

Human Rights Policy

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Issued & Management Dept.	Corporate Governance Department				

Article Amendment			
Rev.	Pages	Description	Approved Date
1	-	Established	2024/3/7
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Human Rights Policy

Article 1 (Purpose)

1. KKCompany Technologies Inc. (hereinafter referred to as "the Company") is committed to upholding the basic human rights of employees, complying with relevant labor laws, and protecting the lawful rights and interests of employees. The Company supports and adheres to international human rights conventions, including the Universal Declaration of Human Rights, the International Labor Organization Declaration on Fundamental Principles and Rights at Work, and the United Nations Guiding Principles on Business and Human Rights, hereby establishing this policy as the basis for specific actions related to employees, suppliers, customers, non-profit organizations, business partners, and the community (hereinafter referred to as stakeholders).
2. In addition to supporting and respecting this Human Rights Policy, the Company refuses to assist in any form of human rights violations.
3. Beyond proposing internal action plans for implementing this Human Rights Policy, the Company also requires customers and suppliers to adhere to the spirit and fundamental principles of this Human Rights Policy.

Article 2 (Scope)

This policy applies to the Company and its subsidiaries.

Article 3 (Safeguarding Labor Rights)

The Company rigorously adheres to the labor laws relevant to the jurisdiction of its operational base, encompassing, among others, Taiwan's Employment Service Act, Labor Standards Act, Gender Equality in Employment Act, Sexual Harassment Prevention Act, and Occupational Safety and Health Act, to ensure a work environment is respectful and secure. This includes ensuring employee safety and mental health, prohibiting all forms of forced labor, not employing individuals under the age of 16, and regularly reviewing, controlling, and promoting these standards.

Article 4 (Opposition to All Forms of Discrimination)

1. The Company ensures fairness in employee salary and promotion opportunities, and guarantees that employees are not subjected to any discrimination, harassment, or unfair treatment due to race, nationality, gender, sexual orientation, skin color, class, marital status, language, thoughts, religious beliefs, age, political stance, economic assistance received, or any other characteristics.
2. The Company ensures contracts with customers are based on principles of fairness, mutual benefit, and integrity, guaranteeing that customers are not refused service, subjected to different terms or conditions, or faced with any discrimination, harassment, or unfair treatment due to the aforementioned characteristics.
3. The Company ensures that suppliers, non-profit organizations, or other business partners involved in cooperation or transactions do not engage in any form of discrimination, harassment, unfair treatment, human trafficking, forced labor, or employment of individuals under the age of 16.

Article 5 (Providing a Safe and Healthy Work Environment)

Recognizing employees as a vital asset, a safe and healthy work environment is key to employee loyalty, work efficiency, and team morale. Therefore, the Company is dedicated to creating such an environment, including (but not limited to) adhering to local occupational safety regulations, regularly promoting labor safety education, taking concrete actions to care for the physical and mental health of employees, maintaining a balance between work and family life, and encouraging employees to engage in sports and leisure activities outside of work.

Article 6 (Smooth and Transparent Communication Channels)

The Company is committed to establishing smooth and transparent channels for employee grievances and care, including (but not limited to) regularly holding labor-management meetings, establishing a grievance mechanism, encouraging employee feedback, and promptly and adequately responding to employee opinions. For stakeholders, the Company also provides smooth and transparent communication channels and platforms to listen to their opinions and respond appropriately and promptly.

Article 7 (Reporting)

For situations that endanger the rights and interests of employees, the Company has set up a complaint reporting email address: audit@kkcompany.com. The Company will ensure that the complaint process is equal and transparent. The complaint channel should be clear, accessible, and smooth, and employee complaints should be adequately addressed.

Article 8 (Implementation and Revision)

八條

This policy shall be implemented following approval by the Board of Directors, and the same applies to any amendments.

This policy was established on the 2024/3/7.