

## AOT Human Rights Policy

AOT abides by international human rights conventions and relevant regulations, and recognizes and supports internationally accepted human rights standards and principles such as the *United Nations Global Compact*, the *Universal Declaration of Human Rights*, and the *International Labor Organization Declaration on Fundamental Principles and Rights at Work*. We are committed to ensuring fair and equal treatment for all employees, and we require our suppliers, contractors, and business partners to adhere to the spirit and core principles of this policy to collectively enhance human rights protection.

**1. Compliance with Legal Requirements:**

We comply with international human rights conventions and relevant laws, meeting the local labor, human rights, working hours, gender equality, and other legal requirements at our operational locations, and providing a safe, lawful, and compliant working environment.

**2. Eliminating Discrimination and Ensuring Fairness:**

We follow local labor laws and ensure no discrimination based on race, gender, age, disability, political affiliation, religion, or pregnancy.

**3. Prohibition of Child Labor:**

- Child labor is strictly prohibited. (Defined as any person under 15 years old, or below the compulsory schooling age, or under the legal minimum working age in the country/region—whichever is highest)
- We verify the age of all hired employees.
- No child labor shall be used in any manufacturing process.

**4. Protection of Labor Rights:**

All work must be voluntary. No forced or coerced labor is allowed. Regular and overtime working hours, leaves, special leaves, and all types of time off must comply with legal standards.

**5. Creating a Friendly Workplace:**

We strive to build a safe and healthy work environment, reduce workplace risks, promote the physical and mental well-being of employees, and support work-life balance. We value employee

needs by promoting wellness programs and offering diverse activities to encourage voluntary participation.

We also provide communication channels to address human rights concerns.

**6. Humane Treatment:**

We prohibit harsh or inhumane treatment, including any form of sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, or verbal abuse. Threats of such treatment are also forbidden. Disciplinary policies and procedures must be clearly defined and communicated to all employees.

**7. Fair Wages and Working Conditions:**

We provide fair compensation and promote harmonious labor relations. We ensure fairness in recruitment, compensation and benefits, training, evaluation, and promotion opportunities. We are committed to eliminating pay disparities for the same work.

**8. Grievance Mechanism and Remedial Measures:**

Multiple grievance and reporting channels are available. In the event of human rights violations, timely investigation procedures will be conducted, and corrective and remedial actions will be taken.

**9. Training and Awareness:**

We regularly review domestic and international human rights trends and practices, update our human rights policies and management measures, and plan training programs to build awareness and a culture of respect for human rights.