

Human Rights Policy

The Company mandates compliance with the human rights principles or human dignity for directors, executives and staff regardless of race, color, sex, sexual status, vulnerable groups or disability, language, religion, social, property, birth origin, political opinion, or other status. This obligation extends to realize their rights, duties, and responsibilities towards all groups of stakeholders throughout the business value chain with a particular focus on employees, customers, partners (contractors, partners, and/or allies), communities and societies.

The Company is committed to promoting collaboration with stakeholders to abstain from supporting or participating in human rights violations. The Company adheres to internationally accepted human rights standards such as Universal Declaration of Human Rights (UDHR), United Nations Global Compact (UNGC), United Nations Guiding Principles on Business and Human Rights (UNGP), International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work, and General Data Protection Regulation (GDPR). The guidelines for this commitment are as follows:

1. The Company must strictly comply with the laws and human rights principles and refrain from supporting any business that violates the human rights. Human rights due diligence is an integrated part of the Company's processes throughout the business value chain
2. The Company ensures equal treatment of all staff according to human rights principles, eliminating discrimination in employment, remuneration, training and development, appointment, rotation, promotion, termination or dismissal, based on factor such as sex, sexual status, race, color, religion, age, marital status, pregnancy, political opinion, or disability.
3. The Company allows all staff entitled equal rights in term of work, health and safety, privacy, freedom of opinions, freedom of associations and collective bargaining, in accordance with the Company's rules, regulations, notifications and orders.
4. The Company equally treats all groups of stakeholders, such as customers, suppliers, communities and societies, etc., without discrimination. There are respects of customers rights, for example, treating customers fairly without violation of customers' privacy; respects of suppliers rights, for instance, treating them fairly, arranging for transparent procurement, and supporting compliance with human rights principles of suppliers by promoting cooperation in implementing the supplier code of conduct; and respects of community rights, such as listening to communities' opinions and supporting their participations.

5. The Company opposes human rights violations throughout the business value chain in all forms; including discrimination, sexual harassment and non-sexual harassment, as well as illegal labors practices such as human trafficking, forced labor and child labor. In addition, the Company also guarantees the right to collective bargaining and freedom of association for all employees, in order to prevent human rights risks in business operations.
6. The Company is committed to conducting business under the principles of human rights and expects stakeholders throughout the business value chain to operate according to human rights principles as well. The Company therefore promotes knowledge, understanding and behavior in respecting human rights to staff and stakeholders at an appropriate period of time.
7. The Company assesses human rights risks and impacts within the organization and in the business value chain. All departments regularly evaluate human rights risks of its maintaining a mechanism to receive complaints or reports in a confidential manner, ensuring the safety protection of complainants or whistleblowers.
8. The Company has established an operating process for handing complaints by specifying the responsible person and the operating time. Safety measures for protection of complainants or whistleblowers, inspection, follow-ups, as well as punishment for those who violate human rights, and remedy for those who have been violated are implemented in compliance with the laws or the rules and regulations of the Company.
9. The Company disclosure its human rights performance results annually through annual reports or sustainability reports, its website and other communication channels as appropriate.

This Company's human rights policy applies to all business activities throughout the value chain of the Company, subsidiaries, and joint ventures where it holds a management authority. For businesses in which the Company invests or other stakeholders such as partners (suppliers, contractors, subcontractors and/or allies), customers, communities and societies, in which the Company has no management authority, it expects and encourages the companies and/or stakeholders in all sectors to comply with the policy.