

Arcadyan formulated human rights policies in compliance with local regulations and the essence of international norms such as the International Labor Office Convention, the UN Universal Declaration of Human Rights, the UN Global Compact and other international Human Rights conventions and local regulations to eliminate any behaviors that violate Human Rights so that all employees can be treated with fairness and dignity.

Arcadyan has set up formal reporting channels for employees, suppliers, and other external stakeholders to report illegal, human rights violations, codes of conduct or codes of integrity. Our suppliers are prohibited from using raw materials derived from conflict minerals, and we support the humanistic way of mining, and devote to mitigate any negative impacts that might affect environment, society, and governance in the value chain.

## Guiding Principles

- Takes into respect in all aspects of our operations, including economy, society, culture, and citizen.
- Respect differences, accommodate multiculturalism, and provide a non-discriminatory working environment.
- Provide a safe and healthy working environment without harassment.
- Eliminate unlawful discrimination to ensure equal employment opportunity.
- Eliminate forced labor and abolish child labor.
- Forbid the suppliers to use the raw materials considered as the conflict minerals.
- Create an environment conducive to communication and establish an open-minded management model.
- Support and assist employees in maintaining and work-life balance.

## Management Indicator

- Zero on-site accident
- Zero child labor
- Zero forced labor complaints
- 100% human rights awareness training rate for new employees