



# Ability Enterprise Co., LTD and its affiliates

## Social Responsibility Code of Conduct

### **1. Social Management System and Cascade Effect**

Train and incentivize all relevant departments and individuals in a manner that allows them to integrate the principles of responsible and gender-responsive business and purchasing practices in the company culture, and cascade it to our business partners.

### **2. Workers Involvement and Protection**

- 2-1 Establish responsible and gender-responsive management practices that involve all workers and their representatives in sound information exchange on the due diligence process;
- 2-2 Establish or participate in effective operational-level grievance mechanisms for individuals and communities who may be adversely impacted, and maintain accurate records.

### **3. The Rights of Freedom of Association and Collective Bargaining**

- 3-1 Respect the right of workers to form and join trade unions and bargain collectively, in a free and democratic way ;
- 3-2 Ensure meaningful representation of all workers, without distinction whatsoever and irrespective of gender ;
- 3-3 Not discriminate against workers because of trade union membership and Not prevent workers' representatives and recruiters from having access to workers in the workplace.

### **4. No Discrimination, Violence or Harassment**

- 4-1 The company adheres to the principle of non-discrimination in hiring, remuneration, training opportunities, promotion, dismissal or retirement based on gender, age, religion, race, social class, disability, ethnicity and nationality, worker organizations, political affiliation, sexual orientation or any other personal circumstances.
- 4-2 Ensure that workers are free from any form of violence, harassment, inhuman or degrading treatment, and threat of violence and abuse in the workplace, including corporal punishment, verbal, physical, sexual, economic or psychological abuse, mental or physical coercion or other forms of harassment or intimidation.
- 4-3 Disciplinary measures are prohibited: The company shall not physically punish or publicly verbally abuse employees for mistakes or errors in their work.

### **5. Fair Remuneration**

- 5-1 The company guarantees that the total salary of employees is not less than the minimum standard required by national laws and regulations, and pays the salary to employees by bank transfer on time as required;
- 5-2 The company guarantees that it will not adopt purely labor contract arrangements or false apprenticeship systems to circumvent national labor and social security regulations.

### **6. Decent Working Hours**

Our company will comply with relevant laws and industry standards regarding working hours.

### **7. Occupational Health and Safety**

- 7-1 The company will provide a safe and healthy working environment and take necessary measures to minimize hazards in the working environment under possible conditions to avoid any accidents or injuries;
- 7-2 The company provides all employees with drinkable water and safe and sanitary accommodation;
- 7-3 The company will strictly implement the standards for waste disposal, treatment of chemicals and other hazardous substances, and discharge of pollutants in accordance with national laws and regulations and United Nations conventions.

### **8. No Child Labour**

In accordance with the International Labor Organization and United Nations conventions and/or national laws, the company does not use or support the use of child labor in accordance with legal provisions.

### **9. Special Protection for Young Workers**

The company ensures that minors do not work at night and protects them from working conditions that are harmful to their health, safety, morals and development.

### **10. No Precarious Employment**

The company formulates labor contracts to hire workers in accordance with legal provisions.

**11. No Bonded, Forced Labour or Human Trafficking**

The company does not use or support the use of any form of forced labor, nor will it require employees to pay a deposit or withhold their ID cards at the beginning of their employment, nor will it impose any form of corporal punishment, mental or physical coercion, or verbal insults on employees.

**12. Protection of the Environment**

The Company will comply with national environmental regulations and take appropriate measures to prevent, mitigate and ameliorate adverse impacts on surrounding communities, natural resources, climate and the overall environment.

**13. Ethical Business Behaviour**

The Company adheres to the highest standards of integrity in its business interactions and adopts a zero-tolerance policy prohibiting any form of bribery, corruption, extortion and embezzlement. Business dealings are transparent and there is no improper gain.