

TCC Steel Human Rights Regulations

TCC Steel is committed to protecting the human rights of all stakeholders, both internal and external, including employees and business partners, and adheres to human rights policies.

TCC Steel respects and upholds international agreements and norms across its business activities, fostering open dialogue with stakeholders and proactively identifying and addressing grievances.

To promote the advancement of human rights and labor practices and pursue mutual growth with all stakeholders, TCC Steel declares the following human rights policy:

1. Protection of Fundamental Human Rights

1.1 Prevent mental or physical abuse to ensure employees are not treated in a dehumanizing manner. [Establishment of a Human Rights Management System]

1.2 Do not discriminate in HR systems based on race, skin color, gender, language, religion, nationality, disability, or social status. [Non-Discrimination in Employment]

1.3 Labor must be based on free will; coercion, including requiring documents or money (e.g., ID cards) as a condition of employment, is prohibited. [Prohibition of Forced Labor]

1.4 Employment of children under the legal minimum age of 15 is strictly prohibited. Additional safety and education measures shall be taken for workers under the age of 18. [Prohibition of Child Labor]

1.5 Exercise special care to prevent human rights violations of local communities in business areas and fulfill social responsibility to respect their rights. [Protection of Local Residents' Rights]

2. Protection of Labor Rights

2.1 Establish and comply with business policies based on labor laws, including legal working hours, minimum wage, social insurance, rest, and leave periods. [Compliance Management System]

2.2 Comply with legally required occupational health and safety standards and provide regular training (e.g., safety education), including for pregnant workers and employees with disabilities. [Guarantee of Industrial Safety]

2.3 Promote sound organizational culture, encourage communication between the company and employees, ensure freedom of collective bargaining, and prohibit disadvantages due to union activities. [Guarantee of Freedom of Association and Collective Bargaining]

2.4 Provide training to prevent harassment in the workplace (e.g., sexual harassment or assault), build a respectful culture, and conduct such training at least once a year.

[Respectful Treatment and Prevention of Human Rights Violations in the Workplace]

2.5 Guarantee fundamental labor rights and ensure a work environment that allows for a healthy work-life balance. [Guarantee of Workers' Rights]

3. Protection of Stakeholders' Human Rights

3.1 Respect the human rights of all stakeholders, including those who influence or are influenced by the company's operations. [Establishment of a Human Rights Management System]

3.2 Protect personal data of stakeholders according to legal standards, prohibit usage without consent, and do not provide or transmit false information. [Protection of Consumer Rights]

3.3 Manage changes in the local community due to environmental impacts and take a precautionary approach to environmental issues. Prepare and implement plans to prevent environmental disasters. [Guarantee of Environmental Rights]

3.4 Promote responsible human rights practices across the supply chain and enforce corrective action where violations are identified. [Responsible Supply Chain Management]

3.5 Disclose business activities transparently and do not provide false information to any stakeholders. [Protection of Consumer Rights]

TCC Steel will continue to monitor and improve its human rights management practices to address potential human rights risks in business operations.