



2021

SUSTAINABILITY REPORT



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Basic introduction of CSR

Supply Chain Management

1. We developed 10 vendors to sign ETI commitment letter to ensure the social responsibility within our supply chain.
2. We developed and helped 27 vendors to get ISO14001 Environmental Management System certificates, 2 vendors more, compared with year 2020.
3. We developed and helped 22 vendors to pass BSCI, SMETA or other social responsibility audit, 1 vendor more compared with year 2020.



Employee Involvements and Protection

Invite the co-workers to share the company vision and management communication on 26th March, 2021. Invite more than 30% employees to participate the satisfaction questionnaire.



2020工会工作反馈 工会活动

您参加过工会组织的哪些活动

选项	小计	比例
体育活动	23	54.76%
工会开展的慰问、扶贫、济困、助残等活动	6	14.29%
职工医疗互助保障	15	35.71%
节假日活动	25	59.52%
其他 [多选题]	3	7.14%

2020年您最喜欢的活动是

选项	小计	比例
五一致敬劳动者线上活动	2	4.76%
劳动技能大赛	14	33.33%
工厂开放日	6	14.29%
端午做香包活动	21	50%
中秋国庆做月饼活动	21	50%
慰问困难职工、金秋助学	6	14.29%
女职工座谈会	10	23.81%
迪荡湖健步走活动	26	61.9%
本题有效填写人次	42	

Employee Grievance

Our co-workers can apply their grievance by written letter anonymously. They can also submit their grievance by scanning QR

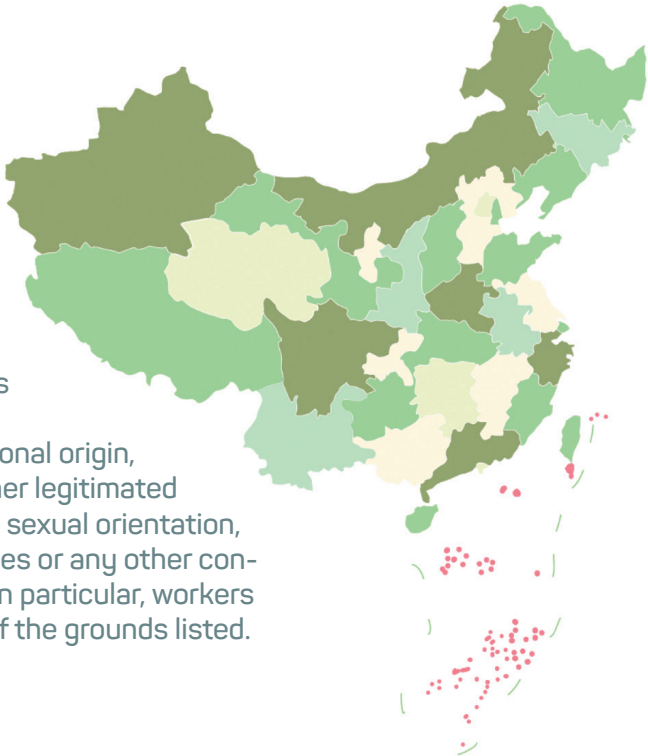
"0" Grievance in 2021



No Discrimination

Female manager accounts for 45% in the management level.

We shall not discriminate, exclude or have a certain preference for persons on the basis of gender, age, religion, race, caste, birth, social background, disability, ethnic and national origin, nationality, membership in unions or any other legitimated organizations, political affiliation or opinions, sexual orientation, family responsibilities, marital status, diseases or any other condition that could give rise to discrimination. In particular, workers shall not be harassed or disciplined on any of the grounds listed.



RFX/JCQ-GL-037 - Anti-discrimination Procedure
RFX/JCQ-GL-035 - Anti-harassment and abuse procedures



Fair Remuneration

We increased our minimum monthly pay to RMB2,070.00, compared to year 2020 which was RMB1,670.00.

We provided the extra bonus with the qualified co-workers.

The company's rewards and punishments are open, fair and just.

RFX/JCQ-GL-051
Employee reward and punishment management program

Decent Working Hours

Company Commitment

60 hours maximum per week and one day off every 7 days.

It is voluntary for every co-worker to work overtime. The overtime pay at ordinary times shall not be less than 1.5 times of the normal working hours, the overtime pay at weekends shall not be less than 2

times of the normal working hours, and the overtime pay at holidays shall not be less than 3 times of the normal working hours .

Our co-workers are encouraged to apply for annual leave to have more time to stay with their families during holidays.

Occupational Health and Safety

Our company following the local government's regulation to organize the occupational health evaluation biennially.

We have arranged 22 persons to receive the occupational health check

in year 2021 for those who worked in a condition relating to noise.

We provided the Occupational health safety training for all the co-workers.

No Child Labor

Protection of young workers

The youngest co-worker in our company is 20 years old.

Our company at the moment has no young worker, but we do not discriminate the young workers to join in our company.

We have established a SOP to ensure no Child labor in our company and to protect the right of young workers. At the same time, we also ask our whole supply chain to comply with the relevant requirements.

No bonded labor

Our company is forbidden to use prison workers and other bonded labor or use supply chain services related to prison workers.

The PPE and accessory for the job is provided for free.

Overtime work is voluntary, and workers are free to leave the factory during non-working hours.

The employee is protected by the Contract and free to resign.

RFX/JCQ-GL-040 - Forced Labour Regulation

Business Ethics

- 1. The administrative staff of the company have signed personal ethics documents.
- 2. All the employee shall receive a professional ethics training every year.



- RFX/JCQ-GL-019 - Business ethics and policy
- RFX/JCQ-GL-020 - Business ethics reporting and handling system
- RFX/JCQ-GL-045 - Employee personal privacy information confidentiality system.

Human Care

Factory open day for families

There were 23 little friends – the kids of our co-workers visiting our factory in their summer break. They visited their parents' working unit and join the party together.



Female Worker Legal Advisory Day

On March 12th, the Yuecheng District Federation of Trade Unions came to Rfx-care and organized a public welfare legal service activity entitled "Love Female Workers · Law is by Your Side" for female workers' rights protection.

The event was warmly responded by the staff of Rfx-care, and everyone not only learned a lot of legal rights protection knowledge, but also answered the partners with legal questions.

Childrens Day

In order to care the stay-at-home children, on the occasion of Children's Day, Shaoxing RFX-care Trade Union specially launched the "Under the Blue Sky, Happy Children's Day" to care for the stay-at-home children.

The RFX-care labor union sent a lot of gifts to the children of employees in their hometown. After receiving it, everyone sent a "thank you photo"!



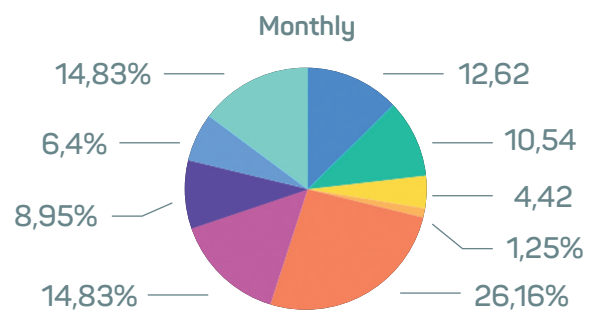
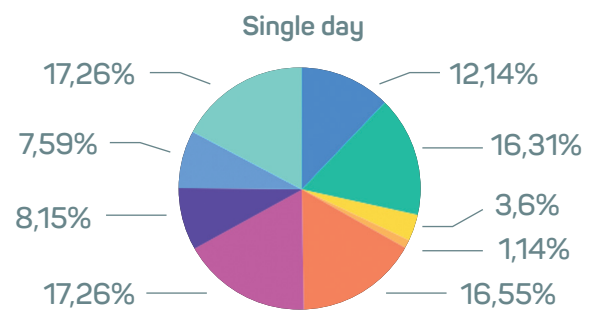
Planet Care

Energy Usage data collected

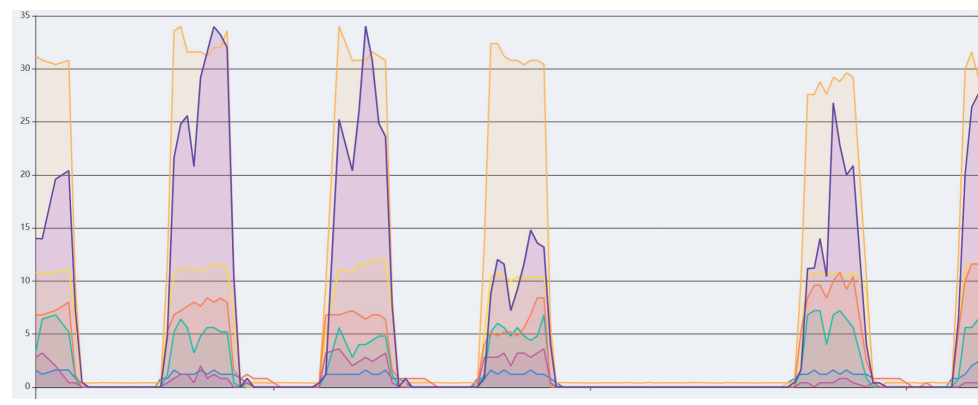
The electricity usage data in each production unit and office can be collected every minute.

We are using these data to make our Carbon Neutralization Trajectory.

- LJ 1
- LJ 2
- CJ 2
- Air compressor 1
- HY Workshop
- Workshop 4
- Workshop 1
- Workshop 2
- Mask workshop

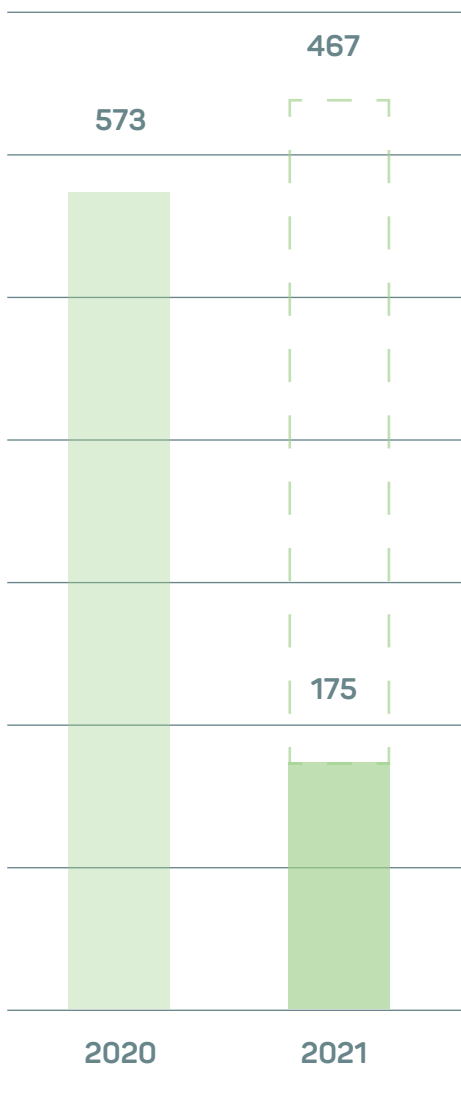


- Mask
- Plaster
- LJ light
- HVAC
- Air compressor
- HY. workshop
- Workshop 2



2021 Green Electricity and Carbon reduction

Our carbon emission is reduced from 573 ton in 2020 to 175 ton in 2021 by purchasing wind power.





**THE INTERNATIONAL
REC STANDARD**

This Redemption Statement has been produced for

RFX+CARE MANUFACTURING CO., LTD

by

MT. STONEGATE GREEN ASSET MANAGEMENT LTD

confirming the Redemption of

600

I-REC Certificates, representing 600 MWh of
electricity generated from renewable sources

This Statement relates to electricity consumption located at or in

**Redeemed on behalf of RFX+CARE Manufacturing Co., Ltd, located at 7 Lanjiang Road, Yuecheng District,
Shaoxing, Zhejiang, China, for its power consumption in 2021.1.1 to 2021.12.31.
China**

in respect of the reporting period

2021-01-01 to 2021-12-31

The stated Redemption Purpose is

**Redeemed on behalf of RFX+CARE Manufacturing Co., Ltd, located at 7 Lanjiang Road, Yuecheng District,
Shaoxing, Zhejiang, China, for its power consumption in 2021.1.1 to 2021.12.31.**



Mt.Stonegate
Mt. Stonegate Green Asset Management

Evident

QR Code Verification

Verify the status of this Redemption Statement by scanning the QR code on the left and entering in the Verification Key below

Verification Key

8 4 1 7 5 7 3 0

<https://evident.app/public/certificates/en/F71juLIZiQskNvOIGYRZjWLXk7b05G+b3RxDw4rF3E=>

Production device details

Device	Country of Origin	Energy Source	Technology	Supported	Commissioning Date	Carbon (CO ₂ / MWh)
Datang New Energy Phase I to V Wind PP Tongxin	China	Wind	Onshore	No	2015-09-25	0.000
Redeemed Certificates						
From Certificate ID	To Certificate ID	Number of Certificates	Offset Attributes	Period of Production	Issuer	
0000-0001-0531-4491	0000-0001-0531-5090	600	Inc	2021-06-01 - 2021-07-31		

Auditor notes

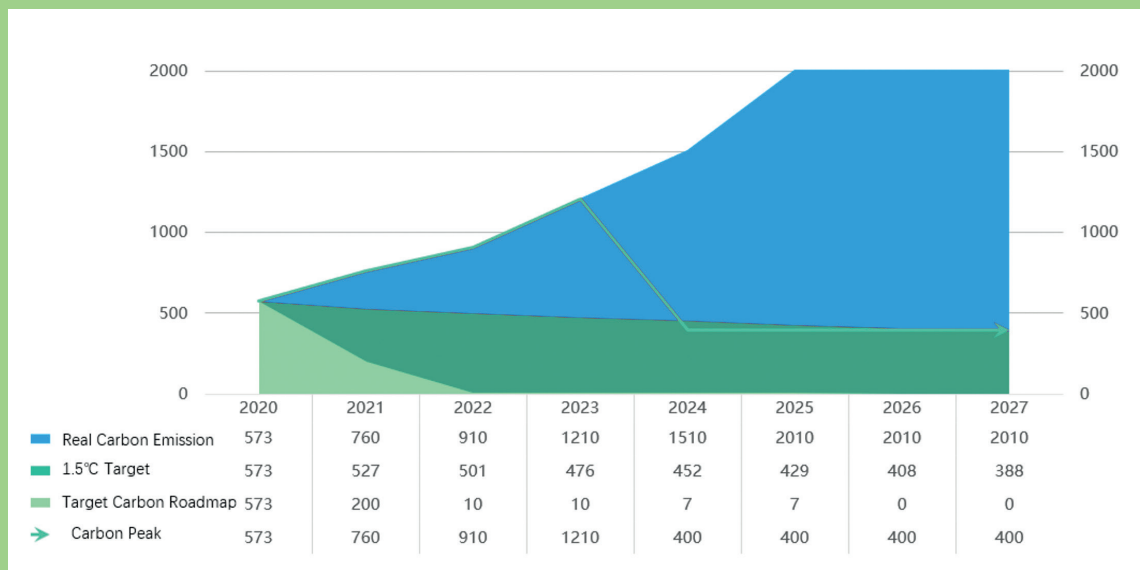
This statement is proof of the secure and unique redemption of the I-RECs stated above for the named beneficiary to be reported against consumption in the country during the reporting year stated. I-RECs are assigned to a beneficiary at redemption and cannot be further assigned to a third party. No other use of these I-RECs is valid under the I-REC Standard.

Where offset attributes are 'inc' the device registrant, who exclusively holds the environmental attribute rights, has undertaken never to release carbon offsets in association with these MWh; 'exc' means carbon offsets relating to these MWh may be traded independently at some point in the future.

For labelling scheme information please refer to the scheme's website. Labelling scheme listing may not be exhaustive.

Thermal plant emit carbon as part of the combustion process. Whilst this is not zero carbon, it is generally recognised as carbon neutral where the source is recent biomass.

Carbon reduction roadmap



Implemented changes in packaging and packing

We adjust everywhere we can and the small actions, support the greater impact.

Film, cardboard, glue and coating is inevitable components, regarding everything packing-related. We monitor the progress of sustainable options and solutions very closely, and to this day we keep pushing for the better.

Coated plastic wrapping is replaced with a bio-friendly and water based varnish, still giving the options to go either matte og glossy.

All cardboard is recycled and regular plastic tape for closing and fixating shipping boxes, is replaced with degradable water-soluble tape of paper + corn starch.

Everywhere possible, polybags are replaced with individual cardboard and paper alternatives.

Sustainability

When RFX-CARE Manufacturing co. Ltd. was established in 2008, the company's environmental policy focused on resource conservation and green management. The company obtained ISO 14001 certification in the following year. In 2016, RFX-CARE established an energy performance KPI.

In 2020, with the support of our long-term customers and partners, we introduced a system to collect and analyze carbon emissions data and set targets for reducing emissions. To ensure effective execution, we avoid multiple simultaneous operations, as our financial, material, and human resources are not sufficient to achieve desired results through multi-line operations.

The RFX+CARE China Manufacturing team has completed 33 projects in 2022 related to carbon neutrality. Our goals include using 30% green energy, optimizing 70% of our processes, and achieving 100% reduction in energy costs. Additionally, we return packaging materials to suppliers for reuse. Our ultimate goal is to achieve carbon neutrality by completely eliminating our carbon emissions by 2026.

In line with our commitment to sustainability, we aim to use post-consumer-plastic materials in our PPE products. By 2023, over 15% of our PPE products will be made from post-consumer-plastic materials, and by 2026, we aim to increase this to over 50%.

RFX  **CARE**®