

HUMAN RIGHTS POLICY

Cosco Capital Inc.'s & Subsidiaries' (Cosco) Human Rights Policy formalizes our commitment to uphold and respect the human rights of every person. Cosco is committed to pursuing its goal of being an effective advocate for the protection of human rights. This policy aligns with global human rights standards such as the International Bill of Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, the UN Guiding Principles on Business and Human Rights, and the Philippine Constitution.

SCOPE

These Human Rights Policy statement applies to all its directors, officers, managers, employees, suppliers, contractors, and business units. This policy promotes the human rights of all of our stakeholders.

OUR COMMITMENT

Cosco commits to respecting, supporting, and promoting the human rights of every person. We expect our suppliers and contractors to align with these universal principles.

Child Labor

We shall not employ child labor in our business activities in accordance with international labor standards and the Philippines' labor laws.

Fair Wages and Compensation

Cosco shall pay its employees equitably to meet their basic needs and the needs of their family members who are directly reliant on them. Cosco assures full compliance with relevant pay, work hours, overtime, and benefits requirements in line with the Department of Labor and Employment's laws, rules, and regulations.

Working conditions including, hours

Cosco treats all of its employees fairly and justly in relation to the industry standard. Every employee will have a formal employment contract outlining the terms and conditions of their employment, including any notice requirements on both ends. All employees are entitled to adequate breaks for rest and access to restrooms.

In general, Cosco does not compel its employees to work more than a maximum of 48 hours a week and offers at least one day off each week. Cosco provides incentive leaves to every employee in line with Philippine labor laws and regulations.

Forced Labor and Human Trafficking

Cosco does not allow any form of forced labor, whether it is prison labor, indentured labor, bonded labor, slave labor, or any kind of human trafficking to any aspect of its operation.

Non-Discrimination and Anti-Harassment

Cosco respects each individual's human rights and will not discriminate on the basis of race, color, religion, sex, age, socioeconomic position, familial origin, physical or mental disability, or sexual orientation, nor will it violate anyone's rights in any other way.

Cosco maintains a workplace free of harassment, aggression, intimidation, coercion, excessive force, or other hazardous situations.

Diversity and Inclusion

Cosco commits to building a diverse, and inclusive workforce, with individuals and teams having different abilities, interests, and viewpoints in pursuit of common goals.

Freedom of speech and association

Cosco encourages open communication where our employees may express their issues, thoughts, and ideas in order to improve our processes and become more efficient in our work.

Health and Safety

Cosco commits to offering a safe, conducive, and healthy workplace that complies with relevant laws and regulations regarding employees' physical and mental well-being.

As part of its efforts to foster a safe and wholesome working environment, company employees are covered by rules against the use of prohibited drugs and working under the influence of alcohol.

REPORTING

Cosco encourages its employees to report any violation of the above policy to their respective superiors, the Human Resources Department, or the Legal Department for appropriate action.