

GUC Human Rights Policy

GUC firmly believes that respecting human rights and promoting a decent work environment are equally crucial for the Company and its supply chain. GUC abides by local laws and regulations in all countries and regions where we operate, and upholds the policy for human rights of all workers, including full-time, contract and temporary employees, as well as interns. We also require our suppliers to act in the same fashion, as addressing human right issues in complex supply chains is a shared responsibility.

GUC supports and complies with the international labor practices and standards of human rights including the Universal Declaration of Human Rights, the United Nations (UN) Global Compact, the UN Guiding Principles on Business and Human Rights, the Organization for Economic Co-operation and Development Guidelines for Multinational Enterprises, the SA8000 Standard of Social Accountability International (SAI,). We also align our actions with the Responsible Business Alliance (RBA) Code of Conduct. The guiding principles for GUC's Human Right Policy are as follow, and requires all of our suppliers to follow the same standards.

Guideline

- Embed respect for economic, social, cultural, civil, and political rights, as well as the right to development, in the way we operate.
- Provide a safe and secure work environment that is free of harassment and bullying
- Eliminate unlawful discrimination and ensure equality in the workplace.
- Zero tolerance for child labor and protection of the rights of young workers.
- Forbid forced labor, guarantee freely chosen employment and freedom of association.
- Commit to responsible sourcing of minerals.
- Protect labor rights of vulnerable groups or marginalized groups such as indigenous people, women, migrant workers, contractors and persons with disabilities.
- Comply with all applicable wage laws and regulations, and legal limits to working hours.
- Provide fair and compliant living wage on time with pay slips to state legitimate deductions.
- Enable a communication-friendly environment and maintain an open-minded management system.
- Provide support and assistance in maintaining the physical and psychological well-being of employees, as well as balance between work and life.
- Establish formal whistle blowing channels for employees, GUC suppliers and other external stakeholders to report any misconduct that is illegal, or is in violation of human rights, the code of conduct or corporate integrity.
- Monitor and assess relevant risks, practices, and impacts regularly to respond to evolving situations and stakeholders' needs.

GUC

The Advanced ASIC Leader

Sean Tai

Sean Tai
President