

Labor Standards Policy

1. Introduction

ES Electron is committed to protecting and respecting the fundamental human rights of all workers while maintaining fair and ethical standards in all labor relations. This policy outlines the labor and human rights principles that the company must adhere to and aims to ensure that both employees and partner companies understand and implement these principles.

2. Purpose of the Policy

1. To guarantee the human rights and dignity of workers and establish a fair labor culture within the organization.
2. To prevent human rights violations and continuously improve working conditions in accordance with labor laws and international standards (e.g., International Labour Organization (ILO) conventions, UN Sustainable Development Goals).
3. To establish responsible labor practices for all stakeholders of the organization.

3. Scope of Application

This policy applies to the following individuals and entities:

- Full-time, contract, temporary, and part-time employees of the company.
- Workers employed by partner companies and subcontractors.
- Stakeholders in all regions where the company operates.
- All forms of child labor and forced labor are strictly prohibited under ILO conventions and local laws.
- No form of labor that restricts physical, mental, or economic freedom without the voluntary consent of the worker is permitted.
- All workers are guaranteed at least the legal minimum wage, and lawful overtime compensation is provided.
- Working hours comply with legal standards, and employees are guaranteed at least one rest day per week.
- The company supports flexible work arrangements to accommodate employees' personal needs.