

## Human Rights Policy

Phison Electronic Corporation shall hereby obey the standard for human rights, internationally recognized, such as the International Labor Office Tripartite Declaration of Principles, OECD Guidelines for Multinational Enterprises, UN Universal Declaration of Human Rights, and take the action in accordance with the Responsible Business Alliance, and shall formulate the insurance of human rights and labor policy, illustrating as follows:

### 1. Various Compatibility & Equal Opportunity:

- 1-1. Companies shall not engage in discrimination or harassment based on race, color, age, gender, sexual orientation, gender identity and expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, covered veteran status, protected genetic information or marital status in hiring and employment practices such as wages, promotions, rewards, and access to training. Workers shall be provided with reasonable accommodation for religious practices. In addition, workers or potential workers should not be subjected to medical tests, including pregnancy or virginity tests, or physical exams that could be used in a discriminatory way.
- 1-2. To ensure no discriminative treatment in employment policy, there shall be fulfilled employment, salary welfare, training, the fair and just evaluation and promotion opportunity, and the effective and appropriate complaint mechanism is provided, to avoid and respond to the affairs that will endanger the rights of the employees, as well as to be dedicated to building up the working environment of equal employment, and free from discrimination and harassment.
- 1-3. There shall be regular follow-up of the implementation concerning the various compatibility and equal opportunity.
- 1-4. There shall be no employment of the child labor under the age of sixteen years old, and any behavior that may cause to employ the child labor shall not be allowed.

### 2. Forced Labor:

When the employment relations is made, the written labor contract shall be signed in accordance with the law, and in the contract, it is specified that the employment is formulated on the basis of mutual agreement, there is no forced labor, illegally trafficking labor and the anti-slave system.

### 3. Health Safety Career:

To avoid the potential risk in health safety carrying with the work style, the health safety risk of the employees will be regularly checked, and there will be improvement plan according to the identification results.

### 4. Freedom of association:

Employees shall have the freedom of association, of installing the various clubs, and actively announcing that the employees shall join the clubs.

### 5. Labor-management Negotiation:

Smooth communication channel should be established, and the Labor- management conference shall be regularly held, to ensure the interests of both parties.

### 6. Privacy Protection:

- 6-1. To fully safeguard the privacy of the customers and stakeholders, the well-rounded information safety and management mechanism should be established, and the strict control specification and protective measures should be obeyed.
- 6-2. Intelligence Property Right should be respected, and it is forbidden to use copied items and privacy software.

### 7. Business Ethics:

Be Integral in business, have no unjust profits, public information, intellectual property rights, obey the fair trade/advertising and competition standards, keep the identification confidentiality and eliminate the retaliation, be responsible for purchasing the minerals, privacy.

  
Phison Electronics Corp.  
Chairman Pua Khein Seng