

Human Rights Management Guidelines

BCPG Group conducts its business in adherence to the code of human rights throughout the business value chain and encourages the treatment of everyone with respect, fairness, honor, human dignity, equality, with respect for the rights, freedom, and equality of individuals without any discrimination on the grounds of race, nationality, birthplace, religion, gender, skin color, language, belief, education, ethnicity, disability, political opinions, economic status, group participation, or any other social status that is unrelated to the performance of work or other matters, with the following actions:

1. The Group shall avoid acts or engagements that violate human rights or present an adverse effect on human rights and shall neither neglect nor ignore any act that is considered a violation of human rights by BCPG Group. This matter should be reported to the supervisor, and full cooperation shall be given to the examination of facts
2. BPCG shall conduct a thorough examination of human rights for impacts that have occurred or may occur in connection with business activities throughout the value chain to avoid, prevent, and mitigate any impact in a participative manner, thus ensuring that the services and manufacturing of goods, treatment of labor, treatment of suppliers, creation of a work environment, and any joint investment will not have any adverse effect on human rights for stakeholders. BCPG will show responsibility to both society and the environment while being a good neighbor
3. BCPG shall analyze and assess any impact that has occurred or may occur due to business operations and the human rights risk
4. BCPG shall cultivate this policy among all related parties, setting out an applicable management framework, as well as communicating, disseminating, and educating related parties throughout the value chain, such as suppliers and contractors to bring about engagement in the operation. This practice serves as guidelines for business operations with responsibility and respect for human rights
5. BCPG shall establish communication channels that fit all stakeholders and whistleblowing or complaint channels about violation of human rights, any incident of discrimination due to the impacts of the business operations of BCPG Group. Moreover, BPCG will conduct an examination of the impacts of the whistleblowing process or other mechanisms, such as negotiation, mediation, remedial measures, taking into account morality, accessibility, and fairness in accordance with the code of human rights, as well as the confidentiality of all information
6. BCPG shall monitor, report, and publicize information on impact assessment and performance results on human rights in the interest of transparency.

Treatment of Employees and Labor

BCPG Group recognizes the importance of employee stewardship by establishing guidelines for defining fair long-term and short-term compensation for employees in accordance with performance KPIs, including the rights and welfare, against other listed companies. BCPG's recruitment of permanent employees, new employees, rate of resignation, and maternity leave are shown below:

