



Human Rights Policy

Article 1: Commitment

Human rights are the fundamental rights, freedoms, and standards of treatment to which everyone is entitled. Hon Chuan Enterprise Co., Ltd. (“Hon Chuan”) complies with applicable labor laws in all jurisdictions where we operate and safeguards employees’ lawful rights and interests. We respect and support the principles of the United Nations Global Compact, the Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the UN Guiding Principles on Business and Human Rights. We are committed to respecting and protecting human rights throughout our operations.

Article 2: Scope

This Policy applies to all Hon Chuan employees, subsidiaries, business partners, suppliers and contractors.

Article 3: Our Principles

A. Diversity, Inclusion and Equal Employment

- 1. Equal Opportunity:** We apply fair and equal principles in recruitment, selection, promotion, compensation, and training. We are committed to substantive equality in the workplace.
- 2. Zero Tolerance for Discrimination:** We do not tolerate discrimination or unequal treatment based on gender, race, class, age, marital status, religion, physical or mental disability, or any other personal characteristic.

B. Equal Rights and Working Conditions

- 1. No Child or Forced Labor:** We strictly prohibit child labor, forced labor, and all forms of unlawful exploitation.
- 2. Safe and Healthy Workplace:** We are committed to a safe and healthy workplace. We continuously provide occupational safety awareness programs and training.
- 3. Zero Tolerance for Workplace Harassment and Violence:** We take appropriate preventive, corrective, and disciplinary measures to address sexual harassment and workplace violence.



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4. **Labor Rights:** We follow international standards and applicable local laws and provide reasonable and lawful working conditions.
5. **Freedom of Association:** We respect our employees' right to freedom of association and provide open, diverse communication channels to foster harmonious labor relations.

C. Ethics and Responsibility

1. **Privacy and Personal Data Protection:** We respect our employees' privacy and comply with applicable personal data protection laws in all jurisdictions where we operate, safeguarding personal data against misuse or unauthorized disclosure.
2. **Fair Compensation Benefits, and Advancement:** We ensure fairness in compensation, benefits, performance evaluation, and promotion to safeguard employees' labor rights.

Article 4: Management and Grievance Mechanism

Hon Chuan provides formal reporting channels for employees, suppliers, and other stakeholders to report suspected unlawful conduct or violations of this Policy. Reports are promptly investigated in accordance with applicable local laws, and appropriate measures are taken to minimize adverse human rights impacts. Retaliation against anyone who raises a concern in good faith is strictly prohibited.

Article 5: Reporting Channels

Email: hr@mail.honchuan.com.tw

Written correspondence: Human Resources Department, No. 6, Gongyequ 2nd Rd., Xitun Dist., Taichung City 407, Taiwan

A handwritten signature in black ink, consisting of stylized Chinese characters, is positioned above the title 'Chairman'.

Chairman