

Leader Marine

ANTI DISCRIMINATION, HARASSMENT & ABUSE POLICY

1、 ANTI DISCRIMINATION

1-1 The Company shall not discriminate among employees in recruitment, salary, welfare, promotion, reward or punishment, training or dismissal based on race, color, social status, nationality, religion, disability, gender (transsexual), age, sexual orientation, union membership, political status, marital status and other issues.

1-2 Any organization or individual of the company shall treat all employees equally, based on their qualifications and abilities related to the position, and shall not have any targeted discrimination, including job advertisement, job description, job performance and performance evaluation.

1-3 Equal pay for equal work between men and women, women who meet the conditions for recruitment due to their production or work needs shall enjoy equal rights to employment between men and women, and in recruitment and recruitment, women shall not be denied employment or the standards for employment of women shall be raised on the grounds of gender, except for the types of work or positions unsuitable for women as stipulated by the State.

1-4 Unless required by national laws or due to prudent consideration of labor protection and workplace safety, the Company shall not make any employment decision, including but not limited to employment, promotion, position transfer and compensation, that is unfavorable to Employee 1 based on his/her health condition.

2、 ANTI HARASSMENT

2-1 Any form of harassment, such as physical, psychological, sexual or verbal harassment, shall be prohibited at work or in the place of living.

2-2 It is forbidden to exchange related benefits in exchange for sexual services, including but not limited to employment, promotion and salary increase, let alone coerced sexual acts by threat.

2-3 It is forbidden to make sexual gestures with the body or hands, and display sexual objects or books.

2-4 Unnecessary touching or touching of any part of another's body is prohibited.

3、 ANTI ABUSE

3-1 Any form of penalty or threat of penalty to punish or prevent employee violations is prohibited.

3-2 Food, water, toilet use, medical treatment, health facilities, rest time and other basic needs of employees are prohibited as punitive measures.

3-3 Any form of corporal punishment or malicious physical contact, including but not limited to standing, running, slapping, kicking, etc., is prohibited or threatened to be used as a disciplinary measure against employees.

3-4 Any form of corporal punishment or malicious physical contact, including but not limited to standing, running, slapping, kicking, etc., is prohibited or threatened to be used as a disciplinary measure against employees.

3-5 Retaliation against employees for joining a union is prohibited.

4、 COMPLAINT CHANNEL

If the employee finds any organization or individual of the company has the above behavior, he/she can complain in the following ways:

4-1 Send a complaint letter to the Employee Relations Specialist of Human Resources.

4-2 Complain directly to your department head or human resources.

01st June 2018

Chief Executive Officer

Date

Leader Marine