

TA CHEN STAINLESS PIPE CO., LTD.

Human Rights Policy (Updated on August 2024)

1. Purpose

Ta Chen Stainless Pipe has established the “Human Rights Policy” in order to uphold and safeguard employees’ basic human rights. Ta Chen Stainless Pipe also supports and follows the spirit and basic principles of human rights protection as set out in the “Universal Declaration of Human Rights” and the “United Nations Global Compact” and the “International Labor Organization (ILO) Conventions” and the “OECD Guidelines for Multinational Enterprises “ to treat and respect all colleagues fairly and impartially. The policy applies to all business stakeholders including employees, subsidiaries worldwide, business partners, suppliers, contractors of Ta Chen Stainless Pipe, and the communities in which we operate.

2. Management Principles

A. Prohibition of Forced Labor - eliminates all forms of forced labor, corporal punishment or other punishment

The Company complies with labor laws and international standards, does not force or coerce any unwilling employees to conduct labor services, and prohibits restricting any personnel’s freedom of movement, including withholding personal IDs from employees. Slavery or trafficking of persons also not be used. This includes transporting, harboring, recruiting, transferring or receiving persons by means of threat, force, coercion, abduction or fraud for labor or services.

B. Prohibition of Child Labor—forbids employment of children

The Company prohibits the employment of children under the age 16 in any operation sites and supply chains. For minors aged 16 to 18, they must not be engaged in work that is likely to be hazardous or harmful to their physical, mental, social, or moral well-being.

C. Working Hours, Wages and Benefits—complies with international standards and local regulations on working hours, overtime , remuneration, benefits and living conditions

(a) Clearly specify the regulations for working hours and overtime hours. The company shall regularly monitor and manage employee attendance. Except for emergencies or special circumstances, the total working hours per week should not exceed 60 hours (including overtime), and employees should be allowed to rest at least one day every seven days. Additionally, any overtime must be voluntary.

(b) The Company promises to provide the minimum living wage required by laws and regulations.

(c) The Company pays overtime compensation not less than what is required by regulations.

(d) The Company provides a transparent salary and does not use salary deduction as a punishment.

(e) The company guarantees the legal rest days including paid leave and special care leave, and all statutory labor benefits.

(f) The Company ensures that the living conditions provided meet the basic living needs of all personnel.

D. Respect for Diversity, Equality and Anti-discrimination—adopt a zero-tolerance policy for discrimination in recruitment and employment, and ensures equal pay for equal work, and create an equal, diversified and safe working environment.

(a) The Company implements diversity and equality policies in recruitment, promotion, and compensation, and treats employees equally regardless of race, class, language, ideology, religion, political party, place of origin, place of birth, gender, sexual orientation, age, marital status, appearance, facial features, physical/mental disabilities, zodiac sign or blood type.

(b) The Company ensures that there is no sexual/mental/physical/verbal harassment, abuse or intimidation in the workplace, strives to create a dignified, safe and equal working environment and opposes any form of discrimination, bullying or differential treatment.

E. Maternity Protection- protects female employees

The Company is committed to protection of maternity rights and establishment of a working system and environment that is friendly to all employees regardless of gender.

F. Privacy Protection -maintains the personal data and privacy of all personnel

The Company complies with local laws and regulations to ensure the security of personal data.

G. Job Security—protects employees' right to work

The Company protects employees free from the threat of forced layoffs. To promote harmonious labor relations, the company is concerned about and manages issues related to employees' labor rights, and may establish open communication channels between labor and management through collective bargaining, regular labor-management meetings, and providing employee grievance or suggestion channels, and guarantees the freedom of association and collective bargaining.

H. Provide a healthy and safe workplace

(1) The Company complies with relevant laws and regulations on occupational safety and health, conducts safety and health work, plans health courses, education and training, and regularly schedules employee health examinations that comply with laws and regulations, takes care of the physical and mental health of employees, and improves and enhances the safety and health conditions of the working environment.

(2) The Company's working environment has 24-hour security to maintain the safety of the factory. Each quarter, fire equipment inspections and maintenance of various facilities are regularly arranged to ensure their completeness and safety, thus ensuring a safe working environment.

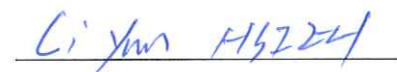
(3) Various health promotion activities are held from time to time.

I. Due Diligence

Assessing potential human rights risks in operational activities, and developing mitigation and remediation measures. The Company establishes a 24/7 complaint mailbox (leuis@tachen.com.tw), including an "Internal Employee Complaint Mailbox," "Sexual Harassment Prevention Hotline and Complaint Mailbox," and "Employee Suggestion Box." The CEO's Office is responsible for receiving feedback and reporting it to the CEO, who will personally address the feedback or internal management issues raised. Employees who submit their opinions with their names will be protected by confidentiality, and only the Vice President and the Internal Auditor have access to related information. The company is committed to protecting the complainant and ensuring that they will not be retaliated against. If the investigation confirms the complaint, necessary remedial measures and responses will be taken.

3. Management Procedures and Execution

If the company is involved in infringement, it will be reported to the CEO for investigation.



Li Yun Hsieh
Chairman
August 2024