

TECH DESIGN LIMITED



Environmental, Social and Governance (ESG) Report 2024

Report Description

This report is a true reflection of TECH DESIGN LIMITED's (hereinafter referred to as TD, the Company or We) fulfillment of social responsibility while its continuous development in 2024, and discloses the sustainability of the Company.

Time Frame of the Report

The report covers the period from January 1, 2024 to December 31, 2024, and certain content exceeds the above time frame. This report was released in July 2025. The last report was released in July 2024, which covered a period of one year. GHG emission data was restated to include the data of two reporting years (2022 and 2023) compared to previous reporting periods. (To browse or download the report online, please access: <https://techdesignchina.com/>)

Organisational Scope of the Report

This report covers the entire TECH DESIGN LIMITED group, which includes TECH DESIGN CHINA LIMITED, TECH DESIGN CHINA LIMITED DONGGUAN BRANCH and Tech Design FZ-LLC. Shanghai Headquarters and Dongguan Branch were the operating core of the entire group. TD also invested in a non-wholly owned subsidiary, TECH DESIGN DONGGUAN LIMITED, in March 2025 in Dongguan. To facilitate better development of the Company and with the consent of all employees, in June 2025, the relations of employees of TECH DESIGN CHINA LIMITED DONGGUAN BRANCH were transferred to TECH DESIGN DONGGUAN LIMITED. The change only involves adjustment of the subject of employee contracts, while the job positions, work tasks, locations and compensation of remain unchanged. The relations of employment contracts were taken over by TECH DESIGN DONGGUAN LIMITED, where length of service of all employees are recognized, and all their rights and interests are fully guaranteed.

In June 2025, TECH DESIGN DONGGUAN LIMITED and TECH DESIGN CHINA LIMITED became the operating core of the group. We provided a detailed statement on the functions and headcounts in the Organisation Chart, which was signed by our CEO.

Data Description

All reference data in this report is from official and public documents, and statistical reports of the Company, and reviewed by the supervisors of each department. All information and statistical data are from independent statistics and surveys. The financial data is publicly available and certified by accountants and calculated in Chinese Yuan. The collection, measurement and calculation methods of indicators comply with local regulations. When no local regulations are available for reference, international standards are applied. When no international standards are applicable, industry standards or practices are based.

Report Basis

The content structure of the report is based on our economic, environmental and social performance to provide stakeholders with specific details of the company's actions and recent achievements, with reference to:

- *The Ten Principles of the UN Global Compact*
- *Guidelines for CSR Report Writing of Chinese Corporate (CASS-CSR4.0)*
- *ISO26000 Guidance on Corporate Social Responsibility*
- *Global Reporting Initiative (GRI Chinese Version)*

The main framework is based on *AA1000 Series Standards (including AA1000AP, AA1000SES and AA1000SES)*, and *Continuous Development and Improvement* of UK organisation [AccountAbility](#), and disclosure is based on the core options.

Reliability Assurance

The Legal Representative, General Manager and all middle and senior leadership members of the Company guarantee that this report is free of false records, misleading statements or major omissions, and assume individual and joint liability for the authenticity, accuracy and completeness of the content.

External third party Bureau Veritas was entrusted to verify the report to enhance the high credibility of sustainability governance.

The organisation did not restate any information during the reporting period.

Contact Information

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Postal code: 523000

[Website: https://techdesignchina.com/](https://techdesignchina.com/)

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- **CEO's Message**



CEO
Stéphane Monnier
August 29, 2024

TECH DESIGN LIMITED is a professional company engaged in the development, design and sales of customized gifts. With the continuous growth, the Company fulfills its corporate responsibility to society and sustainable development goals. By joining the United Nations Global Compact, TD promises to implement and uphold UNGC principles, being committed to a sustainable future, follow the ten principles and sustainable development goals of UNGC, and continue to contribute to the sustainable development goals of UN.

As a member of social citizens, we actively participate in public benefit activities, ensure employee welfare, and provide assistance to the elderly and vulnerable groups to promote harmonious social development.

The Company focuses on the health and safety of customers, implements strict management of the supply chain and strict control over raw materials and quality to ensure product prices and delivery cycles, and continuously improve product quality to provide customers with high-quality products and services.

We adhere to the sustainability strategy. We seek efficiency base on quality, development base on scale, and survival base on innovation. We continue to work together with customers, communities and cities to develop, win the future, and create a better life.

About Us

- **Company Profile**

TECH DESIGN LIMITED ("TD") is headquartered at Unit 1709, 17F, Citicorp Center, No. 18 Whitfield Road, Causeway Bay, Hong Kong Special Administrative Region, China, with its subsidiary located at Room 1703-1, No. 1016 Dingxi Road, Changning District, Shanghai, and branch office located at Room 1219, 1220, 1221, 1222, 1223, 1224 and 1225, Block 2, Wanda Plaza, No. 168, Guantai Road, Houjie Section, Houjie Town, Dongguan, Guangdong Province. TD also invested in a wholly owned subsidiary, TECH DESIGN DONGGUAN LIMITED, in March 2025 in Dongguan. To facilitate better development the of Company and with the consent of all employees, in June 2025, the relations of employees of TECH DESIGN CHINA LIMITED DONGGUAN BRANCH were transferred to TECH DESIGN DONGGUAN LIMITED. The change only involves adjustment of the subject of employee contracts, while the job positions, work tasks, locations and compensation of remain unchanged. The relations of employment contracts were taken over by TECH DESIGN DONGGUAN LIMITED, where length of service of all employees are recognized, and all their rights and interests are fully guaranteed.

- **Company Status**

The Company attaches importance to the legitimate rights and interests of employees, signs employment contracts with all employees in accordance with the law and provides basic and skill training to employees. In recent years, the average salary of company employees has continued to grow at a certain rate every year. The Company provides benefits to employees in traditional holidays and protects the interests of shareholders and related parties. With continuous development, the Company advocates energy saving, continuously improve the environment, and formulates energy-saving plans to reduce energy consumption and pollution. The Company promotes environmental protection, deepens the construction of environmental management system, fulfills environmental protection responsibilities, strengthens environmental risk management, and optimizes environmental management models to establish a long-term mechanism for environmental management.

The Company conducts annual training for employees on health and safety, career development, child and forced labor, anti-discrimination and other basic human rights issues. The Company adheres to the principles of openness, impartiality and fairness in employee recruitment, salary, benefits and promotion without any form of discrimination on the grounds of gender, ethnicity or age to ensure equal opportunities for employees.

- **Sustainability Strategy**

TD regards sustainable development as a part of its overall strategy and takes action to promote economic prosperity while protecting the earth, eliminating poverty, and addressing social needs for education, health, social protection and employment opportunities. The Company has established four major sustainability strategies, including labor and human rights, environmental protection, Commercial Ethics and sustainable sourcing, to contribute to the achievement of United Nations Sustainable Development Goals (UN SDGs).

- **United Nations Global Compact**

TECH DESIGN LIMITED joins UNGC and adheres to the commitment of the ten principles, complies with laws and regulations, pursues harmonious development between business and the environment, advocates green consumption, and protects resources to achieve sustainable development. The Company puts people and safety first to ensure the physical and mental health development of employees, treats employees equally, continuously improves their living and working environment, and takes responsibility for employees, consumers,

communities and the environment while creating profits and being accountable to shareholders. The Company respects Commercial Ethics, strengthens integrity, and strictly controls, prevents and eliminates commercial bribery to create a fair and healthy business environment.

- **A Screenshot of United Nations Global Compact**

Tech Design Limited

OverviewGetting StartedContactsLogo RequestsAcademyCoP and Forward Faster ReportingCoP Data VisualizationMoving Forward Faster

Edit your organization's profile

Organization Details

Participant ID

149176

Status

Active

Participant since

14-Dec-2021

COP Due Date

31-Jul-2026

Organization Type

SME

Parent Organization

No parent UNGC Organization was identified

Ownership

Privately Held

Revenue Bracket

Between USD 25 million and USD 50 million

Revenue

USD 28,000,000.00

Sector

Household Goods & Home Construction

Employees

48

Country

China

Website

https://www.techdesignchina...

Gov't Registration Url

https://ungo-production.s3...

Letter of Commitment

Letter of Commitment

Contact Information

Highest Level Executive

Mr. Stephane Monnier

Contact Point

Lina Lao

Mr. Stephane Monnier

Exclusionary Criteria

Revenue from tobacco

No

Revenue from landmines

No

Billing Address

Country

China

Address

N0. 1220, SOHO 2 building, WanDa plaza Houjie Town

City

DongGuan City

State / Province

Guangdong

Postal Code

523000

Country Network China

Please contact your Country Network with any questions or concerns regarding your participation in the Global Compact.

Contact Person

Mr. Bowen Du

Profile

Country Network China

Additional Information

Communication on Progress

cop-support@unglobalcompact.org

GCO Support Helpdesk

info@unglobalcompact.org

Accounting and Invoicing Support

Accounts Receivable team

TD techdesign

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- TD Organisation Chart



Object : Responsibility Allocation of Group Companies

Ecovadis

For the attention of Mister Julien Ramchurn

Hong Kong on June 16th 2025

Dear Julien,

I undersigned, Stéphane Monnier, President of the TECH DESIGN LIMITED hereby confirms that the mainly operating units of TECH DESIGN LIMITED are TECH DESIGN CHINA LIMITED and TECH DESIGN DONGGUAN LIMITED, Please refer to the attachment for specific organizational functions and employee numbers.

Affirm what is right,

Best Regards

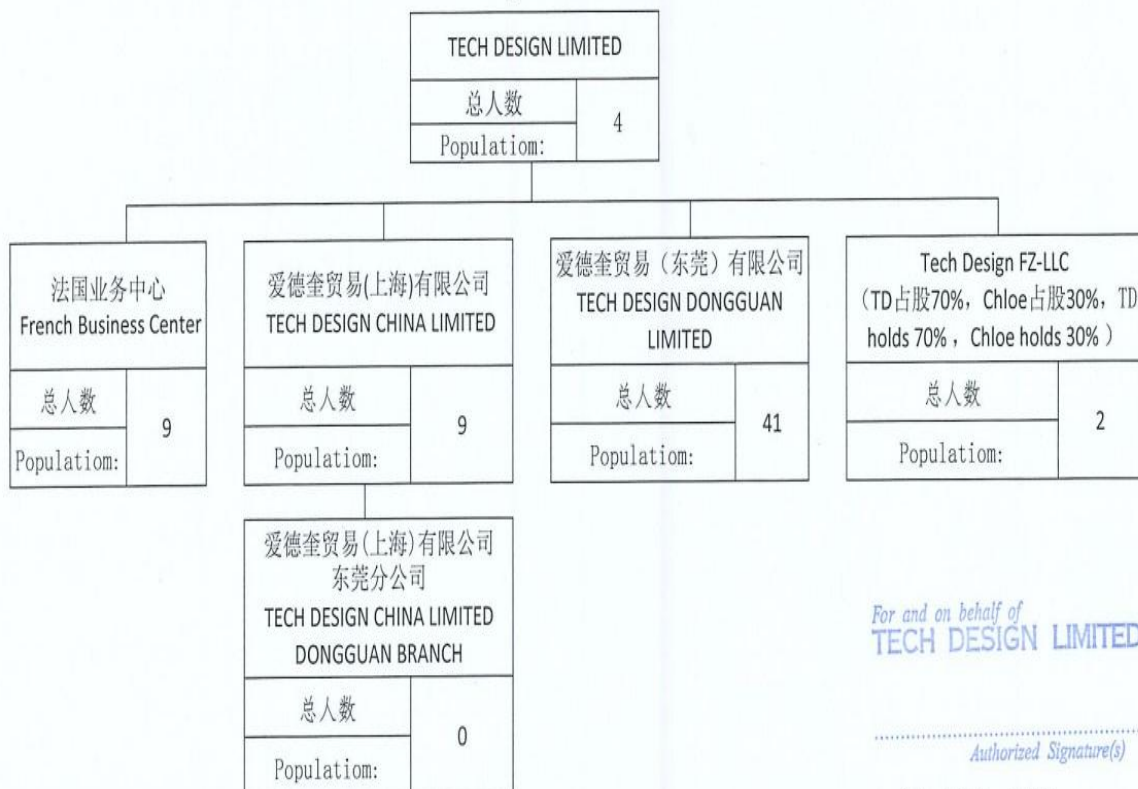
Stéphane MONNIER
CEO

For and on behalf of
TECH DESIGN LIMITED

.....
Authorized Signature(s)

Tech Design Ltd – Unit 9, 17 th Floor Citicorp Center - 18 Whitfield Road Causeway Bay – Hong Kong
Tél: +86 769 38 95 39 33 - Capital: 10000,00 Dollars - Business Registration n° 21869013
www.techdesignchina.com

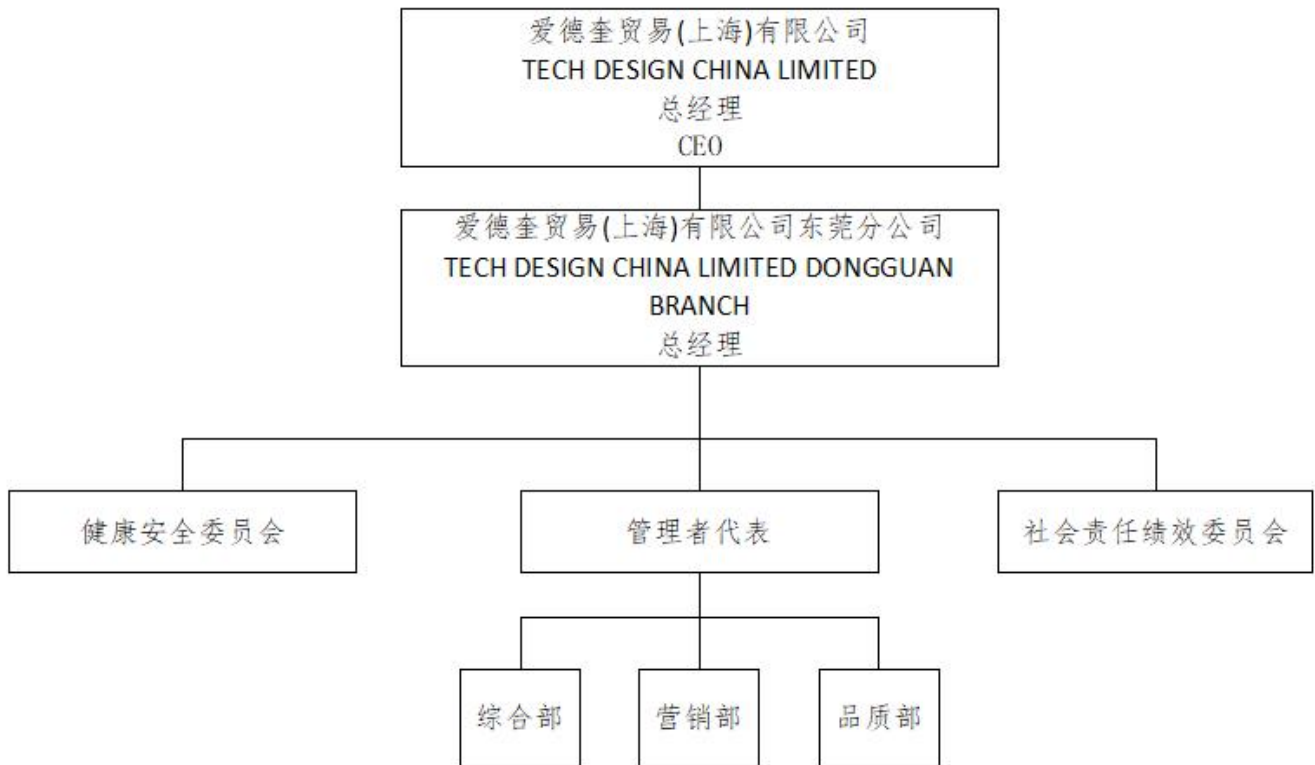
TECH DESIGN LIMITED Organization Chart



1. TECH DESIGN LIMITED: 负责接收海外订单及财务处理(Responsible for receiving overseas orders and financial processing), 包含3名股东, 分别为 Stephane, Ken, Wendy (It includes three shareholders, namely Stephane, Ken and Wendy)
 2. 法国业务中心(French Business Center): 负责产品提案及设计(Responsible for product proposal and design)
 3. Tech Design FZ-LLC (TD占股70%, Chloe占股30%, TD holds 70%, Chloe holds 30%): 负责接收海外订单(Responsible for receiving overseas orders)
 4. 爱德奎贸易(上海)有限公司(TECH DESIGN CHINA LIMITED): 负责中国市场客户产品设计提案、开发、打样、生产、品质检验、出货管(Responsible China market design, sampling, production, shipment, and quality control)
 5. 爱德奎贸易(东莞)有限公司(TECH DESIGN DONGGUAN LIMITED): 负责国外客户产品开发、打样、大货生产品, 品质检验、出货报关, 开发新供应商、供应链管理评估(Responsible for sample developing, production, quality control, shipping, supplier sourcing and ongoing supplier chain evaluation (CSR))
 6. 爱德奎贸易(上海)有限公司东莞分公司(TECH DESIGN CHINA LIMITED DONGGUAN BRANCH): 负责国外客户产品开发、打样、大货生产品, 品质检验、出货报关, 开发新供应商、供应链管理评估(Responsible for sample developing, production, quality control, shipping, supplier sourcing and ongoing supplier chain evaluation (CSR))
 7. 生效日期: 2025年6月16日 | Effective date: June, 16th, 2025;
- 编制(Prepared by): Lina
审核(Checked by): Wendy
批准(Approval by): Stephane

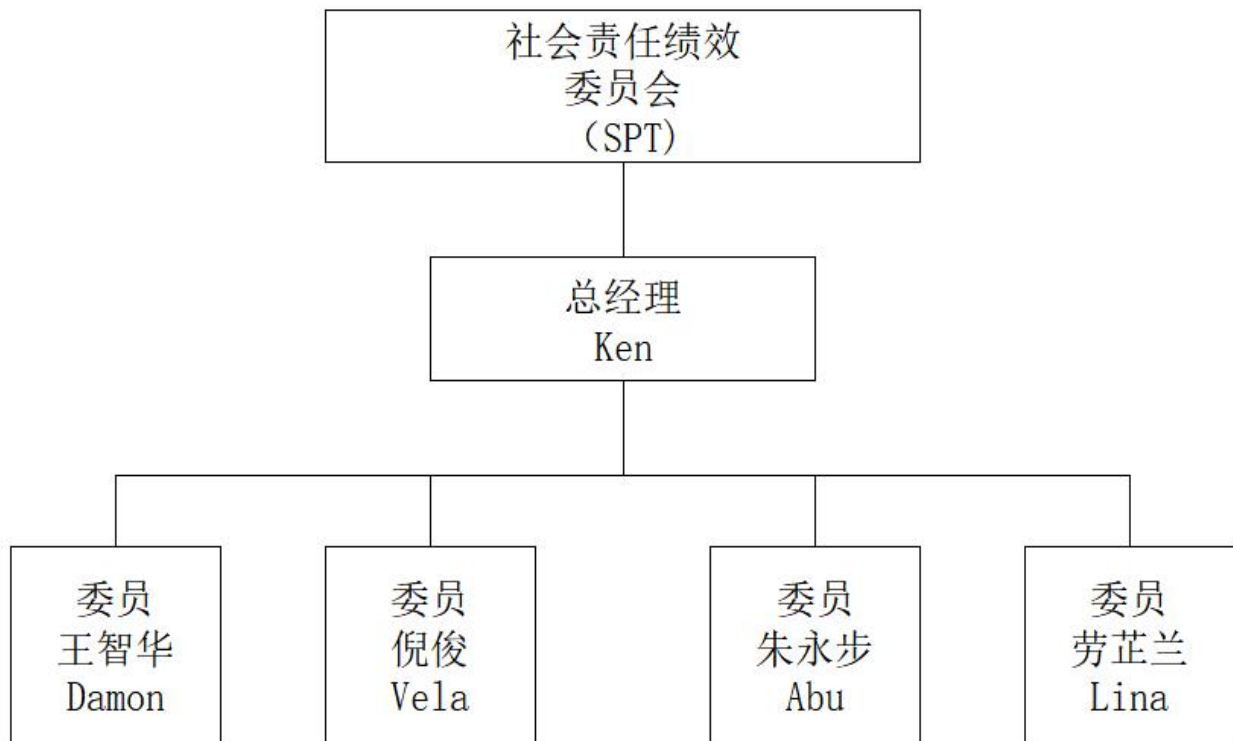
- Organisation Chart of Social Responsibility

社会责任组织架构图



• Sustainability Management System

The Company attaches great importance to CSR policy, and continuously improves the CSR management system. We have formulated the *CSR Manual* based on actual conditions and established a Social Performance Team (SPT) to be responsible for the development, operation and supervision of company systems. KEN, General Manager of TD Shanghai, was appointed as the Management Representative of CSR management system to supervise the sustainability of the Company, and we have been certified by SEDEX-4P CSR Management System.



The Company designates SPT to oversee and handle CSR issues, regularly conduct written risk assessments annually, identify actual or potential areas of non-compliance with standard requirements, and prioritize the handling. SPT also supervises workplace activities effectively, follows CSR system standards, and takes actions to effectively address any hazards identified.

- **Declaration on Sustainability**

For the purpose of effective protection of trade secrets, and prevention of the leakage or public disclosure of trade secrets, or harm to the interests of the Company, customers and investors by employees due to conflicts of interest, the company hopes that employees, business partners, counter-parties, suppliers, third-party service agencies and other partners will resolutely resist bribery and corruption, and work together with the Company to create a clean, fair and honest market environment.

The Company holds a zero-tolerance attitude towards any form of corruption or bribery to prevent and curb such dishonest behavior by implementing effective policies and mechanisms. Employees are required not to bribe public officials or any other entities or individuals in any direct or indirect way to obtain business opportunities, and immediately refuse and report to the Company when any suppliers, agents, consultants or other business partners make the above requests to them.

The company has established relevant policies and mechanisms for integrity, and requires all employees to strictly abide by laws and regulations, regulatory rules, Commercial Ethics, professional ethics and behavioral norms for fair competition, honesty and trustworthiness. Employees and their relatives are not allowed to engage in any sourcing partnerships with the Company through any organisation not covered by the Company's business scope, which may affect or cause harm to the interests of the Company, whether the organisation is invested by themselves or their relatives.

The Company prohibits employees from accepting cash, securities or gifts in business activities related to the Company. The Company will refer to the Employee Handbook and accountability system when any employee fails to comply with the policies on integrity. To report violations, send email to: sara-zeng@techdesigncn.com.

- **Follow-up and Complaint Mechanism**

The Company has established a CSR reporting procedure to handle tip-offs for unfair treatment. A dedicated tip-off box, phone number and email address are provided, and employee representatives are selected to engage in social dialogue with the Company on work conditions and benefits, which enables employees to timely convey their opinions on employee rights to the senior management. Employee representatives conduct irregular interviews with employees to promptly identify their needs and speak for their interests. To ensure that employees will not be affected, tip-offs, complaints and suggestions are anonymous.

The Company has established a disciplinary inspection and anti-corruption column, and released the hotline and email of the disciplinary inspection committee to relevant parties. The Company accepts social supervision, and has achieved good results in the anti-corruption, anti-bribery and anti-unfair competition training held for employees.

Complaint channels: Hotline: 0769-38953933

Email: sara-zeng@techdesigncn.com

• Substantive Issue

We analyzed and studied relevant national policies, and selected substantive issues related to social responsibility based on the development strategy and business policies of the Company. Through questionnaire surveys, in-depth communication with stakeholders, and collecting and sorting information and opinions on the aspects of economy, society and environment from different parties on online platforms, we identified and selected 17 social responsibility issues that are representative of the times and society, most relevant to the actual conditions of the Company, and highly feasible.

EMPLOYEE HEALTH AND SAFETY	ENERGY CONSUMPTION AND GHGS	CORRUPTION
WORKING CONDITIONS	LOCAL ENVIRONMENTAL AND ACCIDENTAL POLLUTION	ANTI-COMPETITIVE PRACTICE
SOCIAL DIALOGUE	RAW MATERIALS, CHEMICALS AND WASTE	RESPONSIBLE INFORMATION MANAGEMENT
CAREER MANAGEMENT AND TRAINING	CUSTOMER HEALTH AND SAFETY	SUPPLIER ENVIRONMENTAL PRACTICES
CHILD LABOR, FORCED LABOR AND HUMAN TRAFFICKING	ENVIRONMENTAL SERVICES AND ADVOCACY	CSR OF SUPPLY CHAIN MANAGEMENT
DIVERSITY, EQUALITY AND INCLUSION		
HUMAN RIGHTS OF EXTERNAL STAKEHOLDERS		

Substantive issues reflect the most significant impact of the organisation on the economy, environment and people. Managing substantive issues helps us continuously identify and evaluate the impact of TD business operations and the concerns of stakeholders, providing important references for us to improve our level of sustainability management and report transparency.

• Stakeholders

Stakeholders are individuals or groups whose interests are or may be affected by organisational activities. TD stakeholders include customers, government, suppliers, employees, communities and the media.

The Company has identified CSR related issues existed in the company of based on suggestions from employees, suppliers and other partners, and received valuable suggestions. Based on the suggestions, we have conducted investigations, analysed the causes of problems, and found solutions to protect the rights of employees and the ecological environment, and prevent the occurrence of corruption.

The Company emphasises communication with stakeholders, listens to and responds to their demands, and takes their feedback seriously.

In 2024, the establishment of a relationship between the Company and investors played a positive role.

STAKEHOLDERS	EXPECTATIONS OF STAKEHOLDERS	COMMUNICATION METHOD
CUSTOMER	PRODUCT AND SERVICE QUALITY, PRODUCT PRICE, SUPPLY SPEED	PROVISION OF HIGH-QUALITY PRODUCTS AND SERVICES, BUSINESS LIAISON, INVESTIGATION AND VISIT, CUSTOMER SATISFACTION SURVEY
GOVERNMENT	STABLE GROWTH, TIMELY TAXATION, EMPLOYMENT PROMOTION, ENVIRONMENTAL PROTECTION	GOVERNMENT MEETING, STATISTICAL REPORT
SUPPLIER	LONG-TERM COOPERATION, REASONABLE PRICE, HONESTY, MUTUAL BENEFIT	SUPPLIER MEETING, BUSINESS NEGOTIATION, BIDDING ACTIVITY, CSR ASSESSMENT
EMPLOYEE	SALARY AND BENEFITS, PROMOTION OPPORTUNITIES, TRAINING OPPORTUNITIES, HEALTH AND SAFETY	REASONABLE SUGGESTIONS, SYMPOSIUM, TRADE UNION, EMPLOYEE REPRESENTATIVE CONFERENCE, TRAINING
COMMUNITY	COMMUNITY HARMONY, ENVIRONMENTAL PROTECTION, CO-CONSTRUCTION OF CIVILISATION, DEVELOPMENT SHARING	PUBLIC BENEFIT AND CHARITY ACTIVITIES, COMMUNITY SERVICE, REGULAR EXCHANGES, SOCIAL INVESTMENT
MEDIA	BRAND IMAGE, CSR, ENVIRONMENTAL PROTECTION, PRODUCT INNOVATION, TECHNOLOGICAL INNOVATION	INTERVIEWS, INFORMATION RELEASE

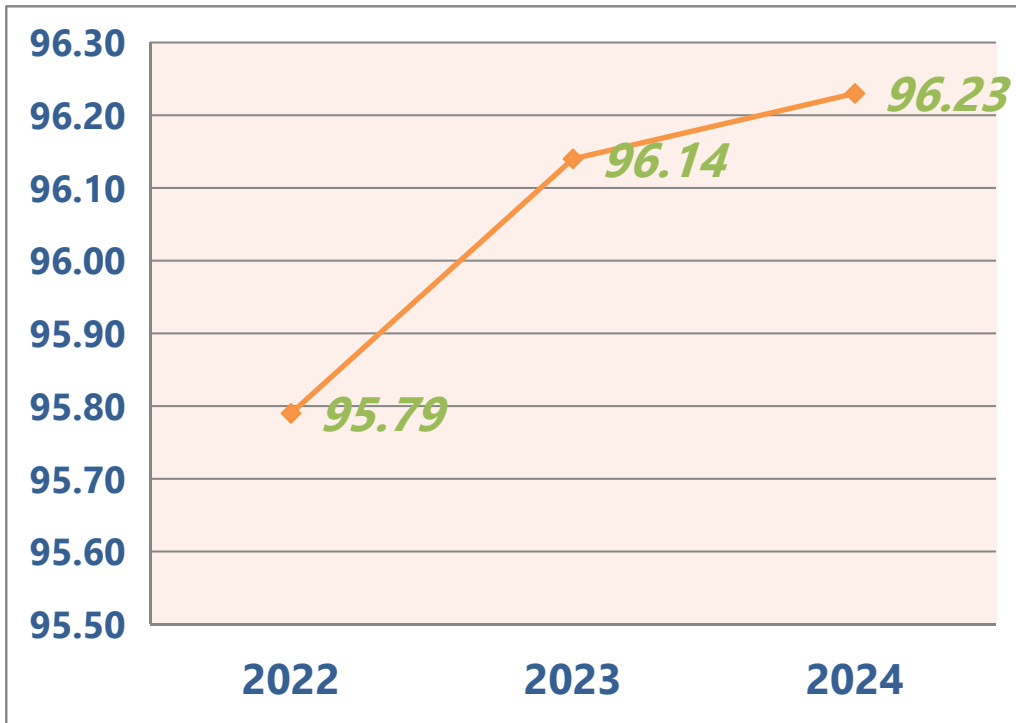
- **TD's Participation in Stakeholder Activities in 2024**

We actively participate in and organise sustainability related activities, and engage in extensive and in-depth exchanges and cooperation on topics of common concern to stakeholders, such as caring for employees and promoting community harmony.

- **Customer Satisfaction Survey**

The company adheres to the core business philosophy of customer orientation. For the purposes of meeting customer needs and providing better services, we conduct a customer satisfaction survey annually, and use an objective testing system to evaluate customer satisfaction with our products and services in a comprehensive way. We listen to customer feedback and grasp market trends based on the surveys, and review the gap between our products and services and customer needs and expectations based on customer opinions and requirements to provide the basis for the company to adjust its business strategy and development direction. The company develops the most appropriate solutions and improvement measures for lower rated items, makes adjustment and rectification based on customer opinions and requirements, improves the customer service system, and builds efficient communication channels for service adjustments, so as to improve product quality, services and customer satisfaction.

Refer to the following chart for our customer satisfaction in the past three years:



Customer satisfaction	2022	2023	2024
	95.83%	96.15%	96.22%

Item	2022	2023	2024
Customer feedback in the year	0	0	0
Violations related to product and service information and labeling	0	0	0
Violations related to marketing	0	0	0



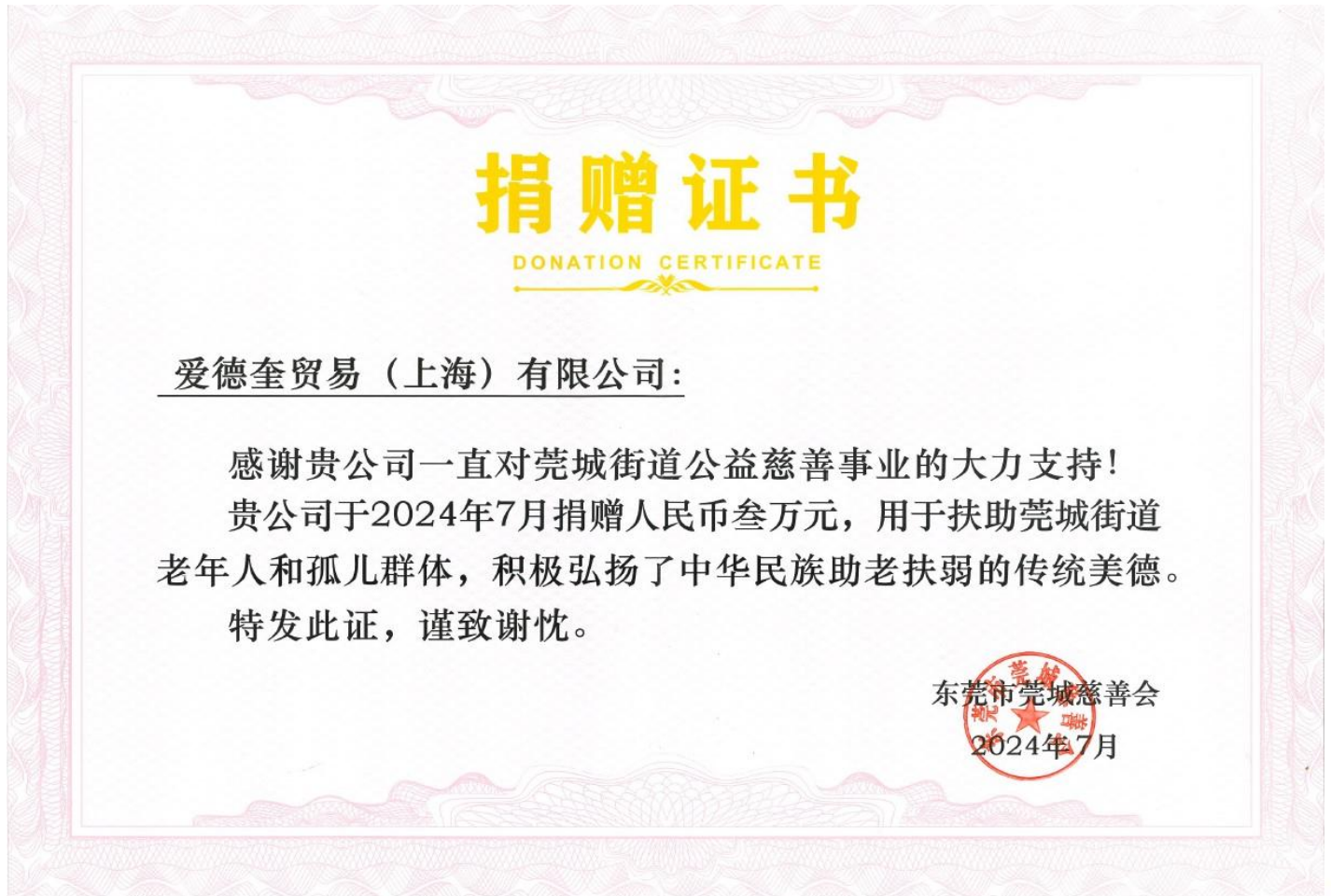
- **Supplier/Employee Social Responsibility Training**

We have developed the TD Code of Conduct to regulate employees and suppliers based on company sustainability, covering labor and human rights, environmental responsibility, anti-corruption, health and safety, respect for privacy, and conflicts of interest. In 2024, the Company organised social responsibility training for all members and qualified suppliers, achieving a training coverage rate of 100%.



• Giving Back to Society with Gratitude

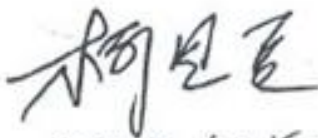
In terms of social care, we deeply understand that the development of a company is inseparable from the support of society, and it is our obligation to give back to society. TD adheres to the principle of “benefiting from society and benefiting the society”. We donated to vulnerable groups with limited resources to increase the stability of society, and advocates for harmonious neighborhoods, fair communication and mutual respect to achieve a harmonious society. In addition, TD encourages and motivates all business partners, company employees, and their family members to participate in contributing to social welfare and benefits through practical actions.



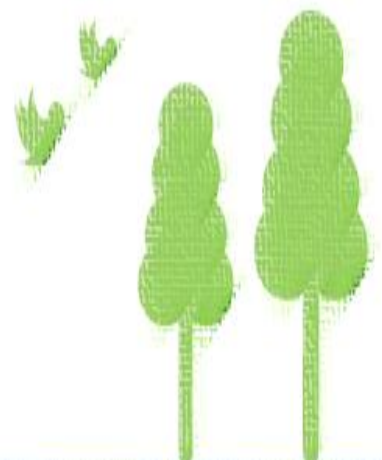
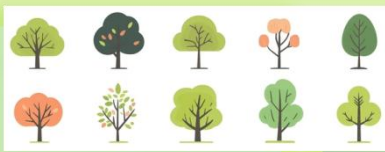
Our donation in 2024 (by Shanghai Headquarters)

Our donation in 2024 (by Dongguan Branch)

东莞市莞城慈善会定向捐赠意向书

捐赠方名称	爱德奎贸易（上海）有限公司				
捐赠方联系地址	上海市长宁区愚园路753号2号楼5楼Y座679室				
捐赠方负责人	柯昱辰	联系人	劳芷兰	联系电话	13119622718
捐赠金额	人民币（大写）：叁万元整。				
捐赠意向： 爱德奎贸易（上海）有限公司（甲方）、东莞市莞城慈善会（乙方）友好协商，达成定向捐赠意向如下：甲方自愿于2024年7月31日前将人民币叁万元整（¥30000元）转账至乙方账户。在收到捐赠款后，乙方按照甲方意愿，将捐赠款承诺用于“扶助莞城街道老年人和孤儿群体”项目。甲方有权向乙方查询其对上述捐赠款的管理、使用情况，提出合理的意见和建议，并保留对乙方管理、使用上述捐赠款的情况进行审计的权利。 捐赠方负责人（签名盖章）：   2024年6月5日					
东莞市莞城慈善会意见	同意接收，并按捐赠意向使用  2024年6月6日				
东莞市莞城慈善会地址	东莞市莞城高第街1号306室 邮编：523000				
东莞市莞城慈善会账号	开户行：东莞银行西正支行 户名：东莞市莞城慈善会 账号：530000914028888				
东莞市莞城慈善会联系电话	0769—22114828				

Greening Action on Tree Planting Day



• System Certification

SEDEX-4P CSR Management System (Shanghai Headquarters) Certificate expiration date: May 16, 2025

SMETA Sedex Audit Reference: ZAA60063345		Sedex Members Ethical Trade Audit Report Version 6.1	
Audit Details			
Sedex Company Reference: (only available on Sedex System)	ZC5000000414	Sedex Site Reference: (only available on Sedex System)	ZS1000000445
Business name (Company name)	TECH DESIGN CHINA LIMITED		
Site name	TECH DESIGN CHINA LIMITED		
Site address:	Room 209, 210, Building 6, No. 631, Jiang Ning Road, Jing An District, Shanghai 200042, CN	Country:	CN
Site contact and job title:	Mr. Wang Zhihua / Sales Manager		
Site phone:	021 22222222	Site e-mail:	lao@techdesigncn.com
SMETA Audit Pillars:	☒ Labour Standards ☒ Health and Safety (plus Environment 2-pillar) ☒ Environment 4-pillar ☒ Business Ethics		
Date of Audit:	2024-05-16		
Audit Company Name: Benchmarks Company Limited			
Audit Conducted By			
Affiliate Audit Company	☒	Purchaser	☐
Brand owner	☐	NGO	☐
Multi-stakeholder	☐	Trade Union	☐
		Combined Audit (select all that apply)	
Audit company: Benchmarks Company Limited Report reference: ZAA60063345 Start Date: 2024-05-16 End Date: 2024-05-17 sedexglobal.com			

ISO 9001 (Shanghai Headquarters) Certificate expiration date: June 4, 2026

intertek Total Quality Assured	
管理体系认证注册证书	
获证方，以下组织： 爱德奎贸易（上海）有限公司 注册地址：中国上海市长宁区愚园路753号2号楼5楼Y座679室 经营地址：中国上海市静安区江宁路631号6楼209-210室 的管理体系，符合以下标准要求并予以注册： ISO 9001:2015 此管理体系适用于： 工艺礼品（文物除外）的销售	
唯一社会信用代码：9131000010562607H 证书编号：112305011 首次认证日期：2023年06月05日 认证决定日期：2024年06月18日 获证日期：2024年06月18日 有效期至：2026年06月04日	
intertek UKAS Calin Moldovean President, Business Assurance Intertek Certification Limited, 10A Victory Park, Victory Road, Derby DE24 8ZT, United Kingdom Intertek Certification Limited 是 UKAS 认证机构。 注册号为 014	

ISO 14001 (Shanghai Headquarters) Certificate expiration date: June 4, 2026

intertek Total Quality Assured	
管理体系认证注册证书	
获证方，以下组织： 爱德奎贸易（上海）有限公司 注册地址：中国上海市长宁区愚园路753号2号楼5楼Y座679室 经营地址：中国上海市静安区江宁路631号6楼209-210室 的管理体系，符合以下标准要求并予以注册： ISO 14001:2015 此管理体系适用于： 工艺礼品（文物除外）的销售	
唯一社会信用代码：9131000010562607H 证书编号：122305006 首次认证日期：2023年06月05日 认证决定日期：2024年06月18日 获证日期：2024年06月18日 有效期至：2026年06月04日	
intertek UKAS Calin Moldovean President, Business Assurance Intertek Certification Limited, 10A Victory Park, Victory Road, Derby DE24 8ZT, United Kingdom Intertek Certification Limited 是 UKAS 认证机构。 注册号为 014	

ISO 45001 (Shanghai Headquarters) Certificate expiration date: June 4, 2026

intertek Total Quality Assured	
管理体系认证注册证书	
获证方，以下组织： 爱德奎贸易（上海）有限公司 注册地址：中国上海市长宁区愚园路753号2号楼5楼Y座679室 经营地址：中国上海市静安区江宁路631号6楼209-210室 的管理体系，符合以下标准要求并予以注册： ISO 45001:2018 此管理体系适用于： 工艺礼品（文物除外）的销售	
唯一社会信用代码：9131000010562607H 证书编号：0512305007 首次认证日期：2023年06月05日 认证决定日期：2024年06月18日 获证日期：2024年06月18日 有效期至：2026年06月04日	
intertek UKAS Calin Moldovean President, Business Assurance Intertek Certification Limited, 10A Victory Park, Victory Road, Derby DE24 8ZT, United Kingdom Intertek Certification Limited 是 UKAS 认证机构。 注册号为 014	

• System Certification

SEDEX-4P CSR Management System (Dongguan Branch) Certificate expiration date: April 16, 2025

SMETA Sedex Audit Reference: ZAA600058076 Sedex Members Ethical Trade Audit Report Version 6.1

Audit Details	
Sedex Company Reference: ZC41487582	Sedex Site Reference: Z5414891908
Business name (Company name): TECH DESIGN CHINA LIMITED DONGGUAN BRANCH	
Site name: TECH DESIGN CHINA LIMITED DONGGUAN BRANCH	
Site address: Room 1219, 1220, 1221, 1222, 1223, 1224, 1225, Building 2, Houjie Wanda Plaza, No.168, Houjie Section, Guanta Road, Houjie Town, Dongguan City, Guangdong Province, P.R.China 广东省东莞市厚街镇莞太路168号万达广场2楼1219、1220、1221、1222、1223、1224、1225房 东莞市 523000 CN	Country: CN
Site contact and job title: Ms. Zeng Yu / Manager	
Site phone: 0769 22222222	Site e-mail: fu@techdesigncn.com
SMETA Audit Pillars: ☒ Labour Standards ☒ Health and Safety (plus Environment 2 Pillar) ☒ Environment 4 pillar ☒ Business Ethics	
Date of Audit: 2024-04-16	
Audit Company Name: Benchmarks Company Limited	
Audit Conducted By:	
Affiliate Audit Company ☒	Purchaser ☐
Brand owner ☐	NGO ☐
Multi-stakeholder ☐	Trade Union ☐
Combined Audit (select all that apply)	

Audit company: Benchmarks Company Limited Report reference: ZAA600058076 Start Date: 2024-04-16 End Date: 2024-04-17 sedexglobal.com

ISO9001 Quality Management System (Dongguan Branch) Certificate expiration date: July 2, 2027

intertek Total Quality Assured

管理体系认证注册证书

兹证明，以下组织：
爱德奎贸易（上海）有限公司东莞分公司
中国广东省东莞市厚街镇莞太路厚街段168号厚街万达广场2楼1219、1220、1221、1222、1223、1224、1225房

的管理体系，符合以下标准要求并予以注册：
ISO 9001:2015
此管理体系适用于：
工艺礼品（文物除外）的销售

统一社会信用代码：91441300MA4A98B0J8
证书编号：112406005
首次认证日期：2024年07月03日
注册有效期：2024年07月03日至2027年07月02日
有效期至：2027年07月02日

intertek **UKAS**
Calin Moldovean
President, Business Assurance
Intertek Certification Limited, 10A Victory Park, Victory Road, Derby DE24 8DP, United Kingdom
Intertek Certification Limited 是 UKAS 认证机构，注册号为 014

ISO14001 Environmental Management System (Dongguan Branch) Certificate expiration date: July 18, 2027

intertek Total Quality Assured

管理体系认证注册证书

兹证明，以下组织：
爱德奎贸易（上海）有限公司东莞分公司
中国广东省东莞市厚街镇莞太路厚街段168号厚街万达广场2楼1219、1220、1221、1222、1223、1224、1225房

的管理体系，符合以下标准要求并予以注册：
ISO 45001:2018
此管理体系适用于：
工艺礼品（文物除外）的销售

统一社会信用代码：91441300MA4A98B0J8
证书编号：0512406001
首次认证日期：2023年07月19日
注册有效期：2023年07月19日至2026年07月18日
有效期至：2026年07月18日

intertek **UKAS**
Calin Moldovean
President, Business Assurance
Intertek Certification Limited, 10A Victory Park, Victory Road, Derby DE24 8DP, United Kingdom
Intertek Certification Limited 是 UKAS 认证机构，注册号为 014

ISO45001 Occupational Health and Safety Management System (Dongguan Branch) Certificate expiration date: June 4, 2026

intertek Total Quality Assured

管理体系认证注册证书

兹证明，以下组织：
爱德奎贸易（上海）有限公司东莞分公司
中国广东省东莞市厚街镇莞太路厚街段168号厚街万达广场2楼1219、1220、1221、1222、1223、1224、1225房

的管理体系，符合以下标准要求并予以注册：
ISO 45001:2018
此管理体系适用于：
工艺礼品（文物除外）的销售

统一社会信用代码：91441300MA4A98B0J8
证书编号：0512406001
首次认证日期：2023年07月19日
注册有效期：2023年07月19日至2026年07月18日
有效期至：2026年07月18日

intertek **UKAS**
Calin Moldovean
President, Business Assurance
Intertek Certification Limited, 10A Victory Park, Victory Road, Derby DE24 8DP, United Kingdom
Intertek Certification Limited 是 UKAS 认证机构，注册号为 014

• System Certification

Information Security Management Certificate

Certificate expiration date: September 22, 2027

EcoVadis (Gold Medal Badge)

BPC Certification (TD)

Certificate is valid from December 24, 2021 to this day

- **System Certification**

GRS Global Recycled Standard (TD)
Certificate expiration date: July 12, 2025



Intertek
Total Quality Assured.
Intertek Testing Services NA, Inc.
500 Challenger Street
Lowell MA 01801

Scope Certificate

Scope Certificate Number ITS-TE-00059218-GRS-02308000
Scope Certificate Version Number ITS-TE-00059218-GRS-02308000

Intertek
certifies that

TECH DESIGN LIMITED
Textile Exchange-ID (TE-ID): TE-00059218
License Number: TE-00059218
Unit 9, 17th Floor Citicorp Center, 18 Whitefield Road, Causeway Bay,
Hongkong, 999077,
China

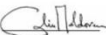
has been audited and found to be in conformity with the

GLOBAL RECYCLED STANDARD 4.0 (GRS 4.0)

Product categories mentioned below (and further specified in the product appendix) conform with the standard(s):
Carried accessories (PC0011); Worn accessories (PC0012); Functional accessories (PC0017)
Process categories carried out under responsibility of the above mentioned organization for the certified products cover:
Trading (PR0030)
*The processes marked with an asterisk may be carried out by subcontractors

This certificate is valid until: 2025-07-12
Audit criteria:

Place and Date of Issue
Lowell, MA, USA, 2024-07-13
Last Updated: 2024-07-13
Extended Until:
Status: Valid





Calin Moldovan
President, Business Assurance

Certification Body (Licensed by Textile Exchange Licensing Center CB ITS)
Certification Body Accredited by ANAB: Accreditation Number: 0356
Inspection Body: Intertek Testing Services Ltd., Shanghai
Auditing: N/A

This scope certificate provides no proof that any goods delivered by its holder are GRS certified. Proof of GRS certification of goods delivered is provided in a valid transaction certificate (TC) or equivalent covering them.
The issuing body may withdraw the certificate if the declared conformity is no longer guaranteed.
To authenticate the certificate, please visit www.textileexchange.org/Certificates

This electronically issued document is the valid original version
TE-ID: TE-00059218





Intertek
Total Quality Assured.
Intertek Testing Services NA, Inc.
500 Challenger Street
Lowell MA 01801

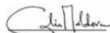
Scope Certificate Number ITS-TE-00059218-GRS-02308000
Version ITS-TE-00059218-GRS-02308000 (continued)
TECH DESIGN LIMITED
GRS Version 4.0

Under the scope of this certificate, the following facilities have been audited and found to be in conformity.

Site Appendix

Facility Name - TE-ID	Address	Process Categories
TECH DESIGN LIMITED - TE-00059218 (Main)	Unit 9, 17th Floor Citicorp Center, 18 Whitefield Road, Causeway Bay, Hongkong, 999077, China	Trading (PR0030)

Place and Date of Issue
Lowell, MA, USA, 2024-07-13
Last Updated: 2024-07-13
Extended Until:
Status: Valid





Calin Moldovan
President, Business Assurance

This electronically issued document is the valid original version
TE-ID: TE-00059218





Page 5 of 4

RCS Recycled Claim Standard (TD)
Certificate expiration date: July 12, 2025



Intertek
Total Quality Assured
Intertek Testing Services NA, Inc.
900 Chestnut Street
Lower Floor, 02101

Scope Certificate Number ITS-TE-00059218-RCS-00267300
Version ITS-TE-00059218-RCS-00267300 (continued)

TECH DESIGN LIMITED
RCS Version 2.0

Scope Certificate

Scope Certificate Number ITS-TE-00059218-RCS-00267300
Scope Certificate Version ITS-TE-00059218-RCS-00267300

Intertek
certifies that

TECH DESIGN LIMITED
Textile Exchange-ID (TE-ID): TE-00059218
License Number: TE-00059218
Unit 5, 17th Floor Citicorp Center, 18 Whitfield Road, Causeway Bay,
Hongkong, 999077,
China

has been audited and found to be in conformity with the

RECYCLED CLAIM STANDARD 2.0 (RCS 2.0)

Under the scope of this certificate, the following facilities have been audited and found to be in conformity.

Site Appendix

Facility Name – TE-ID	Address	Process Categories
TECH DESIGN LIMITED – TE-00059218 (Main)	Unit 5, 17th Floor Citicorp Center, 18 Whitfield Road, Causeway Bay, Hongkong, 999077, China	Trading (PR0030)

Product categories mentioned below (and further specified in the product appendix) conform with the standard(s):
Carried accessories (PC0011); Worn accessories (PC0012); Functional accessories (PC0017)

Process categories carried out under responsibility of the above mentioned organization for the certified products cover:
Trading (PR0030)

*The processes marked with an asterisk may be carried out by subcontractors

This certificate is valid until: 2025-07-12

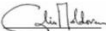
Audit criteria:

Place and Date of Issue
Lowell, MA, USA, 2024-07-13

Last Updated: 2024-07-13

Extended Until:

Status: valid



Calvin Moldovan
President, Business Assurance

Certification Body Licensed by: Textile Exchange Licensing Code: CB-ITS
 Certification Body Accredited by: ANAB, Accreditation Number: 0284
 Inspection Body: Intertek Testing Services Ltd., Shanghai
 Auditor(s): N/A

This scope certificate provides no proof that any goods delivered by its holder are RCS-certified. Proof of RCS certification of goods delivered is provided by a valid transaction certificate (TC) or equivalent covering them.
 The issuing body may withdraw this certificate before its expiry if the declared conformity is no longer guaranteed.
 To authenticate this certificate, please visit: www.TextileExchange.com/Certificates

This electronically signed document is the valid original version.
 TE-ID: TE-00059218






Place and Date of Issue
 Lowell, MA, USA, 2024-07-13
 Last Updated: 2024-07-13
 Extended Until:
 Status: valid



Calvin Moldovan
President, Business Assurance





I. Labour and Human Rights

1.1 Our Commitment

TD supports freedom of association and effective implementation of collective bargaining rights; respects freedom of speech; eliminates all forms of forced and compulsory labor; guarantee access of employees to water and sanitation facilities; prohibits the use of child labor; eliminates discrimination in employment and occupation; treats women equally; and supports and respects internationally recognized human rights.

The key to sustainable development of a company is talent. The achievements of the Company today are based on the joint efforts of all TD employees. TD cherishes the efforts of every employee, values their health, and concerns their growth. TD tries its best to provide employees with a safer, more harmonious and fair working environment.

The Company adheres to the principle of people foremost, continuously improves the working environment of employees, attaches importance to their health and safety, established an ISO45001 occupational health and safety management system and passed the certification.

1.2 Equal Employment and Diversification of Employees

TD is committed to creating an inclusive and equal working environment, and labor and human rights are important social issues in the sustainability report of the Company. TD is gradually strengthening human rights due diligence to ensure that employees work in a safe environment, enjoying respects and personal dignity.

The promotion of company employees is based on employee value creation, with performance as the core basis, and the assessment indicators of employees in their positions, adhering to fairness and justice. TD strictly follows the national regulations on employment, labor contracts, labor remuneration, rest and vacation, and labor dispute resolution to manage employment relations, prevents any forms of discrimination, and implements the concept of talent care.

In 2024, the Company continued to improve its human capital allocation management system, further standardized the procedures and requirements for social recruitment, campus recruitment, internal mobility, probationary period probation and resignation, and refined and adjusted the system in a targeted manner to better serve high-quality development of the Company.

As of December 2024, 3 directors and 1 employee work for TD Hong Kong, 9 employees work for Shanghai Headquarters, 41 employees work for Dongguan Branch, 9 employees work for TD Paris, 1 director and 1 employee work for Tech Design FZ-LC (Dubai subsidiary), a total of 65 people are working for TD, including 61 employees.

The Company adheres to the principles of fairness, impartiality, and openness in employee recruitment, salary and benefits, promotion and other aspects. As of December 2024, a total of 61 employees are working for the Company, with an average of 5 years of service. The distribution is as follows in proportion:

- Number and structure of employees (excluding 4 (2 male and 2 female) shareholders)**

Total employees	Senior management	Employees with more than 5 years of service experience	Employees with more than 10 years of service experience
61	6	33	18
/	9.84%	54.10%	29.5%

- Gender and senior management distribution**

Female employees	44	72.13%
Male employees	17	27.87%
Proportion of female executives to top executives	4	66.67%
Proportion of male executives to top executives	2	33.33
Female employees on the board of directors	2	50%
Total employees	61	/

We are committed to creating a diverse and inclusive workplace with recruitment and promotion opportunities not affected by the age or gender of employees. As of December 2024, 66% of our senior management positions are held by female employees, and our female employees account for over 72%.

- Team building**

To enhance cohesion of the Company and enrich the leisure life of employees, TD organises monthly birthday parties and irregular gatherings for employees. The Company also provides afternoon tea, distributes holiday benefits, and organises annual tourism both inside and outside the province for employees with different cultural backgrounds to promote their mutual understanding and trust, creating a good company atmosphere.

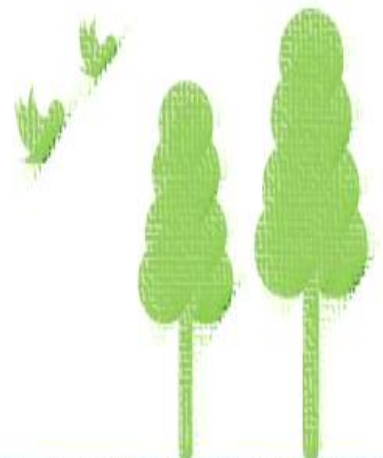
On March 8 every year, the International Women's Day, TD will hold activities to celebrate the significant contributions and achievements made by women in the fields of economy, politics and society.



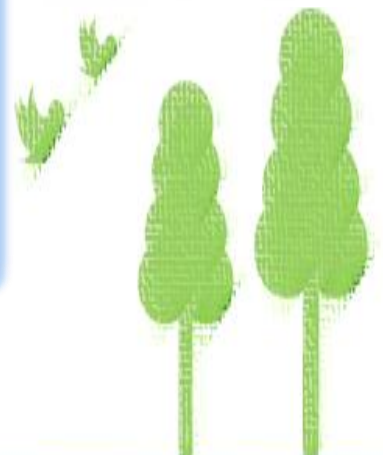
International Women's Day



Birthday Party



Team Building

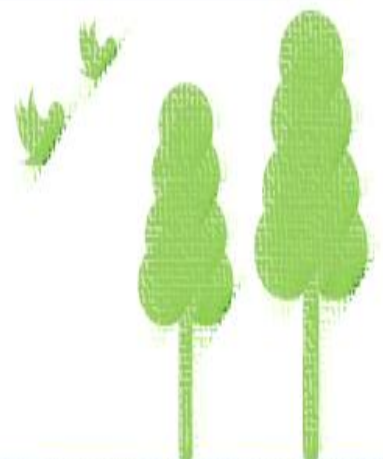


Team building



游韩国济州岛，感受自然风光
爱德奎贸易(上海)有限公司 2024-06-21

Team building



1.3 Working Conditions, Compensation and Benefit

The Company provides employees with a safe and comfortable working environment, including clean bathroom facilities and drinking water. We follow the principle of distribution on the basis of labour and equal pay for equal work, and guarantee timely and full salary, bonuses and overtime payment, which are not lower than the local minimum wage standard. The Company pays the basic pension insurance, basic medical insurance, unemployment insurance, work-related injury insurance, maternity insurance and housing provident fund for all employees in accordance with the law, and provides employees with subsidies, bonuses and leaves.

Subsidies provided by the Company include food allowance, seniority allowance, certificate allowance and technology allowance (professional title), etc.

Bonuses provided by the Company include annual bonus and job responsibility bonus.

Leaves provided by the Company include paid annual leave, statutory holidays, sick leave, funeral leave, marriage leave, maternity leave, abortion leave, family planning leave, family visit leave, paternity leave and parental leave.

The Company provides welfare such as seniority allowance, certificate allowance, technology allowance (professional title) and annual leave for employees to retain senior employees on the one hand, and on the other hand, to promote employees to obtain certificates and professional titles to improve their overall quality. In 2024, the Company had 3 resignations, with a demission rate of 4.92%.

The basic salary and salary ratio for male and female employees in the Company is 1:1.

Salary Payment and Purchase of Social Security and Provident Fund by the Company in the Last Three Years			
Coverage	2022	2023	2024
Coverage ratio of social security and provident fund %	100%	100%	100%
Timeliness rate of salary payment	100%	100%	100%

TD has prepared an *Employee Handbook* to clarify the Company's principles and requirements for caring for employees, covering child labor, mandatory or involuntary labor, health and safety, anti-discrimination, working hours, salary and benefits, freedom of association and privacy protection.

The Company adheres to the principles of fairness, impartiality and openness in employee recruitment, salary and benefits, and promotion, etc., and rejects discrimination on physical characteristics such as gender, age and height, as well as social characteristics such as the public, religious beliefs and language, etc. When the Company releases recruitment information to different channels, the recruitment requirements will only focus on job experience and educational background. TD introduces talents from different backgrounds, industries and regions, who are required to meet the job responsibilities to maintain reasonable diversification of the Company's talent structure.

In addition, in recruitment activities, the Company will verify and confirm the authenticity of the candidate's age and resume information to prevent the use of child labor and forced labor. We also passed on this requirement to suppliers, and conduct regular supervision and audit to ensure no use of child or forced labor by suppliers.



Employee representative election
(representative conference) and
complaint



Communication meeting on working
conditions

1.4 Employee Career

The Company encourages employees to improve their own quality on the basis of completing their own work, and regularly assesses the performance and career development of all employees.

The Company assesses employees on an annual basis. The assessment results are linked to salary adjustments and bonuses, which directly affect the personal income of employees. The Company advocates for internal promotion of outstanding employees, and provides career related training to employees every year. In 2024, 100% employees participated in the training with an average training time of 3 hours per person.

The Company assists employees in formulating career plans based on their own conditions, and provides regular professional skill training to employees, which generally improves their professional skills. At present, 3 employees hold the SA8000 internal auditor certificate, accounting for 4.92% of total employees, and 10 employees hold the ISO9001 internal auditor certificate, accounting for 16.39% of total employees. Our employees continuously strengthen their comprehensive qualities, optimise their knowledge structure, improve their skills, obtain certificates, gain experiences, and create greater value for the Company while improving themselves.

The Company encourages employees to participate in external training to broaden horizons, view problems from different perspectives and improve skills. In 2023, the Company recommended its employee to participate in the Climate Ambition Accelerator training organised by United Nations Global Compact, who completed the courses and gained the certificate in 2024.

Training on Employee Handbook



Training on Career Management



Training on Occupational Health and Safety Risk Assessment and Control Measures





1.5 Discrimination, Harassment, Child Labour and Forced Labour

The Company has formulated the *Child Labour Protection and Relief System*, *Anti-Forced Labour System*, and *Anti-Discrimination System* to prevent adverse impacts on employees, and take timely remedies in case of adverse impacts.

The Company prohibits discrimination, and has established an effective monitoring mechanism in strict accordance with relevant international conventions, laws and regulations in the industry to ensure the implementation of non-discrimination in all business activities. Complaints can be made to the General Manager through a dedicated email or petition channel, or reported to the employee representative conference. Employee representatives can represent employees to make complaints on discrimination to company managers. The Company also deals with discrimination through legal channels and makes investigations. As of December 31, 2024, the Company did not experience any discrimination complaint. By establishing an employee representative conference system, the Company has formulated policies such as Special Protection for Female Employees and Risk Assessment and Control Procedure for New Mothers and Pregnant Women to protect the interests of female employees. The Company supervises the implementation of the policies to create favorable conditions for the smooth delivery of pregnant women in terms of life and health security, and ensure equal promotion opportunities for female employees.

The Company actively promotes anti-discrimination and has developed an *Anti-Discrimination System* to prohibit discrimination against people with disabilities. The Company takes care and protection measures for those with disability in line of duty and posts anti-discrimination posters on the bulletin board. As of December 31, 2024, no discriminatory content was found in the recruitment (including online and offline recruitment) of the Company.

The Company prohibits the use of child labor, complies with the relevant provisions of the *Labor Law* and adopts strict recruitment procedures to prohibit the employment of child and underage labor. The Company conducts internal inspections twice a year on child and forced labor, checks the ID cards and birth dates of all employees to avoid child labor or misuse of child labor, and conducts separate interviews with employees to prevent forced labor. As of December 31, 2024, the Company has no child labor.

As a signatory to the *Universal Declaration of Human Rights*, the Company has abolished compulsory and forced labor, supports and complies with *No. 29 Convention of International Labor Organization - Forced Labor Convention*, and regulates corporate behavior in accordance with relevant national and international laws and regulations. The Company respects employees' employment and job selection intentions and adopts the principle of voluntary participation in competitive recruitment for management positions. The Company will not restrict the personal freedom of employees in any way. As of December 2024, the Company has no cases of forced or compulsory labor.

Anti-discrimination posters	Training on child and forced labour, discrimination and harassment
	

Box for complaint submission


Training on employee representative election (representative conference) and complaint management


1.6 Employee Health and Safety

The Company has formulated the *Employee Health and Safety Management System*, established policies and systems related to safety and health management, organizes annual health and safety knowledge training, first aid training and fire drills, and conducts regular hazard identification, risk assessment and accident investigation.

The property management company serving the Company conducts annual inspections of elevators to ensure the safety of employees. The Company distributes labor protection appliances with different functions according to different job positions to reduce the harm to employees caused by harmful factors and replaces labor protection appliances regularly.

The Company has prepared the *Employee Health and Safety Guidelines* to guide employees to prevent occupational diseases, such as repetitive strain injury and noise induced deafness, and alleviate work pressure. The Company provides medicine boxes and free annual physical examinations for employees to track and analyze their health status, and ensure their safe and health.

The Company always prioritizes the safety of employees and tries the best to provide them with safe, healthy and hygienic working conditions and living environment. The Company carries out diversified occupational safety education, training and themed activities to fully ensure the health and safety of employees. In 2024, the Company achieved a coverage rate of 100% of training on employee health, safety and fire safety, an employee physical examination rate of 90%, and zero incidence of occupational disease of employees.

Health and Safety Indicator	Indicator Value 2022	Indicator Value 2023	Indicator Value 2024
Fire accident	0	0	0
Work related fatal accident	0	0	0
Minor and above work related injury	0	0	0
Traffic accident	0	0	0
Incidence of occupational disease	0	0	0
Lost time injury rate of direct labour force	0	0	0
Serious lost time injury rate of direct labour force	0	0	0



检测报告

项目名称: 爱德奎贸易(上海)有限公司东莞分公司常规监测
委托单位: 爱德奎贸易(上海)有限公司东莞分公司
项目地址: 广东省东莞市厚街镇莞太路厚街段 168 号厚街万达广场 2 幢 1219、1220、1221、1222、1223、1224、1225 房
检测类别: 生活饮用水、室内空气、噪声



广东国信环保技术有限公司
(检验检测专用章)



Testing on drinking water, indoor air and noise

The Company conducts annual testing on the quality of drinking water and office air to ensure that the quality of water and air is within the qualified range.

Fire Drill and Safety Training



March 2024



March 2024



November 2024



November 2024

1.7 Social Dialogue

The Company has established a dedicated CSR reporting procedure to handle tip-offs from employees for unfair treatment.

Employees may also tip off through the dedicated tip-off box, phone number or email address provided by the Company, or to employee representatives, who engage in social dialogue with the Company on work conditions and benefits for employees, which enables employees to promptly convey their opinions on employee rights to the senior management. Employee representatives also conduct irregular work interviews with employees to timely identify their needs and speak for their interests. The Company has negotiated with employees on working conditions, safe and healthy working conditions, equal employment, child labor, forced labor, training and career management, as well as freedom of association and effective recognition of collective bargaining rights, and signed a collective contract with employees with a signing rate of 100%

The Company supports the freedom of association and collective bargaining. We respect the right of employees to exercise collective bargaining. Our employee representatives negotiate with the Company on labor remuneration, working hours, rest and vacation, labor safety and health, vocational training, insurance and benefits in accordance with national laws and regulations, which are covered by the employment contract to safeguard the legitimate rights and interests of employees. The Company adheres to and improves the democratic management system for employees based on the employee representative conference to strengthen democratic management and safeguard the legitimate rights and interests of employees. The Company deeply promote the “disclosure of company affairs” and incorporates it into the risk management system. The Company complies with local laws and regulations and industry organization requirements, fulfills employment contracts, and safeguards the legitimate rights and interests of employees.

Vela Ni was appointed as the Chairman of Employee Representative Conference 2024 of TD Shanghai through voting. We organize an employee representative conference once a month to address employee petitions.

Lina Lao was appointed as the Chairman of Employee Representative Conference 2024 of TD Dongguan Branch through voting. We organize an employee representative conference once a month to address employee petitions.

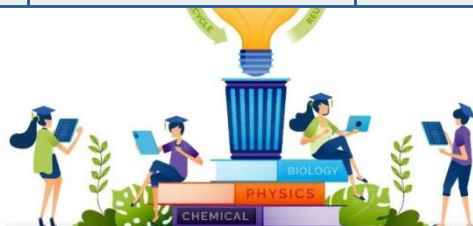
TD has 2 employee representatives, accounting for 3.28% of total employees. The Company signed a collective agreement with 61 employees, accounting for 100% of all grassroots employees (excluding executives). TD Shanghai received 5 opinions from employees throughout the year, which were handled. While TD Dongguan Branch received 11 opinions from employees throughout the year, which were handled. The employee representative conference of TD Shanghai reached an employee petition process rate of 100%, so did the employee representative conference of TD Dongguan Branch.



1.8 Response and Reporting

The company provides mandatory courses on *Moral Value and Code of Conduct* for employees every year, and arranges important management regulations courses on *Code of Practice for Corporate Governance*, *Code of Practice for Corporate Social Responsibility*, *Code of Integrity Management*, *Code of Ethical Conduct*, *Integrity Management Operating Procedures and Behavioral Guideline*, and *Code of Conduct for Suppliers* during the training of new employees. The Company reached an employment contract signing rate of 100%, and a purchase rate of social security and provident fund of 100%. In 2024, the Company held 54 subject training sessions for employees, and reached a per-person training time of 77 hours, including the 8 sessions on labour and human rights with a participation rate of 100% of all departments. The Company has established a reporting procedure to handle employee tip-offs for unfair treatment. In 2024, the Company received zero tip-off on unfair treatment, zero tip-off on discrimination, zero tip-off on forced and compulsory labour, and zero tip-off on use of child labor.

Statistics of TD Labor and Human Rights Management Performance for the Period from 2022 to 2024			
Statistics	2022	2023	2024
Employment of child labour	0	0	0
Major safety accident	0	0	0
Discrimination and harassment	0	0	0
Work related injury	0	0	0
Labour litigation	0	0	0
Employee physical examination rate	100%	100%	100%
Signing rate of employment contract	100%	100%	100%



II. Environment

2.1 Our Commitment

Protecting the environment is the responsibility that a company shall bear for sustainability. We promise to protect the environment and maintain natural harmony, attach importance to environmental issues, and take environmental protection measures to gradually reduce the impact on the environment.

2.2 Company Policies and Systems

TD attaches great importance to the environment of the Company, and has formulated the *Environment Control Procedure*. The Company advocates to save energy, promotes environmental protection, deepens the construction of environmental management system, implements environmental responsibilities, strengthens environmental risk management, and optimises environmental management mode to establish a long-term mechanism for environment control.

The Company establishes, implements, maintains and improves overall environmental protection policies based on the specific conditions, and provides sufficient manpower, material resources, and technical and financial support for environmental protection and sustainable development. The Company has passed ISO14001 certification.

The Company has established the *Environmental Operation Control Procedure*, *Cost Management Control Procedure*, *Water and Electricity Management Regulations*, *Regulations on Air Conditioner and Elevator Usage*, *Regulations on Paper Conversation*, *Regulations on Green Office and Green Sourcing*, and *Product End-of-Life or Waste Recycling and Treatment Control Procedure* to clarify the responsibilities, authorities and workflows of each department. The Management Representative and department directors are responsible to inspect the implementation of specific environmental protection and energy conservation policies, establish resource conservation indicators and assessment, reward and punishment methods, correct violation behaviors, and take corrective actions. The Company has released the *Proposal for Environmental Protection and Energy Conservation*, which has been signed by key personnel.

Signatures of Key Personnel on the Proposal for Environmental Protection and Energy Conservation

爱德奎贸易(上海)有限公司东莞分公司
核心人员承诺签名表

主题	支持联合国全球契约十项原则承诺			时间	2024.05.14				
见证人	劳芷兰			地点	公司会议室				
目的	对原则承诺的了解与理解及履行承诺								
承诺人员									
序号	姓名	部门	承诺人签名	备注	序号	姓名	部门	承诺人签名	备注
1	曾瑜	综合部	曾瑜		21				
2	谢小芳	综合部	谢小芳		22				
3	朱永步	品质部	朱永步		23				
4	张茜	业务部	张茜		24				
5	张亚芬	业务部	张亚芬		25				
6					26				
7					27				
8					28				

(TD Shanghai)

爱德奎贸易(上海)有限公司东莞分公司
核心人员承诺签名表

核心八项承诺签名表									
主题	支持联合国全球契约十项原则承诺			时间	2024.05.14				
见证人	劳芷兰			地点	公司会议室				
目的	对原则承诺的了解与理解及履行承诺								
承诺人员									
序号	姓名	部门	承诺人签名	备注	序号	姓名	部门	承诺人签名	备注
1	曾瑜	综合部	曾瑜		21				
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3	朱永步	品质部	朱永步		23				
4	张茜	业务部	张茜		24				
5	张亚芬	业务部	张亚芬		25				
6					26				
7					27				

(TD Dongguan)

Proposal for Environmental Protection and Energy Conservation

TECH DESIGN LIMITED
环境保护的节能倡议书

致全体员工：

美丽的地球，我们共同的家园。保护地球环境是我们每一个地球公民义不容辞的责任。经济的发展，推动了社会的进步，提高了我们的生活水平，同时也加大了对自然资源的开采和使用力度，能源资源浪费、环境污染等问题也日益突出。建设资源节约型、环境友好型社会已成为当今社会的主旋律。我们向全体员工积极倡议节能减排的要求：

- 一、电脑短时间不用时，启用“睡眠”模式或“待机”模式，能耗可降低30%-50%。
- 二、关掉电脑不用的程序及音箱、打印机等外围设备。
- 三、适当降低电脑显示器的亮度，过量既增加能耗又不利于保护视力。
- 四、尽量重复利用各种档案袋、资料袋等办公用品。
- 五、办公室内空调温度设置适宜，制冷不低于26℃。
- 六、下班前20分钟关闭空调，办公室内的温度在空调关闭后将持续一段时间，既不影响室内工作人员，又可节约电能。
- 七、使用空调，尽量减少开窗、开门等，保持温度恒定。
- 八、在光线适宜时，尽量利用自然光，减少开灯时间。
- 九、在无人工作时，关闭所有电源，包括电脑、复印机、电灯等。
- 十、复印打印尽量用双面，单面使用后的纸，可再利用空白面作草稿纸或裁剪为便条纸。
- 十一、打印机墨盒可重复装粉利用。
- 十二、推行电子政务，有效利用电子公文传输系统收发和办理文件，尽量在电子媒介上修改文稿，节约纸张。
- 十三、离开办公室时，将所有的电器设备电源插头拔掉。

节能减排是可持续发展的具体体现，是一种远见，一种智慧，

第 1 页 共 2 页

TECH DESIGN LIMITED
环境保护的节能倡议书

更是对子孙后代负责的身体力行，义不容辞！让我们行动起来，积极参与节能减排，为加快建设节约型社会做出应有的贡献。

TECH DESIGN LIMITED
日期：2024 年 10 月 23 日
For and on behalf of
TECH DESIGN LIMITED
Authorized Signature(s)

第 2 页 共 2 页

GREEN FUTURE



2.3 Energy/Resource Utilization

2.3.1 Analysis on Energy Consumption

TD is mainly engaged in foreign trade, without involving production activities or providing accommodation. Its primary energy consumption is water and electricity consumption of offices, with domestic sewage discharged into the municipal pipeline network.

Energy/Water Resource Consumption and Carbon Emissions of TD Group

Type	2022	2023	2024
Water consumption (ton)	432	451	441
Electricity consumption (kWh)	32962	58499	52614
Gasoline (L)	10033	3024	3083
Natural gas (m ³)	7830	7716	7521
Population (person)	42	53	65
Carbon emissions (tCO ₂ e)	57.84	55.72	51.11
Calorific value (tce)	29.22	21.90	21.00
Per person water consumption (t/person)	10.29	8.51	6.78
Per person carbon dioxide emissions (tCO ₂ e/person)	1.38	1.05	0.79

Data source:

1. The calculation for data of 2022 and 2023 is based on the data provided in Table 1 *Electricity Carbon Dioxide Emission Factors 2021*, and the emission coefficient is 0.5568kgCO₂/kWh. The calculation for data of 2024 is based on the data provided in Table 1 *Electricity Carbon Dioxide Emission Factors 2022*, and the emission coefficient is 0.5366kgCO₂/kWh.
2. The calculation is based on the latest emission factor in Appendix B Carbon Dioxide Emission Reporting Guidelines for Enterprises (Entities) in Guangdong Province (Revised in 2025): gasoline emission factor (converted by density): 2.297 kg CO₂ /L. [Note: The values announced in 2023/2024 remain unchanged.]
3. Natural gas is used in French Service Center, and the calculation of emission is based on IEA data. CO₂ emissions generated by natural gas combustion in France in 2024 are approximately 2.1 kg CO₂ /m³ (based on HHV/IEA statistics and empirical data).
4. Ton of standard coal equivalent (tce) is a unified unit for measuring total energy consumption, and each energy is multiplied by the “coefficient of standard coal equivalent”:

Energy Type	Unit	Conversion factor (kg tce/unit)
Electricity	kWh	0.1229
Gasoline	L	1.4711
Natural gas	m ³	1.3300

2.3.2 Performance of the Company in the past three years and projected trends and goals for 2025:

Overall, per person water consumption and per person carbon emissions of the Company in the past three years both decreased for three consecutive years. Water consumption decreased by approximately 34.1%, and carbon emissions decreased by 42.8%. TD shows stable progress and outstanding performance in energy conservation, carbon reduction, and resource efficiency improvement. TD plans continue to strengthen water-saving management and green behavior training in 2025, trying to achieve the goal of reducing per person water consumption to below 6.2t/person and per person carbon emissions to below 0.75tCO₂ e/person.



Climate Action

Expected Action Goals and Countermeasures of the Company for 2025

Type	Recommended Measures	SDG Indicator
Electricity consumption	Purchase of green electricity, and encouraging suppliers to use green electricity	SDG 7 Clean Energy
Gasoline consumption	Introduction of electric vehicles, consolidation of logistics, and encouragement of carpooling	SDG 11 Sustainable City
Operation end	Paperless office, green packaging materials, and carbon label of products	SDG 12 Responsible Consumption
System management	Development of an ESG enhanced training plan for employees	SDG 13 Climate Action

2.4 Climate Action

2.4.1 Training on Energy Conservation and Emission Reduction

In 2023, TD was invited to participate in the first phase of the Climate Ambition Accelerator (CAA) project of United Nations Global Compact, to understand key knowledge and professional skills in the field of climate change, and set scientific emission reduction goals. In the CAA project, Mr. Mei Dewen, Vice Chairman of China Beijing Green Exchange and Secretary General of Beijing Green Finance Association, was invited to give a special presentation on the development of China's carbon market. He popularized the background of low-carbon transformation of Chinese enterprises from three perspectives: economy, energy and finance, and introduced the development process, current situation and challenges of the carbon market in China. After 8 months of study, TD was granted the Climate Ambition Accelerator Certificate.



Certificate of Climate Ambition Accelerator (2023)

2.4.2 Energy Conservation and Emission Reduction Actions

To achieve the energy conversation goals set for 2024, the Company has formulated the *Annual Work Plan for Water Conservation* and *Annual Work Plan for Electricity Conservation*.

The Company advocates for water conservation, and puts posters or signs on the walls of bathrooms and bulletin boards.

Water conservation signs	Electricity conservation
	

The Company actively develops the awareness and behavior of employees in daily resource conservation and recycling, cherishing the environment and caring for the Earth. We help employees to develop the good habit of turning off lights and saving water and electricity anytime and anywhere. We implement 5S on-site management in all office areas of the Company and dispatch personnel to conduct irregular supervision and inspection.

The Company promotes waste recycling within the Company, including the use of newspapers, paper on both sides, used office equipment and electronic equipment, etc. We place classified waste recycling bins with different colors in conspicuous positions in all office areas, and classify and recycle wastes such as paper, fruit peels and used batteries. We advocate for harmonious development between people and the environment, and actively respond to the national call for environmental protection: lucid waters and lush mountains are invaluable assets. We promote energy conservation and emission reduction actions within the Company and encourage employees to participate in technological transformation of energy conservation and emission reduction projects to achieve win-win for both the economy and the environment.

Introduction of natural light	Electricity conservation
	
Advocating water conservation	Non-use of disposable water cups
	
Garbage classification	
	

2.4.3 Environmental Protection Activities

The Company promotes environmental protection, and encourages employees to engage in environmental protection activities to enhance employees’ environmental awareness, and deepen the concept of environmental protection into everyone’s mind.

On March 12, 2024, the Company held the tree planting activity, and planted a total of 45 small saplings to contribute to the protection of forestry resources, environment improvement and maintenance of ecological balance.

The Company arranges indoor greenery to create a better office environment, which will regulate room temperature, purify air and reduce noise relying on the ecological characteristics of plants. Plants can absorb sounds and reduce indoor noise. Indoor greenery can relief the visual nerve, reduce the stimulation to the eyes, rest the cerebral cortex, and help employees to relax and eliminate fatigue.

Planting trees on Tree Planting Day



Office greenery



2.4.4 Measures to Reduce Energy Consumption

The Company currently owns three fuel powered vehicles for business trips, and has decided to replace two with new energy vehicles, as the high efficiency of electric motor will reduce losses compared to the heat engine. The sources of electricity are diverse. Although thermal power is the main source, a considerable proportion is from environmentally friendly sources such as wind power, photovoltaic power and hydropower, which will reduce energy consumption.

In response to the call for environmental protection and reducing resource consumption, the Company has decided to reduce excessive packaging of products and reuse cartons, which will save costs and reduce environmental pollution. Documents will be printed or copied double-sided. Internal documents will be printed or copied on the back of discarded documents to reduce the consumption of office supplies.

The Company uses equipment with primary energy consumption to reduce energy consumption.

Carton reuse	Lunch boxes and water cups of employees
	
Recycling of waste paper	New energy vehicle
	

Air conditioner with
primary energy efficiency



Refrigerator with primary
energy efficiency



Printer with primary energy efficiency



2.4.5 Development of the Green Supply Chain

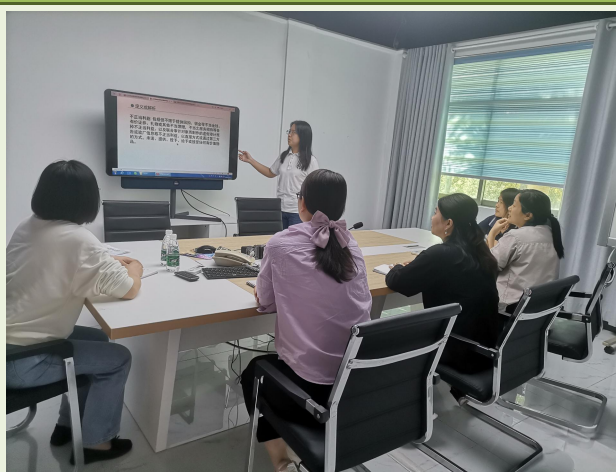
To convey our carbon reduction strategies and action requirements to the supply chain, we held an online supplier meeting to share the global emission reduction practice and introduce emission reduction initiatives and requirements for suppliers to jointly explore the path and methods to achieve emission reduction. The participation rate of qualified suppliers reached 100%.

We encourage and guide suppliers to purchase green electricity certificates to achieve green, low-carbon, and high-quality development. With our mobilization, some suppliers have already purchased the certificates and used green electricity.

Supplier training



Supplier training



Green electricity certificate of supplier



Green electricity certificate of supplier



2.5 Promoting Circular Economy

TD is committed to establishing a business model of circular economy, which is based on the product life cycle to pursue more environmentally friendly materials, more durable products, greener packaging and less waste, so as to enable efficient utilize and recycling of all resources, reduce natural resource consumption and protect the ecosystem.

2.5.1 Environment and Accidental Pollution

As a trader, TD does not participate in production activities. In terms of company operations, we have developed an accident emergency plan to prevent accidental environmental pollution caused by the Company. On the one hand, we established clear procedures for fire rescue activities, and on the other hand, we prevent wastewater, waste and other hazards to the environment after fires. As of December 2024, the Company achieved an environmental and accident rate of 0.

2.5.2 Raw materials, Chemicals and Wastes

For chemicals used in business activities, TD has established the *Procedures for Control of Raw Materials, Chemicals and Wastes*, covering alcohol, 84 disinfectant, glue and photocopy toner. All wastes are classified into recyclable and non-recyclable (general domestic garbage) for storage and delivery to the garbage collection point designated by the property management company, where the waste will be disposed by qualified companies.

After conducting statistics on solid waste emissions in the past three years, waste emissions of the Company from 2022 to 2024 are as follows:

Analysis on Solid Waste					
No.	Company	Item	2022	2023	2024
5	Total	Paper (kg)	466	373	359
		Domestic garbage (kg)	1201	1164	1137
6		Waste toner cartridge (kg)	0.4	0.4	0.4
7	/	Total weight of nonhazardous wastes (kg)	1667	1537	1529
8	/	Total amount of waste recycling (kg)	98	93	96
9	/	Total amount of hazardous waste (kg)	0.4	0.4	0.4

Statistics of Use of Chemical					
No.	Company	Item	2022	2023	2024
1	Total	Alcohol (kg)	0.98	0.93	0.91
2		84 Disinfectant (kg)	2.84	2.78	2.69
3		Glue (kg)	0.87	0.85	0.83
4		Copy toner (kg)	0.22	0.22	0.20
5	Total amount of chemicals used	/	4.91	4.78	4.63

Disposal of Wastes			
Disposal of Wastes		Example	Disposal
Solid wastes	Recyclable wastes	Waste paper and cardboard boxes	Send to the property management for recycling and processing
	Non-recyclable wastes	Peel, tea residue, etc.	Send to the property management for cleaning by the environmental protection office
	hazardous wastes	Waste toner cartridge	Recycling by OA office furniture service provider

2.5.3 Healthier, Safer and More Environmentally Friendly Materials

The Company adheres to a responsible attitude towards customers, improves service quality, focuses on customer health and safety, and fully evaluates different stages of the product life cycle to meet the requirements and expectations of customers for products and services at each stage.

To customer health and safety, the Company requires suppliers to abandon the use of toxic components such as heavy metal elements cadmium, lead, mercury, hexavalent chromium, and flame retardants such as PBDEs, DEHP, DIBP, DBP, BBP and PBBs in their raw materials. The detailed list is based on the latest version of EU RoHS Directive. All materials and products are required to pass the testing of third-party impartial institutions such as SGS, with testing certificates grated. The Company has passed BCP certification, and customers may trace the quantity of cotton we purchased from the platform. We value the safety and health of our customers and consumers, adhere to self-discipline and regulations, and comply with the law to work together with our customers to build a trustworthy and law-abiding consumption environment. As of December 2024, 0 recall of non-conforming products, and 0 accident caused by product safety occurred in the Company.

BCP Certification



1020600-1 - TECH DESIGN LTD(GROUP) 公司单位选择

公司详细信息 / 公司详细信息 / 公司单位详情

公司详细信息 >

进销存平衡 >

报告 >

帮助 >

名称

公司名称

公司全名

开始日期

终止日期

TECH DESIGN LTD(GROUP)

TECH DESIGN LTD(GROUP)

24-12-2021

公司单位

名称

身份证

开始日期

公司类型

BCI数字

经营场所遵循的监管链模式

TECH DESIGN LTD(GROUP)

1020600-1

24-12-2021

成品采购中间商

1020600

进销存平衡

办公地址

街道

邮政编码

镇/区/县

国家

电话

传真

电子邮箱

网站

省/地区

Unit 9,17th Floor Citicorp Center,18 Whitfield Road Causeway Bay Hong Kong

999077

Hong Kong

中国

852 2802 6462

<@techdesigncn.com

Guangdong

2.5.4 Greener Packaging

TD has been implementing 3R for a long time. While ensuring full protection of products, we innovate design, use biodegradable, recycled or environmentally friendly materials, reduce printing processes, and adopt green packaging to reduce the impact of packaging on the environment.

2.5.5 Environmentally Friendly Products and Services

The Company advocates the use of environmentally friendly raw materials. In the product design process, we prioritize recycling materials such as recycled paper and RPET materials to reduce the environmental hazards caused by product production. As of 2024, the Company has been using environmentally friendly materials in paper, plastic and textile products, and the use of recycled materials in certain products (such as textile) reached 100%. The Company has established mechanisms and implemented measures to use recyclable materials (GRS/RCS materials) in product development.

GRS Certificate

intertek

Total Quality Assured.
Intertek Testing Services NA, Inc.
900 Chestnut Street
Lowell, MA 01851

Scope Certificate

Scope Certificate Number ITS-TE-00059218-GRS-02308000
Scope Certificate Version Number ITS-TE-00059218-GRS-02308000

Intertek

certifies that

TECH DESIGN LIMITED

Textile Exchange-ID (TE-ID): TE-00059218
License Number: TE-00059218
Unit 9, 17th Floor Citicorp Center, 18 Whitfield Road, Causeway Bay,
Hongkong, 999077,
China

has been audited and found to be in conformity with the

GLOBAL RECYCLED STANDARD 4.0 (GRS 4.0)

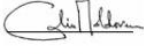
Product categories mentioned below (and further specified in the product appendix) conform with the standard(s):
Carried accessories (PC0011); Worn accessories (PC0012); Functional accessories (PC0017)

Process categories carried out under responsibility of the above mentioned organization for the certified products cover:
Trading (PRO030)

*The processes marked with an asterisk may be carried out by subcontractors

This certificate is valid until: 2025-07-12
Audit criteria:

Place and Date of Issue
Lowell, MA, USA, 2024-07-13
Last Updated: 2024-07-13
Extended Until:
Status: Valid



intertek



Calin Moldoveanu
President, Business Assurance

Certification Body Licensed by: Textile Exchange; Licensing Code: CBHTS
Certification Body Accredited by: ANAB; Accreditation Number: G004
Inspection Body: Intertek Testing Services Ltd., Shanghai
Auditor(s): N/A

This scope certifies to provide no proof that any goods delivered by its holder are GRS certified. Proof of GRS certification of goods delivered is provided by a valid transaction certificate (TC) or equivalent covering them.
The issuing body may withdraw this certificate before it expires if the declared conformity is no longer guaranteed.
To authenticate this certificate, please visit www.TextileExchange.org/Certification

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TE-ID: TE-00059218

Page 1 of 4



RCS Certificate

intertek

Total Quality Assured.
Intertek Testing Services NA, Inc.
900 Chestnut Street
Lowell, MA 01851

Scope Certificate

Scope Certificate Number ITS-TE-00059218-RCS-00267300
Scope Certificate Version Number ITS-TE-00059218-RCS-00267300

Intertek

certifies that

TECH DESIGN LIMITED

Textile Exchange-ID (TE-ID): TE-00059218
License Number: TE-00059218
Unit 9, 17th Floor Citicorp Center, 18 Whitfield Road, Causeway Bay,
Hongkong, 999077,
China

has been audited and found to be in conformity with the

RECYCLED CLAIM STANDARD 2.0 (RCS 2.0)

Product categories mentioned below (and further specified in the product appendix) conform with the standard(s):
Carried accessories (PC0011); Worn accessories (PC0012); Functional accessories (PC0017)

Process categories carried out under responsibility of the above mentioned organization for the certified products cover:
Trading (PRO030)

*The processes marked with an asterisk may be carried out by subcontractors

This certificate is valid until: 2025-07-12
Audit criteria:

Place and Date of Issue
Lowell, MA, USA, 2024-07-13
Last Updated: 2024-07-13
Extended Until:
Status: Valid



intertek



Calin Moldoveanu
President, Business Assurance

Certification Body Licensed by: Textile Exchange; Licensing Code: CBHTS
Certification Body Accredited by: ANAB; Accreditation Number: G004
Inspection Body: Intertek Testing Services Ltd., Shanghai
Auditor(s): N/A

This scope certifies to provide no proof that any goods delivered by its holder are RCS certified. Proof of RCS certification of goods delivered is provided by a valid transaction certificate (TC) or equivalent covering them.
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This is an electronically based document is the valid original version
TE-ID: TE-00059218

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TD techdesign

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The Company always prioritizes the safety of employees and tries the best to provide them with safe, healthy and hygienic working conditions and living environment. The Company carries out diversified occupational safety education, training and themed activities to fully ensure the health and safety of employees. In 2024, the Company achieved a coverage rate of 100% of training on employee health, safety and fire safety, an employee physical examination rate of 900%, and zero incidence of occupational disease of employees.

2.6 Overall Environment

In 2024, the Company held 54 subject training sessions for employees, and reached a participation rate of 100% of all departments and a per-person training time of 77 hours, including the 10 sessions on environmental protection. All faucets and power switches in the Company are pasted with energy conversation signs, and the bulletin board is adorned with energy conversation and emission reduction posters. Company offices are 100% covered by green plants.



III. Commercial Ethics

3.1 Our Commitment

We hold a zero-tolerance attitude towards any form of corruption and bribery. TD provides transparent and unobstructed channels for communication in response to whistleblower incidents, and encourages all employees to speak out when they discover violations of our ethical policies. TD tries the best to prevent and curb such dishonest behaviors by implementing effective policies and mechanisms, and firmly resists bribery and corruption to maintain a clean, fair and honest company image.

3.2 Company Policy and System

The Company has formulated the *Code of Conduct for Commercial Ethics and Management Policy*, *Anti-unfair Competition Regulations*, *Anti-Bribery/Anti-Corruption Regulations*, and *Conflict of Interest Prevention and Avoidance System*. The Company encourages employees to supervise each other and tip off any violations of commercial ethics to the Company. The Company promises to keep confidential the tip-off information.

3.3 Anti-Corruption and Anti-Bribery Practice

TD believes that social policies and codes of conduct are the fundamental requirements for conducting operational activities to gain competitive advantages and act with integrity. TD executive team upholds high ethical standards, which inspire confidence of all employees in our future, and create a work environment with high support. Our social policy and code of conduct guide employees, subsidiaries, board members, as well as independent contractors, consultants, suppliers, and others who engage in business with us.

By implementing social policy and code of conduct, we try to promote honest and ethical behavior deter misconduct, and uphold compliance with applicable laws and regulations. In active response to the national anti-corruption policy of fostering integrity, we organized a series of educational activities on party conduct and discipline to strengthen employee education and supervision, and enhance legal awareness and professional ethics of employees. We continue to advance anti-corruption and anti-bribery efforts, deepen the construction of a prevention and punishment system, intensify oversight of core business operations, and conduct targeted efficiency audits to ensure lawful, compliant, and effective corporate operations. Additionally, we continue to enhance internal control audits, promote risk management audits, consolidate and refine financial and performance audits, and further improve internal controls, standardize management, and mitigate risks to promote the healthy and sustainable development of the Company.

TD also communicates its ethical expectations to suppliers and third parties, including compliance with its guidelines, principles, and policies. All suppliers are required to sign the *Declaration on Integrity, Honesty, Self-discipline and Confidentiality Agreement*, adhere to and uphold TD anti-corruption policy and supplier social responsibility code of conduct, so as to ensure TD's effective management of compliance risks related to anti-commercial bribery.

The Company has established a disciplinary inspection and anti-corruption column and released the hotline and email of the disciplinary inspection committee to relevant parties. The Company accepts social supervision, and has achieved good results in the anti-corruption, anti-bribery and anti-unfair competition training held for employees. No discrimination incident or violations of laws and regulations in the social and economic fields occurred during the reporting period.



Training on anti-corruption, anti-bribery and anti-unfair competition



Channels for corruption tip-off

TD techdesign

关于商业道德与反贪反腐的声明

为了有效的保护商业秘密，防止商业秘密泄露或公开揭露，或者员工因利益冲突，损害公司、客户和投资者的利益。公司希望员工与业务伙伴、交易对手和供应商、第三方服务机构和其他合作伙伴坚决抵制贿赂腐败行为，与公司共同营造廉洁、公平、诚信的市场环境。

公司对任何形式的腐败和贿赂等不廉洁行为零容忍的态度，并努力通过实施和执行有效的政策及机制防范、遏制腐败和贿赂等不廉洁行为。要求员工不得以任何直接或间接的方式向公职人员或其他实体和个人行贿以获得商业机会。如有供应商、代理、顾问及其他商业伙伴向员工提出上述要求，员工必须马上拒绝并向公司报告。

公司已建立廉洁从业的相关政策和机制，要求全体员工：

- 严格遵守法律法规、监管规定、商业道德、职业道德和行为规范，公平竞争、诚实守信。
- 员工本人、家属不得在公司业务范围之外投资的组织与公司发生采购合作关系，影响或导致损害公司利益的行为。
- 禁止员工在与公司相关的商业活动中收受现金、有价证券或礼物等。
- 熟知并确保遵守廉洁从业相关要求，不得以任何方式输送或谋取不正当利益。

如果员工未能遵守公司廉洁从业相关政策要求的，公司将按照员工手册、问责制度等公司政策进行处理。举报电话：sara-zeng@techdesigncn.com

For and on behalf of
TECH DESIGN LIMITED
Authorized Signatory
TECH DESIGN LIMITED
2024年8月23日

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Declaration on Commercial Ethics and Anti-Corruption

TD techdesign

商业道德管理制度

TDOG-GJ.RS-2022005

文件清单

序号	文件名称	文件编号	文件状态	文件类型
1	商业道德行为准则规范及管理政策	2	2-6	A/O
2	反不正当竞争管理程序	7	7-8	A/O
3	反腐败/反贿赂管理程序	9	9	A/O
4	反腐败管理程序	10	10-11	A/O
5	利益冲突防范与回避制度	12	12-13	A/O
6	信息安全管理制度	14	14-19	A/O
7	信息安全漏洞控制程序的审核机制	20	20-24	A/O
8	信息安全事件响应与应急管理程序	25	25-29	A/O
9	反洗钱管理制度	30	30-31	A/O
10	档案管理制度	32	32-38	A/O
11	机密文件及敏感信息（隐私）控制程序	39	39-42	A/O
12	敏感交易与礼品审批管理程序	43	43-44	A/O
13	商业道德内部控制及审计程序	45	45-48	A/O
14	企业道德的第三方机构尽职调查操作规程	49	49-64	A/O
15	与顾客有关的投诉控制程序	65	60-70	A/O
16	标识和可追溯性控制程序	71	71-72	A/O
17	标识、包装、产品标签和吊牌管理程序	73	73-76	A/O
18	事件报告调查和处理程序	77	77-80	A/O
19	信息系统与设备账号权限管理规定	81	81-85	A/O
20	客户信息和沟通控制程序	86	86-90	A/O

Commercial Ethics System

The Company has established processing locations for external stakeholder tip-offs in Shanghai and Dongguan. In 2024, the Company issued an *Anti-corruption Statement*, and organised internal Commercial Ethics (anti-corruption, corruption and anti competition) training for all employees, with an average of 6 training hours per person. Externally, the Company signed the *Declaration on Integrity, Honesty, Self-discipline and Confidentiality Agreement* with qualified suppliers, with a signing rate of 100%.

3.4 Information Security and Anti-unfair Competition

The development of network technology has brought great convenience, making it more efficient for us to access information, changing our way of life, playing an irreplaceable role in the development of enterprises, while bringing a series of problems. Computer network security faces challenges. To avoid these problems, we should take targeted preventive measures based on specific needs.

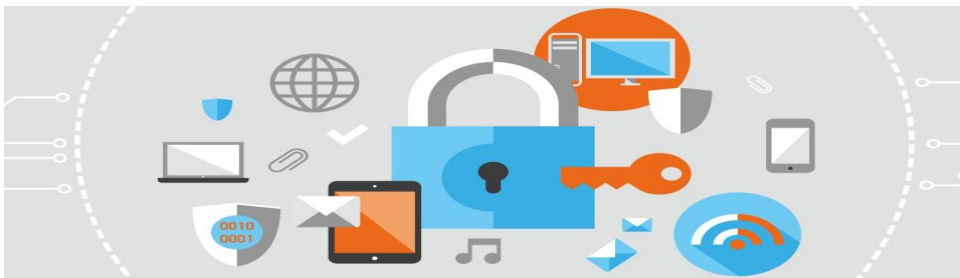
The Company has established an information security management system to prevent external intrusion and internal leakage to protect company information and information systems from unauthorized access, use, leakage, interruption, revision and destruction. To strengthen the information security awareness, the Company provides information security awareness training to employees, and installs fingerprint locks and surveillance device in each department to ensure information security; sets passwords and firewalls for all computers to prevent malicious attacks from outside; and instantly backup data to ensure data integrity in the event of a failure.



Training on information security awareness and knowledge



Training on Commercial Ethics





Surveillance Room



Shredder



Fingerprint Lock

The Company firmly resists illegal and improper operations to avoid unfair trading, and strictly investigates the sources of improper profits. To enhance employees' awareness on confidentiality, the Company requires employees to consciously abide by the confidentiality regulations and fulfill their responsibilities and obligations for protecting the Company's trade secrets. The Company has signed confidentiality agreements with all employees.

The Company clearly informs employees of the fact that it owns trade secrets, the scope of trade secrets, the rights and obligations that employees shall bear regarding trade secrets, and the legal consequences and compensation responsibilities for violation of the confidentiality agreement or illegal infringement of trade secrets, so as to strengthen the protection of trade secrets owned by the Company.

保密协议

甲方：爱德金贸易（上海）有限公司
乙方（员工）：**倪俊**
身份证号：**310105198408100011**

1、乙方在甲方任职，将获得甲方支付相应报酬，有关保密甲方之商业秘密。

2、经友好协商，甲乙双方就乙方在任职期间及离职以后保守商业秘密的有关事项，订立下列条款，以便共同遵守：

第一条 名称与定义

1. 商业秘密

本文的商业秘密是指不为公众所知悉，能为甲方带来经济利益的技术信息和经营信息，或虽属甲方所知悉但甲方采取合理措施予以保护的、具有商业价值的信息。

(1) 指甲方及甲方的员工、客户/供应商以口头、书面的、电子文本或其他载体形式向对方披露的，任何在披露时标注或陈述为“机密”、“秘密”或“绝密”的信息。

(2) 信息在披露时虽没有标注或陈述为“机密”、“秘密”或“绝密”，但乙方清楚此信息的披露会对甲方、甲方的客户/供应商造成损失。

(3) 若保密信息是以口头或影像形式披露出去的，披露方应在意识到该信息为保密信息时及时通知对方，以便对方确认该信息为保密信息。若在披露后3日内以书面形式向甲方确认，该保密信息的性质不以披露方是否识别为准。

(4) 甲方采取了其他合理保密措施的，也包括但不限于指定专人负责、限制接触人员范围等做法。

2. 任职期间

本协议中所指的任职期间，以乙方在甲方公司不论是专职员工或兼职员工，从甲方领取报酬为标志，并以该项报酬所代表的工作期间为任职期间。任职期间包括乙方在正常工作时间和加班的时间，而无论加班费是否包含在甲方工资报酬内。

3. 第三方

第三方是指除甲方及乙方外的任何第三方，如甲方其他员工，乙方的亲属等。

Confidentiality Agreement

核心工作团队成员相关利益冲突声明

一、申报人最近披露的对外投资情况

1.1 申报人最近披露在中国境内或境外是否有控股、参股、任职、管理、咨询、顾问、或其他形式的利益关系？

是 ☐ 否 ☒

1.2 申报人最近披露在中国境内或境外的控股、参股、任职、管理、咨询、顾问、或其他形式的利益关系是否涉及与爱德金贸易（上海）有限公司存在竞争或利益冲突关系的人员？

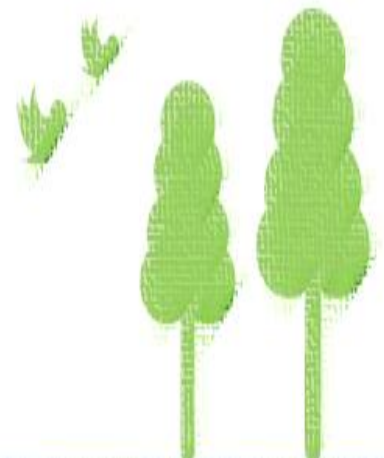
是 ☐ 否 ☒

如选择“是”，则披露该利益关系的具体情况，包括但不限于个人的姓名以及持股比例和股份。

二、申报人最近披露的任职和兼职情况

序号	披露内容	是否涉及利益冲突
1	姓名： 地址： 职务： 公司名称： 持股比例： 任职时间： 其他信息：	是 ☐ 否 ☒
2	姓名： 地址： 职务： 公司名称： 持股比例： 任职时间： 其他信息：	是 ☐ 否 ☒
3	姓名： 地址： 职务： 公司名称： 持股比例： 任职时间： 其他信息：	是 ☐ 否 ☒

Declaration on Conflict of Interest



3.5 Performance

Achievements on Commercial Ethics from 2021 to 2023			
Item	2022	2023	2024
Training on Commercial Ethics (anti-corruption and anti-unfair competition)	100%	100%	100%
Number of reports generated by the report procedure	0	0	0
Confirmed litigation case	0	0	0
Signing rate of <i>Declaration on Integrity, Honesty, Self-discipline and Confidentiality Agreement</i>	100%	100%	100%
Training on information security awareness	100%	100%	100%
Training on reporting and handling procedures for environmental and CSR issues	100%	100%	100%
Number of anonymous tip-off	0	0	0
Case filed by public prosecutor or legal department	0	0	0
Number of confirmed corruption incident	0	0	0
Number of confirmed information security incident	0	0	0
Number of processing locations established for external stakeholder tip-offs	4	4	4

3.6 Response and Reporting

Through continuous efforts such as providing training for internal employees and suppliers on commercial ethics and anti-corruption, and signing the Confidentiality Agreement with employees, and the *Declaration on Integrity, Honesty, Self-discipline and Confidentiality Agreement* with all suppliers, the Company has achieved good results in anti-corruption. Up to now, the Company has not found any corruption or bribery behaviour, or received any tip-off on corruption or bribery.

IV. Sustainable Sourcing

4.1 Supplier Certification Management

The Company has established mechanisms and implemented measures to use recyclable materials (GRS/RCS materials) in product development and passed BCP certification. The Company encourages suppliers to use environmentally friendly materials. Up to now, the Company has passed GRS and RCS certification, with 20% of our suppliers passing GRS/RCS certification.

Suppliers are important partners of the Company, and joint development with suppliers is crucial for the Company. The Company achieves mutual benefit and development through good cooperation and mutual support with suppliers. The focus of our sourcing management includes supplier CSR management.

4.2 Supply Chain Management

4.2.1 Supplier Agreement

For the purpose of standardising CSR management of the supply chain, the Company adopts scientific methods to evaluate and manage suppliers' CSR capabilities and improve their level of CSR management. The Company has evaluated and investigated all suppliers and required suppliers to sign the *Letter of Commitment on Non-Use of Conflict Minerals*, *Declaration on Integrity, Honesty, Self-discipline and Confidentiality Agreement*, *Letter of Commitment on Non-Use of Hazardous Substances*, *Letter of Commitment on Abiding By and Continuously Improving CSR Code of Conduct*, and *Supplier Code of Conduct for Sustainability*. The Company fulfills CSR by signing agreements, informing and making commitments, conveying environmental protection, safety, integrity and employee rights, and conducting CSR risk analysis on suppliers, so as to prevent suppliers from infringing on human rights and labor rights, damaging the environment, and disrupting Commercial Ethics.

TD prevents significant risks of child labor and forced or compulsory labor in suppliers through strict supply chain management.

4.2.2 Supplier Assessment

The Company regards supply chain members as important partners and takes all means to seek common development and growth with suppliers. Before our cooperation with suppliers, we select suppliers based on strict standards. For the purpose of improvement of the quality of sourcing personnel, we have enhanced training on bidding theory and practice, learned cutting-edge theories and advanced experience, and improved the business capabilities, work quality and efficiency of sourcing personnel. We assist suppliers in promoting their CSR management system and incorporate sustainable sourcing goals into the performance evaluation of our sourcing personnel.

We value the past performance record and reputation of our suppliers, encourage their early participation and timely feedback, and provide them with technical and management experience. We fully consider their interests and encourage fair transactions to achieve win-win. We support mutual trust and work together with suppliers to establish long-term contracts and partnerships beyond contracts.

Suppliers with outstanding performance will be awarded the *TD Annual Excellent Supplier Certificate*, and be included in TD's preferred suppliers, who will be entitled to higher order share under equal conditions and prior business cooperation opportunities. For suppliers with poor performance, especially those who violate social responsibility red line requirements, the Company will require them to rectify within a specified period, reduce their order share or cooperation opportunities, and even cancel the cooperation.

Guided by the concept of win-win cooperation and common development, the Company requires suppliers and relevant parties to sign a declaration of fulfilling CSR and a declaration of integrity, and fully conveys the CSR development requirements and expectations of the Company and customers to suppliers. We work with suppliers to optimize both parties' processes and integrate CSR requirements into our daily business operations to greatly improve the CSR performance level of upstream and downstream suppliers of the supply chain.

4.3 Implementation of Supplier CSR On-site Audits

In terms of cooperation with suppliers and subcontractors, we always adhere to the principles of "compliance, legality, honesty and trustworthiness", and strictly follow the national laws and regulations. We operate in compliance with the laws and monitor the entire audit process through supplier management procedures to provide a good competitive environment and promote long-term stable cooperation between the Company and suppliers. TD conducts sustainability risk analysis on all suppliers. For any CSR related issues found in on-site audit, we will adopt corrective actions and provide training to suppliers. For suppliers achieve good performance in environmental protection and CSR, we will offer rewards to enhance their CSR awareness. We evaluate the environmental and social practices of suppliers in the form of a questionnaire, attach importance to the work status of suppliers' employees, and conduct employee survey on grassroots employees of suppliers.

4.4 Enhancing Supplier CSR Awareness

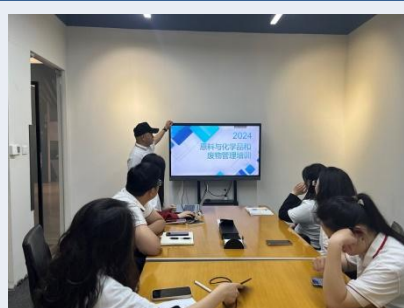
The Company provides training on *CSR, Reporting and Handling Procedures for Environmental and CSR Issues*, and *Raw Materials, Chemicals and Waste Management* to all suppliers, and required suppliers to sign the TD Supplier Code of Conduct.



Training on Reporting and Handling Procedures for Environmental and CSR Tip-off



Training on Management of Raw Materials, Chemicals and Wastes



TECH DESIGN LTD

供应商/供应商行为准则

1. 强迫劳工

不得雇佣任何形式的强迫劳工，无论是属于囚犯、强制性的契约劳工、以工抵债的劳工或是其他任何强迫性的劳工。

2. 童工

不得雇佣年龄小于 16 岁的人士（若当地法规规定 14 岁为合法雇佣年龄除外），若生产国法规规定义务教育的年龄大于 15 岁，则不得雇佣小于该年龄的人士。

3. 骚扰或辱骂

员工的人格及尊严必须受到尊重。绝不得对受雇员工进行任何身体上、言语上、行为或精神上的骚扰及侮辱。

4. 健康与安全

雇主必须提供安全、卫生的工作环境，以防止任何工作上可避免的事故和伤害的发生。

5. 反歧视

员工的聘用与薪酬应根据其工作能力和表现而决定，并不受其性别、种族、宗教或文化信仰的影响。

6. 结社和集体谈判自由

供应商应尊重雇员可选择合法加入或不加入团体上的权利和自由，只要该等团体在商品生产所在国是合法的团体。供应商不得干扰、阻碍或制止雇员与之相关的一切合法行为。

11. 保护环境

有关废物处理、化学品与其他危险物质的处理与销毁以及排放与污染物处理的程序与标准必须达到或者超过最低法定要求。

12. 分包商

供应商必须在投产前预先向 TECHDESIGN LTD 披露所有参与生产其产品的分包商。而该等分包商及其设施必须预先取得 TECHDESIGN LTD 的认可。供应商有绝对责任确保其分包商必需明瞭及遵守 TECHDESIGN LTD 供应商的所有行为准则。

我， (工厂授权人姓名) 代表  (工厂名称) 承诺我们已完全了解本准则的要求并立即按本准则的要求执行。

TECHDESIGN LTD

授权人签名(盖公章)：

授权人姓名(正楷)：李进

授权人职务：销售经理

工厂名称：

授权人签名(盖公章)：

授权人姓名(正楷)：李进

授权人职务：销售经理

Supplier Code of Conduct

TD techdesign

TECH DESIGN LIMITED
Unit 9, 17th Floor Citicorp Center, 18 Whitfield Road Causeway Bay Hong Kong
TEL: (852) 3895 3933
FAX: (852) 3895 3936

爱德奎贸易(上海)有限公司
爱德奎贸易(上海)有限公司东莞分公司
TD 企业社会责任行为守则

TD 公司, 我们要求合作伙伴遵守与其业务行为相关的所有法律、法规和条例, 特别是那些在聘用工人的生产国家的法律、法规和条例。如果当地法律与 TD 行为守则的共同承诺不同或出现矛盾, 我们期望他们遵守最高标准。

下列标准是我们所有合作伙伴必须遵守的条件, 并平等适用于我们供应链中的合作伙伴。

一、雇佣关系

我们的合作伙伴应采用开诚布公的雇佣规则和条件, 尊重员工并保护其在本国的国内及国际劳工和社会保障法律及法规下的基本权利。

二、反歧视

我们的合作伙伴不可存在雇用歧视, 包括有关性别、国籍、晋升、薪资、禁止聘用和退休方面。无论是基于性别、种族、宗教、年龄、残障、性取向、国籍、政治观点、社会等级或民族。

三、骚扰和虐待

我们的合作伙伴必须尊重员工, 给予应有尊严。不得对任何员工进行任何身体、性方面、心理或语言的骚扰和/或虐待。

四、强迫劳工

禁止我们的合作伙伴使用被强迫的劳工, 无论是童工、契约劳工、低薪劳工或其他形式的劳工。禁止在我们的供应链中进行精神和身体压迫、奴役和人口贩运。

TECH DESIGN LIMITED Unit 9, 17th Floor Citicorp Center, 18 Whitfield Road Causeway Bay Hong Kong.
TEL: (852) 3895 3933 - FAX: (852) 3895 3936
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TD techdesign

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爱德奎贸易(上海)有限公司

我们的合作伙伴不得要求定期加班。所有加班时间必须经过双方同意, 并按额外的加班费率支付工资。

十、环境

我们的合作伙伴应遵守其工厂及其业务所在地全部相关的环境法律、法规和规定, 尤其关于水、能源、危险化学品、空气质量和废物的法规。此外, 我们期望合作伙伴履行环保责任, 并在与我们业务相关的所有活动中加以实践。

十一、分包商

供应商必须在投产前预先向 TD 披露所有参与生产其产品的分包商。而该分包商及其设施必须预先取得 TD 的认可。供应商有绝对责任确保其分包商必须明白及遵守 TD 供应商所有行为守则。

我, 工厂授权人姓名 代表 工厂名称 承诺我们已完全了解 TD 行为守则的共同承诺的要求并立即按本准则的要求执行。

工厂名称: 东联市 公司
授权人姓名(盖公章): 刘
授权人姓名(正楷): 刘
授权人职务: 副总经理

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TD CSR Code of Conduct

TD techdesign

TECH DESIGN LIMITED
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爱德奎贸易(上海)有限公司东莞分公司

行为守则的共同承诺声明

企业责任 ("CR") 是 TD 公司开展业务的核心。我们认识到通过商业活动解决紧迫的全球问题方面发挥主导作用的机会和责任。随着我们不断接受变革并作为公司的长期成功定位, 我们相信, CR 将通过管理风险、最大化效率和驱动价值帮助我们实现可持续增长。通过我们的集体努力, 力求为社会、环境和我们的企业创造价值。同时推动行业朝着积极的方向发展。

TD 行为守则的共同承诺声明是针对所有合作伙伴的行为规范, 包括供应商和生产商。此承诺对于 TD 公司十分重要, 充分体现我们向为我们生产的工人及其所属社群做出的承诺。希望与我们直接合作或者与我们的供应商合作的伙伴, 均遵守此承诺内的人权和劳工权益标准, 这是与我们公司建立或维持合作关系的重要前提。

TD 公司积极寻求与我们价值观相同的伙伴合作。我们不会与任何未遵守此承诺的供应链、生产商合作。我们相信, 只要合力严格执行本承诺, 我们公司与合作伙伴可以切实改善我们生产的工人及其所属社群的生活。

10 多年来, 此使命一直是 TD 公司的营运方针。未来将继续引领我们前进, 并凌驾于任何经济或业务利益之上。

Wendy Yu

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爱德奎贸易(上海)有限公司东莞分公司

供应商反商业贿赂承诺书

供应商名称: 东联市 公司

地址: 东联市 联系电话: 010-12345678

为进一步规范经营秩序, 维护公平竞争环境, 商业贸易的健康有序发展和采购双方的根本利益, 构建公平、公开、公正、透明的商业环境, 与本公司发生业务往来的相关供应商与外发加工商, 正式交易前均由采购部人员提供一份【反商业贿赂承诺书】, 要求供应商确认签署。

供应商承诺书内容如下:

- 一、严格遵守法律和有关法规、规章, 进行正当商业交往。
- 二、在推销材料、产品过程中, 不得以任何名义给予本公司采购人员回扣、提成等行为, 不采取不正当手段获取商业机会或商业利益。
- 三、不向本公司采购人员馈赠礼物、现金、有价证券及安排高档宴请、高消费娱乐、旅游活动。
- 四、本公司拒绝购活动中一切回扣/贿赂行为, 若采购人员利用职务便利, 向与本公司发生往来之供应商索取或接受任何利益与馈赠, 一经发现, 将取消与贵公司的合作并拒绝付款, 同时严肃处理本公司有关经办人员, 欢迎监督! 以上承诺自签定之日起, 向社会宣传并请社会各界人士监督。

总经理: 刘
公司印章: 东联市
日期: 2024.7.30

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Joint Commitment on TD Code of Conduct

Supplier Commitment on Anti-Commercial Bribery

4.5 Summary of Sustainable Sourcing

In 2024, the Company conducted a review of 10 major suppliers. During the reporting period, 100% of suppliers had signed the Supplier Code of Conduct, 100% of suppliers had signed contracts containing requirements on environmental, labor and human rights, 100% of suppliers had participated in corporate social responsibility (CSR) assessments (questionnaire surveys) for target suppliers, 100% of suppliers had participated in on-site CSR audits, 100% of suppliers had participated in corporate social responsibility (CSR) assessments, 100% of suppliers had participated in CSR on-site audits, 100% of sourcing personnel had received training on sustainable sourcing, and 100% of audited/assessed suppliers had participated in improvement actions or capability development, and 100% of suppliers had achieved Key Performance Indicators (KPI) for other aspects of corporate social responsibility (CSR) - environmentally friendly material sourcing.

Achievements on Sustainable Sourcing from 2022 to 2024			
Item	2022	2023	2024
Percentage or number of target suppliers signed the Supplier Code of Conduct	100%	100%	100%
Percentage of suppliers signed contracts covering requirements on environment, labour and human rights	100%	100%	100%
Percentage or number of target suppliers participated in CSR assessment (questionnaire investigation)	100%	100%	100%
Percentage or number of target suppliers participated in on-site CSR audit	100%	100%	100%
Percentage or number of purchasers received training in sustainable sourcing	100%	100%	100%
Percentage or number of audited/assessed suppliers participated in improvement actions or capability development	100%	100%	100%
Percentage or number of target suppliers participated in CSR assessment	100%	100%	100%
Percentage of qualified suppliers included the sourcing of environmentally friendly materials into KPI of CSR	100%	100%	100%

Appendix 1 Key Performance

Labour and Human Rights				
General Item	Sub Item	Achievements in 2022	Achievements in 2023	Achievements in 2024
Employee health and safety	Frequency of fire drill	2 times/year	2 times/year	2 times/year
	Frequency of safety inspection	1 time/month	1 time/month	1 time/month
	Provision of protective equipment for all affected employees	100%	100%	100%
	Compulsory physical examination of all employees	90%	90%	90%
	Number of work-related injury	0	0	0
	Employee/safety training hours	75/13	76/13	77/13
	Number of occupational patients	0	0	0
	Lost time injury rate of direct labor force: (total lost time injuries) x (1,000,000/total working hours)	0	0	0
Working conditions	Percentage of employees covered by social security and provident fund	100%	100%	100%
	Percentage of employees satisfied with the Company in satisfaction survey	91.19%	93.76%	94.90%
	Timeliness rate of salary payment	100%	100%	100%
Social dialogue	Frequency of employee representative conference	Semiannual	Semiannual	Semiannual
	Number of employees covered by collective agreement	100%	100%	100%
Career management and training	Frequency of annual training	8 times	8 times	8 times
	Percentage of employees participated in annual assessment on career development and performance	100%	100%	100%

Labour and Human Rights				
General Item	Sub Item	Achievements in 2022	Achievements in 2023	Achievements in 2024
Child labour, forced labour and human trafficking (if applicable)	Frequency of CSR training (child labor, anti-forced labor, anti-discrimination, and anti-harassment)	1 time	1 time	1 time
	Percentage of employees received CSR training (child labor, anti-forced labor, anti-discrimination, and anti-harassment) to total employees %	100%	100%	100%
	Use of child labor and forced labor	0	0	0
	Frequency of factory audit for child labor or forced labor per year	1 time	1 time	1 time
Diversity, discrimination and harassment	Frequency of anti-discrimination/ anti-harassment training	1 time	1 time	1 time
	Percentage of employees received anti-discrimination/ anti-harassment training to total employees %	100%	100%	100%
	Discrimination and harassment	0	0	0
Workplace	Percentage of female employees to total employees	61.36%	65.30%	72.13%
	Percentage of female employees holding senior management positions (excluding the board of directors)	50%	50%	67%
	Unadjusted average gender pay gap	0	0	0
	Percentage of employees from minority or disadvantaged groups in the entire organization structure	0	0	0
Environment				
Energy consumption and GHG emission	Energy consumption (electricity: MWh)	32.96	58.50	52.61
	Gasoline consumption (L)	10033	3024	3083
	Natural gas consumption (cubic meter)	7830	7716	7521
	Calorific value generated (tce)	29.22	21.90	21.00
Water resource	Water consumption (t)	432	451	441
	Wastewater discharge (recycling: t)	346	361	353

Environment				
General Item	Sub Item	Achievements in 2022	Achievements in 2022	Achievements in 2022
Local environment and accidental pollution	Public health incidents causing local pollution	0	0	0
Raw materials, chemicals and wastes	Chemical consumption (kg)	4.91	4.78	4.63
Non-hazardous wastes	Total weight of non-hazardous waste (t)	1.67	1.54	1.53
Total waste recycling amount	Total waste recycling amount (t)	0.1	0.1	0.1
Hazardous wastes	Total weight of hazardous wastes (kg)	0.4	0.4	0.4
Customer health and safety	Customer satisfaction indicators for product and service (%)	95.83%	96.15%	96.22%
	Product quality incidents leading to recall due to safety	0	0	0
	Incidents caused by product safety	0	0	0
Environmental service and advocacy	Proportion of use of environmentally friendly materials (%)	9%	10%	10%
	Proportion of suppliers passed GRS/RCS certification (global recycling standard certification) (%)	25%	25%	25%
	Proportion of suppliers registered with BCP (%)	10%	10%	10%
	Product and service guidelines provided to customers to facilitate recycling	100%	100%	100%
Total GHG emission in scope 1 (carbon dioxide equivalent of direct combustion: t)		39.49	23.15	22.88
Total GHG emission in scope 2 (indirect carbon dioxide equivalent such as electricity: t)		18.35	32.57	28.23
Total GHG emission (Scope 1 + Scope 2: t)		57.84	55.72	51.11

Environment				
General Item		Achievements in 2022	Achievements in 2023	Achievements in 2024
1. Percentage of workplaces undergone environmental risk assessment to all workplaces %		100%	100%	100%
2. Percentage of employees received training on environmental issues (internal or external) to total employees		95.45%	95.92%	96.72%
3. Percentage of workplaces adopted a formal environmental management system (ISO14001) to all workplaces %		100%	100%	100%
Commercial Ethics				
General Item	Sub Item	Achievements in 2022	Achievements in 2023	Achievements in 2024
Training on commercial ethics	Percentage or number of employees trained in commercial ethics	100%	100%	100%
	Number of training sessions on commercial ethics	4	4	4
Complaint report and tip-off procedure	Number of reports generated by tip-off procedure	0	0	0
	Number of locations with tip-off procedure for external stakeholders	2	2	2
Confirmed corruption incidents	Number of confirmed incident or legal proceeding related to commercial ethics	0	0	0
Information security incidents	Number of confirmed information security incidents	0	0	0
General Item		Achievements in 2022	Achievements in 2023	Achievements in 2024
1. Audit coverage ratio of key positions in commercial ethics		100%	100%	100%

Commercial Ethics			
General Item	Achievements in 2022	Achievements in 2023	Achievements in 2024
2. Percentage or number of audited/assessed qualified suppliers participating in improvement actions or capability development	100%	100%	100%
Sustainable Sourcing			
General Item	Achievements in 2022	Achievements in 2023	Achievements in 2024
1. Percentage or number of target suppliers signed the Code of Conduct for Qualified Suppliers	100%	100%	100%
2. Percentage of suppliers signed contracts covering requirements on environment, labour and human rights	100%	100%	100%
3. Percentage or number of target suppliers participated in CSR assessment (questionnaire investigation)	100%	100%	100%
4. Percentage or number of target suppliers participated in on-site CSR audit	100%	100%	100%
5. Percentage or number of purchasers received training in sustainable sourcing	100%	100%	100%
6. Percentage or number of audited/assessed qualified suppliers participating in improvement actions or capability development	100%	100%	100%
Percentage or number of target suppliers participated in CSR assessment	100%	100%	100%
Percentage of qualified suppliers included the sourcing of environmentally friendly materials into KPI of CSR	100%	100%	100%

Appendix 2 Sustainable Development Goals (SDG)

Sustainable Development Goals	Company Actions	Page
Goal 1 No poverty	Provide job opportunities for employees/ pay salaries on time every month	34
Goal 2 Zero hunger	Ensure the basic salary of employees to guarantee their food and clothing	34
Goal 3 Good health and well-being	Occupational physical examination and payment of social security and provident fund	37 · 39
Goal 4 Quality education	Health and safety training, skill training and education	31-33
Goal 5 Gender equality	Equal employment and equal pay for equal work	27-28
Goal 6 Clean drinking water and sanitation facilities	A healthy and safe work environment	40
Goal 7 Affordable clean energy	Use natural light and purchase new energy vehicles	49-52
Goal 8 Decent work and economic growth	Provide employees with jobs and benefits, and increase their salaries year by year	28-34
Goal 9 Industry, Innovation and Infrastructure	Product quality (ISO9001 quality certification)	23-25
Goal 10 Reducing inequality	Fair recruitment and promotion	27-28
Goal 11 Sustainable city and community	Charitable donation and community service	20-22
Goal 12 Responsible consumption and production	Environmental management/promotion of sustainable consumption (management system)	44-60
Goal 13 Climate action	Advocacy and training on environmental management, energy conservation and emission reduction	47-52
Goal 14 Underwater organisms	/	/
Goal 15 Terrestrial organisms	/	/
Goal 16 Peace, justice and powerful institution	Legal and compliant operation, anti-corruption/information security and anti-corruption construction	61-63
Goal 17 Partnership to promote goal achievement	Supplier management/COP CSR disclosure	66-70

Appendix 3 Index of Indicators (GRI)

Instructions for use: TECH DESIGN LIMITED reported the information referenced from this GRI content index for the reporting period (from January 1, 2024 to December 31, 2024) in accordance with GRI standards.

Part 1 General Disclosure (2021)			
Disclosure Item	Description	Page	Remarks
1. Organization and its Reporting Practice			
2-1	Organization details	8-14	
2-2	Entities included in organizational sustainability report	2-7	
2-3	Report period, report frequency, and person to contact	2-3	
2-4	Information restatement	3	
2-5	External authentication	3	
2. Activities and Workers			
2-6	Activities, value chain and other business relationships	8-14	
2-7	Employee	27-39	
2-8	Workers other than employees	N/A	Not involving workers other than employees
3. Governance			
2-9	Governance structure and members	10-13	
2-10	Selection of nominations for the highest governing body	7	
2-11	Chairman of the highest governing body	7	
2-12	The supervisory role of the highest governing body in managing impact	13	
2-13	Authorization of responsibility for managing impact	13	
2-14	The role of the highest governing body in sustainability report	7	
2-15	Conflict of interest	Incomplete information	Difficult data acquisition
2-16	Communication of important concerns	15	
2-17	Common knowledge of the highest governing body	11-13	
2-18	Performance evaluation of the highest governing body	11-13	
2-19	Salary policy	34	
2-20	Procedure for determining compensation	Confidentiality restrictions	Non-public information
2-21	Annual total compensation ratio	Confidentiality restrictions	Non-public information
4. Strategy, Policy and Practice			
2-22	Statement on sustainability strategy	14	
2-23	Policy commitment	13-14	
2-24	Integration policy commitment	27-36	
2-25	Procedures for remedying negative effects	42-43	
2-26	Mechanisms for seeking advice and raising concerns	35	

Disclosure Item	Description	Page	Remarks
2-27	Compliance with laws and regulations	27-28	
2-28	Membership of associations	23-26	
5. Stakeholder Engagement			
2-29	Methods of stakeholder engagement	16-17	
2-30	Group negotiation agreement	42	
Part 2: Substantive Issues (2021)			
3-1	Substantive issue determining process	16	
3-2	List of substantive issues	16	
3-3	Management of substantive issues	16	
Part 3: Issue Disclosure Items			
201-1	Directly generated and distributed economic value	N/A	Not involved
201-2	Financial impacts and other risks and opportunities brought about by climate change	N/A	Not involved
201-3	Defined benefit plan obligations and other retirement plans	29	
201-4	Financial subsidies provided by the government	N/A	Not involved
Market Performance (2016)			
202-1	Ratio of standard starting salary to local minimum salary based on gender	27-34	
202-2	Proportion of executives hired from local communities	28	
Indirect Economic Impact (2016)			
203-1	Infrastructure investment and supporting service	17-18	
203-2	Significant indirect economic impact	N/A	Not involved
Sourcing Practice (2016)			
204-1	Proportion of expenditure on sourcing from local suppliers	N/A	Non-public information
Anti-corruption (2016)			
205-1	Operation locations with a corruption risk assessment conducted	59-64	
205-2	Communication and training of anti-corruption policy and procedure	59-64	
205-3	Confirmed corruption incidents and actions taken	59-64	
Anti-competition Practice (2016)			
206-1	Legal proceedings against anti-unfair competitive behavior, anti-trust and anti-monopoly practice	59-64	
Taxation (2019)			
207-1	Tax policy	N/A	Non-public information
207-2	Tax governance, control and risk management	N/A	Non-public information
207-3	Involvement and management of stakeholders with tax concerns	N/A	Non-public information
207-4	Country report	N/A	Non-public information
Material (2016)			
301-1	Weight or volume of materials used	54-55	
301-2	Recycled feed used	54-55	
301-3	Recycled products and packaging materials	54-55	
Energy (2016)			

Disclosure Item	Description	Page	Remarks
302-1	Energy consumption within the organization	54-55	
302-2	Energy consumption outside the organization	Incomplete information	Difficult acquisition of external data
302-3	Energy intensity	56-58	
302-4	Reducing energy consumption	56-58	
302-5	Reduced energy demand for products and services	56-58	
Water Resources and Sewage (2018)			
303-1	Mutual influence of organization and water as shared resources	46.56-58	
303-2	Management of drainage related impacts	46.56-58	
303-3	Water intake	46.56-58	
303-4	Drainage	46.56-58	
303-5	Water consumption	46.56-58	
Biodiversity (2016)			
304-1	Operation locations owned, leased and managed by organizations in or adjacent to protected areas and regions with rich biodiversity outside protected areas	N/A	Not involved
304-2	Significant impact of activities, products and services on biodiversity	N/A	Not involved
304-3	Protected or restored habitats	N/A	Not involved
304-4	Species included in the IUCN Red List and National Conservation Register in the habitats of areas affected by operation	N/A	Not involved
Emission (2016)			
305-1	Direct (category 1) GHG emissions	46	
305-2	Indirect energy (category 2) GHG emissions	46	
305-3	Other indirect (category 3) GHG emissions	46	
Biodiversity (2016)			
304-1	Operation locations owned, leased and managed by organizations in or adjacent to protected areas and regions with rich biodiversity outside protected areas	N/A	Not involved
304-2	Significant impact of activities, products and services on biodiversity	N/A	Not involved
304-3	Protected or restored habitats	N/A	Not involved
304-4	Species included in the IUCN Red List and National Conservation Register in the habitats of areas affected by operation	N/A	Not involved
Emission (2016)			
305-1	Direct (category 1) GHG emissions	46	
305-2	Indirect energy (category 2) GHG emissions	46	
305-3	Other indirect (category 3) GHG emissions	46	
305-4	GHG emission intensity	46	
305-5	GHG reduction	46	
305-6	ODS emissions	N/A	Not involved
305-7	NOx, SOx and other major gas emissions	N/A	Not involved

Disclosure Item	Description	Page	Remarks
Waste (2020)			
306-1	Generation of wastes and significant impacts related to wastes	54-55	
306-2	Management of significant impacts related to wastes	54-55	
306-3	Wastes generated	54-55	
306-4	Wastes transferred from disposal	54-55	
306-5	Wastes being disposal	54-55	
Environmental Assessment of Suppliers (2016)			
308-1	New suppliers screened based on environmental assessment dimensions	59-64	
308-2	Negative environmental impacts of the supply chain and actions taken	59-64	
Employment (2016)			
401-1	Employment rate and turnover rate of new employees	28	
401-2	Benefits provided to full-time employees (excluding temporary or part-time employees)	27-35	
401-3	Parental leave	34	
Industrial Relations (2016)			
402-1	Minimum notification period for operational changes	Lack of information	Under solicitation of opinions
Occupational Health and Safety (2018)			
403-1	Occupational Health and Safety Management System	39-41	
403-2	Hazard identification, risk assessment and accident investigation	39-41	
403-3	Occupational health service	39-41	
403-4	Occupational health and safety affairs: worker participation, consultation and communication	39-41	
403-5	Occupational health and safety training for workers	39-41	
403-6	Promoting worker health	39-41	
403-7	Preventing and mitigating occupational health and safety impacts directly related to business relationships	39-41	
403-8	Workers covered by the occupational health and safety management system	39-41	
403-9	Work-related injury	39-41	
403-10	Work-related health issues	39-41	
Training and Education (2016)			
404-1	Average training hours per employee per year	36	
404-2	Employee skill enhancement plan and transition assistance plan	36-37	
404-3	Percentage of employees undergoing regular performance and career development assessments	34	
Diversity and Equal Opportunities (2016)			
405-1	Diversification of governing agencies and employees	27-28	
405-2	Gender ratio of basic salary and remuneration	27-28	
406-1	Discrimination incidents and corrective actions taken	37--38	
Freedom of Association and Collective Bargaining (2016)			
407-1	Operation locations and suppliers with risks in terms of freedom of association and collective bargaining rights	42	

Disclosure Item	Description	Page	Remarks
Child Labor (2016)			
408-1	Operation locations and suppliers with significant risk of child labor incidents	37	
Forced or Compulsory Labor (2016)			
409-1	Operation locations and suppliers with significant risks of forced or compulsory labor incidents	65-69	
Security Practice (2016)			
410-1	Security personnel trained in human rights policies or procedures	N/A	Responsibility of the property management company
Aboriginal Rights (2016)			
411-1	Incidents involving infringement of aboriginal rights	N/A	Renting office buildings built on state-owned land
Local Community (2016)			
413-1	Operation locations with local community participation, impact assessment and development plans	N/A	Not involved
413-2	Operating locations with actual or potential significant negative impacts on local communities	N/A	Not involved
Supplier Social Assessment (2016)			
414-1	New suppliers screened based on social evaluation dimensions	65-69	
414-2	Negative social impacts of the supply chain and actions taken	65-69	
415-1	Political donations	N/A	No participation in political activities
Customer Health and Safety (2016)			
416-1	Assessing the health and safety impacts of product and service categories	49-50	
416-2	Violations involving the health and safety impacts of products and services	49-50	
Marketing and Labeling (2016)			
417-1	Requirements for service information and labeling	49-50	
417-2	Violations involving product and service information and labeling	61	
417-3	Violations involving marketing	59	
Customer Privacy (2016)			
418-1	Confirmed complaints related to infringement of customer privacy and loss of customer information	61-63	
305-5	GHG reduction	46	



Appendix 4 External Verification Statement



BUREAU
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Bureau Veritas Certification

INDEPENDENT ASSURANCE STATEMENT

Objectives of Work

Bureau Veritas Certification (Beijing) Co., LTD ("BUREAU VERITAS") has been engaged by TECH DESIGN LIMITED (hereafter referred to as "TD") to conduct an independent Assurance of its 2024 Sustainability Report (the "Report"). This Assurance Statement applies to the related information included within the scope of work described below.

This information and its presentation in the report are the sole responsibility of the management of TD. Our sole responsibility was to provide independent assurance on the accuracy and reliability of information included, and on the underlying systems and processes used to collect, analyse and review it.

Scope of work

TD requested Bureau Veritas to verify the accuracy and reliability of the following:

- Data and information included in 2024 Sustainability Report for the period of 2024/01/01-2024/12/31.

Excluded from the scope of our work is any assurance of information relating to:

- Activities outside the defined assurance period;
- Positional statements (expressions of opinion, belief, aim or future intention by TD and statements of future commitment);
- Financial data and information that has been audited by a third party.

Level of assurance: reasonable assurance level

Assurance standard

1. International Standard for Assurance Engagements Other than Audits or Reviews of Historical Financial Information ("ISAE3000 (Revised)"), developed by the International Auditing and Assurance Standards Board;
2. GRI Sustainability Reporting Standards, published by the Global Reporting Initiative

Methodology

As part of its independent assurance, Bureau Veritas undertook the following activities:

1. Interviews with relevant personnel of TD;
2. Review of documentary evidence produced by TD;
3. Evaluation of information against Global Reporting Initiative (GRI) principles of Materiality, Accuracy, Completeness, Balance, Clarity and Comparability;
4. Audit of performance data, tracing and checking the sample data according to the sampling principle;
5. Review of TD's data and information systems for collection, aggregation and analysis;

Our work was conducted against Bureau Veritas' standard procedures and guidelines for external Assurance of Non-financial Reports, based on current best practice in independent assurance. The work was planned, carried out and concluded based on reasonable, rather than absolute assurance, as determined by Bureau Veritas.

Assurance Conclusion

BUREAU VERITAS



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Bureau Veritas Certification

On the basis of our methodology and the activities described above, it is our opinion that:

- The information and data included in the scope of our assurance are accurate, reliable and free from material mistake or misstatement;
- The information is presented in a clear, understandable and accessible manner;
- The information of the Report provides a fair and balanced representation of related sustainability management activities during the period of 2024;
- TD has established appropriate systems for the collection, aggregation and analysis of relevant information. The performance data for 2022-2024 has been disclosed and be with Comparability.

Accuracy

The information and data disclosed in the report are objective and reliable. TD has established appropriate systems for the collection and disposal of quantitative data on organizational governance, environment and social management. Through on-site assurance, the evidence provided by TD is relatively reliable and the report is of objectivity.

Materiality

TD Identified and disclosed material ESG issues and related information in accordance with the GRI Sustainability Reporting Standard, and recommendations issued by the Task Force on Climate-Related Financial Disclosure (TCFD).

Completeness

The report of TD focuses on the aspects of "labor human rights," "environment," "business ethics," and "sustainable procurement". The report discloses data and information related to product responsibility, social responsibility, environmental responsibility, and employee responsibility, which are of concern to the stakeholders of TD. The disclosed is of relative Completeness.

Based on the work conducted, we recommend TD to consider the following:

1. The business ethics management of inspectors and factory inspectors should be the key disclosure content in subsequent ESG reports.
2. The protection of confidential trade information should be described as a key issue such as the confidentiality of styles and drawings provided by customers, and this aspect could be strengthened in subsequent ESG reports.

Statement of independence, impartiality and competence

Bureau Veritas is an independent professional services company that specialises in Quality, Environmental and Occupational Health and Safety, Social Responsibility with more than 190 years history in providing independent assurance services. Members of the assurance team have no interests or conflicts of relationship with TD. We have conducted this Assurance independently and impartially. Bureau Veritas has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day to day business activities.

Fanny Zou

Director of Greater China Region

Bureau Veritas Certification (Beijing) Co., LTD

2025/09/01

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