 2022 and 11 items in 2023 were internally and externally audited and passed. Upon perusal, checking relevant documents and verifications with the relevant persons in charge, it was confirmed that there were no issues found in the management system.

Subgroup 2: Communication and Training

Communication with Non-management representative policy

Social system training record

Upon perusal, checking and inspecting the documents and corporate training software applications set and operated by its Chinese headquarters, it was confirmed that there were no issues on communications and training.

B.10 Supply Chain Management

Subgroup 1: Selection Method and Monitoring evidence of subcontractor / supplier



Private and Confidential

- Home worker protection
- Sub-contracting Contract
- Outside communication procedure
- Corrective and preventive action records

Upon perusal, checking documents and verifications with the relevant person in charge, it was confirmed that selection method and monitoring evidence of subcontractors/suppliers for production of vehicles was not within the business of the factory and in fact it was the function of the Chinese headquarters. For local service providers (security, cleaning & catering), valid and enforceable agreements with strict requirement to observe law and regulations were signed and there were sufficient provisions therein to ensure a fair and transparent supply chain management. There were no home workers engaged or hired by the factory. Subtracting contracts were not spotted or identified. There were no corrective and preventive action records on supply chain management for the fact that supply chain management was not the operational arm of the factory.

Subgroup 2: Social Responsibility

- The social responsibility of supplier/subcontractor signed pledge
- Review supplier/subcontractor SA8000 standard record
- Access or audit supplier/subcontractor's compliance with SA8000 standard record.

Upon perusal, checking the documents available and verifications with the management, it was confirmed that SA8000 was not the standard practised in the factory; however, with further perusal of other policies, it was confirmed that there was another set of standards corresponding with SA8000 was in place. Headquarters' relevant policies and procedures were followed and observed. For the fact that the time limitation of the audit did not allow the auditors to revise the requested document list to accommodate such an unexpected issue, the auditor by and large, opines that SA8000 principles were realised and observed in this audit exercise.

PART C



Private and Confidential

Questionnaires, auditor run down and interview samples basis

Questionnaires for interview (General and Comprehensive):

1. A Comprehensive Questionnaire in Chinese for senior management
2. A General Questionnaire in Chinese for general staff (32 staff)
3. A General Questionnaire on Labour Law for all staff (40 staff)

All these questionnaires in English and in Chinese are duly translated into Uighur, the minority language by local licensed translation house. A Uighur translator was also engaged for enhancing effective communication during the interview period as well.

Field Auditing Dates (1st – 3rd November, 2023)

November 1, 2023. Factory Visit (Briefing Auditing Procedures with Factory Management and Factory Tour)

In the morning of November 1, 2023, there was a short welcoming meeting held on the 2nd floor of the main building of the plant by senior management in the morning. Afterwards, there was a full factory tour to view and all parts of the premises at auditors' free will. As a "no photo" policy was adapted by the corporation, an assigned camera man was at the disposal of auditors to strike the balance of no violation of the corporate policy and fostering the audit works. Policy of no infringement of China's personal data laws and regulations was duly observed by auditors. During the factory tour, auditors selected certain portion of staff and workers on the scene as interviewees at random basis, under the criterion of reasonable mix of genders and ethnicities.

For the full afternoon of November 1, inspection of requested document as set forth in the Section of Parameters, all staff members were very co-operative, efficient and promptly to provide all the related documents and explaining all the questions raised by the auditors. Unannounced requests of samples to support relevant information prevented potential falsifications.

Finalising the interviewee list on November 1 afternoon after all workers were released.

Composition of the interviewee list is basis on the following criteria: Good mix of genders, ethnicities, position in the corporation.

It was noted and confirmed by fact findings that:



Private and Confidential

General Information:

Positions: Management Level: 14 representing 7.1% of total payroll.

General Staff: 183 representing 92.9%

Gender: Males: 149, ie 75.6%, Females: 48, ie 24.4%

Ethnicities: Han: 150, ie 76.1%, Minorities: 47, ie 23.9%

Random selected interviewee list from the payroll records of the current month, ie October payroll.

Interviewee List

No of interviewees: 40 ie 20.3% against 197 staff

Positions: Management: 8, 4 on secondment from headquarters and 4 local management staff, ie 20% of interviewees

General staff: 32, ie 80% of interviewees

Gender: Males: 21, ie 52.5%, Females: 19, ie 47.5%

Ethnicities: Han Chinese: 31, ie 77.5%, Minorities: 9, ie 22.5%

On November 2, 2023, there were further verifying some minor facts for confirmation to make sure that all requested documents were duly inspected and clarified. Further facilities inspection, such as canteen, security gate facilities, vehicles storage areas, fuel station were conducted also. All unannounced requests of data, information, records were thoroughly explained by relevant persons in charge and verified and confirmed by auditors without any reasonable doubts.

Group Briefing of interviewees. The objective of the briefing was to set up a warm environment to foster a smooth interview and was arranged by the auditors. There was a warm but short group briefing with all randomly selected interviewees (by auditors) and was conducted in an open area of the plant. It was noted that all interviewees were very relaxed and with smiling faces.

Interview Room was comfortable, spacious, roomy, well lighted and with central heating and natural sunlight penetrating from the windows. The interviewing table (see below photo)



Private and Confidential

was set to a triangular shape with comfortable seat on each side of the table. Interviewees were not 180 seating opposite to the auditor. Interviewee eyes were not facing sunshine from the windows. Chinese language and Uighur language of the questionnaires were provided on quick reference if necessary. A licensed Uighur translator was also on standby in the room to be called if necessary, throughout the whole process of interview period.



Interview room and table set-up

Interviews were conducted in the following order:

1. Seconded senior management from headquarters (4 persons)
2. Local senior management (4 persons)
3. General Staff (32 persons)

Interviews were taken on November 2nd and 3rd, 2023.

32 interviewees were randomly selected by auditors and there was a briefing section to communicate with them. It was emphasized that it was a fact-finding exercise and no individual or personal information would be collected and all privacy laws and regulations would be observed. Every interviewee had the right to answer or not to answer. For the sake of comfort, a



Private and Confidential

licensed Uighur translator was available to serve as a translator and a set of questions in printed form also would be on the table. There would be no management staff or HR representative in the interview room to monitor the process of interviewing and the interviewees were comfortable to speak out openly and widely. Interview table was set in triangular shaped and there was no direct confrontation between the interviewee and interviewer psychologically. Also, there was a team of senior associates at back office in Liangma Shenzhen office to assist and analyze the interview with live stream.

PART D

Facts Findings on Management Staff by interviewing:

D.1 Senior Management (Both Local and from Headquarters)

Section C1: Employee Information on Senior Management.

Questions: What is your position within the factory, and how long have you been working here? Which department do you work in, and what are your main responsibilities? How many people work in your department, and what is the breakdown by gender, age, and ethnicity?

It was observed that i) there was a well balance of 50:50 ratio of seconded staff and local senior staff; ii) factory head was in charge of the factory and other department heads in charge of finance, HR & administration, production, union, IT support, workshop, environment protection, quality assurance, and others; iii) their gender ratio was about 75:25 and race ratio was 75:25 with which corresponded the staff on the payroll; iv) the average age of their staff was 33.1 years old; v) the average serving term of the secondees from headquarters was 26 months and it was noted the secondees had a relatively shorter serving term when compared with the local senior management and general staff, most of them 5 years above and more accurately over 10 years.

Section C2: Social Accountability Management System

Questions: Are you familiar with the SA8000 standard, and have you received training on its requirements and implementation? Does the factory have a social accountability management system (SAMS) in place that meets the requirements of SA8000? If so, please describe its key components and operation. Who is responsible for managing and overseeing the SAMS within



Private and Confidential

the factory? Can you explain how the factory ensures that all workers are aware of and understand the policies and procedures outlined in the SAMS?

By perusal the documents and records and by checking with senior management, it was found that the factory did not implement SA8000 as its corporate management system, nor there was any training on SA8000 and all senior management had no knowledge of SA8000. However, by inspecting the requested documents, it was found that the factory had a corporate level management of Shanghai VW which was a comparable system with no less comprehensive parameters and requirements as of those of SA8000.

Section C3: Child Labor

Questions: Have you ever witnessed or heard of instances of child labor being used within the factory or its supply chain? Are there any measures in place to prevent child labor from occurring within the supply chain? Can you describe any efforts made by the factory to support the elimination of child labor in its supply chain?

It was confirmed that i) there was no child labour in the factory and there was no history of child labour found since the establishment of the factory; ii) all recruitment of staff or employee followed the labour law and regulations of China and Staff Handbook and code of conduct of staff prohibit any employment of child labour whereby such law and regulations were duly observed; and iii) for production supply chain, as the factory formed a member of SVW, all such production related supplies were directly supplied by headquarters' supply chain system and no local material supply was established, used or terminated excepted the following three areas: viz x) security guards, y) cleaning services and z) catering services, which were to be discussed for requested document findings.

Section C4: Forced and Compulsory Labor

Questions: Have you ever witnessed or heard of instances of forced or compulsory labor practices within the factory or its supply chain? Are there any mechanisms in place to monitor and report any potential cases of forced or compulsory labor within the factory or its supply chain? Can you describe any efforts made by the factory to support the elimination of forced or



Private and Confidential

compulsory labor in its supply chain?

All interviewees confirmed that i) there was no forced and compulsory labour in the factory and there was no history of forced and compulsory labour found since the establishment and operation of the factory and there were no records found in contrary to any engagement of labour during the random checking of the relevant documents and records either; and ii) all recruitment of staff or employees (where advertisements were posted on corporate website countrywide) followed the labour law and regulations of China and Staff Handbook and code of conduct of staff prohibit any employment of forced and compulsory labour; and such laws and regulations were duly observed. There were no most recent recruitment records on the corporate website due to the fact that the factory was in the stage of reduction of manpower as the factory was not operating in the form of CKDs anymore and finished goods were transported from different factories to cater for the local sales. The exercise of redundancy of staff had been in process during recent years.

Section C5: Health and Safety

Questions: Have you ever experienced or witnessed unsafe working conditions within the factory? Are there adequate facilities and equipment available to protect workers from hazardous chemicals, dust, noise, etc.? Have you received regular training on health and safety protocols, including emergency evacuation procedures? Can you describe any efforts made by the factory to improve health and safety practices?

All interviewees revealed that i) they had never experienced or witnessed any unsafe working conditions within the factory; ii) there were adequate facilities and equipment available to protect workers and employees from hazardous chemicals, dust, noise, etc; iii) Personal Protective Equipment was well provided and in proper use, which corresponded with observation during the factory tour (see below photo); and iv) there were regular trainings on health and safety protocols, at least annually, including emergency evacuation procedures, such as regular fire drill exercises, which corresponded with the inspections of the documents and records on health and safety.



Private and Confidential



Employee wearing PPE

Section C6: Freedom of Association and Collective Bargaining

Questions: Are you a member of a union or worker organization, and if so, which one? For the sake of clarity, in the factory, there were two levels of union/worker organization, the factory level and departmental level. Do you feel comfortable discussing workplace issues and concerns with your supervisor or HR representative? Have you ever participated in collective bargaining or strikes related to workplace issues? Can you describe any efforts made by the factory to promote freedom of association and collective bargaining?

It was found and noted that i) all interviewees were members of union (both departmental and factory levels) and one of the interviewees was the elected head/chairman of union and all were very pleased with the working conditions and all were willing to discuss with their respective supervisor and or HR representative; ii) all of them had participated in collective bargaining in respect of any additions, amendments, modifications of employee rights in different capacity. It was also noted that prior to any additions, amendments, modifications of employee rights, there would be a consultation among the management and union head/chairman and union representatives, in turn, the union shall communicate with union



Private and Confidential

members via the representatives as a whole; iii) collective bargaining was in place and in use as a normal practice. For promoting freedom of association and collective bargaining, the factory had communicated well and efficient with union and its members on every significant intention to change or implement by collective bargaining and democratic consultation. There were no strikes reported in the factory to date and there were no records of strikes found by auditors either.

Section C7: Discrimination

Questions: Have you ever witnessed or experienced discrimination based on ethnicity, gender, religion, sexual orientation, or other protected characteristics within the factory or its supply chain? Are there any policies or procedures in place to prevent discrimination and harassment within the workplace? Can you describe any efforts made by the factory to promote diversity and inclusion?

All interviewees confirmed that i) there was never witnessed or experienced any discrimination based on ethnicity, gender, religion, sexual orientation, or other protected characteristics within the factory or its supply chain; ii) for cleaning service, catering, and security guard service, factory used the standard contracts (templates from headquarters) to sign with such service providers. After perusal and inspection, such contracts were signed and there were adequate and protective provisions in such agreements; and iii) factory in fact promoted all ethnic groups were in harmony and social activities among different ethnic groups, ethnic holidays and women day holiday for female staff. It was further noted that there were extra regional holidays for local ethnicities in Xinjiang and all staff enjoyed such special festival holidays. The plant used three languages for directory service and signs (see photo below).



Private and Confidential

上汽大众 SAIC VOLKSWAGEN		2F	
西区		West Area	
مالىيە دىرېكتورى ئىشخانىسى	财务经理室	Finance Manager Office	201
مالىيە ئىشخانىسى	财务办公室	Finance Office	202
ئاقچوت ئىشخانىسى	财务报销室	Reimbursement Room	203
مەھسۇرى باشقۇرۇش	行政管理	Administrative	207
مەھسۇرى باشقۇرۇش دىرېكتورى ئىشخانىسى	行政经理室	Manager Office Of Administrative	210
تېخنىكا بۆلۈمى دىرېكتورى ئىشخانىسى	技术办经理室	Manager Office Of Technical Office	213
تېخنىكا ئىشخانىسى	技术办公室	Technical Office	216
سىنلىق مەجلىس خانا	视频会议室	CPW Viko Room	217
باش نازارەتچى	高级总监	Senior Director	218
پارتكوم ئىشخانىسى	分党委办公室	Party Committee Office	219
	D-URUMQI	D-URUMQI	220

Section C8: Disciplinary Practices

Questions: Have you ever been subject to disciplinary action, and if so, why? Are there clear guidelines and procedures in place for disciplinary actions, and are they communicated effectively to all workers? Have you seen or heard of instances where disciplinary actions were applied unfairly or inconsistently? Can you describe any alternatives to disciplinary actions that the factory uses to address misconduct or poor performance?

It was confirmed that i) no interviewees had any records of disciplinary action; ii) all confirmed that there were clear guidelines and procedures in place for disciplinary actions, and such guidelines and procedures were communicated effectively to all workers; and iii) no disciplinary actions were applied unfairly or inconsistently were recorded, heard, or seen and no alternatives to disciplinary actions that the factory used to address misconduct or poor performance.

Section C9: Working Hours

Questions: What are your typical working hours, and do they exceed legal limits? Are there any provisions in place for overtime pay, and if so, how is it calculated and paid? Have you ever



Private and Confidential

felt pressured to work longer hours than you wanted to or felt comfortable doing? Can you describe any efforts made by the factory to promote work-life balance and manageable working hours?

All interviewees revealed that i) their weekly work hours were 40 and no overtime was rendered; ii) in case that there was overtime rendered or involved, all overtime pay should be paid in accordance with China law and regulations; and all staff enjoyed all national statutory holidays and all mandatory benefits according to Chinese law and regulations; and iii) all interviewees confirmed that monthly production plan was released well in advance and all staff could accommodate their work/life balance very well. Factory adopted a “flexi policy” to enable employees to apply for leave and to be granted promptly.

Section C10: Remuneration

Questions: What is your current salary, and how does it compare to industry standards? Are there any disparities in compensation between different positions, genders, or ethnic groups within the factory? Have you ever experienced delays or difficulties in receiving your pay or benefits? Can you describe any efforts made by the factory to ensure fair and transparent compensation practices?

All interviewees confirmed that i) their current salary was least to the same standard of its industry or even better; ii) there were no disparities in compensation between different positions, genders, or ethnic groups within the factory; iii) no experience in delays or difficulties in receiving pay or benefits was experienced. In fact, current month salary was paid in every 15th of current month; and iv) all compensation practices were fair and transparent, by displaying the KPI requirement and results of KPI of each employee on public bulletin board.

Section C11: Environmental Management

Questions: Are there any measures in place to reduce waste, emissions, energy consumption, water usage, and other negative environmental impacts associated with factory operations? Is there a designated person or team responsible for environmental management and



Private and Confidential

monitoring within the factory? Can you describe any efforts made by the factory to promote environmentally friendly practices and reduce its carbon footprint?

All interviewees confirmed that i) there were measures in place to reduce waste, emissions, energy consumption, water usage, and other negative environmental impacts associated with factory operations; ii) there was designated person or team responsible for environmental management and monitoring within the factory; and iii) factory used 100% green energy, like solar, wind, and hydro energy to promote environmentally friendly practices and to reduce its carbon footprint. Further, it used rain and used water for watering plants for keeping green zone in the factory; and treated kitchen wastes as fertilizer and solar sprinkle system for watering plants. (see below photo).



AI supported watering system

Section C12: Supplier Management

Questions: Are there any criteria in place for evaluating and selecting suppliers based on their social responsibility practices? Are there any measures in place to monitor and improve supplier performance regarding social responsibility? Can you describe any collaborative



Private and Confidential

projects or initiatives between the factory and its suppliers aimed at promoting social responsibility practices?

Some interviewees revealed that i) there were some criteria in place for evaluating and selecting suppliers based on their social responsibility practices while others responded either no knowledge as they were not involved with supply chain or no applicable to their job role or duties; ii) same as above; and iii) it used rain and used water for watering plants for keeping green zone in the factory; and treated kitchen wastes as fertiliser and solar sprinkle system for watering plants.

Section C13: Training and Capacity Building

Questions: Have you received any training or capacity-building opportunities while working at the factory, particularly in areas like human rights, labor standards, health and safety, and environmental sustainability? Are there any career advancement or professional development opportunities available within the factory? Can you describe any efforts made by the factory to invest in worker education and skills enhancement?

All interviewees confirmed that i) they received some form training or capacity-building opportunities while working at the factory, particularly in areas like human rights, labor standards, health and safety, and environmental sustainability; ii) there were career advancement or professional development opportunities available for staff within the factory; and iii) factory invested in worker education and skills enhancement through internal and external training programme, like tax, new skill and finance on job training, online training for outstanding staff. Factory used corporate wide “i-learning” software for staff training.

Section C14: Grievance Mechanism

Questions: Are there any formal grievance mechanisms in place that allow workers to raise concerns or complaints without fear of reprisal? Are there any clear procedures in place for addressing and resolving worker grievances, including timelines and escalation processes? Can you describe any experiences you've had with the grievance mechanism or observed among colleagues?



Private and Confidential

All interviewees confirmed that i) there were formal grievance mechanisms in place that allow workers to raise concerns or complaints without fear of reprisal; ii) there were clear procedures in place for addressing and resolving worker grievances, including timelines and escalation processes; and iii) no experiences had been with the grievance mechanism or observed among colleagues as no such incident happens so far. It was not be closer examined due to the lack of incidents as reported by the interviewees.

D.2 General Staff

Facts Findings on Questionnaire (SA8000) for General Staff

Section D1: Demographics

Issues: Gender, Age, Ethnicity and Disability

There were 15 (46.9%) males and 17 (53.1%) females interviewed, 1 (3.1%) fell in the age group of 18-24; 28(87.5%) between 25-44, 2 (6.2%) between 35-44 and 1 (3.1%) was 55 above, 25 (78.2%) were Han Chinese and 7 (21.8%) were minorities (Uighurs and others) and no disabilities were found in the interviewees. It was noted that the composition of education levels of the general staff were 52.0% graduates from technical institutions, 40.3% degree holders and 7.7% postgraduates.

Section D2: Job Details

Issues: Job title, Length of employment, Union membership and Reported workplace grievances/safety concerns

These 32 interviewees represented a good mix of all kinds of jobs in the factory from quality control, logistic personal, technicians, engineers, trainer, servicepersons and general workers; all of them served the company for more than 5 years, all were members of union (both levels); all were pleased to report workplace grievances/safety concerns if any.

Section D3: Working Conditions and Health & Safety

Issues: Safe and healthy work environment, Work-related accidents/injuries, Exposure to hazardous materials/chemicals, Management's commitment to safety and wellbeing, Weekly



Private and Confidential

work hours, overtime payment, and Fair compensation.

All revealed that they were strongly agreed that i) safe and healthy work environment was provided by the factory; and ii) 40 hours per week is well observed and if any overtime work rendered would be paid according to law; iii) 31 out of 32 revealed that they were strong agreed that management's commitment to safety and wellbeing and 1 somehow agreed. Also, there were 30 out of 32 interviewees revealed that they were strongly agreed that they were fairly paid while 2 out of 32 revealed that they were somehow fairly compensated.

All interviewees revealed that no injury at works happened in the last 12 months and no exposure to hazardous materials/chemicals either.

Section D4: Respect and Dignity

Issues: Whether Supervisor respect and valuing of employees; any verbal abuse/bullying in the workplace; any freedom to express opinions/concerns; promotion of diversity and inclusion; and any discrimination witnessed/experienced.

All interviewees agreed that supervisor respected and valued employees; no interviewees were suffered or experienced from any verbal abuse/bullying in the workplace; and no discrimination witnessed/experienced by any interviewees. 31 out of 32 interviewees strongly agreed that they had freedom to express opinions/concerns; 30 out of 32 strongly agreed that company promoted diversity and inclusion while 2 somehow agreed so.

Section D5: Training and Development

Issues: Whether Sufficient training for job performance; Opportunities for skill learning/ career advancement; Management support for professional development; Feedback on job performance (past 12 months.)

31 out of 32 interviewees strongly agreed that sufficient training for job performance was available and opportunities for skill learning/ career advancement were given and 1 (one) somehow agreed with. 30 out of 32 strongly agreed that management support for professional development and 2 somehow agreed. All received feedback on job performance in the past 12 months.



Private and Confidential

Section D6: Communication and Collaboration

Issues: Open communication channels; Transparent decision-making processes; Supportive team environment; Conflict resolution mechanisms; and Cross-functional collaboration opportunities.

All interviewees strongly agreed that open communication channels were available and open. 31 out of 32 strongly agreed that transparent decision-making processes were adopted and supportive team environment was given while 1 somehow agreed with. 29 out of 32 strongly agreed that there were sufficient conflict resolution mechanisms while 3 somehow agreed with. 31 out of 32 strongly agreed that there were cross-functional collaboration opportunities and one somehow agreed with.

Section D7: Employee Engagement and Satisfaction

Issues: Job satisfaction; Recommendation of company to friends/family; Intention to stay with the company long-term; Sense of purpose and meaning in work; Opportunities for socializing/ building relationships

100% of interviewees strongly satisfied with their job; intended to stay with company for long term; and were willing to recommend friends and family to work in the company. 31 strongly agreed that sense of purpose and meaning in work was felt and opportunities for socializing or building relationships were given.

PART E

Labour Law for all staff

Facts Findings on China Labour Law and Contract Law Compliance Questionnaire

Section E1: Training and Awareness of Labour Laws

Questions: Have you received adequate training on the China Labour Law and contract law from your employer? Do you have access to a copy of your employment contract, and have you reviewed it thoroughly? Are you aware of the minimum wage requirements and working hours stipulated in the China Labour Law?



Private and Confidential

All 40 interviewees confirmed positively.

Section E2: Working Conditions and Benefits

Questions: Have you experienced any issues related to unpaid wages, overtime pay, or unsafe working conditions? Have you witnessed or experienced any form of discrimination or harassment at the workplace?

All 40 interviewees confirmed that no such issue and no such incidents witnessed or experience.

Questions: Are you comfortable reporting any concerns or complaints about your working conditions to your supervisor or HR department?

All 40 interviewees felt comfortable to report any concerns or complaints.

Section E3: Dispute Resolution and Termination

Questions: Are you familiar with the procedures for filing a grievance or dispute resolution within the company?

38 out of 40 were familiar with such procedures of grievance or dispute resolution while 2 expressed that they had not experienced such issues.

Question: Have you ever been subject to disciplinary action or termination without proper cause?

100% of interviewees had not subject to disciplinary action or termination without proper cause.

Section E4: Work Environment and Employer Relationship

Question: Do you believe that your employer values and respects your contributions as an employee?

100% believed so.

Question: Would you recommend this factory as a good place to work to other job seekers?

100% would recommend so.

PART F



Private and Confidential

Conclusion

This audit of the factory found that while SA8000 was not explicitly implemented as the social accountability management system, the principles and requirements of SA8000 appear to be largely fulfilled based on the documentation reviewed and interviews conducted. While senior management was not formally trained in SA8000, the factory had policies and procedures in place to govern key areas such as child labor, forced labor, health and safety, discrimination, working hours and compensation with which corresponded the C5 ILO conventions, ratified by China and all aspects were duly respected in the factory.

Through reviewing documentation like employee contracts, safety certifications, training records, policies and more, it was confirmed that the factory was adhering to factors like having appropriate safety equipment and facilities, tracking and limiting working hours, providing benefits to employees, and maintaining records of disciplinary actions. Discussions with staff also indicated they were aware of processes like freedom of association and raising grievances. No major issues or concerns were identified in these important operational and compliance areas based on the audit findings.

The factory was also found to have proper management oversight of its social accountability system through documentation of internal audits, management reviews, communication policies and more. While specific SA8000 certification had not been obtained, the equivalent policies and management reviews suggest a functioning system was in place to meet the spirit of standards like SA8000 and ensure continual improvement. Supply chain management processes (external service providers – security, cleaning and catering) were also confirmed adequate for the factory's scope of activities.

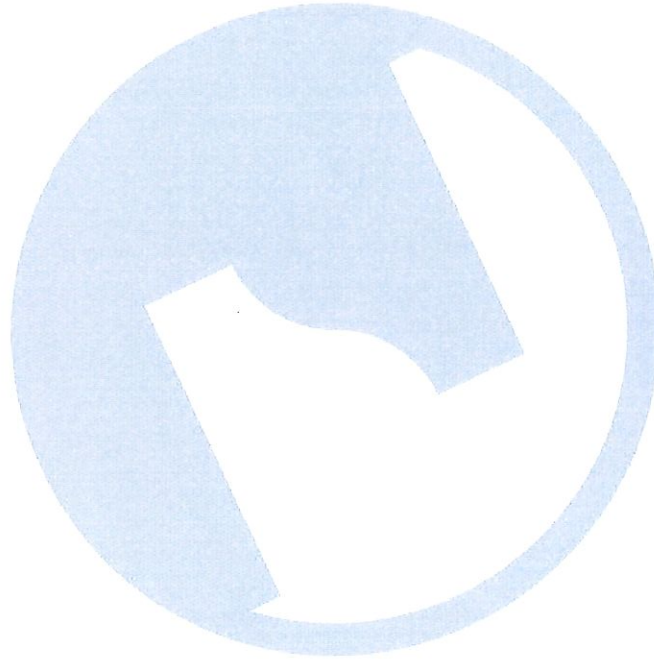
Interviews with a well-balanced cross section of employees corroborated that operations were generally compliant and no issues were reported. Staff appeared knowledgeable about company policies and comfortable raising any potential concerns, though none were mentioned. The composition of the interviewed sample ensured representation of different genders, ethnicities and roles.

In conclusion, while this particular factory had not formally implemented SA8000, the audit found through documentation reviews and interviews that the intent and requirements of



Private and Confidential

social accountability and compliance standards like SA8000 appear to be well established within the facility's management systems and day-to-day activities. No major non-conformances were identified. Continued adherence to policies and ongoing assessment would help maintain these positive practices.





Private and Confidential

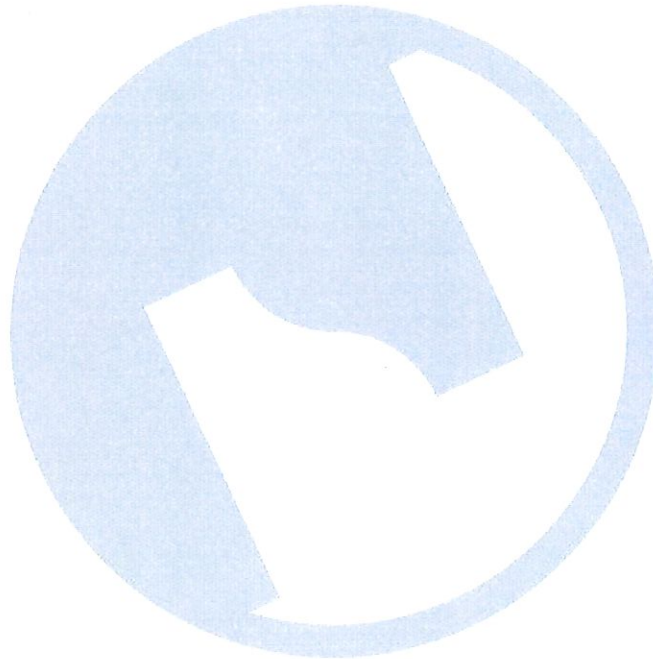
Appendices:

Documents attached are in the order of English, Chinese and Uighur:

Appendix 1: A Comprehensive Questionnaire in Chinese for senior management (8 staff)

Appendix 2: A General Questionnaire in Chinese for general staff (32 staff)

Appendix 3: A General Questionnaire in Chinese on Labour Law for all staff (40 staff)





A questionnaire for management staff on full compliance in SA8000

Introduction:

This questionnaire is designed to assess the extent of full compliance in SA8000 for a factory operating as a joint venture in Urumqi, Xinjiang. The questionnaire covers various aspects of social responsibility, including child labor, forced and compulsory labor, health and safety, freedom of association, discrimination, disciplinary practices, working hours, remuneration, environmental management, supplier management, training and capacity building, and grievance mechanism. Your responses will help us evaluate the factory's commitment to socially responsible practices and identify areas for improvement.

Section 1: Employee Information

1. What is your position within the factory, and how long have you been working here?
2. Which department do you work in, and what are your main responsibilities?
3. How many people work in your department, and what is the breakdown by gender, age, and ethnicity?

Section 2: Social Accountability Management System

1. Are you familiar with the SA8000 standard, and have you received training on its requirements and implementation?
2. Does the factory have a social accountability management system (SAMS) in place that meets the requirements of SA8000? If so, please describe its key components and operation.
3. Who is responsible for managing and overseeing the SAMS within the factory?
4. Can you explain how the factory ensures that all workers are aware of and understand the policies and procedures outlined in the SAMS?

Section 3: Child Labor

1. Have you ever witnessed or heard of instances of child labor being used within the factory or its supply chain?
2. Are there any measures in place to prevent child labor from occurring within the supply chain?
3. Can you describe any efforts made by the factory to support the elimination of child labor in its supply chain?



Section 4: Forced and Compulsory Labor

1. Have you ever witnessed or heard of instances of forced or compulsory labor practices within the factory or its supply chain?
2. Are there any mechanisms in place to monitor and report any potential cases of forced or compulsory labor within the factory or its supply chain?
3. Can you describe any efforts made by the factory to support the elimination of forced or compulsory labor in its supply chain?

Section 5: Health and Safety

1. Have you ever experienced or witnessed unsafe working conditions within the factory?
2. Are there adequate facilities and equipment available to protect workers from hazardous chemicals, dust, noise, etc.?
3. Have you received regular training on health and safety protocols, including emergency evacuation procedures?
4. Can you describe any efforts made by the factory to improve health and safety practices?

Section 6: Freedom of Association and Collective Bargaining

1. Are you a member of a union or worker organization, and if so, which one?
2. Do you feel comfortable discussing workplace issues and concerns with your supervisor or HR representative?
3. Have you ever participated in collective bargaining or strikes related to workplace issues?
4. Can you describe any efforts made by the factory to promote freedom of association and collective bargaining?

Section 7: Discrimination

1. Have you ever witnessed or experienced discrimination based on race, gender, religion, sexual orientation, or other protected characteristics within the factory or its supply chain?
2. Are there any policies or procedures in place to prevent discrimination and harassment within the workplace?



3. Can you describe any efforts made by the factory to promote diversity and inclusion?

Section 8: Disciplinary Practices

1. Have you ever been subject to disciplinary action, and if so, why?
2. Are there clear guidelines and procedures in place for disciplinary actions, and are they communicated effectively to all workers?
3. Have you seen or heard of instances where disciplinary actions were applied unfairly or inconsistently?
4. Can you describe any alternatives to disciplinary actions that the factory uses to address misconduct or poor performance?

Section 9: Working Hours

1. What are your typical working hours, and do they exceed legal limits?
2. Are there any provisions in place for overtime pay, and if so, how is it calculated and paid?
3. Have you ever felt pressured to work longer hours than you wanted to or felt comfortable doing?
4. Can you describe any efforts made by the factory to promote work-life balance and manageable working hours?

Section 10: Remuneration

1. What is your current salary, and how does it compare to industry standards?
2. Are there any disparities in compensation between different positions, genders, or ethnic groups within the factory?
3. Have you ever experienced delays or difficulties in receiving your pay or benefits?
4. Can you describe any efforts made by the factory to ensure fair and transparent compensation practices?

Section 11: Environmental Management



1. Are there any measures in place to reduce waste, emissions, energy consumption, water usage, and other negative environmental impacts associated with factory operations?
2. Is there a designated person or team responsible for environmental management and monitoring within the factory?
3. Can you describe any efforts made by the factory to promote environmentally friendly practices and reduce its carbon footprint?

Section 12: Supplier Management

1. Are there any criteria in place for evaluating and selecting suppliers based on their social responsibility practices?
2. Are there any measures in place to monitor and improve supplier performance regarding social responsibility?
3. Can you describe any collaborative projects or initiatives between the factory and its suppliers aimed at promoting social responsibility practices?

Section 13: Training and Capacity Building

1. Have you received any training or capacity-building opportunities while working at the factory, particularly in areas like human rights, labor standards, health and safety, and environmental sustainability?
2. Are there any career advancement or professional development opportunities available within the factory?
3. Can you describe any efforts made by the factory to invest in worker education and skills enhancement?

Section 14: Grievance Mechanism

1. Are there any formal grievance mechanisms in place that allow workers to raise concerns or complaints without fear of reprisal?
2. Are there any clear procedures in place for addressing and resolving worker grievances, including timelines and escalation processes?
3. Can you describe any experiences you've had with the grievance mechanism or observed among colleagues?



Conclusion:

Thank you for taking the time to complete this questionnaire. Your input is valuable in helping us assess the factory's level of full compliance with SA8000 standards and identifying areas for improvement. All responses will be kept confidential and anonymous.



SA8000 问卷调查 - 管理人员

前言:

本问卷旨在评估新疆乌鲁木齐一家联合经营工厂在 SA8000 标准实施方面的全面合规情况。问卷内容涵盖社会责任的各个方面,包括童工、强迫劳动、职工健康与安全、自由结社权、歧视、惩戒措施、工作时间、薪酬、环境管理、供应商管理、培训与能力建设以及投诉机制。您的答复将帮助我们评估工厂在社会责任方面的实施,并识别需要改进的领域。

第一部分:员工信息

1. 您在工厂的职位是什么? 在这里工作多长时间了?
2. 您在哪个部门工作,主要职责是什么?
3. 您部门有多少人? 具体分别按照性别、年龄和民族的组成情况如何?

第二部分:社会责任管理体系

1. 您了解 SA8000 标准吗? 是否接受过相关标准及其实施的培训?
2. 工厂是否建立了符合 SA8000 要求的社会责任管理体系? 如果有,请描述其主要组成部分和运行机制。
3. 在工厂中,负责管理和监督工厂社会责任管理体系的人是谁?
4. 您可以解释工厂是如何确保所有员工都了解该体系的政策和程序的吗?

第三部分:童工

1. 在工厂或其供应链中是否曾目睹或听说使用童工?
2. 是否制定了预防其供应链中雇佣童工的措施?
3. 您可以描述工厂为积极消除其供应链中使用童工的情况所做的努力吗?

第四部分:强迫劳动

1. 在工厂或其供应链中是否曾目睹或听说强迫劳动的情况?
2. 对于供应链中可能发生强迫劳动的情况是否建立监督和报告机制?
3. 您可以描述工厂为积极消除其供应链中强迫劳动的情况所做的努力吗?

第五部分:职工健康与安全



1. 您是否曾经经历或目睹工厂内存在的不安全的工作条件?
2. 工厂是否有足够的设施设备来保护工人免受有害化学品、灰尘、噪音等的影响?
3. 您是否定期接受有关健康与安全制度的培训, 包括应急疏散的培训?
4. 您可以描述工厂为改进员工健康与安全的工作环境所做的任何工作吗?

第六部分: 结社自由与集体谈判

1. 您是否是工会或工人组织的成员? 如果是, 是哪个组织?
2. 您在与主管或人力资源代表沟通工作问题时是否感觉自在?
3. 您是否曾参与过与工作问题相关的集体谈判或罢工?
4. 您可以描述工厂为促进结社自由与集体谈判所做的任何工作吗?

第七部分: 歧视

1. 您是否曾在工厂或其供应链中目睹或经历过歧视? 包括种族、性别、宗教、性取向或其他特征的歧视?
2. 工厂是否建立了关于预防工作场所歧视和骚扰的政策和流程?
3. 您可以描述工厂为促进多样性与包容性所做的任何工作吗?

第八部分: 纪律处分

1. 您本人是否曾受过纪律处分? 如果有, 原因是什么?
2. 工厂是否建立了清晰的纪律处分导则和程序, 并有效告知所有工人?
3. 您是否看到过或听说过不公平的、与违纪行为不匹配的纪律处分?
4. 您可以描述工厂在处理渎职或不良工作表现时使用的替代性的纪律处分吗?

第九部分: 工作时间

1. 您的正常工作时间是多长? 是否超过法定限额?
2. 是否设有加班费制度? 如何计算和支付?



3. 您是否曾感到被迫超出自己的意愿或能力而延长工作时间?
4. 您可以描述工厂为促进工作与生活平衡、合理安排工作时间所做的任何工作吗?

第十部分:薪酬

1. 您当前的工资多少? 与行业标准相比如何?
2. 是否存在不同岗位、不同性别或不同民族工人之间在薪酬方面的不公平情况?
3. 您是否经历过工资或福利的延迟发放或困难发放?
4. 您可以描述工厂为确保公平透明的薪酬政策所做的任何工作吗?

第十一部分:环境管理

1. 工厂是否采取减少废弃物、排放物、能耗、水资源消耗以及其他负面环境影响的措施?
2. 工厂是否有专人或团队负责监测和管理环境?
3. 您可以描述工厂为促进环保及降低碳排放所做的任何工作吗?

第十二部分:供应商管理

1. 工厂是否有根据供应商的社会责任实施水平来评估和选择供应商的标准?
2. 工厂是否有监督和提升供应商在社会 responsibility 方面表现的措施?
3. 您可以描述工厂与供应商合作提高社会责任水平的的项目吗?

第十三部分:培训与能力建设

1. 您在工作期间是否获得了有关人权、劳工标准、健康与安全以及环境可持续性等方面的培训或能力建设?
2. 工厂是否提供职业发展或职业技能提升机会?
3. 您可以描述工厂对员工培训和技能提升所做的任何投入吗?

第十四部分:申诉机制

1. 工厂是否建立了正规的申诉机制, 允许工人在无畏报复, 提出疑虑和投诉?



2. 工厂是否制定了清晰的处理和解决员工申诉的程序, 包括时间期限和上诉流程?
3. 您可以描述您或同事有关申诉机制的经历吗?

总结:

感谢您花时间完成此问卷调查。您的答复对我们评估工厂在 SA8000 标准的全面执行情况, 及确定改进的方向非常有帮助。所有回答将保密匿名。



SA8000 تەكشۈرۈش سوئالى - باشقۇرۇش خادىمى

كىرىش سۆز:

بۇ تەكشۈرۈش سوئالىنىڭ مەقسىتى شىنجاڭ ئۈرۈمچىدىكى بىر بىرلەشمە تىجارەت زاۋۇتىنىڭ SA8000 ئۆلچىمىنى يولغا قويۇش جەھەتتىكى بەلگىلىمىگە ئومۇميۈزلۈك ئۇيغۇن بولۇش ئەھۋالىنى باھالاشنى ئىبارەت. تەكشۈرۈش سوئالىدە ئىجتىمائىي مەسئۇلىيەتكە مۇناسىۋەتلىك ھەرقايسى تەرەپلەر مۇجەسسەملەنگەن بولۇپ، بالا ئىشلەمچى ئىشلىتىش، مەجبۇرىي ئەمگەككە سېلىش، ئىشچى - خىزمەتچىلەر ساغلاملىقى ۋە بىخەتەرلىكى، كەمسىتىش، جازالاش تەدبىرلىرى، خىزمەت ۋاقتى، مائاش، مۇھىت باشقۇرۇش، تەمىنلەش سودىگەرلىرىنى باشقۇرۇش، تەربىيەلەش ۋە ئىقتىدار قۇرۇلۇشى ۋە شىكايەت مېخانىزمىنى ئۆز ئىچىگە ئالىدۇ. سىزنىڭ جاۋابىڭىز بىزنىڭ زاۋۇتنىڭ ئىجتىمائىي مەسئۇلىيىتىنى ئەمەلىيلەشتۈرۈش ئەھۋالىنى باھالىشىمىزغا ھەمدە ياخشىلاشقا تېگىشلىك تەرەپلەرنى تېپىپ چىقىشىمىزغا ياردەم بېرىدۇ.

1 - بۆلەك: خىزمەتچى ئۇچۇرى

1. سىزنىڭ زاۋۇتتىكى خىزمىتىڭىز نېمە؟ بۇ يەردە خىزمەت قىلغىلى قانچىلىك ۋاقىت بولدى؟

2. سىز قايسى بۆلۈمدە خىزمەت قىلىسىز، ئاساسلىق ۋەزىپىڭىز نېمە؟

3. بۆلۈمىڭىزدە قانچە ئادەم بار؟ ئۇلارنىڭ جىنسى، ياش ۋە مىللەت تەركىبى ئەھۋالى قانداق؟

2 - بۆلەك: ئىجتىمائىي مەسئۇلىيەتنى باشقۇرۇش سىستېمىسى

1. سىز SA8000 ئۆلچىمىنى چۈشىنىدىسىز؟ بۇ ئۆلچەم ۋە ئۇنى يولغا قويۇشقا دائىر تەربىيەلەشنى قوبۇل قىلىپ باققانمۇ؟

2. زاۋۇت SA8000 تەلپىگە ماس كېلىدىغان ئىجتىمائىي مەسئۇلىيەت باشقۇرۇش سىستېمىسى تۈزگەنمۇ؟ ئەگەر تۈزگەن بولسا، ئۇنىڭ ئاساسلىق تەركىبىي قىسمى ۋە يۈرگۈزۈش مېخانىزمىنى سۆزلەپ بېرىڭ.

3. زاۋۇتنىڭ ئىجتىمائىي مەسئۇلىيەت باشقۇرۇش سىستېمىسىنى باشقۇرۇش ۋە نازارەت قىلىشقا مەسئۇل خادىم كىم؟



4. بارلىق خىزمەتچىلەرنىڭ بۇ سىستېمىنىڭ سىياسىتى ۋە باسقۇچلىرىنى چۈشىنىشىگە زاۋۇتنىڭ قانداق كاپالەتلىك قىلىدىغانلىقىنى چۈشىنىدۇرۇپ بېرەلەمسىز؟

3- بۆلەك: بالا ئىشلەمچى

1. زاۋۇتتا ياكى ئۇنىڭ تەمىنلەش زەنجىرىدە بالا ئىشلەمچى ئىشلەتكەن ئەھۋالنى ئۆز كۆزىڭىز بىلەن كۆرگەنمۇ ياكى ئاڭلىغانمۇ؟

2. تەمىنلەش زەنجىرىدە بالا ئىشلەمچىلەرنى ياللاشنىڭ ئالدىنى ئېلىش تەدبىرلىرى قوللىنىلغانمۇ؟

3. سىز زاۋۇتنىڭ تەمىنلەش زەنجىرىدە بالا ئىشلەمچىلەرنى ئىشلىتىش ئەھۋالىنى پائال تۈگىتىش ئۈچۈن كۆرسەتكەن تىرىشچانلىقىنى سۆزلەپ بېرەلەمسىز؟

4- بۆلەك: مەجبۇرىي ئەمگەككە سېلىش

1. زاۋۇت ياكى ئۇنىڭ تەمىنلەش زەنجىرىدە مەجبۇرىي ئەمگەككە سېلىش ئەھۋالىنى ئۆز كۆزىڭىز بىلەن كۆرگەنمۇ ياكى ئاڭلىغانمۇ؟

2. تەمىنلەش زەنجىرىدە مەجبۇرىي ئەمگەككە سېلىش ئېھتىمالى بولغان ئەھۋاللارنى نازارەت قىلىش ۋە دوكلات قىلىش مېخانىزمى ئورنىتىلغانمۇ - يوق؟

3. سىز زاۋۇتنىڭ تەمىنلەش زەنجىرىدىكى مەجبۇرىي ئەمگەككە سېلىش ئەھۋالىنى پائال تۈگىتىش ئۈچۈن كۆرسەتكەن تىرىشچانلىقىنى سۆزلەپ بېرەلەمسىز؟

5- بۆلەك: ئىشچى - خىزمەتچىلەر ساغلاملىقى ۋە بىخەتەرلىكى

1. سىز ئىلگىرى زاۋۇتتا ساقلانغان بىخەتەر بولمىغان خىزمەت شارائىتىنى باشتىن كەچۈرۈپ باققانمۇ ياكى ئۆز كۆزىڭىز بىلەن كۆرۈپ باققانمۇ؟

2. زاۋۇتنىڭ ئىشچىلارنى زىيانلىق خىمىيەۋى بۇيۇم، چاڭ - ئوزان، شاۋقۇن - سۈرەن قاتارلىقلارنىڭ تەسىرىدىن قوغدايدىغان يېتەرلىك ئەسلىھە - ئۈسكۈنىلىرى بارمۇ؟



3. سىز قەرەللىك ھالدا ساغلاملىق ۋە بىخەتەرلىك تۈزۈمى تەربىيەسىنى قوبۇل قىلامسىز؟ بۇ جىددىي تارقاقلاشتۇرۇش تەربىيەسىنىمۇ ئۆز ئىچىگە ئالامدۇ؟

4. سىز زاۋۇتنىڭ ئىشچى - خىزمەتچىلەرنىڭ ساغلام ۋە بىخەتەر خىزمەت مۇھىتىنى ياخشىلاش ئۈچۈن قىلغان ھەر قانداق خىزمەتلىرىنى سۆزلەپ بېرەلەمسىز؟

6- بۆلەك: تەشكىلاتقا ئۇيۇشۇش ئەركىنلىكى ۋە كوللېكتىپ سۆھبەت

1. سىز ئىشچىلار ئۇيۇشمىسى ياكى ئىشچىلار تەشكىلاتىنىڭ ئەزاسىمۇ؟ ئەگەر ئەزاسى بولسىڭىز، ئۇ قايسى تەشكىلات؟

2. سىز ئاساسلىق باشقۇرغۇچى ياكى ئادەم كۈچى بايلىقى ۋەكىللىرى بىلەن خىزمەت توغرىسىدا پىكىر ئالماشتۇرغاندا ئۆزىڭىزنى ئەركىن ھېس قىلامسىز؟

3. سىز ئىلگىرى خىزمەت مەسلىسىگە مۇناسىۋەتلىك كوللېكتىپ سۆھبەت ياكى ئىش تاشلاشقا قاتنىشىپ باققانمۇ؟

4. سىز زاۋۇتنىڭ تەشكىلاتلارغا ئۇيۇشۇش ئەركىنلىكى ۋە كوللېكتىپ سۆھبەتنى ئىلگىرى سۈرۈش ئۈچۈن قىلغان ھەر قانداق خىزمەتلىرىنى سۆزلەپ بېرەلەمسىز؟

7- بۆلەك: كەمسىتىش

1. سىز ئىلگىرى زاۋۇت ياكى ئۇنىڭ تەمىنلەش زەنجىرىدە كەمسىتىشنى ئۆز كۆزىڭىز بىلەن كۆرگەنمۇ ياكى باشتىن كەچۈرگەنمۇ؟ بۇ خىل كەمسىتىش: ئىرىق، جىنس، دىن، جىنسىي مايىللىق ياكى باشقا ئالاھىدىلىكلەرنى كەمسىتىشنى ئۆز ئىچىگە ئالىدۇ.

2. زاۋۇت خىزمەت سورۇنلىرىدا كەمسىتىش ۋە پاراكەندىچىلىكنىڭ ئالدىنى ئېلىش سىياسىتى ۋە تەدبىرى ئورناتقانمۇ؟

3. سىز زاۋۇتنىڭ كۆپ خىللىق ۋە سىغدۇرۇشچانلىقىنى ئىلگىرى سۈرۈش ئۈچۈن قىلغان ھەر قانداق خىزمەتنى سۆزلەپ بېرەلەمسىز؟

8- بۆلەك: ئىنتىزام جازاسى



1. سىز ئىنتىزام جازاسىغا ئۇچرىغانىمۇ؟ ئەگەر ئۇچرىغان بولسىڭىز، سەۋەبى نېمە؟
2. زاۋۇت ئىنتىزام جازاسى بېرىش يېتەكچى پىرىنسىپى ۋە تەرتىپى ئېنىق تۇرغۇزۇپ، بارلىق ئىشچىلارغا ئۈنۈملۈك ئۆتۈرغانىمۇ؟
3. سىز ئادىل بولمىغان، ئىنتىزامغا خىلاپ قىلمىشلارغا ماس كەلمەيدىغان ئىنتىزام جازاسىنى كۆرگەنمۇ ياكى ئاڭلاپ باققانمۇ؟
4. سىز زاۋۇتنىڭ مەسئۇلىيەتسىزلىك ياكى ناچار خىزمەت ئىپادىسىنى بىر تەرەپ قىلغاندا ئىشلىتىدىغان ئىنتىزام جازاسىنى سۆزلەپ بېرەلمەيسىز؟

9- بۆلەك: خىزمەت ۋاقتى

1. سىزنىڭ نورمال خىزمەت ۋاقتىڭىز قانچىلىك؟ قانۇندا بەلگىلەنگەن چەكتىن ئېشىپ كەتتىمۇ - يوق؟
2. ئىسپىنا قوشۇپ ئىشلەش ھەققى تۈزۈمى بارمۇ؟ قانداق ھېسابلايدۇ ۋە تۆلەيدۇ؟
3. سىز ئۆز خاھىشىڭىزغا خىلاپ ياكى ئىقتىدارىڭىزدىن ھالقىغان شارائىتتا خىزمەت ۋاقتىنى ئۆزارتىشقا مەجبۇرلىنىپ باققانمۇ؟
4. سىز زاۋۇتنىڭ خىزمەت بىلەن تۇرمۇشنىڭ تەڭپۇڭلۇقىنى ئىلگىرى سۈرۈش، خىزمەت ۋاقتىنى مۇۋاپىق ئورۇنلاشتۇرۇش ئۈچۈن قىلغان ھەر قانداق خىزمىتىنى سۆزلەپ بېرەلمەيسىز؟

10- بۆلەك: مائاش

1. سىزنىڭ ھازىرقى مائاشىڭىز قانچىلىك؟ كەسىپ ئۆلچىمى بىلەن سېلىشتۇرغاندا قانداق؟
2. ئوخشىمىغان ئىش ئورنى، ئوخشىمىغان جىنس ياكى ئوخشىمىغان مىللەت ئىشچىلىرى ئوتتۇرىسىدا مائاش جەھەتتە ئادىل بولمىغان ئەھۋال مەۋجۇتۇمۇ؟
3. سىز مائاش ياكى پاراۋانلىقنىڭ كېچىكىپ تارقىتىلىشى ياكى تارقىتىلىشنىڭ قىيىن بولۇشىنى باشتىن كەچۈرۈپ باققانمۇ؟



4. سىز زاۋۇتنىڭ ئادىل ، ئاشكارا بولغان مائاش سىياسىتىگە كاپالەتلىك قىلىش ئۈچۈن قىلغان ھەرقانداق خىزمىتىنى سۆزلەپ بېرەلەمسىز؟

11 - بۆلەك: مۇھىت باشقۇرۇش

1. زاۋۇت تاشلاندىق ، بۇلغىما قويۇپ بېرىش ، ئېنېرگىيە سەرىپىياتى ، سۇ بايلىقى سەرىپىياتى ۋە باشقا ناچار مۇھىت تەسىرىنى ئازايتىش تەدبىرلىرىنى قوللاندىمۇ - يوق؟

2. زاۋۇتتا مۇھىتنى ئۆلچەپ تەكشۈرۈش ۋە باشقۇرۇشقا مەسئۇل مەخسۇس خادىم ياكى ئەترەت بارمۇ - يوق؟

3. زاۋۇتنىڭ مۇھىت ئاسراشنى ئىلگىرى سۈرۈش ۋە كاربون قويۇپ بېرىشنى ئازايتىش ئۈچۈن قىلغان ھەر قانداق خىزمىتىنى سۆزلەپ بېرەلەمسىز؟

12 - بۆلەك: تەمىنلەش سودىگەرلىرىنى باشقۇرۇش

1. زاۋۇتنىڭ تەمىنلەش سودىگەرلىرىنىڭ ئىجتىمائىي مەسئۇلىيىتىنى ئادا قىلىش دەرىجىسىگە ئاساسەن تەمىنلەش سودىگەرلىرىنى باھالاش ۋە تاللاش ئۆلچىمى بارمۇ - يوق؟

2. زاۋۇتنىڭ تەمىنلەش سودىگەرلىرىنىڭ ئىجتىمائىي مەسئۇلىيەت جەھەتتىكى ئىپادىسىنى نازارەت قىلىش ۋە ئۆستۈرۈش تەدبىرى بارمۇ - يوق؟

3. زاۋۇت بىلەن تەمىنلەش سودىگەرلىرى ھەمكارلىشىپ ئىجتىمائىي مەسئۇلىيەت سەۋىيەسىنى ئۆستۈرىدىغان تۈرلىرىنى سۆزلەپ بېرەلەمسىز؟

13 - بۆلەك: تەربىيەلەش ۋە ئىقتىدار قۇرۇلۇشى

1. سىز خىزمەت مەزگىلىدە كىشىلىك ھوقۇق ، ئەمگەك ئۆلچىمى ، ساغلاملىق ۋە بىخەتەرلىك ھەمدە مۇھىتنىڭ سىجىللىقى قاتارلىق جەھەتلەردىكى تەربىيەلەش ياكى ئىقتىدار تەرەققىياتىغا ئېرىشتىڭىزمۇ؟

2. زاۋۇت كەسپى تەرەققىيات ياكى كەسپى ماھارەتنى ئۆستۈرۈش پۇرسىتى بىلەن تەمىنلەمدۇ؟



3. سىز زاۋۇتنىڭ خادىملارنى تەربىيەلەش ۋە ماھارەت ئۆستۈرۈشكە سالغان ھەرقانداق سېلىنىمىنى تەسۋىرلەپ بېرەلەمسىز؟

14 - بۆلەك: شكايەت مېخانىزمى

1. زاۋۇت مۇنتىزىم بولغان شكايەت مېخانىزمى ئورنىتىپ، ئىشچىلارنىڭ ئۆچ ئېلىنىشتىن قورقۇمىغان ھالدا، گۇمان ۋە شكايەتلىرىنى ئوتتۇرىغا قويۇشىغا يول قويدىمۇ؟

2. زاۋۇت ئىشچى - خىزمەتچىلەرنىڭ ئەر - شكايەتلىرىنى بىر تەرەپ قىلىش ۋە ھەل قىلىش تەرتىپى، جۈملىدىن ۋاقىت چېكى ۋە شكايەت قىلىش تەرتىپىنى ئېنىق بېكىتتىمۇ؟

3. سىز ياكى خىزمەتدەشىڭىزنىڭ شكايەت قىلىش مېخانىزمىغا مۇناسىۋەتلىك كەچۈرمىشلىرىنى سۆزلەپ بېرەلەمسىز؟

خۇلاسە:

ۋاقىت چىقىرىپ بۇ سوئال - جاۋابلىق تەكشۈرۈشنى تاماملىغىنىڭىزغا رەھمەت. سىزنىڭ جاۋابىڭىز بىزنىڭ زاۋۇتنىڭ SA8000 ئۆلچىمىنى ئومۇميۈزلۈك ئىجرا قىلىش ئەھۋالىنى باھالىشىمىز ۋە ياخشىلاش يۆنىلىشىنى بېكىتىشىمىزگە ياردەم بېرىدۇ. بارلىق جاۋابىلار نامسىزلاشتۇرۇلۇپ مەخپىيەتلىك ساقلىنىدۇ.



Appendix 2. A General Questionnaire in Chinese for general staff (32 staff)
Questionnaire (SA8000) for general staff

Section 1: Demographics

1. Gender: a) Male b) Female c) Prefer not to say
2. Age: a) 18-24 b) 25-34 c) 35-44 d) 45-54 e) 55+
3. Ethnicity: a) Han Chinese b) Other (please specify) _____
4. Disability status: a) Yes b) No

Section 2: Job Details

1. Job title: _____
2. Length of employment: a) <6 months b) 6 mos.-1 yr. c) 1-2 yrs. d) 2-5 yrs. e) >5 yrs
3. Union membership: a) Yes b) No
4. Reported workplace grievances/safety concerns: a) Yes b) No

Section 3: Working Conditions and Health & Safety

1. Safe and healthy work environment: a) Strongly agree b) Somewhat agree c) Neutral d) Somewhat disagree e) Strongly disagree
2. Work-related accidents/injuries (past 12 mos.): a) Yes b) No
3. Exposure to hazardous materials/chemicals: a) Yes b) No
4. Management's commitment to safety and wellbeing: a) Strongly agree b) Somewhat agree c) Neutral d) Somewhat disagree e) Strongly disagree.
5. Weekly work hours: a) <40 hrs. b) 40-50 hrs. c) 50-60 hrs. d) >60 hrs.
6. If you weekly work hours are over 40, are you paid in accordance with labor law?
a) Yes b) No
7. Fair compensation: a) Strongly agree b) Somewhat agree c) Neutral d) Somewhat disagree e) Strongly disagree



Section 4: Respect and Dignity

1. Supervisor respect and valuing of employees: a) Strongly agree b) Somewhat agree
c) Neutral d) Somewhat disagree e) Strongly disagree
2. Verbal abuse/bullying in the workplace: a) Yes b) No
3. Promotion of diversity and inclusion: a) Strongly agree b) Somewhat agree c)
Neutral d) Somewhat disagree e) Strongly disagree
4. Freedom to express opinions/concerns: a) Strongly agree b) Somewhat agree c)
Neutral d) Somewhat disagree e) Strongly disagree
5. Discrimination witnessed/experienced: a) Yes b) No

Section 5: Training and Development

1. Sufficient training for job performance: a) Strongly agree b) Somewhat agree c)
Neutral d) Somewhat disagree e) Strongly disagree
2. Opportunities for skill learning/career advancement: a) Strongly agree b) Somewhat
agree c) Neutral d) Somewhat disagree e) Strongly disagree
3. Management support for professional development: a) Strongly agree b) Somewhat
agree c) Neutral d) Somewhat disagree e) Strongly disagree
4. Feedback on job performance (past 12 mos.): a) Yes b) No

Section 6: Communication and Collaboration

1. Open communication channels: a) Strongly agree b) Somewhat agree c) Neutral d)
Somewhat disagree e) Strongly disagree
2. Transparent decision-making processes: a) Strongly agree b) Somewhat agree c)
Neutral d) Somewhat disagree e) Strongly disagree
3. Supportive team environment: a) Strongly agree b) Somewhat agree c) Neutral d)
Somewhat disagree e) Strongly disagree
4. Conflict resolution mechanisms: a) Strongly agree b) Somewhat agree c) Neutral d)
Somewhat disagree e) Strongly disagree
5. Cross-functional collaboration opportunities: a) Strongly agree b) Somewhat agree
c) Neutral d) Somewhat disagree e) Strongly disagree



Section 7: Employee Engagement and Satisfaction

1. Job satisfaction: a) Very satisfied b) Somewhat satisfied c) Neutral d) Somewhat dissatisfied e) Very dissatisfied
2. Recommendation of company to friends/family: a) Yes b) No
3. Intention to stay with the company long-term: a) Yes b) No
4. Sense of purpose and meaning in work: a) Strongly agree b) Somewhat agree c) Neutral d) Somewhat disagree e) Strongly disagree
5. Opportunities for socializing/building relationships: a) Strongly agree b) Somewhat agree c) Neutral d) Somewhat disagree e) Strongly disagree

Thank you for taking the time to complete this questionnaire! Your responses will help us better understand the current state of our organization and identify areas for improvement. All answers will be kept confidential and anonymous.



问卷调查(SA8000) - 一般员工

第一部分:基本信息

1. 性别: a) 男 b) 女 c) 不便透露
2. 年龄: a) 18-24 b) 25-34 c) 35-44 d) 45-54 e) 55 或以上
3. 民族: a) 汉族 b) 其他(请注明)
4. 是否有残疾: a) 是 b) 否

第二部分:工作详情

1. 职位: _____
2. 工作年限: a) 6 个月以下 b) 6 个月-1 年 c) 1-2 年 d) 2-5 年 e) 5 年以上
3. 是否加入工会: a) 是 b) 否
4. 曾就工作条件问题进行集体申诉或报告安全问题: a) 是 b) 否

第三部分:工作条件和健康安全

1. 健康安全的工作环境: a) 非常同意 b) 较同意 c) 中立 d) 较不同意 e) 非常不同意
2. 工作相关的事故/受伤(过去 12 个月): a) 是 b) 否
3. 是否曾无保护地接触有害材料/化学品: a) 是 b) 否
4. 管理层对安全和身心健康的重视程度: a) 非常同意 b) 较同意 c) 中立 d) 较不同意 e) 非常不同意
5. 每周工时: a) 40 小时 b) 40-50 小时 c) 50-60 小时 d) 60 小时以上
6. 如果每周工时超过 40 小时,是否按劳动法的规定获得相应报酬: a) 是 b) 否
7. 薪酬合理: a) 非常同意 b) 较同意 c) 中立 d) 较不同意 e) 非常不同意

第四部分:尊重和尊严

1. 上级尊重和重视员工: a) 非常同意 b) 较同意 c) 中立 d) 较不同意 e) 非常不同意



2. 是否存在语言虐待/霸凌行为: a)是 b)否

3. 是否提倡多样性和包容: a)非常同意 b)较同意 c)中立 d)较不同意 e)非常不同意

4. 可以自由表达意见/担忧: a)非常同意 b)较同意 c)中立 d)较不同意 e)非常不同意

5. 是否曾见证或经历过歧视: a)是 b)否

第五部分:培训和发展

1. 是否得到足够的培训以胜任工作: a)非常同意 b)较同意 c)中立 d)较不同意 e)非常不同意

2. 是否有机会学习新技能和职业提升: a)非常同意 b)较同意 c)中立 d)较不同意 e)非常不同意

3. 管理层对员工职业发展的支持: a)非常同意 b)较同意 c)中立 d)较不同意 e)非常不同意

4. 是否得到过关于工作表现的反馈(过去 12 个月): a)是 b)否

第六部分:沟通与合作

5. 有开放的沟通渠道: a)非常同意 b)较同意 c)中立 d)较不同意 e)非常不同意

6. 有透明的决策过程: a)非常同意 b)较同意 c)中立 d)较不同意 e)非常不同意

7. 有支持的团队合作环境: a)非常同意 b)较同意 c)中立 d)较不同意 e)非常不同意

8. 冲突解决机制: a)非常同意 b)较同意 c)中立 d)较不同意 e)非常不同意

9. 有跨部门合作机会: a)非常同意 b)较同意 c)中立 d)较不同意 e)非常不同意

第七部分:员工参与与满意度

1. 对工作的满意程度: a)很满意 b)较满意 c)中立 d)较不满意 e)很不满意

2. 是否建议亲朋好友到该公司工作: a)是 b)否



3. 是否打算长期留在该公司： a)是 b)否
4. 对工作感到有意义和目的感： a)非常同意 b)较同意 c)中立 d)较不同意
e)非常不同意
5. 有机会交流与建立关系： a)非常同意 b)较同意 c)中立 d)较不同意 e)非常不同意

非常感谢您抽时间参与此次问卷调查!您的答复将帮助我们更好地了解公司现状,识别改进领域。所有答案将保密匿名。



تەكشۈرۈش سوئالى (SA8000) - ئادەتتىكى خىزمەتچىلەر

1 - بۆلەك: ئاساسىي ئۇچۇرلار

1. جىنسى: (a) ئەر (b) ئايال (c) ئاشكارىلاشقا قولايىسىز
2. يېشى: (a) 18 - 24 (b) 25 - 34 (c) 35 - 44 (d) 45 - 54 (e) 55 ياكى ئۇنىڭدىن يۇقىرى
3. مىللىتى: (a) خەنزۇ (b) باشقا (ئېنىق ئىزاھلاڭ)
4. مېيپېمۇ: (a) ھەئە (b) ياق

2 - بۆلەك: خىزمەت تەپسىلاتى

1. خىزمىتى: _____
2. خىزمەت تارىخى:
 - (a) 6 ئايدىن تۆۋەن (b) 6 ئايدىن بىر يىلغىچە
 - (c) 1-2 يىل (d) 2-5 يىل (e) 5 يىلدىن يۇقىرى
3. ئىشچىلار ئۇيۇشمىسىگە قاتناشقانمۇ: (a) ھەئە (b) ياق
4. ئىلگىرى خىزمەت شارائىتى مەسىلىسى ئۈستىدە كوللېكتىپ شىكايەت قىلغان ياكى بىخەتەرلىك مەسىلىسىنى دوكلات قىلغان ئەھۋال بارمۇ: (a) بار (b) يوق

3 - بۆلەك: خىزمەت شارائىتى ۋە ساغلاملىق بىخەتەرلىكى

1. ساغلام، بىخەتەر بولغان خىزمەت مۇھىتى:
 - (a) تولۇق قوشۇلمىمەن
 - (b) بىر قەدەر قوشۇلمىمەن
 - (c) بىتەرەپ تۇرمەن
 - (d) بىر قەدەر قوشۇلمىمەن
 - (e) قەتئىي قوشۇلمىمەن
2. خىزمەتكە مۇناسىۋەتلىك ھادىسە/ يارىلىنىشقا ئۇچرىغانمۇ (ئۆتكەن 12 ئايدا): (a) ھەئە (b) ياق
3. ئىلگىرى قوغدىنىش ئېلىپ بارمىغان ئەھۋال ئاستىدا زىيانلىق ماتېرىيال/خىمىيىۋى بۇيۇم بىلەن ئۇچراشقانمۇ:
 - (a) ھەئە (b) ياق
4. باشقۇرۇش قاتلىمىدىكىلەرنىڭ بىخەتەرلىك ۋە جىسمانىي ۋە روھىي ساغلاملىقىغا ئەھمىيەت بېرىش دەرىجىسى:
 - (a) قەتئىي قوشۇلمىمەن
 - (b) بىر قەدەر قوشۇلمىمەن
 - (c) بىتەرەپ تۇرمەن
 - (d) بىر قەدەر قوشۇلمىمەن
 - (e) قەتئىي قوشۇلمىمەن
5. ھەپتىلىك خىزمەت ۋاقتى:
 - (a) 40 سائەت
 - (b) 40 - 50 سائەت
 - (c) 50 - 60 سائەت
 - (d) 60 سائەتتىن يۇقىرى
6. ئەگەر ھەر ھەپتىلىك ئىش ۋاقتى 40 سائەتتىن ئېشىپ كەتسە، ئەمگەك قانۇنىدىكى بەلگىلىمە بويىچە مۇناسىپ ئىش ھەققىگە ئېرىشەلمەيدۇ: (a) ھەئە (b) ياق
7. ئىش ھەققىنىڭ مۇۋاپىقلىقى:



- (a) قەتئىي قوشۇلمەن (b) بىر قەدەر قوشۇلمەن (c) بىتەرەپ تۇرمەن
(d) بىر قەدەر قوشۇلمايمەن (e) قەتئىي قوشۇلمايمەن

4 - بۆلەك: ھۆرمەت ۋە ئىززەت

1. يۇقىرى دەرىجىلىك خادىملار خىزمەتچىلەرنى ھۆرمەتلەيدۇ ۋە ئېتىبار بېرىدۇ:

- (a) قەتئىي قوشۇلمەن (b) بىر قەدەر قوشۇلمەن (c) بىتەرەپ تۇرمەن
(d) بىر قەدەر قوشۇلمايمەن (e) قەتئىي قوشۇلمايمەن

2. گەپ - سۆزدە خورلاش/زومىگەرلىك قىلىشى مەۋجۇت: (a) ھەئە (b) ياق

3. كۆپ خىللىقنى ۋە كەڭ قورساق بولۇشنى ئەشەببۇس قىلامدۇ:

- (a) قەتئىي قوشۇلمەن (b) بىر قەدەر قوشۇلمەن (c) بىتەرەپ تۇرمەن
(d) بىر قەدەر قوشۇلمايمەن (e) قەتئىي قوشۇلمايمەن

4. پىكىر/ئەندىشىسىنى ئەرگىن بايان قىلالامدۇ:

- (a) قەتئىي قوشۇلمەن (b) بىر قەدەر قوشۇلمەن (c) بىتەرەپ تۇرمەن
(d) بىر قەدەر قوشۇلمايمەن (e) قەتئىي قوشۇلمايمەن

5. ئىلگىرى باشقىلارنىڭ كەمسىتىلىشىنى كۆرگەن ياكى ئۆز بېشىدىن كەچۈرگەن: (a) ھەئە (b) ياق

5 - بۆلەك: تەربىيەلەش ۋە تەرەققىي قىلىش

1. خىزمەتنىڭ ھۆددىسىدىن چىقىش ئۈچۈن يېتەرلىك تەربىيەلەنگەنمۇ:

- (a) قەتئىي قوشۇلمەن (b) بىر قەدەر قوشۇلمەن (c) بىتەرەپ تۇرمەن
(d) بىر قەدەر قوشۇلمايمەن (e) قەتئىي قوشۇلمايمەن

2. يېڭى ماھارەت ئۆگىنىش ۋە كەسپى ئىقتىدارنى ئۆستۈرۈش پۇرسىتى بارمۇ:

- (a) قەتئىي قوشۇلمەن (b) بىر قەدەر قوشۇلمەن (c) بىتەرەپ تۇرمەن
(d) بىر قەدەر قوشۇلمايمەن (e) قەتئىي قوشۇلمايمەن

3. باشقۇرۇش قاتلىمىدىكىلەر ئىشچى - خىزمەتچىلەرنىڭ كەسپى تەرەققىياتىنى قوللايدۇ:

- (a) قەتئىي قوشۇلمەن (b) بىر قەدەر قوشۇلمەن (c) بىتەرەپ تۇرمەن
(d) بىر قەدەر قوشۇلمايمەن (e) قەتئىي قوشۇلمايمەن

4. خىزمەت ئىپادىسى توغرىلىق ئىنكاسقا ئېرىشكەنمۇ (ئۆتكەن 12 ئايدا): (a) ھەئە (b) ياق

6 - بۆلەك: ئالاقىلىشىش ۋە ھەمكارلىق

5. راۋان بولغان پىكىر ئالاقىلىشىش يولى بار:

- (a) قەتئىي قوشۇلمەن (b) بىر قەدەر قوشۇلمەن (c) بىتەرەپ تۇرمەن
(d) بىر قەدەر قوشۇلمايمەن (e) قەتئىي قوشۇلمايمەن

6. ئاشكارا بولغان تەدبىر بەلگىلەش جەريانى بار:



(a) قەتئىي قوشۇلمىەن (b) بىر قەدەر قوشۇلمىەن (c) بىتەرەپ تۇرمىەن
(d) بىر قەدەر قوشۇلمايمەن (e) قەتئىي قوشۇلمايمەن

7. قوللاشقا ئېرىشىدىغان كوللېكتىپ ھەمكارلىق مۇھىتى بار:

(a) قەتئىي قوشۇلمىەن (b) بىر قەدەر قوشۇلمىەن (c) بىتەرەپ تۇرمىەن
(d) بىر قەدەر قوشۇلمايمەن (e) قەتئىي قوشۇلمايمەن

8. توقۇنۇشنى ھەل قىلىش مېخانىزمى بار:

(a) قەتئىي قوشۇلمىەن (b) بىر قەدەر قوشۇلمىەن (c) بىتەرەپ تۇرمىەن
(d) بىر قەدەر قوشۇلمايمەن (e) قەتئىي قوشۇلمايمەن

9. تارماق ئاتلىغان ھەمكارلىق پۇرسىتى بار:

(a) قەتئىي قوشۇلمىەن (b) بىر قەدەر قوشۇلمىەن (c) بىتەرەپ تۇرمىەن
(d) بىر قەدەر قوشۇلمايمەن (e) قەتئىي قوشۇلمايمەن

7 - بۆلەك: خىزمەتچىلەرنىڭ قاننىشىشچانلىق ۋە رازىمەنلىك دەرىجىسى

1. خىزمەتتىن رازى بولۇش دەرىجىسى:

(a) قەتئىي قوشۇلمىەن (b) بىر قەدەر قوشۇلمىەن (c) بىتەرەپ تۇرمىەن
(d) بىر قەدەر قوشۇلمايمەن (e) قەتئىي قوشۇلمايمەن

2. دوست - بۇرادەرلەرنىڭ بۇ شىركەتكە كېلىپ خىزمەت قىلىشىنى تەۋسىيە قىلامسىز؟ (a) ھەئە (b) ياق

3. بۇ شىركەتتە قۇزۇن مەزگىل تۇرۇشنى ئويلاشتىڭىزمۇ؟ (a) ھەئە (b) ياق

4. خىزمەت ئەھمىيەتلىك ۋە نىشانلىق بىلىنىدۇ:

(a) قەتئىي قوشۇلمىەن (b) بىر قەدەر قوشۇلمىەن (c) بىتەرەپ تۇرمىەن
(d) بىر قەدەر قوشۇلمايمەن (e) قەتئىي قوشۇلمايمەن

5. پىكىر ئالماشتۇرۇش ۋە مۇناسىۋەت ئورنىتىش پۇرسىتى بار:

(a) قەتئىي قوشۇلمىەن (b) بىر قەدەر قوشۇلمىەن (c) بىتەرەپ تۇرمىەن
(d) بىر قەدەر قوشۇلمايمەن (e) قەتئىي قوشۇلمايمەن

ۋاقىت چىقىرىپ بۇ قېتىمقى تەكشۈرۈشكە قاتنىشىپ بەرگىنىڭىزگە رەھمەت! سىزنىڭ جاۋابىڭىز شىركەتنىڭ ھازىرقى ئەھۋالىنى تېخىمۇ ياخشى چۈشىنىشكە ھەمدە ياخشىلاشقا تېگىشلىك بولغان تەرەپلەرنى پەرقلەندۈرۈشكە پايدىلىق. بارلىق جاۋابلار نامسىزلاشتۇرۇلۇپ مەخپىيەتلىك ساقلىنىدۇ.



Appendix 3. A General Questionnaire in Chinese on Labour Law for all staff (40 staff)
China Labour Law and Contract Law Compliance Questionnaire

Introduction:

This questionnaire aims to assess the level of compliance with the China Labour Law and contract law in a factory in China. The questions are designed to gather information about employees' awareness and experience of labour laws and regulations, as well as their perceptions of the work environment and treatment by their employer.

Section 1: Demographic Information

1. Gender

- a. Male
- b. Female
- c. Prefer not to say

2. Age

- a. 18-25
- b. 26-35
- c. 36-45
- d. 46-55
- e. 56 or older

3. Job position

- a. Production worker
- b. Supervisor/Manager
- c. Administrative staff
- d. Technical staff
- e. Other (please specify)

Section 2: Training and Awareness of Labour Laws

1. Have you received adequate training on the China Labour Law and contract law from your employer?

- a. Yes
- b. No

2. Do you have access to a copy of your employment contract, and have you reviewed it thoroughly?

- a. Yes
- b. No

3. Are you aware of the minimum wage requirements and working hours stipulated in the China Labour Law?

- a. Yes
- b. No

Section 3: Working Conditions and Benefits



1. Have you experienced any issues related to unpaid wages, overtime pay, or unsafe working conditions?

- a. Yes
- b. No

2. Are you comfortable reporting any concerns or complaints about your working conditions to your supervisor or HR department?

- a. Yes
- b. No

3. Have you witnessed or experienced any form of discrimination or harassment at the workplace?

- a. Yes
- b. No

Section 4: Dispute Resolution and Termination

1. Are you familiar with the procedures for filing a grievance or dispute resolution within the company?

- a. Yes
- b. No

2. Have you ever been subject to disciplinary action or termination without proper cause?

- a. Yes
- b. No

Section 5: Work Environment and Employer Relationship

1. Do you believe that your employer values and respects your contributions as an employee?

- a. Yes
- b. No

2. Would you recommend this factory as a good place to work to other job seekers?

- a. Yes
- b. No

Conclusion:

Thank you for taking the time to complete this questionnaire. Your responses will help us understand the level of compliance with the China Labour Law and contract law in this factory and identify areas for improvement. All responses will be kept confidential and anonymous.



中国劳动法和合同法问卷

引言：

本问卷旨在评估中国工厂的员工对《中华人民共和国劳动法》和《中华人民共和国民法典合同编》的遵从程度。问题设计为了收集关于员工对劳动法规定和规章的认知和经验，以及他们对工作环境和雇主待遇的看法。

第一部分：人口信息

1. 性别
 - a. 男士
 - b. 女士
 - c. 不想说

2. 年龄
 - a. 18-25
 - b. 26-35
 - c. 36-45
 - d. 46-55
 - e. 56 或更大

3. 职位
 - a. 生产工人
 - b. 主管 /经理
 - c. 行政人员
 - d. 技术人员
 - e. 其他（请指明）

第二部分：劳动法相关的培训和了解

1. 你是否从雇主那里得到了关于中国劳动法和合同法的培训？
 - a. 是的
 - b. 不是的

2. 你是否拥有自己的雇佣合同，并且仔细审查过它？
 - a. 是的
 - b. 不是的

3. 你是否知道中国劳动法规定的最低工资标准和工作时间？
 - a. 是的
 - b. 不是的

第三部分：工作条件和福利

1. 你是否遇到过有关薪金支付、加班费用或不安全的工作环境等问题？



- a. 是的
 - b. 不是的
2. 你是否愿意向上司或人事部门报告或者投诉有关工作中的问题？
- a. 是的
 - b. 不是的
3. 你是否在工作中目睹或经历过任何形式的歧视或骚扰？
- a. 是的
 - b. 不是的

第四部分：争议解决和解雇

1. 您熟悉公司内部处理申诉或争议解决的程序吗？
- a. 是的
 - b. 不是的
2. 您曾经无正当理由地受到纪律处分或解雇吗？
- a. 是的
 - b. 不是的

第五部分：工作环境和雇主关系

1. 您认为您的雇主重视和尊重您作为员工的贡献吗？
- a. 是的
 - b. 不是的
2. 您是否会向其他求职者推荐来这个工厂工作？
- a. 是的
 - b. 不是的

结语：

感谢您抽出宝贵时间完成此问卷。您的回答将帮助我们了解此工厂是否遵守《中华人民共和国劳动法》和《中华人民共和国民法典合同编》，并识别需要改进的领域。所有回答将保密匿名。



جۇڭگو ئەمگەك قانۇنى ۋە توختام قانۇنىغا دائىر تەكشۈرۈش سوئالى

مۇقەددىمە:

بۇ سوئال قەغزىدە جۇڭگو زاۋۇتلىرىدىكى ئىشچى - خىزمەتچىلەرنىڭ «جۇڭخۇا خەلق جۇمھۇرىيىتىنىڭ ئەمگەك قانۇنى» ۋە «جۇڭخۇا خەلق جۇمھۇرىيىتىنىڭ ھەق تەلەپ قانۇنى دەستۇرى توختام قىسمى» غا ئەمەل قىلىش دەرىجىسىنى باھالاش مەقسەت قىلىنغان. بۇ مەسىلە خىزمەتچىلەرنىڭ ئەمگەك قانۇنىدىكى بەلگىلىمە ۋە قائىدىلەرگە بولغان تونۇشى ۋە كەچۈرمىشى، شۇنداقلا ئۇلارنىڭ خىزمەت مۇھىتى ۋە ياللىغۇچى ئورۇننىڭ مۇئامىلىسىگە بولغان كۆز قارىشىنى توپلاش ئۈچۈن لايىھەلەنگەن.

1 - بۆلەك: نوپۇس ئۇچۇرى

1. جىنىسگىز:

a. ئەر

b. ئايال

c. دېگۈم يوق

2. يېشىڭىز:

a. 18 - 25

b. 26 - 35

c. 36 - 45

d. 46 - 55

e. 56 ياكى ئۇنىڭدىنمۇ چوڭ

3. ۋەزىپىڭىز:

a. ئىشلەپچىقىرىش ئىشچىسى

b. باشقۇرغۇچى / دىرېكتور

c. مەمۇرىي خادىم

d. تېخنىك خادىم

e. باشقىلار (ئىزاھلاڭ)

2 - بۆلەك: ئەمگەك قانۇنىغا ئالاقىدار تەربىيەلەش ۋە چۈشەنچە

1. سىز ياللىغۇچىدىن جۇڭگونىڭ ئەمگەك قانۇنى ۋە توختام قانۇنى توغرىسىدىكى

تەربىيەلەشلەرگە ئېرىشەلەيدىڭىزمۇ؟

a. ھەئە



b. ياق

2. سىزنىڭ ياللىنىش توختامىڭىز بارمۇ، ھەمدە ئۇنى تەپسىلىي ئوقۇپ باقتىڭىزمۇ؟

a. ھەئە

b. ياق

3. سىز جۇڭگونىڭ ئەمگەك قانۇنىدا بەلگىلەنگەن ئەڭ تۆۋەن مائاش ئۆلچىمى ۋە خىزمەت

ۋاقتىنى بىلەمسىز؟

a. ھەئە

b. ياق

3- بۆلەك: خىزمەت شارائىتى ۋە پاراۋانلىق

1. سىز مائاش تارقىتىش، ئىسىپنا قوشۇپ ئىشلەش ھەققى ياكى بىخەتەر بولمىغان خىزمەت

مۇھىتى قاتارلىق مەسىلىلەرگە يولۇقۇپ باققانىمۇ؟

a. ھەئە

b. ياق

2. خىزمەتكە مۇناسىۋەتلىك مەسىلىلەرنى باشلىقىڭىز ياكى كادىرلار بۆلۈمىگە دوكلات قىلىشنى

ياكى شىكايەت قىلىشنى خالامسىز؟

a. ھەئە

b. ياق

3. خىزمەت جەريانىدا ھەر قانداق شەكىلدىكى كەمسىتىش ياكى پاراكەندىچىلىكنى ئۆز

كۆزىڭىز بىلەن كۆرگەنمۇ ياكى بېشىڭىزدىن ئۆتكۈزگەنمۇ؟

a. ھەئە

b. ياق

4- بۆلەك: تالاش- تارتىشنى ھەل قىلىش ۋە ئىشنىن بوشىتىش

1. سىز شىركەتنىڭ ئىچكى قىسمىدىكى شىكايەت ياكى تالاش- تارتىشنى ھەل قىلىش تەرتىپىنى

پىششىق بىلەمسىز؟

a. ھەئە

b. ياق



2. سز ئىلگىرى ئورۇنسىز سەۋەبلەر بىلەن ئىنتىزام جازاسىغا ئۇچرىغانمۇ ياكى ئىشتىن بوشتىلغانمۇ؟

a. ھەئە

b. ياق

5- بۆلەك: خىزمەت مۇھىتى ۋە ياللىغۇچىنىڭ مۇناسىۋىتى

1. سزچە ياللىغۇچىڭىز سىزنىڭ خىزمەتچى بولۇش سۈپىتىڭىز بىلەن قوشقان تۆھپىڭىزگە ئەھمىيەت بېرىمدۇ ۋە ھۆرمەت قىلامدۇ؟

a. ھەئە

b. ياق

2. سز باشقا خىزمەت ئىزدىگۈچىلەرگە بۇ زاۋۇتقا كېلىپ ئىشلەشنى تەۋسىيە قىلامسىز؟

a. ھەئە

b. ياق

خۇلاسە:

ۋاقىت چىقىرىپ بۇ سوئال قەغىزىنى تاماملىغىنىڭىزغا رەھمەت. سىزنىڭ جاۋابىڭىز بىزنىڭ بۇ زاۋۇتنىڭ «جۇڭخۇا خەلق جۇمھۇرىيىتىنىڭ ئەمگەك قانۇنى» ۋە «جۇڭخۇا خەلق جۇمھۇرىيىتىنىڭ ھەق تەلەپ قانۇن دەستۇرى توختام قىسمى» غا ئەمەل قىلغان. قىلمىغانلىقىنى بىلىشىمىزگە ھەمدە ياخشىلاشقا تېگىشلىك ساھەلەرنى بېكىتىشىمىزگە ياردەم بېرىدۇ. بارلىق جاۋابىلار نامىزلاشتۇرۇلۇپ مەخپىيەتلىك ساقلىنىدۇ.

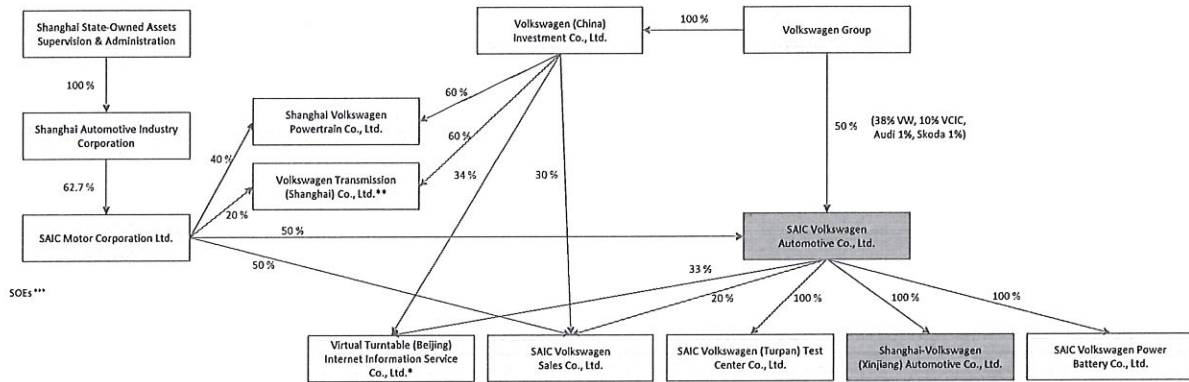
Private and Confidential

Appendix 4:

Illustration 1:

SAIC Volkswagen Shareholder Structure

Highly Confidential



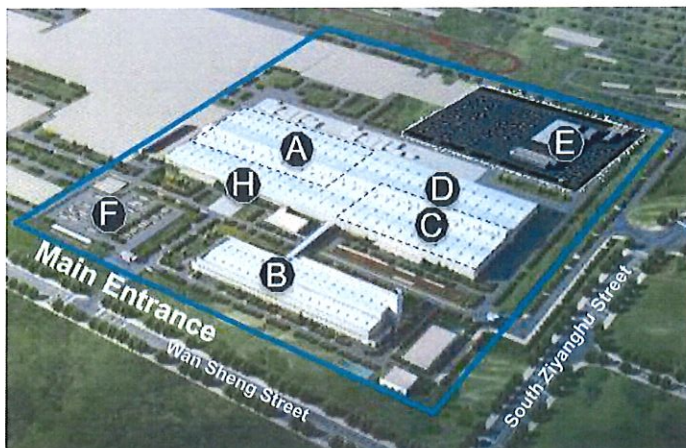
* Remaining shares distribution: FAW-Volkswagen Automotive Co., Ltd. (33%)
 ** Remaining shares distribution: FAW Car (20%)
 *** State-Owned Enterprises = legal entities engaged in commercial or trade activities which are in majority owned by, controlled by a public entity, or are a government instrumentality.

1

Illustration 2:

Overview of Xinjiang Plant
 工厂布局

Highly Confidential



Area: 407,660m²
 Invest: 2.18 billion RMB
 Capacity: 10JPH, 50,000 Cars/year
 Start SKD mode: 11.2020

- H Halle
- A Body shop
- B Paint shop
- C Assembly shop
- D LOC
- E Vehicle Sales Center/Vehicle Delivery Center
- F Employee Parking

6



Private and Confidential

LEGAL DISCLAIMER

This report has been prepared by Liangma for the board of directors of Volkswagen AG Wolfsburg and its shareholders. The information contained in this report is confidential and is not intended to be shared with any person who is not authorized to receive it.

The information in this report is provided "as is" and without warranty of any kind, express or implied. Liangma does not guarantee the accuracy, completeness, or timeliness of the information contained in this report, and shall not be liable for any errors or omissions.

This report is not intended to be used as the basis for any investment decision or other legal action. The information contained in this report should not be relied upon as professional advice.

The laws and regulations referenced in this report are subject to change, and Liangma makes no representation that the information contained in this report is accurate or complete as of any specific date.

Liangma shall not be liable for any direct, indirect, special, incidental, or consequential damages arising out of the use of this report or reliance on the information contained herein.

By using this report, the reader acknowledges that Liangma has not rendered any legal advice, and that the reader has not relied on any information contained in this report for any purpose.

This disclaimer applies to all reports prepared by Liangma for Volkswagen AG Wolfsburg, whether in electronic or paper format.