

KISWIRE GROUP HUMAN RIGHTS POLICY

As a globally responsible corporation, Kiswire Group shall endeavor not to violate human rights in all business activities, thus, fulfil our responsibilities and duties as a corporate citizen. We shall encourage all subsidiaries and business partners to comply with relevant international standards and regulations.

1. Respect for Human Rights and Due Diligence

As a signatory to the United Nations Global Compact (UNGC), we shall comply with the ten principles in the four sectors of human rights, labor, environment, and anti-corruption, and we shall respect and support internationally recognized standards on human rights, such as Universal Declaration of Human Rights.

Above principles shall not be violated in the areas and countries during our business activities, and we may conduct due diligence on business activities that may violate human rights or incur discontents, and accordingly, we will endeavor to find reasonable and radical resolutions.

2. Prevention of Child and Forced Labor

We will comply with local labor laws and international standards with respect to the age and labor conditions of minors, and we shall operate under “zero tolerance” principle on child labor.

We strongly support the right of voluntary labor, and we strictly prohibit forced labor that compels works through mental or physical coercion not only within the company, but also in all business partners.

3. Sound Corporate Culture and Work Environment

We shall respect and comprehend cultural diversity, and shall not engage in any harassment or offensive behaviors that infringed other's human rights including sexual harassment.

We shall comply with labor related laws and standards in each countries on regular working hours, overtime work, wages etc., and shall endeavor to improve the quality of life of the employees by providing breaks, vacations, and other benefits.

We shall support the employees with education and self-development programs such that they can fully develop their potentials to excel as talented professionals.

4. Fair Treatment Based on the Capabilities and Achievements

We shall not discriminate on the basis of gender, skin color, race, ethnicity, nationality, religion, age, marital status, sexual preference, sexual identity, social status, disability, pregnancy, military status, protected genetic information, or political affiliation in all working conditions such as recruitment, salary, promotion and so forth.

We shall avoid any unnecessary competitions among the executives and employees, and create fair competition corporate environment reflecting appropriate compensation through impartial evaluation on their individual competencies and performances.

5. Responsibility on Health and Safety

The highest priority is to ensure the health and safety of employees and communities, and we shall strictly comply with international standards and related local laws on health & safety and working conditions to provide safe and ideal working conditions, and

we shall endeavor to ensure healthy and active life of employees through health care programs.

We shall fulfil our duties of continuous improvement and minimization of hazard rate through establishment

of measurable health and safety targets and identification of possible health and safety risks, and we shall continuously endeavor to prevent safety accidents by regularly training and educating employees on health and safety.