

Arcadyan strictly complies with labor-related regulations in all its global operational locations, adhering to the principles and fundamental values of human rights as outlined in the Universal Declaration of Human Rights, United Nations Guiding Principles on Business and Human Rights, United Nations Global Compact, and International Labour Conventions. Additionally, we implement the Responsible Business Alliance (RBA) Code of Conduct to ensure that all employees are treated fairly and with dignity.

This Human Rights Policy applies to Arcadyan, its domestic and international subsidiaries, and other affiliated companies under substantial control. The policies implemented include:

1. Respect for Human Rights

We integrate respect for economic, social, cultural, and civil rights into our operations, eliminating any form of unlawful discrimination and ensuring equal employment opportunities.

2. Health and Safety

We provide a safe, healthy, and harassment-free workplace, ensuring the physical and mental well-being of employees.

3. Prohibition of Child and Forced Labor

We strictly prohibit the employment of child labor, any form of forced labor, and human trafficking, ensuring all employees are voluntarily employed without exploitation or restrictions on freedom of movement.

4. Fair Compensation and Working Hours

We comply with wage and working hour regulations, ensuring timely payment of fair and adequate living wages while clearly listing any deductions.

5. Sustainable Supply Chain

We prohibit suppliers from using raw materials sourced from conflict minerals and ensure the supply chain meets human rights and environmental protection standards.

6. Open Communication and Management

We foster a culture of open communication and implement transparent management, encouraging employees to express their opinions freely.

7. Protection of Vulnerable Groups

We safeguard the labor rights of vulnerable groups and ensure equal opportunities for all.

8. Privacy Protection

We respect and protect employees' personal information, ensuring that data collection and usage comply with relevant regulations.

9. Continuous Improvement and Supervision

We regularly review the human rights policy and its implementation effectiveness, optimizing management measures to ensure ongoing enhancement of human rights protection.

Management Indicators

- Zero occupational injuries in factory areas per year
- Zero cases of child labor employment per year
- Zero cases of forced labor complaints per year
- Zero cases of human trafficking per year
- 100% human rights awareness training for new employees annually
- Employee salaries comply with fairness and reasonability principles, with regular reviews of the compensation system
- Zero cases of employee discrimination complaints per year
- Zero violations of privacy protection laws per year