

Non-violation of human right policies

The company upholds human rights as a fundamental principle of conduct. All employees must strictly refrain from any actions or support that would result in human rights violations, as follows:

1. Personal Rights and Freedoms

- The company ensures the protection of employees' personal data, treating it as confidential and not disclosing or distributing such information to unrelated parties.
- Disclosure or transfer of personal data may only be carried out with the consent of the data owner.
- Individuals are entitled to uphold their human dignity and exercise their rights and freedoms, provided that doing so does not infringe upon the rights and freedoms of others.

2. Equal Treatment of Employees

- The company treats all employees equally without discrimination based on race, nationality, language, religion, gender, age, or education.
- Employees must treat one another with respect and dignity, conduct themselves appropriately in accordance with company regulations and cultural norms, and avoid any behavior that could damage the company's image.
- The company provides employees with opportunities to fully demonstrate their abilities, offers appropriate compensation in line with company policies, and supports further education at higher levels as well as both short-term and long-term training programs.
- Performance evaluations and merit considerations must be conducted accurately and fairly.
- In performing duties, employees should avoid expressing opinions related to differences in physical or mental conditions, race, nationality, language, religion, gender, age, education, or any other matters that may lead to conflict.
- Employees are encouraged to help monitor and maintain a work environment free from harassment, intimidation, or unfair treatment.
- Employees should honor and respect each other's opinions.
- The company strictly prohibits the employment of underage workers below the legal minimum age and the use of forced labor within the organization.

3. Fair Treatment of Stakeholders

The company treats all stakeholders, such as customers and business partners, equally and without discrimination.

4. Respect for Consumer/Customer Rights

The company is committed to continuously sourcing, developing, and delivering modern products and services to meet customer needs. It provides high-quality products and services at fair prices and ensures that customers' personal data is not violated or misused.

5. Respect for Business Partner Rights

- The company establishes clear policies and procedures for procurement, contracting, and related operations.
- It ensures fair competition based on equal access to information, with defined criteria for evaluating and selecting business partners.
- Contracts are prepared appropriately without taking advantage of counterparties. The company complies with agreed commercial terms and conditions and treats all related parties fairly.
- The company avoids purchasing goods and/or services from partners that violate human rights or infringe upon intellectual property rights.

6. Respect for Community Rights

The company performs its duties with due care to prevent risks of human rights violations in its business operations. This includes recognizing community rights, listening to community feedback, and supporting community participation.