

Forced Labor Policy

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Owner: Chengchi Sustainability Department

Scope: This policy applies to all Chengchi employees, suppliers, and partners.

Purpose: Chengchi is committed to preventing forced labor in its operations. This policy sets out our commitment to ensuring that all work is performed voluntarily and that no one is forced to work against their will.

Definitions:

- Forced labor: All work or services that are performed under the threat of coercion, violence, punishment, or other forms of constraint. This includes:
 - Work that is performed as a result of debt bondage, where the worker is unable to repay a debt and is therefore forced to work to pay it off.
 - Work that is performed as a result of human trafficking, where the worker has been deceived or forced into working against their will.
 - Work that is performed under conditions of extreme exploitation, such as where the worker is paid very little or not at all, or where they are denied basic human rights.
- Freedom-restricting behaviors: behaviors that restrict an individual's freedom to move, leave their job, or terminate their employment. This includes:
 - Withholding an employee's identity documents or other personal belongings.
 - Requiring an employee to live in company-provided housing.

- Prohibiting an employee from leaving the workplace without permission.

Our Commitment

- Chengchi will not tolerate forced labor in any form.
- Chengchi will conduct regular audits to ensure that its operations are free of forced labor.
- Chengchi will provide training to all employees on the prevention of forced labor.
- Chengchi will work with its suppliers and partners to ensure that they are also committed to preventing forced labor.

Policy

- Chengchi will not employ anyone who has been convicted of a forced labor offence.
- Chengchi will not withhold an employee's identity documents or other personal belongings.
- Chengchi will not require an employee to work overtime without their consent.
- Chengchi will not transfer an employee to worse working conditions.
- Chengchi will not restrict an employee's freedom to move, leave their job, or terminate their employment.

Implementation

- Chengchi will establish a process for reporting suspected cases of forced labor.
- Chengchi will investigate all reports of forced labor promptly and thoroughly.
- Chengchi will take appropriate disciplinary action against anyone who is found to be involved in forced labor.

Additional Details:

- Chengchi will provide training to all employees on the prevention of forced labor. This training will cover the definition of forced labor, the freedom-restricting behaviors that are prohibited, and the reporting process.
- Chengchi will work with its suppliers and partners to ensure that they are also committed to preventing forced labor. This will include providing them with the Chengchi Forced Labor Policy and training them on its implementation.
- Chengchi will establish a process for reporting suspected cases of forced labor. This process will be easy to use and accessible to all employees.
- Chengchi will investigate all reports of forced labor promptly and thoroughly. If a case of forced labor is found, Chengchi will take appropriate disciplinary action against the individuals involved.

Chengchi accepts and undertakes to comply with the International Labor Organization (ILO) standards.

ILO definition: "Forced or compulsory labor is any work or service that is exacted from any person under the threat of a penalty and for which the person concerned has not offered himself or herself voluntarily." -- Article 2 of the ILO Forced Labor Convention, 1930 (No. 29)

We intend that this policy ensures that Chengchi is a workplace where everyone is free to work voluntarily and without fear of coercion or exploitation.