

DTGO respects the values and dignity of all individuals equally, inclusively, and in a nondiscriminatory manner.

This human rights and good labor practices policy has therefore been established to provide guidelines for:

- organizational management,
- stakeholder engagement, and
- sustainable development of the organization and society;

and is in accordance with the principles of:

- behavioral norms derived from religion, philosophy, and guidelines for living appropriate for ourselves and each other;
- the core values of DTGO: Dynamic, Teamwork, Goodwill and Open-Minded;
- United Nations Global Compact;
- United Nation's Sustainable Development Goals;
- Universal Declaration of Human Rights (UDHR);
- the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

Guiding Principles

- 1 DTGO respects and protects human rights and ensures fair labor practices toward all organization members and stakeholders. All members are responsible for:
 - 1.1 Respecting individuals' dignity and valuing their differences by taking preventive action against any breach of human rights and by not discriminating against anyone for their origin, nationality, race, color, gender, age, physical disability, beliefs, political stance, social status, or marital status.
 - 1.2 Not initiating or participating in any action that violates human rights and human dignity in any form, such as human trafficking, forced labor or child labor through either direct or indirect employment, in either business or social activities, including confinement, threats, harassment, or the use of violence either directly or indirectly. Children are allowed to participate in activity or work as part of their studies, development, or practical experience, on condition that such activity or work does not result in negative impacts on child development, violations of laws, or child abuses.
 - 1.3 Respecting each other equality by thinking, talking, and acting positively, kindly and without bias and by being open-minded, listening with the heart, helping each other, and not being impolite or discourteous in either action or word through gossiping, using bad language, employing sarcasm, creating rumors, defaming others, or disturbing others with our behavior.
 - 1.4 Ensuring that the practices of fair wages, proper welfare, and terms of employment are appropriate and not less than laws and regulations require.

- 1.5 Supporting individual freedom of thought and raising concerns on issues that can benefit society at large.
 - 1.6 Protecting and caring for the health and safety of all members and stakeholders involved in business operations or social activities in accordance with laws and regulations and global practices.
- 2 DTGO shall ensure that mechanisms are in place to promote and protect human rights and good labor practices by:
- 2.1 Raising awareness and understanding of basic human rights and good labor practice principles within the organization.
 - 2.2 Instilling a culture of human rights protection and good labor practices.
 - 2.3 Managing risks related to violations of human rights and good labor practices with proper assessment, monitoring, and continued evaluation and review of procedures and guideline to ensure their relevance and effectiveness.
 - 2.4 Establishing a channel for reporting grievances, fact finding, and taking appropriate corrective and preventive action.
- 3 DTGO shall encourage and engage all stakeholders of business operations and social programs to adhere to this human rights and good labor practices policy.

Definitions

“DTGO” or “organization” means DTGO Corporation Limited and/or its subsidiaries and any legal entities controlled by its Board of Directors and/or management.
