

Human rights

The Company gives importance to basic human rights and encourages respect of such rights and liberty without discrimination of nationality, religion, color, age, gender, sexual orientation, race, physical disability, or marital status, as well as allows involvement in political activities. The Company does not allow enforced labor, child labor, and implements preventive measures against brutality, sexual abuse, and physical and mental constraints.

Human Rights Policy

The Company has been in mind that "Values employee" as one of the pillars of its management philosophy since its establishment in 1987. In addition, in 2009, the Company established the "Code of Conduct and Business Ethics" in compliance with the RBA standards, disseminated it internally and externally, and continue to operate it as the guideline for our corporate activities in response to the expectations of the international electronics industry.

In 2011, the "United Nations Guiding Principles on Business and Human Rights" were unanimously adopted by the UN Human Rights Committee, and with the formulation of National Action Plans in each country, companies are now required to make a commitment to respect human rights by establishing a framework (human rights due diligence) to assess impacts and risks regarding human rights throughout their own value chains that shall prevent, mitigate, and account for any violations of human rights.

The Company has established the METCO Human Rights Policy with the aim of preventing human rights violations, fulfilling its social responsibility of constructing responsible value chains, and promoting sustainable business operations, and pledges that the Company will communicate widely with stakeholders to realize such goals.

1. Commitment to Respect Human Rights

The Company respects human rights as the fundamental rights that all people are born with, throughout our corporate activities. The Company have established guidelines embodying our human rights policy and reflect them in the Company's internal action plan. The Company regularly review and improve this human rights policy and maintain the flexibility to respond to new issues concerning human rights.

2. Scope of the Policy

All the Company's employees, the employees of our subsidiary and related companies, employees of subcontracting agencies, employees of outsourcing companies and other employees working on the Company's premises or for the Company are subject to this policy. The Company expect all business partners (customers and suppliers) to understand, agree and collaborate with this human rights policy.

3. Responsibility and Authority

The Sustainability Committee, consisting of the President and the Directors in charge, is responsible for supervising the planning, implementation and review related to human rights.

4. Compliance with the Laws, Regulations and Code of Conduct

The Company comply with the human rights related laws based on national laws and the international standards. If there are conflicts between such, the Company shall pursue methods that are implemented in accordance with the international norms related to human rights.

5. Identify and Human Rights Impact Assessment

As a part of our human rights due diligence, the Company identify and assess the impact of our operations, products and services regarding human rights and throughout the supply chain including operations within the Company and the Group, as well as overseas.

6. Corrective Action

If a negative impact due to any corporate activities is identified, the Company shall take preventive or mitigation measures to resolve such impact.

The Human Resources Department is responsible for implementing human rights education and enlightenment.

7. Communication

In order to enhance the effectiveness of our human rights initiatives, the Company organize cross-organizational liaison meetings within the Company covering planning, human resources, labor, procurement, etc. Outside the Company, the Company discuss and consult with our stakeholders including third-party organizations.

8. Remedy

In case of a business activity, product or service causes, contributes to, or is directly linked to a negative impact, the Company will engage in implementing effective remedies.

If a direct relationship is unclear, the Company shall encourage business partners and suppliers to take appropriate action.

9. Grievance Mechanism

The Company have established effective procedures for handling internal and external complaints and implementing substantive remedies.

The Company have established the Human Rights Complaint Desk, which is Responsible by the ESG Department.

10. Transparency and Reporting

Implementation of the annual plans, budgets, progress and self-evaluation results related to human rights are reported to Board of Executives by the Director in charge. Such information is also disclosed to our stakeholders through the Company's website and by other means in order to ensure transparency that enables evaluation of our response measures and the overall monitoring of the process.

Over the past year, the company has not received any complaints or reports related to human rights issues, either from its own activities, business operations, or throughout its supply chain.