

Bora Pharmaceuticals Co., Ltd.

Human Rights Policy

Article 1 Purpose

Bora Pharmaceuticals Co., Ltd. and its affiliations. (Bora Group) is committed to promoting social responsibility and protecting human rights of employees, customers and stakeholders. Bora Group complies with the "United Nations Universal Declaration of Human Rights", "United Nations Global Covenant", and "International Labor Organization Convention" to eliminate any violations as well as enable all employees to be treated reasonably and equally with dignity.

Article 2 Compliance with labor laws

Bora Group is committed to abiding by the labor-related laws and regulations in the place where it operates, and formulating relevant human rights protection and labor policies and implement related measures.

Article 3 Create a friendly and equal workplace

Bora Group is committed to gender equality at work and prohibits child labor employment to eliminate all kinds of forced labor and employment discrimination, and strives to create a working environment with fair opportunities, dignity, safety, equality, and freedom from discrimination and harassment. Any employee who feels harassed or discriminated against should report the incident immediately to his/her manager or to HR department.

Article 4 Reasonable working hours

Bora Group clearly stipulates regular working hours and overtime regulations, and monitors and manages the attendance of employees from time to time.

Article 5 Build a healthy and safe workplace

In accordance with safety and health laws, Bora Group regularly reviews our risks and continuously maintaining a healthy and safe working environment by implementing preventive measures.

Article 6 Harmonious labor-management communication

Bora Group creates various and open communication panels and regularly holds Labor-Management Meetings to create a harmonious atmosphere and achieve mutual trust and the win-win consensus between employees and the company.

Article 7 Interpretation

This policy is interpreted by Bora Group Human Resources Unit

Article 8 Amendment

The principle shall take force upon passage by approval of Chairman. The same shall hold true for amendments hereto.