

Human Rights Policy

**Delta Electronics (Thailand) Public Company Limited
(Revision 9 December 2020)**

Human Rights Policy

Delta Electronics (Thailand) Public Company Limited recognizes the importance human rights principles. The Company shall uphold human rights by incorporating internationally recognized human rights related practices, namely The Responsible Business Alliance (RBA)'s Code of Ethics and International Labour Organization's (ILO) labor standards into the Company's operations. In addition, the Company's human rights policy is developed based on the UN's Guiding Principles on Business and Human Rights – UNGP. We are committed to protecting, respecting and supporting our employees, business partners and vulnerable individuals or groups as outlined in the Company's human rights policy in all our business processes. We will ensure that human rights are respected and violations of human rights in all forms are prevented throughout the Company and our value chain.

A handwritten signature in black ink that reads 'Jackie Chang'.

Mr. Jackie Chang
President
and Chairman of Sustainable Development Committee
Delta Electronics (Thailand) Public Company Limited

Objectives:

1. To ensure that the Board of Directors, committees, executives and employees of the Company and its subsidiaries at all levels respect and uphold human rights principles and take appropriate action to prevent and not to engage in all forms of human rights violations.
2. To ensure that the Company's executives, employees and business partners are aware of their rights, roles and responsibilities, scope and communication channels regarding human rights protection and advocate for human rights protection throughout the Company's value chain.
3. To enhance the confidence of internal and external stakeholders in doing business in line with human rights principles and protection of the vulnerable group.

Scope:

The Company's human rights policy provides the scope for the following groups of key stakeholders:

- 1. Internal stakeholders:** boards of directors, committees, executives and employees of the Company and its subsidiaries at all levels ("Delta's personnel" or "the Company's personnel")
- 2. External stakeholders:** providers of products or services, representatives, intermediaries, independent contractors, consultants, business partners, competitors, creditors, government agencies and private entities ("business counterparts")
- 3. Vulnerable group:** According to Delta's focus this refers to "children", who, according to UNICEF, are individuals under 18 years of age ("children" or "the vulnerable group"). "A better tomorrow" in our mission statement encompasses Delta's business decisions, activities and relationships to mitigate long-term impact to the lives of children. Without authentic contribution to develop smarter and greener products and processes, we cannot mitigate children's vulnerability from industry's advancement in technology, natural resource consumption and social and ethical impacts.

Definitions:

"The Company" refers to Delta Electronics (Thailand) Public Company Limited and its subsidiaries.

"Vulnerable group" refers to a group of individuals whose basic human rights could be violated as a result of the Company's operations or activities. It refers specifically to children in this policy.

"Children" refers to an individual under 18 years of age, including infants and young children, regardless of their citizenship which may or may not correspond to a location where the Company operates its business or its activities are performed.

Roles and Responsibilities:**CEO**

The CEO is responsible for setting up the human rights policy and guidelines applicable to Delta's personnel and business counterparts. The CEO is also responsible for reviewing the policy to make sure it is consistent with changing contexts, for instance business environment as well as regulatory and legislative changes.

Sustainable Development Committee

The committee is responsible for collaborating with related committees and functions to determine the Company's policies in respect of risk assessment and compliance and ensuring that the Company has in place a human rights protection mechanism which supports human rights protection and prevent human rights violations in a sustainable manner.

Its roles also include establishing a committee to remedy any instance found that the Company or its personnel commits a human rights violation and to prevent any intentional or unintentional repeated human rights violations. The committee is to update the CEO on human rights-related issues at least on an annual basis and even if no case of human rights violation occurs to report for appropriate improvements to the Company's relevant operations, work processes and policies.

Risk Management Committee

This role is to identify issues and impacts relating to human rights from all channels and update the Sustainable Development Committee on an annual basis.

Head of Internal Audit

The Head of Internal Audit is to review and audit the Company's operations to ensure its compliance with as well as adequacy and effectiveness of relevant policies, guidelines, regulations or laws to prevent potential human rights violations. Its role also includes coordination with the Sustainable Development Committee to carry out the tasks specified under this policy.

Human Rights Working Team and Employee Relation Department

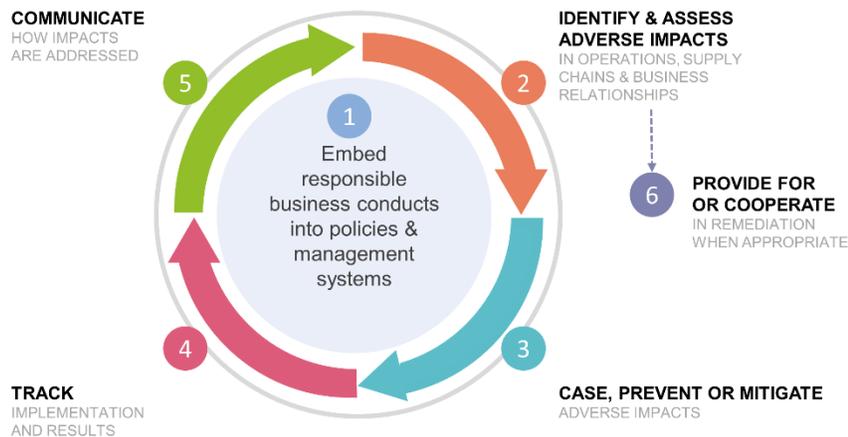
The committee is to review and collect information and evidence as well as to provide relevant information and coordinate in case disciplinary or legal action is needed. Appropriate personnel will be assigned as members of this committee on a case-by-case basis if a complaint or allegation is filed. The Company's Labor Relations and/or CSR Committee and Legal Department shall provide the framework for investigation, evidence collection and documentation if a case reported is found to be a violation and legal offence, respectively.

Sustainable Development Committee, Head of Legal department or Assigned Representatives

The team is to update latest information, law and regulations of the recognized organization and human rights related issues which are in the society's focus. In addition, role of the team is to compile issues relating to human rights from all channels and update the Sustainable Development Committee on an annual basis.

Delta's Employees

All Delta's employees must be aware of and understand this policy so that they are able to take appropriate action in case of a human rights violation relating to the Company. They are also responsible for communicating the policy to all related business counterparts interacting with their business units. The Company's employees must be aware of this policy and must not claim lack of awareness of this policy as a basis of their wrongdoing.



Delta adopts [OHCHR's guideline](#) to implement its due diligence on human rights protection

Human rights policy

1. Labor

- 1.1) The Company allows its employees the freedom to choose to perform a job that is appropriate for them. The Company is strongly opposed to the use of forced labor, bonded labor, slave labor or human trafficking. Work is to be performed on a voluntary basis.
- 1.2) The Company shall avoid the use of child labor and avoid any work that is likely to jeopardize the health or safety of children. Protection of children shall be applied to our supply chain as well.
- 1.3) The Company shall apply working hours that are in line with related legal requirements and code of ethics.
- 1.4) The Company shall not use irregular, unregistered or undocumented labor. Employee's documents such as passport, ID card and other legal documents by the same mean shall not be withheld.

- 1.5) The Company shall ensure that remuneration and fringe benefits as well as career advancement are considered fairly and in a non-discriminatory manner. Performance evaluation shall not be based on birth, gender or sexual orientation, age, nationality, ethnics, language, religion, culture, belief, political view, disability and economic status. Punishment through fine/ financial penalty and wage withholding shall be prohibited.
- 1.6) The Company shall treat its employees humanely without using violence in the workplace. This includes sexual violation and harassment, violent punishment, physical and psychological coercion, bullying or physical or verbal abuse.
- 1.7) The Company allows its employees the freedom to associate or have affiliation with groups whose activities are not in conflict with the Company's code of ethics and will not have negative consequences on the Company's image or economic results. However, affiliation or association with a political group of the Company's employee is regarded as a personal judgement which is a personal right. The Company has no policy to support or associate itself with any political groups or parties at any level.
- 1.8) The Company shall provide employment security and support its employees to have an equal opportunity in career advancement. The Company's employees are eligible for job rotation. The Company also provides training to promote capacity building of its employees, such as specialized training, technical training, language training, skill training and internal job fair.
- 1.9) According to the U.K. Modern Slavery Act of 2015 and Thailand's Emergency Decree Amending the Anti-human Trafficking Act, B.E. 2551, B.E. 2562, (the "Act"), Delta Electronics Thailand and its subsidiaries ("Delta") shall perform essential due diligence to prevent modern slavery and human trafficking in our business and supply chain. The conclusion of our actions taken by during the fiscal year 2019 is described in the attached statement.

2. Occupational Health and Safety

- 2.1) The Company shall comply with occupational health and safety standards for the industrial sector by ensuring the safety and health standard of workplace, food, water and overall well-being. A committee shall be established and measures implemented for prevention and management of emergencies, work-related accidents, illnesses, emerging diseases or injuries as well as for safety procedures for machinery and labor-intensive tasks.
- 2.2) The Company shall annually assign a representative and communication channel for occupational health and safety matters so that its employees and business counterparts are aware of their rights, roles and responsibilities, procedures and communication channel.

- 2.3) The Company shall not force any individual to undergo and HIV/AIDS and TB tests and shall not hold undergoing HIV/AIDS and TB tests as an employment condition or a pre-condition to provide health services during employment. However, the Company's employees are eligible for voluntary HIV/AIDS and TB testing, along with pre and post-test counseling. The test result shall be kept confidential and the Company shall support a mechanism to promote HIV/AIDS and TB awareness.
- 2.4) The Company shall provide reproductive health protection to its female employees, e.g. assigning an appropriate job to a pregnant employee which does not expose them to hazardous substances, is not labor-intensive, does not require working in an unsafe area and does not affect rest time. This includes provision of relevant reproductive health services in line with physician's advice and information regarding pregnancy advice, maternity leave, maternity benefits and protection against dismissal during pregnancy.
- 2.5) The Company shall support and facilitate the process of claiming social welfare benefits to its employees to maintain excellent health.

3. Environment

- 3.1) The Company shall ensure good environment and health conditions for its employees, business counterparts and the vulnerable group by taking into consideration pollution control, chemical substances management, waste and waste water management, air pollution control, GHG mitigation and resource efficiency enhancement, e.g. water and energy consumption.
- 3.2) The Company shall deliver safe products and services.
- 3.3) The Company shall set up a committee to prepare a report regarding license applications, criteria, laws and code of ethics in related business operations.

4. Ethics

- 4.1) The Company shall not purchase tin or conflict minerals with an origin from the Democratic Republic of Congo or surrounding countries and shall ensure that its business counterparts comply with its policy.
- 4.2) The Company shall publish its human rights policy in a public channel so that its employees, business counterparts and interested individuals are able to acknowledge, review and verify.
- 4.3) The Company shall disclose its human rights-related activities in a public channel so that its employees, business counterparts and interested individuals are able to acknowledge, monitor and update on the progress.

- 4.4) The Company shall ensure justice and establish measures to protect whistle blowers or those who cooperate in reporting human rights violations by protecting their privacy and preventing retaliation.
- 4.5) The Company shall place an emphasis on communication and training on human rights policy to its employees on a regular basis.

5. Protection of Rights of Vulnerable Group

We at Delta Electronics (Thailand) Public Company Limited recognize that children have specific human rights as recognized in the Convention on the Rights of the Child, and that our company has a role in respecting and supporting these rights within our operations and value chain.

We acknowledge that children are key stakeholders for business – as consumers, family members of employees, young workers, members of the communities where business operates, and as future employees and business leaders.

We welcome the Children's Rights and Business Principles developed by UNICEF, Save the Children and the UN Global Compact. These Principles provide guidance on business responsibilities to respect and support children's rights in the workplace, marketplace, community and environment.

We are committed to understanding and assessing our impact on the rights and well-being of children, guided by the Children's Rights and Business Principles framework as well as the tools developed by UNICEF for integrating children's rights into policies, impact assessments and sustainability reporting.

We are convinced that company actions demonstrating respect and support for children's rights will also contribute towards promotion of the Children's Rights and Business Principles as a key CSR framework in Thailand.

To prevent impacts on children, who are defined as a vulnerable group in accordance with this policy. The Company shall safeguard and respect the rights of the child as stated in 10 principles of UNICEF and Save the Children as follows:

- 5.1) The Company shall protect and be committed to promote child rights.
- 5.2) The Company shall support the eradication of child labor and inappropriate and illegal business dealings.
- 5.3) The Company shall provide meaningful and appropriate work to its employees who are youths as well as their parents and caregivers.
- 5.4) The Company shall take into consideration child protection and safety in its premises and business operations.
- 5.5) The Company shall ensure that its products and services are safe and that it takes a role to promote awareness regarding child rights through its products and services.

- 5.6) The Company shall use advertising and marketing materials in a way that respects and promotes child rights.
- 5.7) The Company shall respect and promote child rights when conducting business relating to the environment as well as land ownership and use.
- 5.8) The Company shall take child rights into consideration when developing its security system.
- 5.9) The Company shall protect children affected by emergencies and disasters.
- 5.10) The Company shall support the role of the government and communities in child right protection and promotion.

Operational Guidelines

1. Delta's Employees

- 1.1) Delta's employees must be aware of their and business counterparts' rights, roles and responsibilities and scope regarding human rights by complying with this policy during the normal course of business and business dealings with business counterparts, without any exception.
- 1.2) Delta's employees must take appropriate action if it is found that any of Delta's employees or business counterparts ignore or violate this policy.
- 1.3) Disciplinary and legal action shall be taken against Delta's employees who violate or those engaging in the violation of human rights. However, those accused of human right violations will not be considered guilty unless the allegation has otherwise been proved to be well-founded.

2. Business Counterparts

- 2.1) The Company shall support its business counterparts by taking into consideration human rights principles, code of ethics of the Responsible Business Alliance (RBA), and the Company's regulations. The Company's human rights policy is made available on the Company's website for reference and review.
- 2.2) Business counterparts must not neglect any act human rights violations or violate human rights in any of their business processes with the Company.
- 2.3) If business counterparts neglect, are negligent or are found to be in violation of human rights in its business processes and have no intention to resolve the situation to be in line with Delta's policy, the Company has the right to terminate any previously agreed upon business contracts. Notification of such termination shall be made in writing.

Reporting Suspected Human Rights Violations or Complaints

1. Scope of Suspected Acts or Complaints

- 1.1) Violations of human rights under this policy may directly or indirectly involve the Company.
- 1.2) Violations of human rights under this policy include neglect or negligence in respect of human rights as described under the Company's policy or any other act that may affect the Company's internal control or business operations to an extent where it could result in human rights violations.
- 1.3) Any act that is illegal, immoral or unethical.

2. Channels for the Company's Employees to Report Allegations, Complaints and Feedback

Delta's employees are responsible for reporting human rights violations in connection with the Company's activities to the following persons/departments:

- 2.1) Head of department of the individual employee
- 2.2) Head of Internal Control, Human Resources or Legal
- 2.3) Feedback box
- 2.4) Via email at Whistleblow@deltathailand.com

3. Channels for the Company's Business Counterparts, Third Parties With no Association With the Company or Representatives of the Vulnerable Group to Report Allegations, Complaints and Feedback

- 3.1) Feedback box (PO Box No. 50 Bangpoo Samutprakarn 10280)
- 3.2) Via email at Whistleblow@deltathailand.com and HR.GRIEVANCE@deltaww.com
- 3.3) Via www.deltathailand.com

Protection of Whistleblowers and Confidentiality

1. Non-retaliation for Reporting Complaints

Reporting complaints and critical issues in good faith could yield major benefits to both the Company and employees. An individual who reports a complaint, provides information or produces evidences in connection with the complaint and an individual who considers the compliant with full integrity. Even though it may result in complications, is to be protected from dismissal, punishment, any act that could jeopardize their performance assessment, benefits, income and any other forms of welfare that they are entitled to.

The Company's policy is to equally guarantee fairness to its employees and business counterparts as described in the Company's regulations. The Company shall provide protection to an individual who file a complaint which will be kept confidential. The individual will not be affected by any business decisions. The accused shall not be considered guilty until the complaint is fairly investigated and proven to be well-founded.

2. Protection of Personal Information and Confidentiality

Protection of information and privacy of Delta's employees or business counterparts, including third parties shall be guaranteed. Their identity, name and personal information will be kept confidential and will not be disclosed in the Company's report. However, the Company strongly suggests that its employees provide their names and contact information for ease of reference.

If a complaint is filed by a Delta's employee or business counterpart, the responsible unit shall carry out appropriate preventive measures to ensure that an investigation can be conducted effectively and to prevent the Company's employees, business counterparts and third parties from retaliation or unfair treatment. The Company shall treat all concerns seriously, sensitively and without retaliation. Concerns raised will not negatively affect performance assessment, benefits and compensation to which the Company's employees or business counterparts are entitled from their service and business dealings with the Company.

Investigation and Penalties

1. If a case is reported, the Sustainable Development Committee, Labor Relations Committee or Audit Committee or Corporate governance Committee will verify the information provided and conduct an investigation.
2. During an investigation, the Sustainable Development Committee, Labor Relations Committee or Audit Committee may assign a representative (executive level) to provide a progress update to an individual who reports the case.
3. If information or evidence provided reasonably suggests that the alleged individual is in violation of human rights and/or child rights, the Company shall inform the alleged person of the allegation and allow the alleged to provide supporting information or additional evidence to counter the claim of alleged human rights violations.
4. If an investigation concludes that the alleged person violates human rights as defined in the human rights policy, disciplinary action will be taken against that person. If the accusation is found to be unlawful, the alleged person shall be subject to the following:
 - 4.1) Disciplinary action in accordance with the Company's regulations and code of conduct. Decisions made by the Company's CEO, the Sustainable Development Committee, Labor Relation Committee or the Company's management are final.
 - 4.2) The Company's employees or the Company shall be liable to legal liability under the civil or commercial law per the decision made by a legal body if an accusation is found to be well-founded.

Remedy Guidelines for Human Right Violations

If it is proven true that the Company or its employees is in violation of human rights of an individual filing the complaint, Sustainable Development Committee or assigned team is to consider a remedial action on a case by

case basis. Preventive measures need to be put in place to avoid repeated intended or unintended human rights violations and to ensure that human rights compliance can be undertaken in a smooth and sustainable manner

If it is proven by law that the Company is obligated to provide a physical or psychological remedies or financial compensation, head of Legal Department is to work with relevant parties to negotiate terms and conditions to agree on and to appropriately provide reasonable compensation

Communication of Human Rights Policy

To ensure that the Company's employees are aware of its human rights policy, the Company shall do as follows:

1. The Company shall post its human rights policy to inform its employees.
2. The Company shall disseminate its human rights policy via its communication channels, e.g. email, public website, annual reports and sustainable reports.
3. The Company shall integrate its human rights policy as part of criteria for screening its new business partners.
4. The Company shall ensure that its human rights policy is reviewed on a regular basis.