

Whistleblower Protection System
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Whistleblower Protection System

Chapter I General Provisions

Article 1 In order to protect the legitimate rights and interests of the whistleblower, as well as to support and protect organizations and individuals to report violations of rules, disciplines and laws in accordance with the law, combined with the actual situation of the Group, the System is established in accordance with the *Constitution of the People's Republic of China, Criminal Law of the People's Republic of China, Criminal Procedure Law of the People's Republic of China, Supervision Law of the People's Republic of China, Rules for Work of Handling Whistleblowing and Accusation of Disciplinary Inspection and Supervisory Organs and Provisions of the Supreme People's Procuratorate on the Protection of Citizens' Reporting Rights*, with reference to the relevant provisions of the *United Nations Convention against Corruption*.

Article 2 An accepted report by use of a real name or organization name with specific contact information is a real-name report.

The Discipline Inspection Commission of the Group shall encourage real-name report and gives priority to handling of real-name report.

Article 3 Anonymous reports within the scope of acceptance shall be accepted by the Discipline Inspection Commission of the Group in accordance with the procedures.

With respect to anonymous reporting materials, it is not allowed to check the whistleblower's handwriting, Internet Protocol address (IP address) and other information without authorization. If the whistleblower is suspected of false

accusation and other violations of disciplines and laws, and where it is indeed necessary to investigate the identity by the above means, it shall be subject to approval of the discipline inspection and supervision commission at or above the municipal level in the region.

Article 4 For any organization or individual who reports violations of rules, disciplines and laws to the Discipline Inspection Commission of the Group in accordance with the law, the legitimate rights and interests shall be protected by law. The Discipline Inspection Commission of the Group shall strictly keep confidential the contents of the report and the information of the whistleblower.

Chapter II Rights and Obligations of Whistleblower

Article 5 The whistleblower shall enjoy the following rights:

- (I) Reporting suspected violations of discipline and law by Party organizations, Party members, cadres, and the targets of supervision;
- (II) Applying for the withdrawal of staff members in relation to the reporting;
- (III) Reporting the violations of disciplines and laws such as negligence and dereliction of duty of the acceptance authorities and staff handling the report;
- (IV) Reporting serious violations of disciplines and laws, and being commended or rewarded in accordance with regulations if the report is verified;
- (V) Other rights specified by laws and regulations of the Party.

Article 6 The whistleblower shall perform the following obligations:

- (I) Truthfully providing all the information and evidence that have been known, and being responsible for the authenticity of the content of the report, without exaggerating or distorting the facts and false accusation against others;

(II) Consciously safeguarding the social public order and the reporting order, without damaging the interests of the Party, the state and the people, as well as the legitimate individual rights of citizens;

(III) Accepting the correct handling opinions of the Party organizations and units, without making requirements other than those specified in the laws and regulations of the Party;

(IV) Keeping confidential the handling results of the feedback;

(V) Other obligations specified by laws and regulations of the Party.

Chapter III Retaliation against Whistleblower

Article 7 Any one of the following circumstances shall be an act of retaliation against the whistleblower:

(I) Any infringement on the personal safety of the whistleblower by means of violence, threats or illegal restrictions on personal freedom;

(II) Illegal possession of or damage to the property of the whistleblower;

(III) Framing the whistleblower;

(IV) Insulting or slandering the whistleblower;

(V) Giving the whistleblower disciplinary punishment for no reason or aggravating punishment in violation of regulations intentionally;

(VI) Making difficulties or suppression for the whistleblower in terms of job promotion, position arrangement, rating assessment, etc.;

(VII) Disapproving or delaying the reasonable application made by the whistleblower that should be approved;

(VIII) Other acts that infringe on the legitimate rights and interests of the

whistleblower.

Chapter IV Whistleblower Protection Measures

Article 8 The whistleblower protection shall follow the principles of confidentiality and no infringement on its legitimate rights and interests.

Article 9 The report acceptance department shall give top priority to confidentiality work, and shall strictly keep confidential the personal information and reporting materials of the whistleblower.

Article 10 The Group strictly prohibits any form of retaliation against the whistleblower. Any form of retaliation shall be punished severely in accordance with national laws and regulations and the system of the Group, and those who violate the law shall be held liable according to the law.

Article 11 For the real-name report, the Group shall specially set up a secret Special Protection List, which shall be managed by a special person from the Discipline Inspection and Supervision Department.

Article 12 In any one of the following circumstances, the directors and other persons with direct responsibility shall be punished according to regulations, disciplines and laws; if a crime is constituted, they shall be transferred to the judicial authorities to investigate for criminal responsibility according to law:

(I) Intentionally or negligently disclosing the name, address, telephone number, content of the report, or passing the reporting materials to the person being reported;

(II) Intercepting, embezzling, sharing, or diverting illegal funds and materials.

Chapter V Supplementary Provisions

Article 13 Matters not covered in the System shall be implemented in accordance with national laws and regulations and relevant systems of the Group.

Article 14 The System shall be interpreted by the Discipline Inspection and Supervision Department of the Group.

Article 15 The System shall be implemented as of the date of issuance.