

Dynamic Holding Co. Ltd. Human Rights Policy

In order to fulfill its corporate social responsibilities, and protect the basic human rights of all colleagues and all stakeholders, Dynamic follows the principles enshrined in the international human rights conventions to establish human rights protection policy, such as the " Universal Declaration of Human Rights," " The United Nations Global Compact," " OECD Guidelines for Multinational Enterprises," "United Nations International Labor Organization" and "United Nations Guiding Principles on Business and Human Rights," and complies with the applicable labor laws and regulations where the Company is located.

The Code of Conduct is based on the "Code of Conduct-Responsible Business Alliance." Dynamic is committed to protecting the human rights of workers and respecting workers. This Policy applies to all workers, including temporary workers, migrant workers, students, contract workers, direct employees and any other types of workers. This Policy covers all of Dynamic's employees, subsidiaries, business partners, suppliers, and contractors.

1) Freedom to choose a career

It is prohibited to employ any forced, bonded (including for repayment of debt) or indentured laborers, involuntary or underage laborers, or prisoners, slaves or trafficked persons. As a necessary part of the recruitment process, workers must be provided with an employment agreement in their native language. Such employment agreement shall set out the terms and conditions of employment before they leave the country of origin; upon arrival in the receiving country, the employment agreement shall not be changed or revised, unless such changes are made to comply with the local laws, and provide the same or better terms and conditions. All work should be done voluntary, and workers should be free to leave their jobs or terminate their employment at any time. Employers or manpower agencies shall not withhold or otherwise destroy, conceal, confiscate or refuse employees to access to their identification cards or entry-exit documents, such as government-issued identification, passports or work permits, except that employers are required to hold their employees' work permits according to the applicable laws. Employers or manpower agencies shall not require workers to pay recruitment fees or other charges related to their employment. In case any worker is found to pay for any charges, such worker shall be refunded.

2) Junior workers

Child labor shall not be used in any manufacturing process. "Child labor" shall mean employing any person under the age of 15, or the age for compulsory education, or the minimum age for employment in their country/region (whichever is the highest). This requirement does not apply to legitimate workplace learning programs that comply with all the laws and regulations. Workers under the age of 18 (junior workers) are not allowed to perform work that may endanger their health or safety, including night shifts or overtime work. Participants should ensure that student laborers are properly managed through appropriate maintenance of student records, strict scrutiny of education partners, and protection of student rights according to the applicable laws and regulations. Participants should provide appropriate support and training to all student workers. If there is no applicable requirement under the local laws, student workers, interns and apprentices should be paid at a minimum the same rate as other entry-level employees performing the same or similar works.

3) Working hours

According to relevant business practice research, the reduction of productivity, increase of employee turnover and increase of injuries and illnesses are significantly related to fatigue level of workers. Therefore, working hours should not exceed the maximum limit required by the local laws. In addition, the working hours per week should not exceed 60 hours (including overtime), except for emergency or special circumstances. Workers should be provided at least one day off within seven days each week.

4) Wages and benefits

The wages paid to workers should comply with all the applicable wage laws and regulations, including the requirements regarding minimum wages, overtime and statutory benefits. According to the applicable local laws and regulations, workers' overtime wages should be higher than regular hourly wages. It is prohibited to make any deductions from wages as a means of disciplinary action. In each payroll cycle, workers should be provided with concise wage slips in a timely manner, containing sufficient information to prove that the wages paid to workers are accurate. Any temporary, dispatch and contract workers must be engaged according to the local laws.

5) Humane treatment

Avoid harsh and inhumane treatment of employees, including any form of sexual harassment, sexual assault, corporal punishment, mental or physical coercion or verbal abuse; nor threatening behavior thereof. The related disciplinary policies and procedures must be defined explicitly and communicated to employees clearly.

6) Nondiscrimination

Participants should commit themselves to protecting employees from harassment and unlawful discrimination. The Company shall not discriminate against employees based on race, color, age, sex, sexual orientation, gender identity and expression, ethnicity or national origin, disability, pregnancy, creed, political affiliation, group affiliation, veteran status, protected genetic information, or marital status during recruitment and daily work, such as any decision on awarding wages, promotions, rewards and training opportunities. Employees should be provided with appropriate venues for their religious activities. In addition, employees or prospective employees shall not be required to take any discriminatory medical tests or physical examinations.

7) Freedom of association

Subject to the local laws, participants should respect the rights of all employees to form and participate in a union of their choice, collective bargaining, and participation of peaceful assembly, as well as the rights of employees to excuse themselves from such activities. Employees and/or their representatives should be able to communicate openly with management, and share their ideas and concerns about working conditions and stewardship without fear of discrimination, retaliation, threats or harassment.