

DSP Group Human Rights Policy (Draft)

(1) Compliance with Standards, Laws and Regulations

DSP Group Companies shall support and respect international standards on human rights, such as the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, and the ILO Declaration on Fundamental Principles and Rights at Work, and promote DSP Group Companies' efforts to respect human rights in line with the Guiding Principles on Business and Human Rights: Implementing the United Nations 'Protect, Respect and Remedy' Framework. DSP Group Companies shall comply with applicable laws and regulations in countries and regions where DSP Group Companies operate.

(2) Respect for Human Rights in our Business Activities

DSP Group Companies shall be committed to respecting human rights across DSP Group Companies' value chain and also strive to avoid contributing to infringement of human rights. DSP Group Companies shall not discriminate or engage in harassment to anyone based on race, nationality, ethnic or social origin, ancestry, ethnicity, sex and gender, age, religion, faith or belief, sexual orientation, gender identity, marital status, academic background, disability, disease, employment status, or any other status. DSP Group Companies shall not tolerate any form of harassment, including sexual harassment or workplace bullying.

In order to prevent and mitigate human rights risks related to DSP Group Companies' business activities, DSP Group Companies shall take necessary measures, including ensuring compliance with other relevant policies and DSP Group Companies' group policies. DSP Group Companies shall also be committed to understanding our impact on local communities and aim for harmonious coexistence with these communities. In pharmaceutical R & D activities, DSP Group Companies shall respect the human rights of patients and participants in clinical trials in accordance with the Ethical Principles for Medical Research Involving Human Subjects (the Declaration of Helsinki). DSP Group Companies shall also commit to address global health issues, including through improving access to medicines, such as by contributing to the health of patients in developing and emerging countries.

DSP Group Companies shall expect DSP Group Companies' business partners, including DSP Group Companies' suppliers, and other relevant stakeholders to act in line with the principles in this Policy, and DSP Group Companies shall seek ways to work with them to promote respect for human rights.