

# Human rights policy

Updated on 2023.12.05

In order to uphold the principles of labor and business ethics, the company embraced the tenets and ethos of the Global Reporting Initiative's (GRI Standards) in 2021. Beyond the implementation of human rights-related policies, the company, in accordance with the government's "Labor Standards Act" and other pertinent laws, has established "work rules" delineating the rights and obligations concerning employees' human rights. This proactive approach aims to safeguard the fundamental human rights and related interests of employees, fostering an environment where each employee is treated with fair and humane consideration. Notably, the company has instituted "control measures and punitive measures against sexual harassment" and implemented a grievance channel, fostering gender equality and preserving personal dignity.

## **Human Rights Assessment**

Committed to sustainable development, the company places a premium on people and the environment, assuming and promoting social responsibility for employees, consumers, and the overall environment. In a demonstration of dedication to a safe and healthy workplace, an environmental engineering and health management unit has been established. This unit deploys occupational safety and health personnel to manage the well-being of employees, conducting regular health inspections for in-service employees. Collaborating with partners, the company has formulated a "Supplier Social Responsibility Code" and signed a corporate social responsibility commitment, expanding its positive impact.

## **Human Rights Concerns and Practices**

### ● **Compliance with Relevant Regulations and Guidelines**

The company has a detached ethical standard and must comply with relevant local government regulations and international standards and regulations. When implementing business activities, it should adopt standards that can provide employees with the greatest guarantees.

Ablerex follows the laws and regulations of the governments in various regions, when there are major changes in the company's operations that may affect the rights and interests of employees, or when there are major changes in employees' positions, they will be notified and discussed in advance.

If the labor contract is to be terminated, a notice period will be given in accordance with the Labor Standards Act as follows:

- Those who continue to work for more than three months but less than one year shall be notified ten days ago.
- Those who continue to work for more than one year but less than three years will be notified 20 days in advance.
- Those who continue to work for more than three years shall be notified 30 days in advance.

- **Elimination of Discrimination and Ensuring Equal Opportunities**  
Ensuring equal treatment across employment, salary, welfare, training, promotion, and other labor aspects, the company commits to non-discrimination based on age, gender, physical and mental disabilities, race, ethnicity, nationality, religion, or other factors.
- **Prohibition of Child Labor**  
Conforming to the norms of the ILO Convention No. 138 and the UN Convention on the Rights of the Child, the company strictly prohibits the illegal employment of child labor, adhering to specified working hours and conditions. The company maintains a clean record of not employing any child labor in 2023.
- **Prohibition of Inhumane Treatment**  
The company expressly prohibits personal injury, improper physical punishment, threats of physical and sexual harassment, verbal violence, or any form of intimidation.
- **Prohibition of Forced Labor**  
In adherence to local laws and regulations, the company ensures that working hours, including overtime, adhere to stipulated limits. An attendance system is in place to monitor abnormal attendance, and designated personnel review such cases, notifying relevant supervisors for appropriate work arrangements, prioritizing the health and quality of family life for colleagues.
- **Respect for Employees' Freedom of Association and Right to Collective Bargaining**  
Respecting employees' freedom of assembly and association, the company acknowledges the right to collective bargaining in accordance with China's trade union law.
- **Providing a Safe and Healthy Working Environment**  
Prioritizing employee health as the greatest wealth, the company offers a comprehensive health and safety plan. In accordance with the Occupational Safety and Health Law, the company implements and promotes occupational safety and health management plans, conducting periodic labor safety assessments and operation inspections. The goal is to eliminate hazards, prevent work injuries, and reduce the risk of occupational injuries.
- **Physical and Mental Health and Work-Life Balance**  
The company supports colleagues in strengthening their bodies during leisure time by providing a gymnasium and washrooms. Furthermore, all employees receive a general health check every three years, with the company covering the associated costs. To enhance safety, the company organizes labor safety and health and fire safety training biannually. Upholding quality office environments, the company implements regular cleaning and maintenance, environmental disinfection operations, and drinking water quality checks for drinking fountains, ensuring a healthy, safe, and hygienic

workplace.

## **Human rights risk mitigation measures**

### ● **Human rights protection training practices**

- Provide relevant laws and regulations for newcomer training  
The company will arrange new recruit training for new recruits, summarizing company profile, business philosophy, quality policy, work rules, employee code of ethics and conduct, management of personal data protection, employee environmental safety and hygiene introduction, Ethical corporate management code, corporate social responsibility Codes, supplier social responsibility codes, human rights policies, major internal information processing and insider transaction management measures, product introductions, Cyber security risk management, respect for intellectual property rights, welfare courses, etc., to understand the company's corporate culture, vision and working environment, And put the relevant measures on the company website and internal staff system for all colleagues to follow.
- Provide employee opinions or appeal channels
- The company prohibits personal injury, improper corporal punishment, threats of physical, sexual and other harassment, verbal violence or any other forms of intimidation. Set up internal and external feedback or appeal channels.
- Occupational Safety Training
  - The company organizes labor safety and health and fire safety training every year to enhance the awareness of environmental sanitation. Occupational safety and health personnel may return to training in accordance with the regulations of the competent authority to ensure continuous improvement. And participate in external professional training according to work needs, enrich knowledge and skills, improve work efficiency and quality, and learn and grow to connect with the company's development goals.
- **Number of Participants in Training Related to Human Rights Protection**
  - In 2023, the company conducted 57 hours of internal staff education and training, involving 57 participants.

The company regularly reviews its operations, supply chain and other related activities every year by paying attention to major social issues, questionnaires, etc. to identify and assess groups at risk and potential human rights risks, and formulate a human rights issue control plan based on potential risks. , and continue to monitor and improve plan implementation results.

The company's human rights management policies and specific plans are summarized as follows:

Human Rights Management Policy	Specific Plan
<p>Provide a safe and healthy working environment to help employees maintain physical and mental health and work-life balance</p>	<p>The company conducts comprehensive health examinations for all employees every three years, aligning with the overload questionnaire to prioritize the physical and mental well-being of our workforce while gaining insights into their health metrics. To support this initiative, a state-of-the-art fitness center has been established within the factory premises, providing employees with an opportunity to fortify their bodies and unwind both physically and mentally during leisure hours at work. This endeavor aims to enhance work morale, boost employee health metrics, and align with the Occupational Safety and Health Law guidelines.</p> <p>In adherence to regulatory frameworks, we actively implement and champion the occupational safety and health management plan. Regular activities, including on-the-job personnel education and training, disaster prevention drills, and annual labor safety and health awareness campaigns, are conducted to instill the correct concepts of occupational safety among our staff. Furthermore, the company collaborates with hospitals to integrate health services for medical staff within the factory. This involves promoting education and training programs on employees' personal health and environmental safety. We also systematically assess employees' health risks, particularly identifying high-risk cases, and arrange specialized health consultations as part of our proactive health management strategy.</p>
<p>Prohibit forced labor and comply with local government labor laws</p>	<p>The company mandates that working hours, including overtime, must adhere to local laws and regulations. Additionally, employees are entitled to one day of rest within a seven-day workweek. To enforce these regulations, the company has implemented an attendance system designed to document instances of abnormal attendance. Designated personnel reviews these records and promptly notifies relevant unit supervisors. This proactive approach ensures an understanding of colleagues' work statuses, enabling the implementation of appropriate work arrangements. The ultimate goal is to prioritize the</p>

	health and well-being of colleagues while maintaining the quality of family life.
Establish human rights clauses in contracts with suppliers and implement on-site audits	Each supplier is invited to fill in the sustainable development self-evaluation form. As of 2023, the company's suppliers with ongoing transactions have signed a total of 396 social responsibility commitment letters.

In addition, the company conducted 57 hours of internal staff education and training, involving 57 participants in 2023. We will continue to pay attention to human rights protection issues and promote relevant education and training to increase awareness of human rights protection and reduce the possibility of related risks.