

# **Human Rights Policy Statement**

**Our company supports the Universal Declaration of Human Rights, the United Nations Global Compact, and the International Labour Organization Conventions. We strive to ensure that every individual inside and outside the company is treated fairly and with dignity. The following human rights policies have been formulated:**

- **Comply with relevant labor laws to protect employees' legal rights and respect internationally recognized principles of basic labor rights. There shall be no actions that harm the fundamental rights of workers.**
- **Ensure that we, our business partners, and suppliers do not use child labor, engage in employment or job discrimination, or use forced labor or corporal punishment in our operations.**
- **Embrace the diversity of all employees, including gender, skin color, race, ethnicity, nationality, beliefs, political affiliation, age, marital status, family status, sexual orientation, appearance, disabilities, pregnancy, and military service status.**
- **Ensure that employment, compensation and benefits, education and training, evaluations, promotions, etc., are carried out according to company policies, creating an environment of equal opportunity, non-discrimination, and harassment-free workplace.**
- **Comply with personal data protection laws, obtaining and using personal information under strict control standards and protective measures to safeguard the privacy rights of employees and all stakeholders.**
- **Hold regular labor-management meetings to ensure open communication channels between labor and management. Provide effective and appropriate grievance mechanisms to protect employees' fundamental rights.**
- **Enforce labor safety and health regulations, conduct regular employee health checks, and establish a healthy and safe workplace.**

## **Specific Measures for Human Rights Protection**

- The company promotes its human rights policies in the new employee training, which includes prohibitions on labor abuse, child labor, sexual harassment prevention, anti-discrimination, and fostering diversity, among other aspects.
- The company has established measures for preventing sexual harassment in the workplace, including complaint procedures, disciplinary regulations, and a written declaration prohibiting workplace sexual harassment. A "Sexual Harassment Complaint Investigation Committee" has been set up to ensure gender diversity among committee members and to maintain clear and accessible channels for reporting complaints. In 2024, no complaints were filed. In response to relevant laws and regulations, the company provided anti-sexual harassment training for directors, managers, and supervisors, covering topics such as forms of sexual harassment, responsibilities, and procedures for addressing incidents. Additionally, a written statement was established to prevent unlawful workplace harassment, and supervisors were provided with guidance on preventing workplace bullying.
- The company regularly invites doctors and nurses to the factory to provide consultations for employees, with 100 consultations conducted in 2024. It also provides regular general and special health check-ups for employees, with costs covered by the company to safeguard employees' health. In 2023, 6 health check-ups were conducted (a lower number compared to the 265 check-ups in 2022, as general health check-ups are conducted every two years).
- The company has established diverse communication channels and smooth grievance mechanisms, allowing employees to communicate with the company in real time. If there are any violations, employees can directly report to the Audit Department or the General Manager's Office following the company's whistleblowing guidelines. Additionally, in 2024, a total of 8 labor-management meetings were held across all factories.
- In compliance with regulations and based on different operational content, the company has established training plans to provide various safety trainings. Annual training includes topics such as occupational safety and health education, fire safety training, and first aid training, among others.
- The company regularly inspects hazardous facilities and equipment, assigns responsible personnel for related operations, and conducts annual safety performance evaluations by

supervisors to ensure a safe working environment for employees.

- The company enforces a leave system and encourages employees to maintain a balance between work and life.
- In 2024, the company conducted a total of 19 sessions of human rights-related training, covering topics such as human rights policy advocacy, labor safety education, health management, mental health, and sexual harassment prevention. The total number of participants was 284, with a total of approximately 673 hours of training.