

Acer e-Enabling Data Center Inc.

Human rights policy

The Company formulates a human rights policy and implements human rights protection in accordance with international human rights conventions and local laws and regulations to respect human rights and fulfil its responsibility to protect human rights.

This policy is applicable to all colleagues and organizations of the Company, and we also expect our partners to comply with the standards of this policy in order to protect human rights.

- Equal employment, provide equal opportunities.
- Comply with the freedom of collective association of employees as specified by laws and regulations.
- Free and safe communication channels are provided to express opinions.
- The highest standard of ethical behavior is adopted to treat all colleagues fairly with respect.
- We respect and embrace multiculturalism and are committed to maintaining a working environment that is free of discrimination, harassment and bullying.
- We comply with the basic salary and working hours specified by laws and regulations, prohibit child labor and do not force labor.
- We comply with labor safety and health laws and regulations and provide a hygienic and safe work environment.
- We provide relevant facilities, training courses, time and allowances to help employees develop their creativity and career.
- We implement information security to ensure that the use and collection of personal information complies with legal requirements.

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