

## **Emporium Partners Human Rights Policy**

Emporium Partners adheres to the spirit and fundamental principles of human rights protection recognized in the conventions of the International Bill of Human Rights, including 10 principles of the United Nations Global Compact (UNGC), the Universal Declaration of Human Rights (UDHR), and the Declaration on Fundamental Principles and Rights at Work of the International Labour Organization.

Additionally, we comply with local laws and regulations in the regions where our company operate. In accordance with the guidance provided by these regulations, we have developed our company's Human Rights Policy.

To provide a framework for compliance, it aims to uphold the core principles of international human rights conventions, enhance human rights awareness, create a respectful human rights environment, and ensure proper care for employees.

The key principles of this policy are as follows:

- 1 Respect workplace human rights, and prohibit child labour as well as any form of forced labour to create harmonious working environments between labour and management.
- 2 Uphold employees' human rights, advocate equality, and strive for workplace diversity and inclusivity. Prohibit all forms of discrimination and actions that insult personal dignity.
- 3 Provide a safe and healthy working environment, and establish preventive measures to reduce the risk of occupational accidents while safeguarding employees' physical and mental well-being.
- 4 Adhere to labour standards regulations, offering fair and reasonable compensation and working conditions.
- 5 Establish the environment and channels for open expression of opinions, grievances, respecting employees' freedom to assemble and associate.
- 6 Implement information security, and strictly adhere to privacy and information security regulations when collecting, processing, transmitting, and utilizing personal information.

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