



合法守法声明

诚信守法承诺书

为树立企业诚信守法经营形象,维护市场秩序,保障客户、员工及社会公众的合法权益,本企业郑重承诺如下:

一、严格遵守法律法规

1. 坚决遵守国家法律、法规、规章及行业规范,依法取得经营资质,杜绝无证经营或超范围经营。
2. 严格按照《公司法》《劳动法》《反不正当竞争法》《消费者权益保护法》《环境保护法》等相关法律开展经营活动。

二、坚持诚信经营

1. 恪守商业道德,杜绝虚假宣传、商业欺诈、合同违约等行为,确保广告、宣传内容真实合法。
2. 公平参与市场竞争,不实施垄断协议、价格操纵、商业贿赂等不正当竞争行为。

三、保障员工权益

1. 依法与员工签订劳动合同,足额缴纳社会保险及住房公积金,保障员工休息休假、劳动安全等合法权益。
2. 禁止雇佣童工或强迫劳动,尊重员工人格尊严,营造平等、健康的工作环境。

四、保护消费者权益

1. 提供安全、合格的产品或服务,明码标价,杜绝假冒伪劣、以次充好。
2. 建立完善的售后服务体系,及时处理消费者投诉,依法履行退换货、赔偿等义务。

五、履行社会责任

1. 依法纳税,不偷税、漏税、骗税或虚开发票,积极配合税务部门监管。
2. 落实环境保护责任,遵守环保法规,减少污染排放,推动绿色可持续发展。

六、反商业贿赂与廉洁自律

1. 禁止以任何形式向公职人员、客户或其他利益相关方提供或索取贿赂、回扣。
2. 建立内部反腐败机制,定期开展廉洁教育培训,防范商业贿赂风险。

七、数据安全与隐私保护

1. 严格遵守《个人信息保护法》《数据安全法》,妥善保管客户及员工个人信息,



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未经授权不得泄露、滥用。

2. 建立数据安全管理制度，防范网络攻击、数据泄露等风险。

八、接受社会监督

1. 主动公开企业信用信息，接受政府部门、行业协会及社会公众的监督。
2. 如发生违法违规行为，自愿承担相应法律责任，并积极配合整改。

Legal and Legal Declaration

Integrity and Compliance Commitment Letter

In order to establish a corporate image of integrity and law-abiding operation, maintain market order, and safeguard the legitimate rights and interests of customers, employees, and the general public, our company solemnly promises the following:

I 、 Strictly abide by laws and regulations

1. Resolutely abide by national laws, regulations, rules, and industry norms, obtain business qualifications in accordance with the law, and eliminate unlicensed or beyond scope operations.
2. Strictly carry out business activities in accordance with relevant laws such as the Company Law, Labor Law, Anti Unfair Competition Law, Consumer Rights Protection Law, and Environmental Protection Law.

II 、 Adhere to honest management

1. Adhere to business ethics, eliminate false advertising, commercial fraud, contract breach and other behaviors, and ensure the authenticity and legality of advertising and promotional content.
2. Fair participation in market competition, avoiding unfair competition practices such as monopoly agreements, price manipulation, and commercial bribery.

III、 Protecting employee rights and interests



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1. Sign labor contracts with employees in accordance with the law, fully pay social insurance and housing provident fund, and protect the legitimate rights and interests of employees such as rest, vacation, and labor safety.

2. Prohibit the employment of child labor or forced labor, respect the personal dignity of employees, and create an equal and healthy working environment.

IV、Protecting consumer rights and interests

1. Provide safe and qualified products or services, clearly label prices, and eliminate counterfeiting and shoddy products.

2. Establish a comprehensive after-sales service system, promptly handle consumer complaints, and fulfill obligations such as returns, exchanges, and compensation in accordance with the law.

V、Fulfilling social responsibility

1. Pay taxes in accordance with the law, avoid tax evasion, fraud, or false invoicing, and actively cooperate with tax authorities for supervision.

2. Implement environmental protection responsibilities, comply with environmental regulations, reduce pollution emissions, and promote green and sustainable development.

VI、Anti commercial bribery and clean self-discipline

1. It is prohibited to provide or solicit bribes or kickbacks in any form to public officials, clients, or other stakeholders.

2. Establish an internal anti-corruption mechanism, regularly conduct integrity education and training, and prevent the risk of commercial bribery.

VII、Data Security and Privacy Protection

1. Strictly abide by the Personal Information Protection Law and the Data Security Law, properly safeguard customer and employee personal information, and not disclose or abuse it without authorization.

2. Establish a data security management system to prevent risks such as network attacks and data leaks.

VIII、Accept social supervision

1. Proactively disclose corporate credit information and accept supervision from government departments, industry associations, and the general public.



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2. If any illegal or irregular behavior occurs, voluntarily assume corresponding legal responsibilities and actively cooperate with rectification.

广东纽航电子科技有限公司

Guangdong Newair Electronic Technology Co., Ltd. declares

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工程专用章

nh-semiconductor confidential