

# **iST Human Rights Policy**

## **Purpose and Scope**

Adhering to the “people-oriented” spirit and believing that respect for human rights and creation of a dignified working environment are the foundation of sustainable business operations, iST is committed to complying with the following international human rights conventions and guidelines, treating all employees equally, respecting all personnel, and ensuring that iST’s operations do not infringe upon or violate human rights in order to protect the rights of the employees and value chain partners.

## **Principles of Compliance**

- Universal Declaration of Human Rights
- UN Guiding Principles on Business and Human Rights
- United Nations Global Compact (UNGC)
- ILO Declaration on Fundamental Principles and Rights at Work
- Responsible Business Alliance

## **Scope of Applicability**

iST’s human rights policy applies to all managers, employees, affiliated companies, suppliers, contractors, partners (customers, communities), and other stakeholders. We are dedicated to eliminating any infringement upon human rights.

## **Policy and Approach**

iST is committed to complying with the human rights protection laws and regulations in the place where our business premises are located, fulfilling our duties to avoid infringing upon human rights together with or of any third parties, and creating a corporate culture of equality, respect, care, and safety in accordance with the following approaches, while monitoring the value chain partners in order to protect human rights jointly.

- Establish a working environment of diversity, zero-tolerance to discrimination, prohibition of harassment, and humane treatment.
- Prohibit employment of children, forced labor and human trafficking, and other acts that violate human rights
- Provide fair and reasonable remuneration and working conditions
- Ensure a working environment that meet the health and safe and sanitation requirements
- Ensure equal job opportunities for all employees and eliminate all forms of discrimination
- Provide a channel and environment for free expression of opinions and respect

the freedom of association of employees

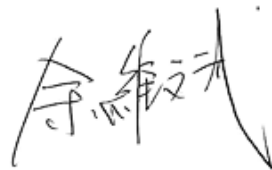
- Provide an independent grievance mechanism and implemented investigation procedures to protect the rights and interests of the employees; prohibit retaliation
- Respect personal privacy, ensure that collection and use of personal data comply with legal requirements
- Periodically assess human rights risks and take remedial measures in a timely manner
- Protect positive labor-management relations, provide diverse communication platforms, and create an open communication culture

### **Remedial Mechanism**

Once a human rights infringement incident caused or facilitated by iST is confirmed, we will initiate a remedial mechanism depending on the type of the incident and cooperate with relevant stakeholders, if necessary, to prevent recurrence.

### **Communication and Disclosure**

iST identifies each affected party based on material human rights issues, and listens to the opinions of the stakeholders through diverse, open, and two-way communication channels. We periodically discloses the goals, actions, performance, and progress of human rights management on the ESG website and in the sustainability report of the Company.



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Chairman and President, Danny Yu

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