

Employee Grievance and Communication

Since its establishment, AIM Vaccine has always been committed to creating an inclusive, open and warm working environment for employees, believing that this lays the foundation for stimulating team creativity and improving work efficiency. The company firmly believes that only by providing employees with a positive working atmosphere can the potential of employees be maximized and the harmonious and sustainable development of the company be promoted. At the same time, AIM Vaccine attaches great importance to an equal and harmonious working culture, and constantly optimizes communication channels to ensure that every employee's voice is heard and problems can be solved in a timely manner.

In order to enhance management transparency and fairness, AIM Vaccine encourages employees to take the initiative to file grievance or reports when encountering any form of unfair treatment or discrimination, including but not limited to: unfair distribution of work tasks, insufficient resources or support, contradictions and conflicts between employees, unequal promotion opportunities, unreasonable salary distribution, and management system and process problems.

In order to protect the rights and interests of employees, AIM Vaccine provides multiple grievance channels, and employees can submit grievance in writing or by phone through the internal reporting platform. The company promises to strictly keep the content of the report and the identity of the reporter confidential, and will not disclose any information without authorization to ensure that the privacy of employees is protected. Any possible suppression, retaliation, discrimination or unfair treatment will be seriously investigated and handled.