

4.8 Human Rights Protection

GRI：2-8、2-23、2-24、2-25、406-1、408-1、409-1、411-1

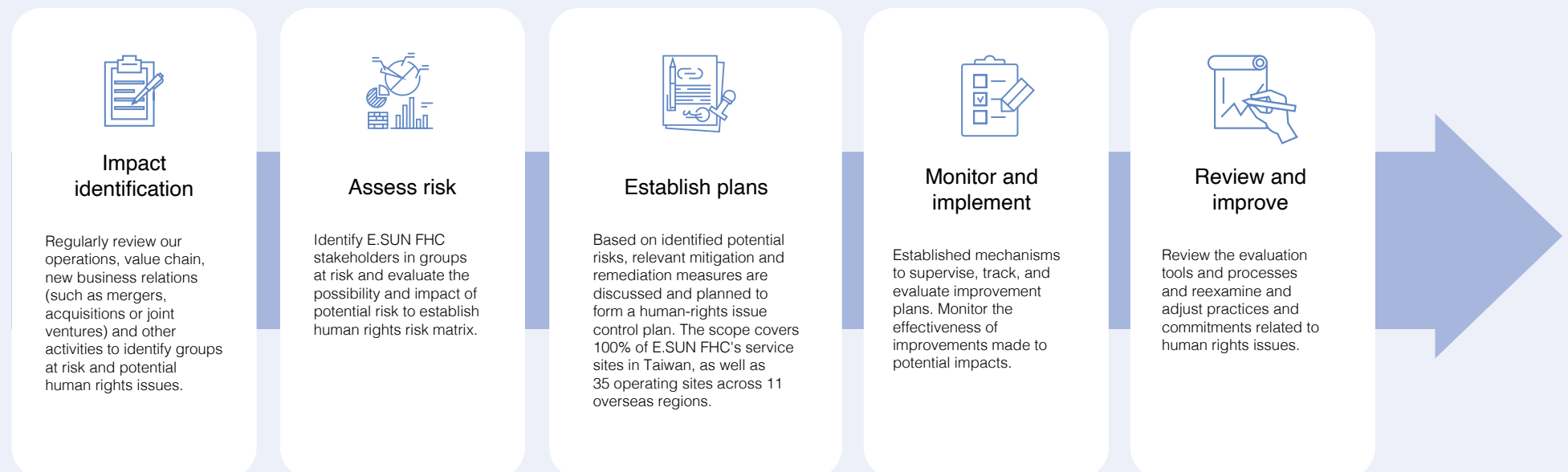
E.SUN aims to create a friendly workplace environment. Established E.SUN's human rights policy with reference to relevant laws, regulations, and evolving human rights trends. Every year, the team reviews the E.SUN FHC Commitment to Human Rights and E.SUN FHC Human Rights Due Diligence Process regularly, and review our own operations, value chain, and new business activities (such as mergers and acquisitions and joint ventures), continuously improving the management of human-rights-related issues and fulfilling our commitments and responsibilities to protect human rights.

E.SUN has received international recognition for key areas including talent development, pay equity and equal pay for equal work between genders, an inclusive culture, sexual harassment prevention policies, and brand image. E.SUN has demonstrated its commitment to fostering a happiness and well-being environment, and by safeguarding labor rights and nurturing a workplace, E.SUN embodies our vision to become a leading global corporate citizen.

■ Human Rights Due Diligence Process

E.SUN formulates the human rights due diligence process, and regularly identifies, assesses, and evaluates potential human rights issues and risks in its operations, value chains, new business activities (such as mergers, joint ventures), and other related activities through social engagement, data monitoring, and surveys. A risk matrix for human rights issues is established, and control plans are drawn up based on potential risks, with continuous supervision and improvement of the implementation results to fulfill the human rights policy.

● Human Rights Due Diligence Process



■ Impact identification

E.SUN strictly scrutinizes potential human rights risks in various aspects and implements its commitment and responsibility for human rights with relevant units following specific guidelines. For employees, we ensure that human resources policies do not jeopardize labor rights; for suppliers or partners, we evaluate the sustainable development and human rights issues through public information and self-assessment forms to avoid dealing with high-risk parties; for customers, we enhance the protection of rights and personal privacy, and carefully selects credit or investment targets. The impact identification is as follows:

	E.SUN	Value chain Supplier/Partner/Other	Customer	New business relations (mergers, Acquisition, joint ventures)
Groups exposed to human rights risks	Employee Women Indigenous people People with disabilities Dispatched labor Migrant workers Non-employee workers	Women Children Indigenous people People with disabilities Dispatched labor Migrant workers Non-employee workers Community residents	Customers in minority groups	Women Children Indigenous people People with disabilities Dispatched labor Migrant workers Non-employee workers
Potential human rights risks	Diversity and inclusion Gender equality Forced labor and overtime Discrimination Occupational safety Workplace violence Privacy Freedom of association Right to collective bargaining Equal remuneration	Labor Rights Occupational safety Child labor	Service quality and customer right Personal information protection Responsible lending and investment	Forced labor and overtime Gender equality Occupational safety Child labor Freedom of association Right to collective bargaining Human trafficking Equal remuneration Discrimination

Note: Non-employee workers are those other than E.SUN's employees, including interns, temporary workers, and contractors' employees.

■ Human rights risk matrix

In response to potential human rights risks for employees, suppliers and customers (including investment and credit subjects), we established a human rights risk matrix as follows. The mitigation and remediation actions please refer to [Appendix 15 - Human Resource Management Indicators](#).

