

# Human Rights Policy

## Policy Commitment

Yesiang Enterprise Co., Ltd. is committed to respecting and protecting human rights, creating a safe, dignified, and equitable workplace. We comply with all labor and human rights laws applicable to our operating locations and follow international standards, including the Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the UN Guiding Principles on Business and Human Rights, and the Responsible Business Alliance (RBA) Code of Conduct.

We ensure that our daily operations and business activities adhere to human rights and labor standards, and we also require our suppliers and business partners to uphold the same principles, fostering a workplace culture built on respect, fairness, and safety.

## Action Principles

- **Prohibition of Forced Labor, Child Labor, and Human Trafficking**  
We strictly prohibit forced labor, child labor, and human trafficking. All employment relationships must be based on free and voluntary consent, and no form of coercion, exploitation, or abuse is tolerated.
- **Equal Employment and Anti-Discrimination**  
We provide equal employment opportunities and enforce a zero-tolerance policy against all forms of discrimination, sexual harassment, and non-sexual harassment. We implement a gender pay equity policy to ensure equal remuneration for work of equal value, regardless of gender.
- **Working Hours Management**  
We comply with legal limits on working hours. Total working hours shall not exceed statutory standards or 60 hours per week (including overtime), and employees are entitled to at least one day off for every seven days worked.
- **Living Wage and Benefits**  
Compensation complies with local wage laws and meets living wage standards sufficient to support employees' basic needs. The company safeguards employee rights by providing overtime pay, bonuses, and statutory leave entitlements such as paid annual leave, marriage leave, bereavement leave, maternity leave, paternity leave, and parental leave.
- **Freedom of Association and Collective Bargaining**  
We respect employees' freedom of association and their right to collective bargaining, and we encourage open communication between labor and management to foster mutual trust and cooperation.

- **Safe and Healthy Working Environment**

We provide a safe, hygienic, and protective workplace environment in compliance with local occupational safety and health regulations.

- **Grievance and Remediation Mechanisms**

We maintain multiple reporting and grievance channels to ensure fair handling of cases and to protect whistleblowers from retaliation. Confirmed violations are subject to appropriate corrective and disciplinary actions.

- **Education and Training**

We conduct regular training on human rights, anti-discrimination, and anti-harassment to strengthen employees' awareness of respect, humane treatment, and workplace ethics.



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James Chuang  
Chairman & CEO  
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