

Human Rights – Commitment

Advantech Co., Ltd. (hereinafter referred to as Advantech) respects and supports the internationally recognized human rights regulations and principles, including the “Universal Declaration of Human Rights,” “The United Nations Global Compact,” and the “Declaration on Fundamental Principles and Rights at Work” of the International Labour Organization.

Advantech complies with local regulations where the company is located, and it establishes human rights policies based on the United Nations Guiding Principles on Business and Human Rights.

Scope of application

Advantech’s human rights policies are applicable to the Advantech Group and its joint ventures. Through the aspects of protection, respect, and remedy in the human rights management framework, we strive to reduce human rights risks in employees, suppliers, cooperating partners, and our environment, or we use remedial measures to reduce the impact of human rights incidents.

Human Rights Commitment Principles

1. We firmly believe that respecting and protecting human rights is an important foundation for the sustainable operation of a business.
2. We take human rights issues into consideration in all aspects of our operations.
3. We provide unimpeded communication channels for stakeholders.

Human Rights Commitments

- We provide a work environment that is safe and healthy, and free from discrimination and harassment.
- The working environment we provide complies with environmental regulations; and environmental pollution is avoided by means of proper management and technical applications.
- Child labor prohibition: We comply with local minimum age laws and regulations and do not employ child labor.
- Elimination of unlawful discrimination and ensuring of equal job opportunities: Discrimination is prohibited based on race, skin color, age, gender, sexual orientation, religion, disability, labor union membership, or political affiliation. Every person has the right to equal protection without any sort of discrimination.
- No inhumane treatment: We prohibit harassment, physical abuse, or threats of same.

- Forced labor prohibition: We ensure the absence of forced or involuntary labor and that the overall conditions of employment are voluntary.
- Meeting base salaries and gradually introducing living wage considerations: We provide employees with minimum wages and benefits that meet or exceed the minimum required by local laws and regulations. Furthermore, we confirm whether an employee's salary is sufficient to support the local living standard, striving to pay a fair and full living wage on time with legal deductions stated on the pay slip.
- We have created a stage for open management, allowing talent to be utilized to its fullest and providing all employees with a working environment of mutual trust and respect as well as health and safety.
- Employee training and self-development: We provide facilities, training programs, time, and subsidies to support employees' professional development.
- We support and assist employees in maintaining their physical and mental health and work-life balance.
- We respect the freedom of association and the effective recognition of the right to collective bargaining. We have established diverse communication channels between employers and employees and provide grievance mechanisms.

Establishment and disclosure of management projects

(I) Advantech complies with relevant regulations and international human rights conventions to establish relevant management policies and procedures

Advantech complies with relevant labor regulations and international labor and human rights conventions and has established the Employee Business Conduct and Employee Handbook. Both of them are published on the employee website so that employees and managers may refer to them. Advantech respects the equal employment and career development opportunities of employees. It does not treat people differently or discriminate against them due to factors such as their gender, race, religion, political persuasion, sexual orientation, occupational level, nationality, or age. We strive to provide our employees with a safe and high-quality work environment.

Policy-wise, we comply with various employment and labor regulations. We strictly prohibit hiring child labor or illegal workers. We strictly forbid sexual harassment. We promise to offer employees a safe and healthy work environment that meets various environmental protection regulations. By using adequate management and technologies, we prevent polluting the environment.

(II) Advantech has established an employee complaint mechanism and channels and adequately handles complaints

On the internal website for employees, Advantech has established the Suggestion Box, encouraging employees to adopt positive thinking and offer suggestions, including work procedure improvements, environmental improvements, product suggestions, or cross-department operations, thereby establishing a culture that promotes participating in the operation of the company and encourages employees to provide suggestions at any time. When the Human Resources Department receives a proposal from an employee, they will transfer them to the relevant department head for assessment and consideration of what requires improvement. After the proposal content is carefully assessed and the case is closed, the employee who made the proposal will receive relevant information about the case being closed.

(III) Advantech offers its employees a safe and healthy working environment. It also regularly implements health and safety education to its employees

Advantech offers its employees a safe and healthy working environment that is certified by the occupational health and safety management system. We offer employees annual health checks that go above and beyond requirements stated in the Labor Standards Act. We incorporate health and safety education content into a bimonthly orientation for new employees.

(IV) Advantech has established mechanisms to communicate with employees regularly, and it uses reasonable methods to announce changes in operations that may cause major impact on employees

Advantech regularly holds all employee meetings, manager meetings, department meetings, and group meetings to deliver the company's operation results, future strategic development directions, and major changes in operations. In addition, by using the company journal, internal employee website, and the Advantech Executive Talks platform, we share the company's management philosophy as well as the latest operation information and changes in real time.

(V) Advantech establishes effective career capability development and cultivation plans

Through the Advantech Academy, Advantech plans diverse courses to establish an effective career capability development and cultivation plan for its employees. We also adequately reflect the company's operation performance and results on the policy of employee salaries to ensure the recruitment, retainment, and encouragement of human resources, thereby achieving the goal of sustainable operation.

(IV) Advantech has established relevant policies to protect consumer rights and procedures for them to raise complaints regarding research and development, procurement, production, operation, and service procedures.

Advantech has established policies to protect consumer rights and consumer complaint procedures. We have also established procedures, such as a quality feedback system, customer service platform, and return and repair operation guidelines, to ensure adequate handling.

(VII) Marketing and labeling compliance with relevant regulations and international principles

Advantech's marketing and labeling of products and services all comply with relevant regulations and international principles. Our products comply with international environmental protection regulations. From the effective use of natural resources to the prohibition of the use of hazardous substances and to life cycle assessment (LCA) of the proper management of waste, we 100% comply with relevant regulations of international green products. Advantech promotes green products from three aspects, namely safety, energy conservation, and environmental protection.

We also announce product information and international standards on our company website for clients and consumers to understand.

(VIII) Before Advantech conducts business with a supplier, it assesses whether the supplier has a history of affecting the environment and society

All suppliers and contractors of Advantech must sign a Corporate Social Responsibility Agreement before signing a contract with Advantech so that Advantech can avoid trading with companies that contradict Advantech's CSR policies. On the agreement, we require the suppliers and contractors to comply with the SA8000 Standard on social responsibility, Electronic Industry Citizenship Coalition (EICC) Electronic Industry Code of Conduct, ISO 14001 environmental management standard, OHSAS 18001 Occupational Health and Safety Assessment Series, and local regulations on employee rights, health and safety, environmental protection, and business ethics.

(IX) Advantech's contracts with its major suppliers include clauses that specify if the supplier violates Advantech's CSR policies in a manner that has a substantial impact on the environment and society, Advantech may terminate or rescind the contract at any time

The Corporate Social Responsibility Agreement signed by Advantech's suppliers includes clauses that specify if the supplier violates the agreed CSR policies and yielded substantial impact on the environment and society, Advantech may terminate or rescind the contract at any time. Signing the agreement is necessary for all suppliers and contractors prior to them conducting business with Advantech.