



## Dimerco Human Rights Policy

"Ethics, Integrity, and Honesty" are the longtime values that Dimerco upholds. We are committed to fully implementing human rights protection in line with these principles. Dimerco supports and adheres to Universal Declaration of Human Rights, the fundamental principles and rights at work established by International Labor Organization (ILO), and other international human rights standards. At the same time, we strictly comply with local labor and data protection regulations in all our operating locations. Human rights protection is our commitment to all stakeholders, and it applies to all employees, customers, suppliers, and business partners. We continuously promote the following human rights policies:

- **Respect for the Individual**

In accordance with "DIMERCO'S Code of Ethics and Business Conduct", we treat all employees equally, regardless of seniority or status, ensuring their fair rights. We are dedicated to providing a safe and secure working environment and offering fair and competitive wages to all employees in line with the employment law and practices of the country in which they are employed.

- **Equality in the Workplace**

We strictly prohibit any form of discrimination based on race, religion, gender, disability, or sexual orientation. Recruitment and hiring decisions are made solely based on job requirements to select the most suitable candidates. All Dimerco employees or applicants can consult the trading division regional management for individual employment policies and conditions.

- **Health, Safety and Security of Others**

We are committed to providing a healthy, safe, and secure working environment that meets local legal requirements. Additionally, we continuously promote a culture of workplace health and safety.

- **Prohibition of Harassment or Unfair Practices**

All Dimerco employees have the right to work in a secure environment without any violence, intimidation, bullying or threats of any sort. We strictly prohibit any form of sexual, racial, religious or ethnic harassment.



# DIMERCO EXPRESS GROUP

- **Privacy and Confidential Information Protection**

Dimerco values the confidentiality of personal and business information and strictly complies with relevant data protection and confidentiality regulations. We have established rigorous information security policies and enhance awareness through employee training programs.

A handwritten signature in black ink, appearing to read "Chien Wen-Chun", written over a light grey rectangular background.

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CHIEN, WEN-CHUN, CHAIRWOMAN  
DIMERCO EXPRESS GROUP

(Remark: "Dimerco Human Rights Policy" is excerpted from Chapter 3 & Chapter 4 of "DIMERCO'S Code of Ethics and Business Conduct". For the full content, please refer to the complete text of the Conduct.)

## 中菲行人權政策

「道德、誠信、正直」是中菲行始終堅持的價值原則，我們秉持相同理念，全面落實人權保障。中菲行支持並遵循《聯合國世界人權宣言》、國際勞工組織（ILO）工作基本原則與權利，以及其他國際人權標準，同時嚴格遵守各營運據點當地的勞動與個資相關法規。人權保障是我們對所有利害關係人的承諾，適用範圍涵蓋全體員工、客戶、供應商及合作夥伴。我們持續推動以下人權政策：

### ● 尊重個體

依循《中菲行道德與商業行為準則》，我們平等對待每位員工，不論年資或身分，確保其享有公平權利，並致力於提供安全、受保障的工作環境。同時，根據當地雇用法律及業界標準，為所有員工提供平等的薪酬待遇。

### ● 職場平等

我們嚴禁任何形式的種族、宗教、性別、殘疾或性取向歧視，並堅持以職位需求為基礎遴選最合適的應徵者。所有員工及應徵者均可向各區域主管諮詢相關雇用政策與資訊。

### ● 健康、安全及保安

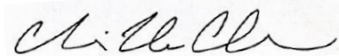
我們承諾提供符合當地法規要求的健康、安全且有保障的工作環境，並持續推動健康與安全文化的提升。

### ● 禁止騷擾或不平等對待

中菲行員工有權在無暴力、恐嚇、霸凌及威脅的環境下工作。我們嚴格禁止任何形式的性騷擾、種族歧視及宗教歧視行為。

### ● 保護隱私及機密資訊

中菲行重視個人與商業資訊的機密性，並嚴格遵守相關保密與個資保護法規。我們制定嚴謹的資訊安全政策，並透過員工教育訓練提升資訊安全意識。



錢文君 董事長  
中菲行國際物流集團