

## Human Rights Policy

In order to protect employees' human rights and build an environment for adequate safeguard, FENC establishes and conducts relevant human rights policy. FENC not only comply with all local laws where it operates, but also support the International Bill of Human Rights, the International Labor Office Tripartite Declaration of Principles, the OECD Guidelines for Multinational Enterprises, the UN Universal Declaration of Human Rights, and the UN Global Compact to formulate and implement labor policies related to human rights protection. The scope of our policy applies to all business stakeholders including employees, subsidiaries worldwide, business partners, suppliers, contractors of FENC, and the communities in each operation base.

No.	Human Rights Policy	Content & Implementation
1	<b>No Forced Labor</b> - FENC eradicates all forms of forced labor and punishment.	The company does not force or coerce any person to perform labor services unwillingly and prohibit restricting the freedom of movement of any person, including prohibiting the seizure of any personal documents.
2	<b>Bans Child Labor</b> - FENC bans child labor.	FENC prohibits the employment of labor under the age of 16 in all operation bases and supply chains.
3	<b>Working Hours, Wages and Benefits</b> - FENC ensures working hours, overtime hours, minimum wage, living conditions, and other benefits shall comply with applicable laws and adopt the relatively stricter alternative among local laws or international standards on measures.	<ol style="list-style-type: none"> <li>1. Working hours shall not beyond the maximum hours.</li> <li>2. FENC promises to provide the minimum living wage.</li> <li>3. Overtime pay shall not less than that required by law.</li> <li>4. FENC follows a transparent salary policy and does not use salary deductions as punishment.</li> <li>5. FENC protects employees' paid leaves, special care leaves and the mandatory benefits according to laws.</li> <li>6. FENC ensures to provide the living condition which meet employees' basic needs.</li> </ol>
4	<b>Freedom of Association and Collective Bargaining</b> - FENC respects employees' freedom of speech and association, and the right to collective bargaining.	FENC respects and supports the employees' rights to choose, form, join or refuse to join labor union or any other forms of employee organization.
5	<b>Diversity, Equality and Anti-discrimination</b> - FENC eliminates discrimination in hiring and employment. We guarantee equal pay and a working environment of equality, diversity and safe.	<p>FENC treats all employees with respect and values diversity as well as equality. Employment at FENC does not discriminate on the basis of race, nationality, class, language, ideology, religion, political affiliation, place of ancestry, place of birth, gender, sexual orientation, age, marital status, physical appearance, facial features, mental and physical disabilities, horoscope, blood type or past union membership.</p> <p>FENC ensures a workplace that is free of sexual, mental, physical, and verbal harassment, abuse, and threat. We dedicate to building a workplace with respect, safety and equality, and are against all forms of discrimination, bullying, or differential treatment.</p>
6	<b>Maternity Protection</b> - FENC protects and supports female employees.	FENC is committed to protecting the rights of motherhood and building a work system and environment that is friendly to employees of both genders.
7	<b>Privacy Protection</b> - FENC protects employees' personal information and privacy rights.	FENC ensures the safety of personal information
8	<b>Employment Stabilization</b> - FENC protects employees' right to work.	FENC protects employees from mandatory redundancy and provides assistance to those who are suffering from the situation.
9	<b>Health and Safety</b> - FENC is committed to prioritize all stakeholders' health and safety.	FENC is not only committed to provide health and safety workplace for its employees (including contractors) and is also committed to operate safely in order to ensure the health and safety of all relevant stakeholders.

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