

Human Rights Policy

Rich Honour Design Group abides by local laws and regulations in all countries and regions where we operate. We support and uphold the key International Bill of Human Rights, including the “Universal Declaration of Human Rights”, “United Nations Global Compact”, “United Nations Guiding Principles on Business and Human Rights” and “International Labor Organization” as well as the “Labor Standards Law of the Republic of China”. We are committed to the spirit of various human rights frameworks and conventions to treating all workers with dignity and respect, we also align the Code of Conduct with the guiding principles for Rich Honour 's Human Right Policy and require all of our suppliers to follow the same standards.

Guiding Principles

- Abiding by relevant laws and regulations to provide a safe and secure work environment that is free of harassment
- Eliminate unlawful discrimination and ensure equality in the workplace
- Zero tolerance for child labor
- Forbid forced labor
- Support the physical and psychological well-being of employees, and the balance between work and life
- Monitor and assess relevant practices and impacts regularly to respond to evolving situations

Training practices:

- ESG Series Courses:
 - (1) Corporate Integrity and Social Responsibility: The course emphasizes the importance of corporate integrity and corporate social responsibility.
 - (2) Human Rights Policy: An introduction to international human rights and the development of human rights in Taiwan, exploring corporate human rights practices through the two covenants (ICCPR and ICESCR).
- New Employee Training:

Content includes the prohibition of forced labor, anti-discrimination, anti-harassment, promotion of flexible working hours, assurance of human rights treatment, and provision of a healthy and safe working environment.
- Workplace Violence Prevention:

Through advocacy and official declarations, employees are made aware of their responsibility to help prevent workplace violations during the performance of their duties, fostering a friendly work environment.
- Occupational Safety Series Training:

Content includes health information promotion, occupational nurse health consultation services, labor safety and health training, and first aid training for personnel.

- Implementation in 2024:

Items	Execution
Human Rights Policy Promotion	103 people
Corporate social responsibility and sustainable development promotion	245 people
New employee training	64 people
Occupational Nurse Health Services Consulting	49 times
Occupational safety training series	79 people