

Human Rights Policy

The Company abides by domestic and foreign labor regulations, protects the rights and interests of employees, and follows the spirit of various international human rights conventions such as “The United Nations Global Compact”, “Universal Declaration of Human Rights” and “ILO Declaration of Fundamental Principles and Rights at Work”. Treat all employees with fairness and respect, and their human rights policies and implementation guidelines are as follows:

1. Provide fair employment opportunities.
 - The Company implements a multi-employment policy to promote employment opportunities for domestic workers, and uses open recruitment channels such as human resources banks and job fairs to provide equal employment opportunities and attract and retain outstanding talents.
 - Formulate and implement the “Personnel Employment Measures” without any unfair and discriminatory treatment due to individual race, class, language, ideology, religion, party affiliation, place of origin, place of birth and gender, etc.
2. Implement workplace human rights.
 - There is a reporting system and smooth complaint channels, such as the Chairman’s mailbox and complaint hotline.
 - Formulate the Company's “Business Conduct Guidelines”, “Corporate Governance Best Practice Principles” and “Workplace Sexual Harassment Prevention Measures, Complaints and Punishments” and other norms of the work rules, and implement them in the principle of fairness and integrity to prevent illegal occurrences.
3. Emphasis on a safe and healthy work environment.
 - The “Occupational Safety and Health Committee” and the “Safety Management Committee” are established to hold regular meetings to discuss related issues, continuously improve the working environment and sanitary conditions, and strive to reduce the risk of occupational disasters and protect the physical and mental health of employees.
 - The Company cooperates with high-quality medical institutions and employs full-time nurses and special doctors to handle labor health protection matters such as health management, occupational disease prevention and health promotion.
4. Respect employee freedom of assembly and association.
 - Set up Labor Union organizations and sign collective contract to protect the rights and interests of employees.
 - Regular labor-management meetings are held on a quarterly basis, with smooth communication channels to build a harmonious workplace environment for labor-management relations.