

# **Delta Group Human Rights and Employment Policy**

## **Article 1. Overview**

Human rights are fundamental rights, freedoms and standards of treatment to which all people are entitled. Respect for human rights is rooted in our values and applies wherever we do business. The Delta Group Human Rights and Employment Policy (the “policy”) is established to succinctly express Delta’s respect for human rights on a worldwide basis. Wherever Delta operates we shall comply with the international labor practices and standards of human rights including the United Nations (UN) Global Compact, the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the Organization for Economic Co-operation and Development Guidelines for Multinational Enterprises, the SA8000 Standard of Social Accountability International (SAI,), the Code of Conduct of Responsible Business Alliance(RBA), Declaration of Human Rights, International Labour Organization Tripartite Declaration of Principles (ILO MNE Declaration) and any applicable labor or employment laws and international standards. Delta promises to comply with all applicable labor and employment laws and international standards in all operating areas.

## **Article 2. Scope**

The scope of the policy includes all employees, subsidiaries, business partners, suppliers and contractors of Delta Electronics, Inc.

## **Article 3. Our Principles**

### **1. Diversity and Inclusion**

Delta advocates a corporate culture of diversity and inclusion, respect for individual differences, and the integration of diverse viewpoints to strengthen the unique competitiveness of the company. We value the diversity and inclusion in staffing of people with disabilities, gender diversity, ethnic and racial minorities, and track the implementation status year by year in order to enhance the diversity and inclusion in the composition of various management levels and employees, own operation processes and supply chain management.

### **2. Non-Discrimination and Non-Harassment**

Delta is committed to providing a workplace free from discrimination and harassment. We adopt a zero tolerance policy for any form of discrimination including but not limited to discrimination based on age, disability, ethnicity, gender, marital status, national origin, political affiliation, race, religion, sexual orientation, gender identity, union membership, covered veteran status, or any other status protected by applicable laws when conducting the recruiting, hiring, training,

rewarding and disciplinary measures, promotion, termination and retirement and other employment condition related practices. Unless required by applicable laws or the consideration of workplace safety, Delta Members shall not request employees to conduct any health examination that could be used in a discriminatory way, including pregnancy or medicine tests, or physical exams, and shall not discriminate based on test results.

### **3. Working Hours, Wages and Benefits**

All hiring shall completely comply with applicable laws and adopt the relatively stricter alternative for local laws or international standards on measures including working hours, overtime hours, minimum wage, overtime pay and other mandatory benefits. Unless there are unusual operation needs or emergencies, employees shall be allowed at least one day off every seven days. All overtime must be voluntary. Compensation and benefits paid to employees shall meet the applicable laws of minimum wages, overtime pay, paid leaves and mandatory benefits according to law. Deductions from wages as a disciplinary measure shall not be permitted. For each pay period, employees shall be provided with a wage statement and informed of their compensation composition and paid period. All use of temporary, dispatch and outsourced labor will be within the limits of the local law.

### **4. Freely Chosen Employment**

All workers shall be staffed per their free choice. Employees who have reasonably notified Delta to terminate the employment contract in accordance with the law shall have the right to resign or terminate the employment contract and will not be punished for the termination. There shall be no unreasonable restrictions on employees' freedom of movement in the facility. Employers can only hold documentation if such holdings are required by law. Employees shall not be denied access to their documents of personal identification and the like.

Delta also requires that our own operations, third party labor agencies, suppliers and business partners shall all ensure freely chosen employment. Foreign migrant workers shall sign, receive and confirm their employment contract before leaving their home country.

As an employer and global corporate citizen, we do not accept any type of forced labor, slavery, or human trafficking including the transportation, transfer, harboring, employment, or hiring people by means of threats, coercion, fraud, or paying anyone for the purpose of control.

### **5. Young Workers**

We prohibit the employment of child labor, support the elimination of improper and illegal business transactions related to child labor and act in accordance with relevant legal requirements and ethics to ensure the measure of checking the age

of new recruits. The term “child” refers to any person under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. Employees under the age of 18 (Young Workers) shall not perform work that is likely to jeopardize their health or safety, including night shifts and overtime. If child labor is identified, assistance/remediation is provided.

## **6. Humane treatment**

Delta adopts a zero tolerance policy for any form of inhumane treatment. Delta Members must not threaten or subject employees to harsh or inhumane treatment, including but not limited to any form of gender-based violence, sexual harassment and other types of harassment, sexual assault, corporal punishment, mental or physical coercion, bullying, public shaming, verbal abuse, or others; nor should there be any threat of such treatment.

## **7. Freedom of Association**

We respect the legal rights of all employees to freely form and join (or not join) unions, to bargain collectively, and to engage in peaceful assembly in accordance with the law. And we shall create an environment where employees can freely express, share their concerns or make suggestions. Delta will also establish employee communication channels in accordance with the law so that employees do not have to worry about discrimination, retaliation, threats or harassment.

## **8. Workplace health and safety**

We are committed to providing all employees with a safe, healthy, clean and comfortable working environment. In order to provide better protection, we have established a management system of occupational health and safety and comply with applicable regulatory requirements to reduce health and safety risks. We periodically hold training courses for all employees with the objectives of zero work injuries and zero accidents. We have launched required measures to ensure pregnant and breastfeeding women avoid any high-risk working environments, and eliminate or reduce their exposure to any occupational health risks including those related to their job assignment. We also provide reasonable accommodations for nursing mothers. When employees make health and safety-related recommendations, there is no need to worry about retaliation.

## **9. Ethics**

All Delta Members shall uphold the highest standards of business ethics. Delta adopts a zero-tolerance policy that prohibits any form of bribery, corruption, extortion, embezzlement of public funds and improper gains. Delta Members shall avoid conflicts of interest, protect intellectual property rights and comply with the standards of fair business, advertising and competition, anti-trust and ensure that conflict minerals will not be used in our products. Standards of fair business, advertising and competition are to be upheld. We are committed to reasonably protecting the

personal information and privacy of anyone we do business with (including suppliers, customers, consumers and employees). Delta complies with privacy and information security laws and regulatory requirements when personal information is collected, stored, processed, transmitted and shared.

#### **10. Value Chain Responsibility**

We expect all suppliers to uphold these same values and comply with our requirements for suppliers (Supplier CSR Policy, Supplier Code of Conduct, Declaration of Compliance with RBA Code of Conduct, Delta Metal Source Report and Declaration Form). All suppliers shall comply with the above requirements and implement them in an effective manner. Suppliers shall take actions to identify, monitor and mitigate any negative impacts on the environment, society, and governance in the value chain.

#### **Article 4. Policy Compliance**

We adopt a series of procedures to manage and fully comply with Delta's human rights policy. The compliance with this policy shall be reported to the Board of Directors every year. The daily operation and monitoring of Delta's human rights status shall be implemented by each site through various tools including self-evaluation forms, audits, periodic evaluations, and systematic tools. The whistle-blowing and remediation processes will be conducted continuously. If any employees, partners, suppliers, and vendors have concerns, they can report and communicate through various confidential channels. To ensure that the policy is complied with, relevant and appropriate documents and records shall be kept. To ensure the effectiveness of the policy, the content of the policy will be reviewed annually and updated as long as needed. In addition, we will provide corresponding training courses to employees and related stakeholders.

#### **Article 5. Whistle-blowing and Remediation Processes**

Delta has set up formal reporting channels for employees, Delta's suppliers and other external stakeholders to report on any Delta Member's conduct that is illegal, in violation of human rights, code of conduct or corporate integrity management. In accordance with the local procedures for whistle-blowing and grievance reporting, we will promptly investigate the alleged circumstances and take actions to mitigate any impacts on human rights. Delta will not tolerate any retaliation against anyone who has reported potential violations of laws, the Delta Code of Conduct, or other company policies in good faith.

Scope of Application		Mailbox
Employees and Other External Stakeholders	Head of the Alleged Person's Department	The mailbox or contact number of the department head of the unit
	Taiwan	HR.GRIEVANCE@deltaww.com HR885@deltaww.com

	Southern China	5399.CNS@deltaww.com
	Eastern China	5399.CNE@deltaww.com
	Western China	5399.CNW@deltaww.com
	Shanghai China	5399.SH@deltaww.com
	Americas	HR.GRIEVANCE.DAL@deltaww.com
	EMEA	HR.GRIEVANCE.EMEA@deltaww.com
	SEA	HR.GRIEVANCE.SEA@deltaww.com
	NEA	HR.GRIEVANCE.NEA@deltaww.com
	India	HR.GRIEVANCE.DIN@deltaww.com
Supplier	Global	885@deltaww.com

## **Article 6. Revision History**

### **Effective Date**

This policy is effective from June 20<sup>th</sup>, 2022.

### **Edition History**

The 1<sup>st</sup> edition was established in 2010.

The 2<sup>nd</sup> edition was amended in June 2019.

The 3<sup>rd</sup> edition was amended in July 2021.

The 4<sup>th</sup> edition was amended in June 2022.