

ECOVE Human Rights Policy

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In order to respect and protect basic human rights, ECOVE recognizes and commits to the following international human rights standards and norms, abides by the laws and regulations of all operating locations around the world, treats and respects all personnel equally. The scope of application of ECOVE's human rights policy includes the company and its domestic and foreign subsidiaries, joint ventures and other group-related companies with substantial control capabilities, and also extends to supply chains, customers and contractors, partners (customers, communities) and other stakeholders, who all follow it together and strive to prevent any human rights violations.

- Universal Declaration of Human Rights, UDHR
- The United Nations Global Compact, UNGC
- United Nations Guiding Principles on Business and Human Rights, UNGPs
- ILO Declaration on Fundamental Principles and Rights at work
- OECD Guidelines for Multinational Enterprises
- OECD Due Diligence Guidance for Responsible Business Conduct
- Responsible Business Alliance Code of Conduct
- Equal Remuneration Convention

Human Rights Commitment

ECOVE refers to the six major dimensions of human rights risks in business operations proposed by the United Nations Development Programme (UNDP) -- Labor Rights, Environmental Rights, Voice & Participation, Gender Equality, Products & Services Liability, and Governance & Security, and uses them to manage ECOVE as well as its domestic and foreign subsidiaries, joint ventures, other group-related companies with substantial control capabilities, extending to human rights issues concerning stakeholders such as the supply chain, customers, contractors, and partners (clients, communities).

● Labor Rights

- ECOVE prohibits any form of human trafficking, forced labor, violation of free choice of occupation, and employment of child labor.
- ECOVE complies with all applicable wage and hour regulations, providing the following specifications regarding working hours, breaks, and leave in accordance with labor standards law.
- ✓ The regular working time of workers may not exceed eight hours a day nor 40 hours a week.
- ✓ If there are extended working hours, combined with the regular working hours shall not exceed twelve hours a day; the total number of overtime shall not exceed forty-six hours a month; however, the extension of working hours, with the consent of a labor union, or if there is no labor union exists in a business entity, with the approval of a labor-management conference, shall not exceed fifty-four hours a month and one hundred and thirty-eight hours every three months. In the event of natural disasters, incidents, or emergencies, there are exceptions.

✓ ECOVE provides a fair living wage in a timely manner, paying workers for annual leave are granted based on the accumulation of years of service, as follows:

- Three days for service of six months or more but less than one year.
- Seven days for service of one year or more but less than two years.
- Ten days for service of two years or more but less than three years.
- Fourteen days for service of three years or more but less than five years.
- Fifteen days for service of five years or more but less than ten years.
- One additional day for each year of service over ten years up to a maximum of thirty days.

For those working in overseas countries, work arrangements will be made according to the local laws governing the maximum daily working hours and the total monthly limit for overtime.

■ Non-discrimination and harassment/Equal pay for equal work :

It is clearly stated that there shall be no discrimination due to gender, age, class, religion, race, nationality, language, ideology, political inclination, party affiliation, place of origin, birthplace, sexual orientation, appearance, physical features, physical and mental disabilities, marital and family status, etc. ECOVE strives to provide equal opportunities for remuneration, employment conditions, training and promotion.

■ Employment Terms :

If there is a need for mass layoffs due to cessation of operations, suspension, transfer, losses, changes in business, mergers, or reorganization, the minimum notice period should be established in accordance with the Mass Layoff Protection Act and the Labor Standards Act (Articles 11 and 16) before a large number of employees are dismissed. The labor authority should be notified 60 days in advance, fulfilling the employer's reporting responsibilities. For workplaces in other countries overseas, the minimum notice period will be governed by local laws.

● Environmental Rights

ECOVE applies innovative technologies to areas such as climate and energy, water management, resource recycling, and pollution prevention in operational and project services. ECOVE promotes various sustainable actions that enhance environmental protection comprehensively, in accordance with relevant domestic and international environmental protection and resource efficiency regulations and standards. ECOVE actively protects aquatic and terrestrial ecosystems, collaborates with stakeholders, reduces environmental impact in our operations and value chain, and maintains biodiversity.

● Voice & Participation

ECOVE respects the freedom of expression and participation of all personnel, allows the freedom of association, and respects employees' rights to conduct peaceful gatherings. To improve labor human rights and promote full communication between the company and employees, ECOVE establishes smooth communication channels, sets up an "Employee Suggestion Mailbox" and an "Employee Complaint Hotline" and strictly protects personal data to ensure the rights of colleagues to submit suggestions. Labor-management meetings and welfare committee meetings are held regularly to

safeguard the power of collective bargaining for labor and promote healthy and positive labor-management relations.

● Gender Equality

ECOVE creates a zero-harassment, non-discrimination workplace, clearly states workplace diversity and gender equality, and is committed to cultivating a workplace environment that is dignified, safe, equal, and free from illegal workplace infringement.

● Products & Services Liability

ECOVE has established comprehensive innovation research and development and project management process to prevent harm or risks to human health and the environment; it also establishes information security and confidential information protection mechanisms to safeguard customers' business and personal information.

● Governance & Security

- ECOVE promises not to benefit from any policies or actions that exploit human rights and to ensure the effective operation of the complaint mechanism.
- ECOVE follows the basic labor human rights protection principles and relevant laws, regulations of the operating bases and project site locations, establishes appropriate management methods and procedures, sets up adequate protective equipment and safety facilities in the workplace. Through various preventive measures and protective equipment, ECOVE continuously improves the working environment's safety and sanitary conditions to reduce the risk of occupational disasters, ECOVE provides a safe and healthy working environment, ensuring that all personnel working at ECOVE can receive proper safety and health training, and maintain physical and mental health as well as work-life balance.
- ECOVE strictly implements environmental pollution prevention during its operations and project execution, while also conducting project assessments to avoid harming local communities, the environment, and cultural assets.

Human Rights Governance Structure

ECOVE establishes a human rights governance framework at the highest level with the board of directors, with cross-departmental human rights work conducted by the Sustainable Development Committee, effectively and systematically promoting human rights management actions; the "Sustainable Development Committee" reports regularly to the board of directors on management actions and execution results.

Due diligence

Human rights due diligence investigations are conducted regularly to identify major human rights issues and affected persons, investigate and assess risks, promote mitigation measures, provide remedy mechanisms for victims, and offer channels for complaints.

Training and Advocacy

ECOVE plans human rights protection training courses to convey the concept and importance of human rights, accessible complaint channels, and the company's management, prevention, and remedial measures related to human rights violations, establishing awareness and culture of respect for human rights.

Grievance Channels


ECOVE has established a complete complaint channel and communication structure to protect the safety of complainants. If any facts that may infringe on human rights are discovered, they can be reported anonymously or through various communication mechanisms to provide feedback or report suspected violations to ECOVE. The company will then initiate appropriate handling procedures.

Remediation

Once it is confirmed that human rights violations are caused or facilitated by ECOVE, necessary measures will be taken to collaborate with relevant stakeholders to prevent the incident from happening again.

Communication and Disclosure

ECOVE identifies affected parties based on significant human rights issues, utilizing diverse, open, and two-way communication channels to listen to the opinions of stakeholders. It also aims to reveal its goals, actions, performance, and progress in human rights management on the company's ESG website and sustainability reports.



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