


Human Rights Policy

Nanya Technology Corporation supports and follows the basic principles of human rights such as the United Nations Guiding Principles on Business and Human Rights, the UN Universal Declaration of Human Rights, the International Covenants on Human Rights, the First and Second Principles of the UN Global Compact, the International Labor Organization's "Declaration of Fundamental Principles and Rights at work," and local ordinances. Regulate and implement human rights protection by joining the Responsible Business Alliance. To carry out human rights protection, Nanya will follow, and expect its business partners to follow:

1. This policy applies to all employees, subsidiaries, customers, suppliers, and our business relationships.
2. Comply with the local labor and environmental laws and regulations at the place of operation to ensure that employees have reasonable working conditions and a safe and healthy working environment.
3. Strive to create equal hiring, equal remuneration, and freedom from discriminated and harassed environment. There is no difference in employment and actual work (such as promotions, reward, and training) based on race, color, nationality, age, gender, sexual orientation, disability, pregnancy, religion, political affiliation, union membership, marriage, etc.
4. Forced, human trafficking, and child labor shall not be used. Respect the rights of privacy, collective bargaining and the employee freedom of association.
5. Establish a smooth communication channel between employers and employees and provide a grievance mechanism. If there is any violation of human rights, conduct investigation procedures and implement remedial and improvement actions immediately.
6. Regularly review and evaluate relevant human rights systems and practices.



Pei-Ing Lee
President
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