



ADDING VALUE
IN EVERYTHING
WE DO

(For Translation Only)

PL-CG-004

DTGO Individual Rights and Equitable Treatment Policy

DTGO respects the values and dignity of all individuals equally, inclusively, and in a nondiscriminatory manner. This Individual Rights and Equitable Treatment 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,
- DTGO DNA: the uniqueness of DTGO people,
- DTGO Core Values: the values and beliefs of FAMZ such as Dynamic (Honor our words, honor our time), Teamwork (Always be helpful), Goodwill (Good thoughts, good words, good deeds), and Open-Minded (Listen and think positively),
- DTGO Moral Code: how we should treat each other in DTGO,
- 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.

In accordance with its current organizational structure, DTGO deems it appropriate to cancel its Human Rights and Good Labor Practices Policy according to DTGO-EXCOM 001/2563 on 1 February 2020 and to establish the following new guidelines:



ADDING VALUE
IN EVERYTHING
WE DO

1. Definitions

- 1) DTGO means DTGO Corporation Limited and its subsidiaries, as well as any juristic persons under the administration and control of the Board of Directors and/or the management of DTGO (hereinafter referred to as “the organization”).
- 2) FAMZ means anyone contracted to DTGO, whether in regular or fixed-period employment or as a consultant.

2. Guiding Principles

- 1) DTGO respects individual rights of FAMZ, in house or outsourced, equally, and all FAMZ must:
 - 1.1 Respect individuals’ dignity and value their differences by acting to prevent harassment in any form and not discriminate against any individual for their origin, nationality, race, color, gender, age, physical disability, beliefs, political stance, social status, or marital status.
 - 1.2 Not initiate or participate in any action that violates 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 Respect 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 Ensure that the practices of fair wages, proper welfare, and terms of employment are appropriate.
 - 1.5 Support individual freedom of thought and raise concerns on issues that can benefit society at large.
 - 1.6 Protect and care for the health and safety of all FAMZ and stakeholders involved in business operations or social activities in accordance with laws and regulations and global practices.



ADDING VALUE
IN EVERYTHING
WE DO

- 2) DTGO shall establish mechanisms to promote and protect Individual Rights and Equitable Treatment by:
 - 2.1 Raising awareness and understanding of basic Individual Rights and Equitable Treatment within the organization.
 - 2.2 Instilling a culture of respect for Individual Rights and Equitable Treatment.
 - 2.3 Managing risks related to violations of Individual Rights and Equitable Treatment with proper assessment, monitoring, and continued evaluation and review of procedures and guidelines 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 encourages and expects all stakeholders of business operations and social programs to apply this Individual Rights and Equitable Treatment Policy.

In effective from 1 April 2023.

Announced on 31 March 2023.