

# Grape King Bio's Human Rights Policy

## Respect for Human Rights

Respect for Human Rights is a fundamental value of Grape King Bio. We strive to respect and promote human rights in our relationships with our employees, suppliers and business partners. Our aim is to help increase the enjoyment of human rights within the communities in which we operate. We formulate human rights policies in compliance with local regulations and the essence of international norms/standards such as the International Bill of Human Rights, the OECD Guidelines for Multinational Enterprises, the UN Universal Declaration of Human Rights (UDHR), the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work, the UN Guiding Principles on Business and Human Rights (UNGPs), the Children's Rights and Business Principles (CRBP), the United Nations Global Compact (UNGC).

This policy applies to Grape King Bio, Grape King Shanghai and Pro-Partner, Rivershine, the entities in which we hold a majority interest of. We have established the "[Grape King Bio's Supplier Code of Conduct](#)", and expect our business partners and suppliers to uphold these principles and urge them to adopt similar policies within their own businesses. We annually conduct internal audits as well as supplier audits in order to identify and prevent human rights risks to people in our business and supply chains. If we were to identify adverse human rights impacts as a result of our business activities, we stand committed to seek fair and equitable remediation. Our Human Rights Policy is overseen by The Chairman, CEO and Board of Directors for Grape King Bio.

## Community and Stakeholder Engagement

Grape King Bio is proud to be part of the communities in which we operate in. We engage with local communities and citizens, including indigenous people as well as those from the young, senior, vulnerable and disadvantaged groups. We aim to ensure that we are listening to, learning from and considering all stakeholder views as we conduct our business.

## Diversity and Inclusion and Recruitment

Grape King Bio values and promotes the diversity and inclusion of the people with whom we work. We are committed to equal opportunity and are intolerant of discrimination and harassment and work to maintain a workplace that is free from discrimination or harassment on the basis of race, sex, color, national or social origin, ethnicity, religion, age, disability, sexual orientation LGBT, gender identification or expression, political opinion or any other status protected by applicable law.

Recruitment, placement, development, training, compensation and advancement at Grape King Bio is based on an individual's qualifications,

performance, skills and experience. We do not tolerate disrespectful or inappropriate behavior, unfair treatment or retaliation of any kind. Harassment is not tolerated in or outside of the workplace.

### **Freedom of Association and Collective Bargaining**

Grape King Bio respects our employees' right to join, form or not to join a labor union without fear of reprisal, intimidation or harassment. Where employees are represented by a legally recognized union, we are committed to establishing a constructive dialogue in good faith with their representatives.

### **Safe and Healthy Workplace**

The safety and health of Grape King Bio's employees is of paramount importance to us. Our policy is to provide a safe and healthy workplace and comply with applicable safety and health laws and regulations, as well as strict internal requirements. We strive to ensure that we provide and maintain a safe, healthy and productive workplace, by addressing and correcting identified risks of accidents, injury and health impacts.

Grape King Bio is committed to maintaining a workplace that is free from violence, harassment, and intimidation, and provides appropriate security safeguards for employees.

### **Child Labor**

Grape King Bio prohibits the use of all forms of forced labor and child labor.

### **Work Hours, Wages and Benefits**

Grape King Bio compensates employees competitively relative to the industry and local labor market, and in accordance with terms of applicable collective bargaining agreements. We are committed to equal pay for equal work. We work to ensure full compliance with applicable wage, work hours and overtime laws as stated by Taiwan and China's employment and labor laws.

### **Guidance and Reporting for Employees**

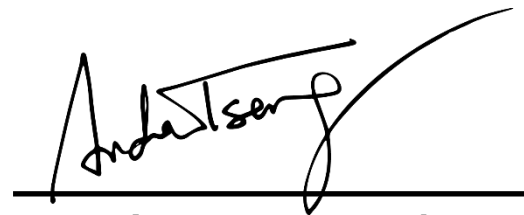
Grape King Bio strives to create workplaces in which open and honest communications among all employees is valued and respected. We are committed to comply with applicable labor and employment laws wherever we operate. We make sure our employees are aware of the Human Rights Policy through ongoing training as well as making our policy available in both English and Chinese on our company website. Any employee who believes a contradiction or violation has arisen is encouraged to raise questions and concerns with their Line Management and/or the Human Resources Department and/or the Legal Department. Employees can report suspected policy violations confidentially via the following methods;

1. Email: [hr@grapeking.com.tw](mailto:hr@grapeking.com.tw) and/or [law@grapeking.com.tw](mailto:law@grapeking.com.tw)
2. Telephone: 03 457 2121 ext. 1995
3. Internal postbox

No reprisal or retaliatory action will be taken against any employee for raising concerns under this policy. We promise to investigate, address and respond to the concerns of employees and will take appropriate corrective action as quickly as possible in response to any violation.

### **Public Reporting**

We report to the public on our human rights-related commitments, efforts and statements, consistent with this Human Rights Policy, as part of our annual Corporate Social Responsibility report. A copy of these reports can be found on our company website <https://www.grapeking.com.tw/en/csr/reports> .



**Andrew Tseng Ph.D.  
Chairman and CEO**