

# Human Rights Management Charter

DY INNOVATE respects the human rights of all employees and stakeholders and is committed to sustainable growth and social responsibility. We declare the following key principles:

- 1. Respect for International Norms** : We uphold global human rights standards such as the UN Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights.
- 2. Prevention and Remediation** : We prevent human rights violations and ensure timely and effective remedies if they occur.
- 3. Non-Discrimination** : We prohibit discrimination based on gender, age, disability, religion, race, nationality, origin, political views, marital status, or pregnancy.
- 4. Labor Rights** : We guarantee freedom of association and collective bargaining without retaliation.
- 5. No Forced or Child Labor** : We strictly prohibit all forms of forced and child labor in compliance with relevant laws.
- 6. Safe Work Environment** : We ensure a safe, hygienic workplace and promote employee health and safety.
- 7. Fair Partnerships** : We maintain fair relations with partners and support their human rights efforts.
- 8. Community Engagement** : We communicate with local communities to support shared growth.
- 9. Legal Compliance & Responsibility** : We comply with laws and promote ethical, rights-respecting business culture.
- 10. Data Protection** : We safeguard personal data and respect stakeholder privacy rights.

DY INNOVATE applies these principles across all operations and commits to their ongoing implementation and improvement.

# Human Rights Management Policy\_1p

## 1. Policy Overview

DY INNOVATE places the highest value on human rights in all business activities. This policy outlines concrete actions to protect the rights of employees and stakeholders. It is aligned with international standards including the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, ILO Core Conventions, and the OECD Guidelines for Multinational Enterprises.

## 2. Scope of Application

This policy applies to DY INNOVATE's headquarters, subsidiaries, partners, and entire supply chain.

- **Employees** : Includes all regular, contract, dispatched workers, and executives.
- **Partners & Suppliers** : Encouraged to comply with this policy, with support provided as needed.
- **Local Regulations** : In cases of conflict with local laws, local law takes precedence, while efforts based on this policy's principles will continue.

## 3. Human Rights Principles

### Article 1. Prohibition of Child and Forced Labor

- Child labor is strictly prohibited. If found, immediate termination and support measures will be provided. Youth employment must not interfere with education.
- All forms of forced labor, including involuntary work, are banned. Withholding identification or visa documents is not permitted.

### Article 2. Prohibition of Discrimination and Workplace Harassment

- No discrimination is allowed in hiring, promotion, or compensation based on gender, race, nationality, ethnicity, religion, disability, age, political opinion, social status, family/marital status, pregnancy, or childbirth.
- All forms of workplace harassment—including verbal abuse or coercive work orders—are strictly prohibited.

# Human Rights Management Policy\_2p

## **Article 3. Fair Working Conditions**

- We comply with legal working hours, provide fair compensation, and never collect fees from employees.
- Training and a healthy work environment are offered to enhance job competency.

## **Article 4. Humane Treatment**

- We strictly prohibit inhumane treatment, including physical or mental abuse or coercion, and protect employees' privacy and personal information.

## **Article 5. Freedom of Association and Collective Bargaining**

- All employees have the right to freely associate and engage in collective bargaining without fear of retaliation.

## **Article 6. Occupational Health and Safety**

- We ensure safe working conditions by regularly inspecting facilities and equipment, providing safety training, and responding promptly to incidents.

## **Article 7. Protection of Communities and Vulnerable Groups**

- We consider the impact of our business on local communities and uphold the rights of vulnerable groups—including children, migrant workers, persons with disabilities, and women—ensuring equal and fair treatment.

## **Article 8. Customer Rights Protection**

- We prioritize customer safety and well-being in all products and services, and make every effort to protect personal data.

## **Article 9. Responsible Supply Chain Management**

- We assess and prevent human rights and ESG-related risks within our supply chain, and support partners through training and sustainability initiatives.

## **Article 10. Environmental Rights**

- We implement environmental management policies to prevent harm to human life and health caused by pollution.

# Human Rights Management Policy\_3p

## 4. Human Rights Management System

### A. System Establishment

- Operation of a Dedicated Human Rights Committee: A dedicated committee is operated to manage human rights risks and implement related policies.
- Education & Communication: Regular human rights training will be provided to employees and partners, alongside open channels for stakeholder communication.

### B. Operational Procedures

- Reporting Channels: A confidential channel will be provided for reporting human rights violations.
- Case Handling & Remedies: Reported cases will be investigated promptly, with appropriate remedial actions taken.
- Disclosure of Outcomes: Major cases and improvement measures will be transparently shared.

### C. Monitoring & Improvement

- Regular Human Rights Due Diligence: Potential risks will be identified and areas for improvement assessed through periodic reviews.
- Continuous Improvement: Policy updates and enhancements will reflect findings from due diligence activities.

## 5. Implementation & Evaluation (Optional)

- Performance Review: Human rights performance will be regularly evaluated.
- External Verification: Independent reviews will ensure objectivity and support continuous improvement.
- Transparency & Disclosure: Human rights efforts and outcomes will be disclosed in a transparent manner.

DY INNOVATE is committed to respecting human rights in all business activities and fulfilling its responsibilities as a global company through a robust human rights management system.