

Human Rights Policy

WIN is committed to protect human rights, establish a working environment with dignity, and comply with the local rules to ensure its operation and all business activities meet the requirements. Moreover, it expects its supplier, business partners, clients and other individuals who involved with WIN's operation and development of WIN to meet the same standards.

WIN acts in accordance with the International Bill of Human Rights, Universal Declaration of Human Rights, Declaration on Fundamental Principles and Rights at Work, United Nations Guiding Principles on Business and Human Rights, The UN Global Compact- The Ten Principles, and follows Responsible Business Alliance Code of Conduct, RBA to formulate human rights policies. WIN conforms with the following management principles to execute WIN's Human Rights Policies and treat all colleagues with respect:

【 Management Principles 】

- Provide a safe, hygienic, and healthy working environment
- Forbid all types bullying and harassment
- Forbid all types of discrimination, and provide equal job opportunities and remuneration
- Forbid forced labor, child labor, and human trafficking
- Protect the rights of freedom of association and collective bargaining
- Protect private data collecting and ensure to meet regulatory requirements
- Provide diverse communication channels for grievance and anonymous reporting etc. available for all WIN's operation related partners
- Support the physical and psychological well-being of employees, and promote the balance between work and life
- Promise to responsible procurement and responsible production
- Regularly conduct risk assessments to examine potential risks in operation, and establish measurement pertaining to mitigation and remediation



General Manager
& Chairman of the ESG Committee