



仁寶電腦工業股份有限公司
COMPAL ELECTRONICS, INC.

COMPAL Human Rights Policy

Compal promises to create a working environment that respects human rights and dignity and incorporates it as one of its core values. We insist on complying with the labor-related laws and regulations of the place where it operates, and follows the articles including the International Bill of Human Rights, the United Nations Guiding Principles on Business and Human Rights, the International Labor Organization(ILO) Declaration on Fundamental Principles and Rights at Work, the OECD Guidelines for Multinational Enterprises and the United Nations Global Compact Ten Principles(UNGC). Our actions are also consistent with the Responsible Business Alliance(RBA) Code of Conduct, treating all persons with dignity and respect.

Scope of Application

The policy applies to all employees working in offices and factory areas within Compal Group, including full-time employees, part-time employees, interns, contract personnel, and extends to subsidiaries, suppliers, customers, partners, joint ventures, and other companies/juridical persons under operational control or majority owned. Based on Compal's human rights policy, Compal has formulated the "Supplier Code of Conduct", requiring suppliers to follow the same standard to prevent any violations of human rights.

Our Commitments

- Any form of forced labor and human trafficking is prohibited. Employees are free to resign or terminate their employment relationship with prior notice abide by local laws and regulations.
- Child labor is prohibited.
- Respect employees' rights to freedom of association and collective bargaining, and provide communication channels for free expression of opinions.
- Comply with applicable wage and working hours regulations, and provide equal remuneration and reasonable working conditions.
- Eliminate all forms of discrimination and inhuman treatment, and ensure that all personnel enjoy equal job opportunities.
- Provide a safe and healthy working environment to help maintain the physical and mental health of employees.
- Commit to responsible sourcing of minerals.
- Comply with local regulations and recognized international standards.
- Provide an independent grievance mechanism, so that all internal and external stakeholders can provide feedback immediately.
- Regularly inspect and assess human rights risks, take effective remedial and mitigation measures, and communicate the results externally.