

Human Rights Policy

In order to fulfill Ennoconn’s corporate social responsibility and implement human rights protection, Ennoconn respects and supports internationally recognized human rights regulations and principles, including the “Universal Declaration of Human Rights”, the “United Nations Global Covenants”, and the International Labor Organization's "Declaration on Fundamental Principles and Rights at Work", and formulates its human rights policy in accordance with the “Code of Conduct of the Alliance for Responsible Business”, and the “Guiding Principles on Business Enterprises and Human Rights” of the United Nations, in order to abide by the laws and regulations relating to labor, gender equality, and other related laws and regulations of the places where it operates to eliminate infringement of human rights, and to ensure that the company's current employees are treated with reasonable and dignified manner.

Ennoconn’s Human Rights Policy applies to all Ennoconns’ employees and expecting to be adhered to by our vendor/contractor partners. The content of policy is described below:

1. Law Compliance: safety and healthy workplace.

Goal	<p>Compliance: Comply with relevant domestic occupational safety and healthy laws and regulations and international standards, and regularly review for compliance.</p> <p>Risk Management: Hazard identification and risk management are implemented to achieve the goals of accident prevention and risk reduction.</p> <p>Safety: All employees participate in the implementation of education, training, consultation, communication and other means to enhance the awareness of environmental safety and hygiene of employees, and through the safety settings of the site environment to achieve the protection of worker safety.</p> <p>Health Promotion: Through training, publicizing and communication, we will raise the awareness of safety and hygiene, and take the initiative to care for the physical and mental health of our employees, in order to promote the health and well-being of our employees.</p> <p>Continuous Improvement: Through regular monitoring and control of occupational safety and health management, we will continue to improve occupational safety and health performance and minimize the impact of hazards and risks and minimize the impact of hazards and risks.</p>
Risk Management	<p>Set up an occupational safety implementation team and execute ISO 45001 Occupational Safety and Health Management System operation standards and handling procedures and implement them accordingly.</p> <p>Execute hazard identification and risk assessment procedures to identify items that may cause impacts and hazards to the work environment and conduct improvement and publicity for major issues.</p> <p>Regularly implement environmental sanitation and disinfection activities in the work area to ensure the health and hygiene of employees in the industrial premises. And to ensure the hygiene and health of the employees in the industrial premises.</p>
Method to implement	<p>In order to provide a safe working environment, prevent occupational accidents, and protect the safety and health of workers, all employees and non-Company personnel working in the Company's workplaces should comply with the safety and health work code and related regulations, and regularly organize occupational safety and health education, training, and health promotion.</p> <p>We also regularly organize occupational safety and health, fire prevention and safety education and training, and health promotion and publicity.</p>

2. Dedicate to provide a workplace without violence, harassment, and intimidation while respecting the privacy and dignity of employees.

Goal	In order to prevent physical or mental abuse in the performance of duties due to other people's behavior, we have formulated a prevention plan to prevent workplace violence and to deal with workplace violence. In order to ensure the physical and mental health of our employees, we have formulated a workplace violence prevention program to prevent the occurrence of workplace violence and to achieve the prevention and disposal of workplace violence.
Risk Management	Evaluate incidents in which employees are humiliated, threatened, or attacked in a work-related environment that presents an obvious or implied challenge to their safety, well-being, and or health.
Method to implement	Through education, training and public announcements, employees are made aware of their responsibility to assist in the performance of their duties. Ensure the occurrence of workplace harassment, and disclose the complaint line in order to create a friendly working environment.

3. NO employment of child labor

Goal	To protect the opportunities to developing and growing up of teenager. We decline the employees who are under the age of sixteen.
Risk Management	The principle of prohibiting child labor is consistently revealed in the pre-recruitment information sheet and procedure form as mentioned above.
Method to implement	Candidates should provide the personal information such as age. Ennoconn refuse the interview with who is under the age of sixteen. While candidate received the offer, he will provide related document to prove his identity, ensure that his age.

4. Prohibition of labor force.

Goal	Company shall not use any form of slavery or coercion to force employees to perform involuntary labor. In order to protect the physical and mental health and living arrangements of employees, the Company shall set up a working hour system and management plan in accordance with local laws and regulations, depending on the location of the operation site. In order to meet the operational needs and with the consent of the employees, we will arrange overtime work in accordance with the laws and regulations. We will provide overtime pay or compensatory time off as compensation.
Risk Management	Supervisors have the authority and responsibility to ensure that attendance and overtime are controlled in a manner that balances the physical and mental health of employees with compliance with legal requirements.
Method to implement	If employee's cumulative attendance or overtime record is approaching the upper limit of the regulation, the Human Resources Section will control the reminder operation.

5. Eliminate unlawful discrimination and reasonably ensure equal opportunity in employment and promotion.

Goal	Company provides an equal and fair working environment and prohibits any form of discriminatory behavior such as race, religion, creed, gender, marital or parental status, age, political affiliation, nationality, disability, sexual orientation, astrological sign, blood type, or other factors that may affect the process and decision-making process in recruiting, hiring, and promotion.
Risk Management	Besides the necessities of duties to execute, Ennoconn, we will not engage in unlawful discrimination from the beginning of the recruitment process. In terms of personnel management, we do not use irrelevant personal characteristics as an indicator for management.

Method to implement	<p>Regularly take stock of age and gender group ratios to ensure that diversity and equality are maintained when objective factors are equal.</p> <p>Through the establishment of a dedicated hotline and mailbox, a suggestion box for physical employees, and labor-management meetings, we ensure that employees can reflect their problems at any time.</p> <p>Disclose ESG results annually in sustainability report.</p>
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1. Respect the freedom of association of employees.

Goal	<p>Company respects the human rights of employees, who are free to form associations in accordance with the law and set up diversified societies, and actively promotes the participation of colleagues in these societies.</p> <p>In order to protect the welfare of our employees, Ennoconn has established the Employee Welfare Committee (EWC) and selected employee representative members in accordance with the law to ensure the rights and interests of our employees.</p>
Risk Management	<p>Labor-management meetings are held quarterly in accordance with the law, and minutes of the meetings are recorded and kept for inspection by the competent authorities to ensure that communication between employees and employers takes place as scheduled. Welfare committee meetings are held on a regular basis to ensure the implementation of employee welfare. Employee issues raised through employee opinion channels are received and handled confidentially by the Management Department, which communicates and coordinates with relevant units or employees depending on the content of the issue.</p>
Method to implement	<p>In order to protect employees' human rights, create a win-win labor-management system, establish a two-way communication channel between labor and management, and provide employees with sound labor-management relations, we hold regular labor-management meetings in accordance with the "Labor Standards Law" and the "Labor-Management Conferences and Conferences Implementation Regulations", where labor-management conferences are held, and representatives of the labor side selected by the employees conduct labor-management negotiations on issues related to the company's operations and the employees.</p>

Chairman

Fu-Chuan Chu