

Envipro Group Human Rights Policy

The human rights policy is based on the Corporate Philosophy, which is the principle of the Envipro Group, and we recognize that it is an important component toward our group mission of “Contribute to create a sustainable society”. Our group places importance on respecting and promoting human rights, and complies with and promotes the human rights policy set forth herein in accordance with international human rights frameworks such as “the United Nations Guiding Principles on Business and Human Rights”.

1. Equality and non-discrimination for all

Our group will not tolerate any discrimination based on race, ethnicity, nationality, religion, gender, sexual orientation, age, disability, social status, or any other factor. Our group aims to provide equal opportunity and treatment to all involved, including employees, customers, suppliers, and community members.

2. Employee rights and benefits

Our group will respect the fundamental rights of its employees and strive to provide them with appropriate working conditions, wages, working hours, and a safe and healthy environment. Our group will comply with labor laws and related regulations and protect the human rights of its employees. We also promote employees' skill development and career progression by providing a comfortable work environment and job training opportunities.

3. Prohibition of forced and child labor

Our group will not tolerate any forced labor or child labor. We seek to eliminate forced labor and child labor at our suppliers and business partners, and conduct our business activities adhering to compliance.

4. Human rights in the supply chain

Our group will promote respect for human rights in cooperation with its suppliers and business partners.

5. The environment and human rights

As a company that promotes environmental business, Our group will emphasize the relationship between environmental protection and human rights. In conservation of nature and promotion of clean energy, we will strive to minimize environmental impact while respecting the human rights and taking into consideration the health and livelihood of the people in the communities involved.

6. Consultation and reporting mechanisms

our group will provide a whistleblower system as a channel through which employees and other concerned parties can feel comfortable consulting human rights concerns and issues, and will work to disclose the appropriate reporting process.

7. Continuous improvement and transparency

Our group will provide ongoing education on the application of its human rights policy. We will monitor operational status as necessary. Through surveys and evaluations, we seek to identify opportunities for improvement and share information in a transparent manner.