

Brighton-Best International (Canada) Inc.

Human Rights Policy

1. Purpose

Brighton-Best has established the “Human Rights Policy” in order to uphold and safeguard employees’ basic human rights. Brighton-Best also supports and follows the spirit and basic principles of human rights protection as set out in the “Universal Declaration of Human Rights” and the “United Nations Global Compact” and the “International Labor Organization Conventions” to treat and respect all colleagues fairly and impartially. The policy applies to all business stakeholders including employees, subsidiaries worldwide, business partners, suppliers, contractors of Brighton-Best, and the communities in which we operate.

2. Management policy

A. No Forced Labor - eliminates all forms of forced labor, corporal punishment or other punishment

The Company complies with labor laws and international standards, does not force or coerce any unwilling employees to conduct labor services, and prohibits restricting any personnel’s freedom of movement, including withholding personal IDs from employees.

B. No child labor—forbids employment of children

The Company prohibits the employment of children under age 16 in any operation sites and supply chains

C. Work Hours, Wage and Benefits—complies with international standards and local regulations on work and overtime hours, remuneration, benefits and living conditions

(a) The number of work hours does not exceed the upper limit of local regulations.

(b) The Company promises to provide the minimum living wage required by laws and regulations.

(c) The Company pays overtime compensation not less than what is required by regulations.

(d) The Company provides a transparent salary and does not use salary deduction as a punishment.

(e) The company guarantees the legal rest days including paid leaves and special leaves, and all statutory labor benefits

(f) The Company ensures that the living conditions provided meet the basic living needs of all personnel.

D. Respect for Diversity, Equality and Anti-discrimination—eliminates discrimination in recruitment and employment, and ensures equal pay for equal work, and create an equal, diversified and safe working environment.

The Company upholds diversity and equality in its policies and treats employees equally regardless of race, class, language, ideology, religion, political party, place of origin, place of birth, gender, sexual orientation, age, marital status, appearance, facial features, physical/mental disabilities, zodiac sign or blood type.

The Company ensures that there is no sexual/mental/physical/verbal harassment, abuse or intimidation in the workplace, strives to create a dignified, safe and equal working environment and opposes any form of discrimination, bullying or differential treatment.

E. Maternity Protection- protects female employees

The Company is committed to protection of maternity rights and establishment of a working system and environment that is friendly to all employees regardless of gender.

F. Privacy Protection -maintains the personal data and privacy of all personnel

The Company complies with local laws and regulations to ensure the security of personal data.

G. Provide a healthy and safe workplace

The Company is not only committed to providing health and safety workplace for its employees (including contractors) but also committed to operate safely/safe operation in order to ensure the health and safety of all relevant stakeholders.



Li Yun Hsieh

Director