



Ruentex Materials Co., Ltd. Human rights Policy

"Human-centric Approach" has always been the core value that Ruentex Materials focuses on. Ruentex Materials supports and adheres to internationally recognized human rights norms and principles, including the "Universal Declaration of Human Rights," the "United Nations Global Compact," the "United Nations Guiding Principles on Business and Human Rights," and the International Labour Organization's "Declaration on Fundamental Principles and Rights at Work." The company also complies with local laws and regulations to formulate its human rights policy, implementing principles such as "protection, respect, and remedy" to ensure human rights protection.

Scope:

Ruentex Materials' policy applies to employees, customers, suppliers, and partners. We also require suppliers and partners to uphold human rights to the same standards as outlined in this policy.

Management Policies:

In addressing significant human rights issues at Ruentex Materials, the following policies are established:

- ◆ Provide a safe and healthy working environment.
- ◆ Adhere to international human rights conventions, such as gender equality, labor rights, and the prohibition of discrimination.
- ◆ Follow internationally recognized labor rights and confirm the human resources utilization policy to implement equal and fair working conditions.
- ◆ Uphold integrity values, combat corruption, and prohibit bribery.
- ◆ Provide channels for communication with stakeholders.

Chairman



President


