

Code of Conduct about Respect and Protection of Human Rights

1. Respect for Human Rights

Company and employees shall respect the dignity and human rights of its members as well as its suppliers, business partners, and all the interested parties in the community, and shall practice human rights management based on this principle.

2. Duties to Protect and Respect the Human Right

We set up strategies and policies of human rights management in order to respect the human rights of all the interested parties and to prevent any infringement, and share this with all the relevant parties. In particular, we try to protect the general principles of human rights including the following cases.

- We support and observe the basic principles of protection and respect of human rights implemented by relevant labor laws in each county, United Nations Universal Human Rights Declaration and its substantive guidelines, and the Fundamental Rights and Principles of the International Labor Organization Declarations.
- We prohibit any form of child labor and forced labor based on our support for United Nations Universal Human Rights Declaration.
- We give everyone a fair and equal chances not to be discriminated on the grounds of race, nationality, gender, educational background, religion, age, disability status, birth place, marital status, gender identity, and so on.
- We protect and observe motherhood and children and provide healthy and safe working conditions.
- We observe all the relevant labor laws, respect the autonomy in management of our suppliers and business partners, and try to spread human rights management to them.

3. Human Rights Due Diligence

We take appropriate measures to establish the strategies and policies of human rights management including but not limited to the following.

- We evaluate the effect and risk on the human rights.
- We perform necessary due diligence to implement human rights management.
- We establish appropriate plans to listen to opinions of our members and all the interested parties.
- We take corrective measures and announce the result.



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