confidentiality management over the identity information of whistleblowers and grievance content. All grievances are handled exclusively by specially authorized personnel, and relevant files are encrypted both in transit and at rest to strictly prevent any form of information leakage.

零容忍反报复保障机制：我们对任何形式的申诉报复行为采取零容忍政策，向所有供应链员工提供明确的反报复权益保障，如申诉　　提交