

# **CTBC Financial Holding Co., Ltd.**

## **Human Rights Policy**

Amendment approved by Board of Directors meeting of April 27, 2018

### **Article 1 Purpose**

The Human Rights Policy of CTBC financial holding company has been established for the purpose of comprehensively and adequately implementing corporate social responsibility for human rights protection. CTBC financial holding company and all its subsidiaries (henceforth referred to as “the Company”) severely comply with local laws and regulations of global locations and recognize and support all the human rights protection and basic principles declared by United Nations' Universal Declaration of Human Rights, Global Compact, Guiding Principles on Business and Human Rights, Global Compact and adheres to the principles of the International Labour Organization.

### **Article 2 Workplace Human Rights Protection.**

The Company is dedicated to forming a working environment of diversity inclusion, transparency, equality and prevention of harassment. The Company never allows any actions or behaviors against human rights protection, include hiring child labor and all forms of forced and compulsory labor. The Company strictly prohibits any discrimination or biased treatment due to a person's gender, sexual orientation, race, social status, age, marital status, language, ideology, religion, party affiliation, native place, place of birth, appearance, facial features, mental/physical disability or union membership.

In addition, the Company provides multiple and appropriate reporting channels to prevent employees’ legitimate rights and interests from aggression as well.

### **Article 3 Healthy and Safe Workplace**

In respect to the promotion of healthy and safe workplace, the Company devoted itself to building a healthy, safe and comfortable working environment; alongside complying with all labor laws and regulations.

- 1 Providing a healthy and safe working environment together with necessary health or emergency-aid equipment to eliminate dangerous factors to employees’ health and safety and reduce the risk of occupational accidents
- 2 Comprehensively taking care of employees’ mental/physical health, the Company proactively cares and manages employees’ workload. Avoiding long work hours,

the company regularly implements occupational safety-related trainings and general health examinations for free; continuously launch various health promotion activities as well.

Providing employees with health promotion handbook through on-site physician service and the medical recommendations.

#### **Article 4 Freedom of Association**

The Company respects the employees' rights of establishing and participating in community associations and/or organizations. In regards to communication between employee and employer, multiple communication channels and platforms are in place and employer/employee meetings are regularly convened to ensure harmony and win-win relationship of both parties.

#### **Article 5 Privacy and Information Security protection**

In order to completely protect the privacy of all customers, employees and stakeholders, the Company has established a comprehensive privacy and information security protection mechanism complying with strict control practices and protective measures.

#### **Article 6 Human Rights Policy Advocacy**

The Company not only actively fulfills its social responsibility and implements human rights protection policy, but also invites all business partners, including suppliers, to focus on related topics of human rights and manage related risks together in order to provide employees a fairer and safer workplace and raise the awareness of human rights protection.

#### **Article 7**

This Policy shall become effective upon approval at the Board of Directors meeting. The same shall apply to revisions thereof.