

President Chain Store Corporation

Human Rights Policy

Approved by the Board of Directors on April 30th, 2024.

Article 1

President Chain Store Corporation fulfills corporate social responsibility by supporting and abiding by international human rights standards and local labor laws and regulations. President Chain Store Corporation 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.

Article 2

The policy applies to employees, affiliated companies, suppliers, contractors, and joint ventures, putting utmost effort to prevent any human right violations.

Article 3 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 and rights to collective bargaining, 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.

Article 4 Revision record:

Initial version published in September 2018 has been repealed.

First version published in April 2021 has been repealed.

Second version is revised in April 2024.