



## ASUS Human Rights Policy

ASUS, upholding the ‘people-oriented’ philosophy, is committed to creating a work environment that is safe, fair, respectful, and dignified. It supports and adheres to the United Nations Global Compact (UNGC), the Universal Declaration of Human Rights and the standards of International Labor Organization (ILO) and Responsible Business Alliance (RBA), while ASUS have established and have implemented guidelines in practicing human rights policies:

ASUS is committed to protecting the rights and interests of all the employees, suppliers, contractors, and other partners:

1. Provide a healthy and safe work environment founded on mutual trust and respect, with labor rights and benefits that meet or exceed local legal standards.
2. Comply with occupational safety and health regulations, continuously enhance workplace safety and health conditions, strive to mitigate occupational hazard risks, and create an employee-friendly environment to safeguard physical and mental wellbeing.
3. Foster a harmonious labor-management relationship and workplace, furnish diverse and accessible communication channels, while ensuring freedoms of assembly, association, collective bargaining, and privacy.
4. Foster a culture of respect for diversity, upholding labor rights for vulnerable groups, and ensuring equal opportunities for all regardless of nationality, race, or social background.
5. Support professional development by providing training programs, facilities, time, and subsidy for self-development.
6. Eliminate all forms of discrimination, harassment, or unfair treatment, ensuring that recruitment, remuneration, and promotions are not influenced by gender,



religion, politics, or marital status.

7. Prohibit child labor, eliminate all forms of forced labor, including human trafficking, and prevent any violations of human rights.
8. Conduct due diligence, regularly review developments in society and industry, incorporate stakeholders' feedback, and assess potential human rights risks impacting operations.

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