

Human Rights Policy Commitments

I. Purpose

In order to protect employees' fundamental human rights and build an environment that provides comprehensive safeguards, the Company complies with and supports the International Bill of Human Rights, the forced labor indicators of the International Labour Organization (ILO), the International Labor Office Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy, the OECD Guidelines for Multinational Enterprises, the UN Universal Declaration of Human Rights, and the UN Global Compact, and formulates and implements labor policies related to the protection of human rights in accordance with the spirit of these instruments.

II. Scope of Application

This Human Rights Policy applies to all employees of Far Eastern New Century Corporation (FENC). In addition, the Company has established the "Supplier Code of Conduct and Corporate Social Responsibility Commitment Statement" to jointly achieve the goal of safeguarding human rights, and expects its subsidiaries, business partners, suppliers, contractors, and the local communities where its operations are based to uphold the same standards, in keeping with the spirit and fundamental principles of this human rights commitment.

III. Human Rights Commitments

No.	Human Rights Policy	Content & Implementation
1	No Forced Labor	The Company complies with government labor laws and international norms, and prohibits forcing or coercing any unwilling person to perform labor services. The Company is committed to eliminating all forms of forced labor, corporal punishment, and other punitive measures, including bonded labor, violence, coercion, deception, confiscation of identity documents, and restriction of freedom of movement, and prohibits human trafficking and any act that compels workers to provide labor involuntarily.
2	Bans Child Labor	The Company has abolished child labor and prohibits the employment of child labor at any of its operation sites or within its supply chain. The definition of child labor follows the relevant ILO conventions.
3	Working Hours, Wages and Benefits	All working hours, overtime hours, wages, related benefits, and living conditions strictly comply with international standards and local laws and regulations, including: (1) Working hours shall not exceed the maximum hours stipulated by local laws and regulations. (2) The Company is committed to providing wages that meet the minimum living wage required by law. (3) The Company ensures that the labor conditions provided meet the basic living needs of all personnel. (4) Overtime pay shall not be less than that required by local laws and regulations. (5) Wage deductions shall not be used as a form of punishment. The Company ensures equal pay for work of equal value, regardless of gender or any other protected characteristic. (6) The Company provides a leave management system that complies with applicable laws, including paid leave and special care leave, and safeguards all statutory labor rights.
4	Freedom of Association and Collective Bargaining	The Company safeguards employees' freedom of speech, freedom of assembly and association, and the right to participate in collective bargaining, and respects and supports employees' right to choose, form, join, or refuse to join a labor union or any other type of employee organization.
5	Diversity, Equality and Anti-discrimination	The Company eliminates discrimination in recruitment and employment, and guarantees equal pay for equal work regardless of gender, as well as an equal, diverse, and safe working environment. The Company maintains a zero-tolerance policy against all forms of workplace harassment, including sexual harassment, bullying, abuse, threat, and intimidation. We are dedicated to building a workplace with respect, safety and equality, and are against all forms of discrimination, bullying, or differential treatment. The Company implements diversity and equality in its policies, and does not discriminate against any individual on the basis of nationality, race, class, language, ideology, religion, political affiliation, place of ancestry, place of birth, gender, sexual orientation, age, marital status, physical appearance, facial features, mental or physical disability, horoscope, blood type, or current or past union membership.
6	Maternity Protection	The Company protects female employees and is committed to safeguarding employees' maternity rights, building a work system and environment that is friendly to employees.
7	Privacy Protection	The Company complies with local laws and regulations to ensure the security of personal information, and safeguards the personal data and privacy of all personnel.
8	Employment Stabilization	The Company safeguards employees' right to work, and strictly complies with local laws, regulations, and procedural requirements regarding significant matters affecting labor rights, such as employment, termination of employment, and mass layoffs, and ensures fair dismissal procedures.
9	Health and Safety	The Company creates a safe, healthy, and comfortable working environment, and complies with international standards and local laws and regulations related to occupational health and safety.

Douglas Hsu, Chairman of Far Eastern New Century

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