

## **China Airlines Human Rights Policy**

### **Compliance with Regulations and Standards:**

China Airlines (Hereinafter called CAL) respects and complies with internationally recognized human rights standards/ principles, including the Universal Declaration of Human Rights (UDHR), the United Nations Global Compact (UNGC), the core labor standards of the fundamental conventions of the International Labour Organization (ILO), the UN Guiding Principles on Business and Human Rights and other local laws and standards, and formulates relevant company policies and measures according to the abovementioned principles and standards.

### **Scope of Application**

CAL human rights policy is applicable to CAL and its affiliated companies. CAL is committed to respecting, protecting, reviewing and compensating employees and customers who may be subjected to human rights violation. In addition, CAL expects its suppliers and contractors to act in accordance to the spirit and basic principles of this policy.

### **Commitment to the Principles:**

1. CAL believes that respecting and protecting human rights is foundational to the sustainable development and operation of a corporation.
2. CAL takes into account human rights issues in every link of its operational value chain, including dealings with its employees, customers, suppliers and social environment.
3. As a corporate citizen, CAL actively supports and assists disadvantaged groups, and provides contingent support to major local and international emergency relief.
4. CAL complies with local laws and internal company policies to uphold human rights.
5. CAL provides stakeholders with accessible communication channels and platforms, and listens to and responds to stakeholder feedback on human rights issues.

### **Priorities**

The human right issues to which CAL attaches great importance are the following:

1. Providing fair and reasonable pay and working conditions
2. Employee freedom to form associations and negotiate
3. Providing a safe, hygienic and healthy work environment
4. Respecting privacy and protecting the collection and legitimate use of personal information
5. Anti-discrimination, Anti-bullying and Anti-harassment
6. Protecting the right to work of indigenous people or people with disabilities
7. Prohibiting forced labor or child labor
8. Anti-corruption, and prohibiting the accepting/offering of bribes