

Human Rights Policy

I. Purpose

The Company has the “Human Rights Policy” stipulated to safeguard the basic human rights of employees, to create a human-right-oriented workplace, to support the human rights protection spirit and principle advocated by the “Universal Declaration of Human Rights”, “The United Nations Global Compact (UNGC)”, and International Labor Organization’s “Declaration of Fundamental Principles and Rights at Work,” to comply with the labor-related laws and regulations of the Republic of China, and to ban all human right infringement and violation acts so to help the Company’s employees obtain fair and dignified treatment.

II. Management Plans

The Company values the importance of human rights and strives to substantiate the specific management plans for human rights protection through the mechanisms of system specifications, occasionally arranged education and training programs, and establishment of communication channels according to the Company’s business operations and characteristics.

- (I) Provide a safe and healthy work environment.
- (II) Ban unlawful discrimination and ensure equal job opportunities
- (III) No child labor
- (IV) No forced labor
- (V) Help employees maintain physical and mental health and work-life balance.

III. Employee communication channels

The Company has set up an e-mail box as an effective and appropriate communication channel for improving labor rights and promoting sufficient communication between the Company and employees by following the principle of confidentiality in order to protect the rights and interests of the communicating colleagues. In addition, a management-labor meeting is convened regularly for the protection of the labor’s collective negotiation power and to promote a healthy and positive management-labor relationship.

IV. Implementation

The Company’s “Human Right Policy” is implemented with the approval of the Chairman, same for the amendments.