



AUO Human Rights Policy

AUO firmly believes that protection of human rights is the essential foundation for sustainable business operations. To ensure that each and every employee is treated fairly and with respect at workplace, we follow internationally recognized human rights conventions and put our commitments and policies concerning human rights in place. We also make sure that the company operations of the AUO Group do not violate or infringe human rights through a four-stage due diligence process in order to protect the rights of our employees and value chain partners.



Guiding Principles

- UN Universal Declaration of Human Rights
- UN Guiding Principles on Business and Human Rights (UNGPBHR)
- Global Sullivan Principles
- Responsible Business Alliance (RBA) Code of Conduct
- Social Accountability 8000 International Standard
- Corporate Sustainability Due Diligence Directive



Scope

The AUO Human Rights Policy applies to all of the group's businesses, including global employees and across our entire business activities. We require our group's subsidiaries, suppliers, contractors, subcontractors, customers, joint ventures, and other value chain partners to adhere to the same standards.



Commitments and Policies

AUO is committed to complying with the human rights protection laws and guidelines in areas where we operate worldwide. We exercise due diligence to prevent human rights infringements with or to any third parties, and build a culture of equality, respect, care, and security within our company in accordance with the following principles. We also supervise our value chain partners in the protection of human rights.



- Implement Equal Employment Opportunity and equality of opportunity
- Prohibit the use of all forms of forced labor, human trafficking, and other human rights abuses.
- Prohibit the hiring of child labor or labor originated from human trafficking
- Create a work environment that is diverse, inclusive, humane, free from sexual and non-sexual harassment, and has zero tolerance for discrimination
- Provide comprehensive compensation and benefits that comply with regulations and enable employees to live with dignity, while also ensuring their rights to annual leave.
- Complying with all relevant wage and working hour regulations and emphasizing pay equality, regardless of gender, nationality, ethnicity, religion, sexual orientation, or other protected characteristics.
- Ensure the safety and health of the workplace, as well as of the places where we provide meals and accommodation
- Strengthening labor rights and human rights protection for minority groups, including indigenous peoples, persons with disabilities, gender diverse individuals, migrant workers, women, contract workers, ethnic minorities, and marginalized or disadvantaged groups through the establishment of human rights systems, education, training, and advocacy activities.
- Implementing grievance channels and investigation procedures to safeguard the rights of employees and prohibiting retaliatory actions.
- Strive to protect the health of our employees
- Respecting employees' personal privacy and ensuring that the collection and use of personal data comply with relevant legal requirements.
- Ensuring that all employees have the right to freedom of association, join various types of organizations or associations, form and participate in labor unions, and engage in collective bargaining with the company through union representatives (Note: Employees who are not members of a labor union or not covered by a collective agreement and employees in business locations where no labor union has been established shall have their employment conditions and terms determined in accordance with local labor laws, labor contracts, work rules, or through legally mandated labor-management negotiation channels).
- Maintain positive labor relations and provide communication platforms by various means to create a culture of open communication
- The commitment is to comply with labor laws and regulations in the operating region. Prior to any large-scale layoffs, necessary labor-management communication will be conducted, and the statutory minimum notice or consultation period will be ensured to protect employees' right to be informed and to allow adequate time for transition planning.

Due Diligence Process

01 Risk Identification	02 Preventive Measures
• Scope out the relevant human rights due diligence issues to the stakeholders according to the UNGPBHR principles. • Develop the Human Rights Risk Assessment Matrix (HRSAM) to investigate the likelihood and severity of the identified human rights due diligence issues occurring on employees, suppliers, and contractors.	• Establish mechanisms with respect to recruitment, communications, prevention of sexual harassment, data protection and other policies based on the identified human rights due diligence issues. • Develop control plans for the human rights issues according to the HRSAM. • Promote and execute the code of conduct on human rights with suppliers and contractors. • Provide trainings for employees on human rights.
03 Supervision and Monitoring	04 Mitigation of Adverse Impacts
• Establish complaint reporting channels for stakeholders to raise relevant concerns. • Implement corporate boards that prioritize sustainability, data security, safety and health, employee discipline, reasonable work hours and other relevant matters to supervise the adverse impacts and risks of the identified human rights issues and take appropriate remedial actions. • Follow RBA guidelines to conduct internal audits within the company, and audits across our supply chain and on our contractors, and provide guidance to improve on deficiencies found.	• Develop systematic reports (e.g., on work hours and employee health) and management measures to enhance the proactive management and crisis management capabilities of supervisors. • Establish specific protection plans for the affected populations identified, and formulate relevant investigation and tracking lists. • Offer employee assistance programs to provide professional counseling for victims of human rights violations.

Key Human Rights Issues Control Measures

Issue	Control Measure
Equal Employment Opportunity and Equality of Opportunity • Prohibit the hiring of child labor • Prohibition of employment discrimination	• Establish recruitment and orientation SOPs to ensure no child labor is hired and ensuring job seekers' right to employment autonomy. • Ensuring that job seekers are not subjected to unfair treatment based on irrelevant factors such as nationality, race, gender, age, political orientation, physical disabilities, etc., unrelated to job performance. • Foster an environment that is free from bias and discrimination at recruitment interviews and for human resources managers

	• Employ qualified individuals with disabilities exceeding the number required by law • Assist employees with disabilities in the distribution of work, and create an accessible workplace
Prohibit the use of all forms of forced labor • Irregular workload	• Develop guidance on irregular workload • Promote a culture of reasonable work hours • Put restriction on extended hours of work per month • Develop an alert system for irregular work hours • Implement the flexible working system • Inspect the overtime work of company departments from time to time • Implement the supervisor support system
Diverse and Inclusive • Prevention of workplace violence • Protection from sexual harassment • Gender/racial equality	• Implement the “Prevention Plan for Unlawful Violations Occurring in the Performance of Job Duties” and “Prevention and management of workplace sexual harassment “. • Provide annual training to all company departments on the prevention of unlawful violations and sexual harassment by employees in the performance of their job duties • Request supervisors to self-evaluate the extent to which their management approach involves unlawful violations in the performance of job duties • Put up “Zero-tolerance for Sexual Harassment” posters, develop the Policy on “Prevention and Corrective Actions for Sexual Harassment, and Related Investigation and Disciplinary Procedures”, and set up dedicated complaint reporting channels • Appropriate corrective measures and disciplinary actions will be taken in response to various forms of discrimination, harassment, or other unlawful infringements in the workplace, depending on the severity of each case. • Hold annual AUO International Week to promote the racial integration between local colleagues and migrant worker communities. • Hold seminars related to women's empowerment and promote the awareness of gender equality
Positive Labor Relations • Freedom of association • Labor-management conflicts • Communications mechanisms	• Hold labor-management meetings on a regular basis and Employee Welfare Committee monthly meetings to discuss topics at the Taiwan including labor-management issues and employee benefits • Provide confidential complaint reporting channels by various means, and establish mechanisms to protect complainants from retaliation • Provide diversity activities to promote work-life balance for employees • Develop a policy for the management of AUO Clubs, hold club



	achievement exhibitions, and encourage employees to join AUO Clubs
Health and Protection • Maternity care • High-risk populations	• Implement maternity protection programs, with dedicated nurses and occupational physicians to assist with risk assessment, workplace hazard assessment, and work adjustment measures, etc. • Maternity care facilities: set up lactation rooms, maternity parking spaces, dedicated accommodation, and cleanroom identification badges • Perform periodic health checks and questionnaires according to law • Develop health management system to provide results of employees' health checks and reinforce their knowledge on personal health management • Develop the "STAR Catcher Program", which provides health management services such as monitoring, prevention, and financial supports for high-risk populations • Design health promotion activities, health education knowledge, and care guidance for different populations