



飛達帽業控股有限公司
Mainland Headwear Holdings Limited

(Incorporated in Bermuda with limited liability)

香港上市公司 A Company listed on The Stock Exchange of Hong Kong Limited

Mainland Headwear's Fair Compensation Public Commitment

Mainland Headwear recognizes fair compensation as a human right and works with the Fair Labor Association (FLA) to uphold that right.

We believe that workers have the right to compensation for a regular workweek that is sufficient to cover basic needs and provide some discretionary income.

As a FLA Participating Supplier, Mainland Headwear has aligned its Code of Conduct with FLA benchmarks and fair compensation methodology.

Mainland Headwear uses the FLA's Fair Compensation Dashboard and tools to maintain the compliance monitoring and apply grievance mechanisms to ensure workers at least are receiving the minimum wages by law.

We are committed responsible production practices and will work closely with FLA to develop fair compensation blueprint, and operational action plan to measure, track, and report wage progress.

Maggie Gu
COO/Executive Director
Mainland Headwear Holdings Limited

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