

Human Rights Policy	Document code	MP-042
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	Effective date	2018.1.1
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Article 1 Purpose of the policy

PharmaEssentia Corporation Co. Ltd (hereinafter “the Corporation”) has established its Human Rights Policy (hereinafter “the Policy”) to safeguard the basic human rights of employees in the Corporation; create an environment in which human rights are fully protected in recognition and support of international human rights conventions of the United Nations (including the Universal Declaration of Human Rights, United Nations Global Compact, and International Labor Organization Conventions); and avoid any actions that violate human rights in its business activities with collaborating firms, thereby ensuring that all external and internal members receive fair and respectful treatment.

Article 2 Applicability

The Policy is applicable to the Corporation and all affiliated businesses that the Corporation has more than 50% shares in.

Article 3 Support of international human rights conventions

In terms of human rights, the Corporation aligns itself with the principles of the United Nations Global Compact, supporting and respecting international human rights, ensuring that human rights are not violated in the Corporation, and refusing to align itself with those who violate human rights. Regarding labor, the Corporation follows the United Nations’ goals expressed in the Universal Declaration of Human Rights and International Labor Organization Conventions, specifically in banning all forms of discrimination and forced or compulsory recruitment of child labor, not interfering with employees’ freedom of association, and providing equal, fair, and reasonable remuneration packages and work conditions. Furthermore, the Corporation has dedicated itself to providing a safe and healthy work environment for employees; specifically, according to relevant legal regulations, it continually improves health and safety in the work environment, prevents accidents, reduces the risk of workplace disasters, and safeguards the health and safety of employees.

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Article 4 Respect for human rights in the workplace

The Corporation aims to achieve a diverse workplace, in which preferential discrimination or any form of discrimination because of sex, sexual orientation, race, class, age, marital status, language, thinking, religion, political orientation, nationality, place of birth, appearance, facial features, or disability is strictly forbidden, to create a work environment that promotes dignity, safety, and equality and is free of harassment.

Article 5 Information security

To ensure the human right to privacy, the Corporation ensures comprehensive management of and control over the accessibility, handling, transmission, and storage of data as well as the security of personnel and equipment. The Corporation has established security maintenance and monitoring measures at all levels, such as in the development, design, and maintenance of application systems, databases, the Internet, personal computers, and storage media.

Article 6 Enforcement and amendments

The Policy shall be enforced after approval by the board chair; any amendments to the Policy shall undergo the same procedures.