

Human Rights Commitment and Policy

The Company recognizes and voluntarily complies with internationally recognized human rights standards, including the United Nations Universal Declaration of Human Rights, the United Nations Global Compact (UNGC), the United Nations Guiding Principles on Business and Human Rights, and the International Labour Organization, among others, to fulfill the Company's corporate social responsibility and protect the basic human rights of all employees. The Company will eliminate any infringements or violations of human rights and comply with labor-related laws and regulations in the locations where it operates.

Employment Policy

The Company implements workplace diversity and upholds the principles of openness and fairness. The Company does not tolerate any discriminatory language, attitudes, or actions against individuals based on gender, race, socioeconomic status, age, marital status, family status, language, religion, political affiliation, nationality, appearance, facial features, or physical or mental disability.

Eliminate all forms of forced labor, hire and employ without discrimination, prohibit harassment, respect privacy rights, and strive to create a work environment that promotes equal opportunities, dignity, safety, and freedom from discrimination and harassment.

Reasonable working hours

The Company has clearly defined working hours and overtime regulations, and it regularly monitors and manages employee attendance.

Healthy Workplace

The Company regularly holds employee care seminars and provides health checks to help employees maintain their physical and mental well-being, as well as a balanced work-life. Furthermore, the Company complies with relevant laws and regulations, and continuously improves the work environment and hygiene conditions through various preventive and protective equipment.

Harmonious labor-management communication

The Company, in an attempt to promote harmonious labor-management relations, has set up a suggestion mailbox to maintain smooth communication between labor and management, and holds regular labor-management meetings to ensure the interests of both parties.

Privacy Protection

The Company, in an attempt to fully protect the privacy of its customers and stakeholders, has established a comprehensive information security management system and adheres to strict regulations and protective measures.

Human rights risk mitigation measures, education, and training

The Company is actively implementing specific improvement plans to mitigate human rights risks, create a high-quality working environment, and undertake the following actions:

1. Human Rights Due Diligence Process

The Company, based on industry characteristics and operational development strategies, regularly conducts risk assessments on human rights issues, incorporates these assessments into external expectations and stakeholder communications, identifies important human rights issues and high-risk groups, establishes risk due diligence processes, and promotes mitigation measures and management objectives.

2. Human Rights Protection Training Practices

Providing relevant regulatory compliance guidance and promoting it at the employee orientations	Contents: Prohibition of forced labor, prohibition of child labor, anti-discrimination, anti-harassment, guarantee of humane treatment, and provision of a healthy and safe environment.
Providing sexual harassment prevention courses	Contents: Understanding the concept of sexual harassment, sexual harassment prevention, and how to handle sexual harassment incidents
Promoting workplace bullying prevention campaigns	Understand what workplace bullying is by helping employees and how to avoid bullying in order to create a friendly work environment free of workplace bullying.
Providing a complete series of occupational safety training	Contents: Firefighting training, emergency response courses, first aid training, general safety and health education and training, and safety training for newly promoted supervisors.