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## **Policies and practices regarding laws respect and human rights principles**

Conducting business based on respect and compliance with the law is the matter that all personnel in Demco shall realize and value by stipulating as “ Demco Code of Ethics” in “ Demco's Corporate Governance Handbook” which must comply with laws, regulations and resolutions of the shareholders' meeting with honesty and caution.

Demco focuses on the expressions of the Board of Directors, executives and all employees to treat each other and all stakeholders with respect, dignity on the basis of human honor or do not infringe private rights or the freedom of others that violate the provisions of the law. The above practice is a corporate ethical standard that all personnel in Demco must conduct strictly. If there is a violation or failure to comply by anyone, then that one will be punished in keeping with the seriousness of the act and be considered as a disciplinary offense.

Demco realizes the importance to activities that may affect human rights in all respects by adhering to and following relevant laws, with a clear policy not to employ child labor, adhering to the freedom of religion, non-discrimination due to differences in race, religion, gender and social status. In addition, the Company respects the human rights of employees at all levels strictly by protecting and do not take personal information of employees such as personal history, wages, salaries, etc. to disclose to outsiders or those who are not involved in acknowledgment without receiving permission from the employees and has stipulated the use of operational regulations in instruction manuals to employees to be acknowledged of working rules and regulations through orientation before starting works.

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