

Radium Life Tech. Co., Ltd.

Human Rights Policy

Article 1: Purpose

In order to fulfill our corporate social responsibility and to protect and safeguard basic human rights, the Company has established this policy to support and respect the relevant norms of the Universal Declaration of Human Rights, the United Nations Global Compact and the International Labour Convention, and to fulfill our responsibility to respect and protect human rights.

Article 2: Scope of Application

This policy applies to group companies and organisations such as the Company, its subsidiaries, consortia which contribute more than 50% of their funds directly or indirectly, and other institutions or legal entities over which they have substantial control.

Article 3: Compliance with Labor Laws and Regulations

The Company must comply with labour-related laws and gender work equality laws in the countries in which it operates, and the Company prohibits child labour, any form of discrimination, violation of freedom of association and any forced labour activities.

Article 4: Diversity and Fairness in the Workplace

The Company is committed to diversity in the workplace, and will not discriminate on the basis of race, class, language, ideology, religion, party affiliation, place of origin, sex, sexual orientation, age, marriage, appearance, facial features, physical or mental impairment, astrological sign, blood type or any other form of discrimination. We are committed to creating a dignified, safe, equal and harassment-free workplace environment. We will work together to create a workplace environment that is dignified, safe, equal and free from harassment.

Article 5: Healthy and Safe Workplace

In compliance with the relevant laws and regulations on occupational safety and health, the Company is committed to providing a safe, healthy and hygienic workplace environment for our employees and to continuously improving workplace safety and hygiene, preventing accidents, reducing the risk of occupational disasters, protecting the safety and promoting the physical and mental health of our employees.

Article 6: Smooth communication channels

In order to achieve full communication between employers and employees, the Company holds regular labour meetings attended by representatives of both parties to explain the Company's policies, systems, welfare measures and activities, and to allow employees to fully express their views and provide timely responses and assistance.

Article 7: Protection of Privacy

In order to protect the privacy of employees, customers and other stakeholders, the Company will ensure that the collection, processing and use of personal data comply with the law.

Article 8: Promotion of Human Rights Policy

In addition to its corporate social responsibility and human rights protection policies, the Company holds its partners, including suppliers, to the same standards and expects them to work together to raise awareness of human rights-related issues and focus on risk management.

Article 9: Implementation and Amendment

This policy shall come into effect upon approval and amendment. This policy was additionally

made on 9 September 2020.