

President Chain Store Corporation

Human Rights Policy

Established on April 2021

PCSC fulfills corporate social responsibility by supporting and abiding by international human rights standards and local labor laws and regulations. PCSC refers to International Bill of Human Rights,” “Core Labor Standards of the Fundamental ILO Conventions,” and the “Ten Principles of the United Nations Global Compact” to formulate the policy and is committed to abide by the policy.

Implementation strategies:

- I. Providing a friendly and safe work environment and treating employees with dignity
- II. Prohibiting any discrimination, sexual harassment, non-sexual harassment, workplace violence and intimidation, and provide a grievance mechanism and properly handle various human rights violations
- III. Prohibiting forced labor, human trafficking and child labor
- IV. Ensuring employment, training and welfare, rewards and evaluations, and promotions are all equal
- V. Respecting employees' freedom of association, maintaining unobstructed communication channels with employees, and building a harmonious workplace
- VI. Promoting physical and mental health and work-life balance of employees
- VII. Establishing diversified communication channels to ensure stakeholders' rights