

Human Rights Policy

Effective Date: 2024 | Revision 1.0

Policy Statement

Do Sender Chemicals Co., Ltd. is committed to respecting and promoting human rights throughout our operations and value chain. We support the principles of the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, and the UN Guiding Principles on Business and Human Rights.

This policy outlines our commitment to identifying, preventing, and mitigating human rights risks associated with our business activities.

Scope

This policy applies to all employees, contractors, and business partners of Do Sender Chemicals Co., Ltd. We expect our suppliers and business partners to adhere to the same principles.

Our Commitments

- Fair Employment:** We provide fair wages, reasonable working hours, and safe working conditions. All employment is voluntary, and we prohibit forced, bonded, or child labour.
- Non-Discrimination:** We provide equal opportunities regardless of race, colour, religion, gender, age, disability, or other protected characteristics.
- Freedom of Association:** We respect the right of workers to form and join trade unions and to bargain collectively.
- Occupational Health & Safety:** We provide a safe and healthy working environment and invest in continuous improvement of our OHS management system.
- Community Impact:** We assess and manage the potential human rights impacts of our operations on local communities.
- Grievance Mechanism:** We maintain confidential grievance channels for reporting human rights concerns without fear of retaliation.

Due Diligence

We conduct human rights due diligence as part of our overall risk management process. This includes assessing human rights risks in our operations and supply chain, integrating findings into decision-making, tracking performance, and communicating how impacts are addressed.

Do Sender Chemicals Co., Ltd. | Human Rights Policy 2024