



Code of Business Conduct and Ethics

Xiamen MJ Industrial Tech Co.,Ltd (the “Company”) continued growth, profitability and prosperity is linked to our employees’ ability to make decisions that are consistent with MJ’s core values and ethical principles.

MJ operates in accordance with its Ethical Business Charter and the values stated in its Business Code of Conduct and Ethics Policy and strives to promote good practices within its sphere of direct influence in compliance with the ten universally accepted United Nations Global Compact (UNGC) principles based on The Universal Declaration of Human Rights, The International Labor Organization’s Declaration on Fundamental Principles and Rights at Work, The Rio Declaration on Environment and Development and The United Nations Convention Against Corruption.

Our Responsibilities—Personal Integrity, Corporate Values and Ethical Principles

Passion for Excellence—Strive to achieve the best in everything we do.

Integrity—Hold ourselves to the highest ethical standards. To interact in an open, honest positive manner and be guided by what is right.

Teamwork—Work together with trust, openness, honesty and respect.

Inspired People—Build a culture where people are motivated, engaged, valued and growing. Our people make the difference and are the essence of Rainmaker Systems.

MJ always committed to:

- Never using or supporting child labor and/or forced labor.
- Opposing any form of discrimination or harassment and promoting diversity and mutual respect in the workplace. The use of corporal punishment, mental or physical coercion, or verbal abuse is strictly prohibited.
- Ensuring equal opportunity and freedom of association and promoting personal and professional development.
- Complying with applicable laws on working hours and ensuring that wages comply with applicable (local) regulations and meet the basic needs for living.

- Involving all required means to provide a healthy, safe and secure workplace environment.
- Operating in accordance with its main stakeholders' expectations including those related to society and the natural environment and implementing a responsible use of material resources with the aim of achieving sustainable growth that respects the environment and the rights of future generations.
- Ensuring the confidentiality of employees' and customers' data.
- Complying with international trade laws, immigration laws and regulations.
- Ensuring every employee feels responsible for applying and promoting MJ's Business Code of Conduct and Ethics Policy within the MJ sphere of influence.
- Encouraging proactive behavior: each one of us shall remain vigilant and report any violation of fundamentals rights and ethics principles following our "up-stream communication" procedure.
- Establishing and maintaining appropriate procedures for the evaluation and selection of business partners based on their commitment to ethical, social and environmental accountability and their involvement in imposing this commitment on their own business partners.
- Ensuring good governance management and social responsibility.