



## FAIR EMPLOYMENT & ANTI-DISCRIMINATION POLICY

Modern Group treats all employees with fairness and equality. All employees are protected, and this protection extends to permanent, temporary, and part-time employees and non-employees, such as contractors, sub-suppliers, and visitors to Modern Group.

Modern Group does not tolerate sexual discrimination, sexual harassment, race discrimination, vile conduct, or other forms of unfair persecution in the workplace. Our company has no acceptance for provocation and is committed to providing an environment where all employees enjoy dignity and respect and are free from any unlawful treatment rooted in the individual's class, culture, or ethnicity.

Modern Group does not tolerate harassment, including any unwelcome conduct based on sex (with or without sexual contact), race, color, religion, national origin, disability, or age.

Additionally, Modern Group asserts that harassment includes:

1. Harassment related to marital or parental status or political affiliation.
2. Any forms of harassment that may include sexual harassment or other non-sexual discriminatory harassment, including any form of physical or non-physical conduct, such as words, gestures, or comments.
3. Non-sexual discriminatory harassment, including any harassment directed at a person because of their race, national origin, religion, color, age, or disability.
4. Harassing conduct may include but is not limited to, offensive jokes, slurs, name-calling, bullying, physical assault or threats, intimidation, ridicule or mockery, insults or put-downs, gross objects or pictures, and interference with work performance.

Modern Group maintains a high standard of conduct in the workplace, providing a work environment free from harassment. Modern Group does not believe in discrimination and affirms that any employee found to have engaged in any form of harassment, including harassment based on sexual orientation, should expect timely and appropriate corrective or disciplinary action, up to and including suspension, demotion, or removal from employment.

An employee exposed to harassing or bullying behavior is encouraged to notify the Human Resources office of Modern Group to report the offense and offenders anonymously.

All team leaders, forepersons, appointed supervisors, department managers, and executive managers have the authority and responsibility to receive and investigate complaints of harassment or retaliation.





**Modern Group**  
**Heavy Industry Steel Fabrication & Modular Construction**

**Modern Heavy Industries (Taicang) Co., Ltd.**  
**Modern Modular Engineering & Construction (Suzhou) Co., Ltd.**

Whenever a report of harassment or discrimination is received, Modern Group management will do a prompt, thorough, and impartial investigation.

After learning of harassing conduct or after an allegation of harassment, Modern Group management shall take appropriate measures to stop the harassing behavior and provide appropriate relief to the complainant to ensure their safety and comfort in the workplace.

To the extent possible, Modern Group managers will protect the complainant's confidentiality during and after the harassment complaint investigation.

