

Human Rights Policy

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Preamble

Respecting human rights and building a decent work environment are the foundation of business sustainability. Ennostar Inc. and its subsidiaries (collectively “Ennostar Group”) are committed to pursuing compliance with the international labor practices and standards of human rights including the United Nations (UN) Global Compact, the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the Organization for Economic Co-operation and Development Guidelines for Multinational Enterprises, the SA8000 Standard of Social Accountability International (SAI), the Code of Conduct of Responsible Business Alliance(RBA), and any applicable labor laws and international human rights standards, and develop human rights management procedures to implement human rights protection and comply with all applicable labor and employment laws and international standards in all operating areas.

Scope

The scope of the policy includes all employees, subsidiaries, business partners, suppliers and contractors of Ennostar Group.

Protection and Principles

Ennostar Group is committed to creating an environment conducive to human rights protection, avoiding any actions that may infringe or have a negative impact on human rights, and has established the following principles:

1. Prohibition of Human Trafficking and Forced Labor

- (1) All work should be voluntary and employees have the freedom to resign or terminate the employment relationship.
- (2) The use of forced, guaranteed (including debt repayment) or bonded labor, involuntary or exploitative prison labor, enslaved or trafficked persons are prohibited.
- (3) Unless otherwise permitted by law, it is not allowed to retain employee’s identity cards, passports, work permits or wages.
- (4) Employees shall not be required to pay recruitment fees or other related fees for their employment. If any such fees are found to have been paid by employees, such fees shall be returned to the employees.

2. Child Labor and Young Workers

We prohibit the employment of child labor who is under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment stipulated by the government of each country. If child labor is identified, assistance/remediation will be provided. Employees under the age of 18 (Young Workers) shall not perform work that is likely to jeopardize their health or safety, including night shifts and overtime work.

3. Working Hours and Wages

- (1) All employment shall completely comply with applicable laws, including

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working hours, overtime hours and other mandatory benefits required by regulations. All overtime must be voluntary.

- (2) Compensation and benefits paid to employees shall meet the applicable laws, including minimum wages, overtime pay, paid leaves and mandatory benefits required by laws. Deductions from wages as a disciplinary measure shall not be permitted.

4. Humane treatment

We adopt a zero-tolerance policy for any form of inhumane treatment. The members of Ennostar Group must not subject employees to harsh or inhumane treatment, including violence, sexual violence, sexual harassment, sexual assault, corporal punishment, psychological or physical coercion, bullying, public humiliation, or verbal abuse; nor the threat of any such treatment. Disciplinary policies and procedures in support of these requirements shall be clearly defined and communicated to employees.

5. Diversity and Non-Discrimination

Ennostar Group values diversity and treats its employees with utmost respect. We adopt a zero-tolerance policy against any form of discrimination. Ennostar Group prohibits discrimination in the recruitment, employment, wage, benefit, bonus, promotion, training and tenure on the basis of place of birth, race, color, age, gender, sexual orientation, gender identity and expression, nationality, social status, physical handicap, medical history, pregnancy, language, ideology, religion, beliefs, political affiliation, cultural background, veteran status, former union membership, protected gene information, marital status, appearance and facial features.

6. Freedom of Association

We respect the legal rights of all employees to freely form and organize or not join unions, to bargain collectively, and to engage in peaceful assembly in accordance with the law. And we shall create an environment where employees can freely express, share their concerns or make suggestions. Ennostar Group will also establish employee communication channels in accordance with the law so that employees do not have to worry about discrimination, retaliation, threats or harassment.

7. Workplace health and safety

We are committed to providing all employees with a safe, healthy, clean and comfortable working environment. In order to provide better protection, we have established a management system of occupational health and safety and comply with applicable regulatory requirements to reduce health and safety risks. We periodically hold training courses for all employees, and pursue zero work injuries and zero accidents and take reasonable measures. We have launched required measures to ensure pregnant and breastfeeding women avoid any high-risk working environments, and eliminate or reduce their exposure to any occupational health risks, including those related to their job assignment. We also provide appropriate accommodations for breastfeeding mothers. When employees make health and safety-related recommendations, there is no need to worry about retaliation.

8. Ethics

We uphold the highest standards of business ethics and adopt a zero-tolerance policy that prohibits any form of bribery, corruption, extortion and embezzlement of public funds, and improper gains. We shall avoid conflicts of interest, protect intellectual property rights and comply with the standards of fair trade, advertising and competition standards, Anti-Trust, and ensure that conflict minerals will not be used in our products. We are committed to reasonably protecting the personal information and privacy of anyone whom we do business with (including suppliers, customers, consumers and employees). Participants shall comply with privacy and information security laws and regulatory requirements when personal information is collected, stored, processed, transmitted and shared.

Management system

We adopt a systematic management process to manage and fully comply with Ennostar Group's human rights policy. The compliance with this policy shall be reported to the Board of Directors every year. The daily operation and routine monitoring of human rights status shall be implemented by each subsidiary through management process and practices of risk assessment, prevention measures, supervisory and mitigation. If any employees, partners, suppliers, and contractors have concerns, they can report and communicate through various confidential channels. To ensure that the policy is followed, relevant and appropriate documents and records shall be kept. To ensure the effectiveness of the policy, the content of the policy will be reviewed annually and updated as long as needed. In addition, we will provide corresponding training courses to employees and related stakeholders.

Whistle-blowing and Remediation Processes

Ennostar Group set up formal reporting channels for employees, suppliers and other external stakeholders to report on any conduct that is illegal, in violation of human rights, code of conduct or corporate integrity management. In accordance with the procedures for whistle-blowing and grievance reporting, we will thoroughly investigate the alleged circumstances and request remedies and actions for any negative impacts or violations of human rights. We will not tolerate any retaliation against anyone who has reported violations of laws, the Code of Conduct, or other company policies in good faith.