
Faraday Technology Human Rights Policy

Purpose and Coverage

Faraday Technology has always put great emphasis on human rights, actively creates a fair and dignified working environment, and practices its commitment and responsibility to human rights. The company is committed to supporting the following international relevant labor and human rights standards and norms, abiding by local labor and human rights-related laws and regulations in all operating locations around the world, formulating relevant human rights protections, labor policies and related implementation measures to protect human rights.

Faraday Technology human rights policy applies to all personnel of global permanent employees, contract employees and temporary workers, interns, and workers of Faraday Technology, domestic and overseas branches and investment business; It also expects the company's suppliers, contractors, and partners (including customers and communities) as well as stakeholders and other individuals with operations and development relationships with Faraday Technology also comply with the regulations, pay attention to important human rights issues, and commit to protecting human rights.

- International Bill of Human Rights
 - Universal Declaration of Human Right, UDHR
 - International Covenant on Civil and Political Rights, ICCPR
 - International Covenant on Economic, Social and Cultural Rights, ICESCR
- United Nations Global Compact, UNGC
- United Nations Guiding Principles on Business and Human Rights, UNGPs
- Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, MNE Declaration
- ILO Declaration on Fundamental Principles and Rights at Work
- OECD Guidelines for Multinational Enterprises on Responsible Business Conduct
- OECD Due Diligence Guidance for Responsible Business Conduct
- Responsible Business Alliance Code of Conduct
- International Convention on the Elimination of All Forms of Racial Discrimination, ICERD
- Convention on the Rights of Persons with Disabilities, CRPD
- Convention on the Elimination of All Forms of Discrimination Against Women, CEDAW
- Women's Empowerment Principles, WEPs
- Convention on the Rights of the Child, CRC
- Children's Rights and Business Principles, CRBP
- International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, ICMW
- International Convention for the Protection of All Persons from Enforced Disappearance, ICPPED
- Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment, CAT

Human Rights Governance Structure

Faraday Technology has established a human rights governance structure with the Board of Directors at the highest level, responsible for overseeing and guiding the implementation and management of human rights issues. The ESG Committee is authorized to execute these mandates, responsible for integrating and coordinating cross-departmental resources, encompassing R&D, Finance, IP & Legal, Supply Chain, Customer Relations, Information Security, Human Resources, Quality, Operations Management, Environmental Safety and Health, Investor Relations, Marketing, and the Employee Welfare Committee and other functional organizations to jointly promote human rights activities and regularly report progress to the Sustainable Development Committee and the Board of Directors.

Management principles

- Respect the rights to work
 - Respect the free will of all personnel to work; prohibition of forced labor, human trafficking and restrictions on freedom of movement.
 - Prohibition of child labor; do not hire workers under the legal ages.
- Ensuring workplace equality
 - Provide fair job opportunity and remuneration system; protect labor rights of disabled and disadvantaged groups.
 - Create a friendly workplace with diversity, equity, and inclusion; respect the individual differences among employees; no discrimination and harassment in any way.
- Providing a safe and healthy working environment
 - Ensure the safety and health of the working environment; be committed to reducing the risk of occupational accident.
 - Care for physical-mental health and work-life balance of the employees; provide a safe and support workplace environment.
- Build up open communication channels
 - Provide open and transparent communication channels to protect the right of opinion and suggestion expression at free will for every employee.
 - Set up the communication and grievance channel for internal and external stakeholders, and regulate relevant procedures to protect the whistleblower and ensure the confidentiality and anonymity of their identity. No worries about discrimination, reprisal, retaliation, or harassment.
- Respect freedom of association
 - Offer unrestricted freedom of association and respect for employees' right to peaceful assembly and to collective bargaining.
 - Protect employees from discrimination, harassment, coercion, or retaliation for participating in relevant activities.
- Implement the privacy protection and information security
 - Respect privacy and protect the information and privacy of those who with business dealings (including employees, suppliers, and customers, and ..etc.).
 - Obey the information security law and monitoring requirement; collect and use information in compliance with laws and regulations.
- Execute risk assessment of human rights and information disclosure
 - Disclose human rights policies and regularly disclose the management status of human rights issues to ensure that stakeholders pay attention to and understand the importance of human rights issues and then work together to safeguard human rights.
 - Regularly proceed the due diligence of human rights and the risk assessments, review potential risks in operational activities, and set up the preventive, mitigation, and remedial measures to reduce the impact of human rights risks.



President of Faraday Technology