



Delta Group Human Rights and Employment Policy

I. Overview

Human rights are fundamental rights, freedoms, and standards of treatment to which all people are entitled. Respect for human rights is rooted in our values and applies wherever we do business. Delta's Human Rights and Employment Policy (the "policy") is intended to succinctly express Delta's communication to respect human rights on a worldwide basis. It embodies common principles reflected in 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, Social Accountability 8000 Standards, Responsible Business Alliance Guidance, and the laws of the countries in which we operate.

II. Scope

The scope of the policy applies to all employees, subsidiaries, business partners, suppliers, and contractors of Delta Electronics, Inc.

III. Our Principles

1. Diversity and anti-discrimination

The makeup of our staff is large and diversified. We respect the diversity of our Board of Directors, workforce, and the versatility of our value chain. We do not tolerate discrimination and strictly forbid any discrimination against any employee based on ethnicity, nationality, region or social class, origin, lineage, religion, disability, gender, sexual orientation, pregnancy, family responsibilities, marital status, group membership, political affiliation, age, or other status protected by the local laws or laws of other countries.

2. Working hours, wages and benefits

All employment must be in full compliance with all applicable laws and apply international standards where laws are less stringent, including working hours, overtime hours, minimum wage, overtime pay, and legally mandated benefits. Employees shall be allowed at least one day off for each seven working days.

3. Freely Chosen Employment

Employees have the right to terminate the employment contract in accordance with local laws or the reasonable notice period as agreed upon in the contract.



4. Prevention of forced labor and human trafficking

We require ourselves, third party employment agencies, suppliers and our business partners to ensure that all work is freely chosen. As an employer and global corporate citizen, we do not accept any type of forced labor, slavery, or human trafficking. These include the transportation, transfer, harboring, recruitment, or employment of persons by means of threat, force, coercion, abduction, fraud, or payments to anyone for the purpose of control.

5. Child Labor and Young Workers

We prohibit the employment of child labor. We support the elimination of improper and illegal business transactions related to child labor and operate in accordance with relevant legal requirements and ethics. The term “child” refers to any person under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. Workers 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.

6. Humane treatment

We are committed to treating our employees humanely and do not allow any form of violence or harassment in the workplace. This includes sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, verbal abuse of workers, or threat of any such treatment.

7. Freedom of association

We recognize that all employees in many of our operation locations have lawful rights to associate with others, form, and join, or refrain from joining organizations of their choice, and bargain collectively. We support freedom of expression and are committed to creating an environment where employees can share their concerns or suggestions freely without interference, discrimination, retaliation, or harassment.

8. Workplace health and safety

We are dedicated to providing all workers with a clean, healthy and safe working environment. We maintain an occupational health and safety management system to achieve greater protection, where appropriate. It is our policy to comply with applicable regulatory requirements, reduce health and safety risks, and strive to achieve zero injury and incidents.



9. Ethics

We request that all Delta members should uphold the highest standards of business ethics, including, but not limited to, maintaining business integrity, using no improper advantage, anti-corruption, avoiding conflicts of interest, protecting intellectual property rights, anti-trust, and assuring conflict minerals in products are from responsible sources.

10. Value chain responsibility

We expect all suppliers to uphold these same values and comply with our supplier code of conduct, and conflict mineral requirements (Supplier CSR Policy, Supplier Code of Conduct, Declaration of Compliance with RBA Code of Conduct, Metal Origins and Declaration of Conflict Metal Free). All suppliers shall follow up on the above request and implement practices under an effective mechanism. Suppliers shall pursue actions to identify, monitor, and mitigate any adverse impact along the value chain.

IV. Policy Compliance

The Delta Human Right Policy is governed by a procedure that demands full compliance. Compliance with this policy will be reported to the Board of Directors annually. Daily practices and regular monitoring are implemented by each site through various tools, such as self-assessment sheets, audits, periodic evaluation, and system tools. Grievance and remedy processes will take place on a continuous basis. Concerns from employees, partners, suppliers, and contractors can be communicated through various channels anonymously. Appropriate documents and records should be maintained to ensure compliance. To ensure the effectiveness of the policy, principles are reviewed annually and updated as needed. Training will be provided accordingly to employees and relevant stakeholders.

V. Grievance and Remedy Processes

We have put in place a formal grievance channel to enable anyone, including employees, Delta's suppliers, and other external stakeholders, to report human rights concerns. We will promptly investigate allegations and pursue action to mitigate any adverse human rights impact based on policies and regulations in each region. Delta does not tolerate retaliation against anyone who in good faith reports possible violations of laws, the Delta Code of Conduct, or other company policies or procedures.



Scope of Application		Mailbox
Employee Other External Stakeholders	Taiwan	HR.GRIEVANCE@deltaww.com
	Southern China	5399.CNS@deltaww.com
	Eastern China	5399.CNE@deltaww.com
	Shanghai Region	5399.SH@deltaww.com
	Americas	HR.GRIEVANCE.DAL@deltaww.com
	EMEA	HR.GRIEVANCE.EMEA@deltaww.com
	SEA	HR.GRIEVANCE.SEA@deltaww.com
	NEA	HR.GRIEVANCE.NEA@deltaww.com
	India	HR.GRIEVANCE.DIN@deltaww.com
Supplier	Global	885@deltaww.com

VI. Compliance Effective Date

This policy is effective September 1st, 2019