地址：福建省厦门市海沧区东孚西路 100 号
Add: No.100, Dongfu West Road, Haicang District, Xiamen City, Fujian Province, P.R. China
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零招聘费用政策

盈趣科技在招聘外国移民工人时执行“零招聘费政策”。工人不需要为其就业支付公司或其招聘代理任何招聘费或其他相关费用。“招聘费”或“相关费用”是指在招聘过程中为确保工人就业或安置而产生的任何费用或成本，与其收取的方式、时间或地点无关。这包括在输出国和接收国招聘、雇用、安置、处理、运输和持续管理工人的相关费用和成本。

盈趣科技承担招聘外国移民工人所涉及的费用，对于招聘的外国移民工人，不向他们收取任何招聘费用，包括在招聘过程的任何阶段向他们收取的任何费用。盈趣科技将直接支付招聘过程所需费用，或者招聘费用包含在公司支付给招聘代理的费用中。工人无需支付招聘费或相关费用。禁止间接收费（如从工资和福利中扣除）。

外籍移民工人无需支付以下费用：

i. 工人（或其家人）无需支付与招聘和处理相关的成本和费用，包括任何政府税费。
ii. 不得以任何其他有价物品代替费用。
iii. 工人无需支付将工人带到工作场所的交通和住宿费用（在途生活费）。
iv. 在下列情况下，工人无需支付离境的交通和住宿费用及任何费用，包括偿还政府征收的税款。
    a. 离境前完成雇用合同签订。
    b. 如需提前终止雇用合同需提前发出适当通知。
v. 申请推荐、招聘、处理安置事宜（无安置保证金或押金）。
vi. 出国前的费用和成本。
vii. 设备工具和服装。
viii. 文件和许可证。

盈趣科技有责任监督可能的招聘机构，确保他们遵守这些准则，不向工人收取任何与招聘相关的费用。如果发现向工人收取此类费用，公司将要求招聘机构偿还工人的费用。如果招聘机构未采取此类行动，盈趣科技将暂停与该机构的任何合作，直至问题得到纠正。

厦门盈趣科技股份有限公司
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ZERO RECRUITMENT FEES POLICY

Intretech practices a "Zero Fees Policy" in recruiting its foreign migrants workers. Workers shall not be required to pay employers' agents or sub-agents' recruitment fees or other related fees for their employment. The terms "recruitment fees" or "related costs" refer to any fees or costs inccured in the recruitment process for workers to secure employment or placement, regardless of the manner, timing or location of their imposition or collection. This includes fees and costs associated with the recruitment, hiring, placement, processing, transportation, and ongoing management of workers in both sending and receiving countries.

Intretech covers the official cost of recruiting foreign migrant workers, where recruited foreign migrants workers are concerned, no recruitment fees, including any fees incurred to them at any stage of the recruitment process, whether by us, our contractors, our agents or their sub-agents in receiving and sending countries will not be charged to them. Employer will pay the fees directly, or that the costs of recruitment are included in the fees that the company pays the agent. Employee will be free from paying recruitment fees or related costs. Where recruitment fees or related costs are charged this must be covered by the employer. Indirect fee charging (such as through deductions from wages and benefits) is prohibited. Any expenses to workers are notified to workers before expenses are made and receipts are be provided to workers

The foreign migrant worker are not required to pay the below fees:

i. Workers (or their families) do not pay the costs and fees associated with recruitment and processing including any government levies
ii. No other item of value may be given in lieu of fees
iii. Transportation and lodging costs (In transit subsistence) to bring workers to the workplace are not paid by the worker directly or indirectly
iv. Out-bound transportation and lodging costs and any fees including repayment of government levies are not paid by the workers upon
    a. Completion of the employment contract
    b. Early termination of the employment contract with adequate notification
v. Application recommendation, recruitment, processing placement (No bonds or deposit for placement)
vi. Pre-Departure Fees And Costs
vii. Equipment tool and apparel
viii. Documentation and permit

Company are responsible for monitoring their possible recruitment agencies to make sure that they follow these guidelines and do not charge any recruitment related fees from the workers. If such fees are found to be charged to the workers, company will require the recruitment agency to repay the workers. If such an action has not been undertaken by the recruitment agency, **Intretech** will suspend any relationship with the agency until the matter is rectified.

Ming Yang

Ming Yang

CEO

15th December 2023