

BizLink Human Rights Policy and Workplace Diversity Implementation

As a citizen enterprise in the electronics industry, BizLink abides by RBA commitments, fulfills its corporate social responsibilities to protect the basic human rights of all colleagues, and recognizes and follows the "United Nations Universal Declaration of Human Rights", "United Nations Global Covenant", "United Nations Guiding Principles on Business and Human Rights", "The United Nations International Labor Organization" and other international human rights conventions prohibit any infringement and violation of human rights, and clearly demonstrate that we treat and respect all colleagues with a fair and equitable attitude.

BizLink's human rights policy applies to all operating locations around the world. We abide by labor and gender equality laws and regulations where

we operate, and formulate relevant human rights protection, labor policies and implementation measures. BizLink's human rights policy is explained as follows:

Diversity, Inclusion and Equal Opportunities

BizLink provides employees with a gender-equal and diversified working environment, adhering to the principles of openness and fairness, and does not discriminate on the basis of age, gender, physical or mental disabilities, race, religion, political leanings or pregnant women. Eliminate all forms of forced labor, eliminate employment and employment discrimination, prohibit harassment, respect the right to privacy, and strive to create a working environment with equal opportunities, dignity, safety, equality, and freedom from discrimination and harassment.

No child labor

Comply with local minimum age laws and regulations and do not employ child labor.

Meet basic salary

Provide employees with minimum wages and benefits that are in line with or even better than those required by local laws.

Reasonable working hours

BizLink has established a legal and reasonable working hour management plan, and regularly monitors and manages employee attendance status.

Healthy and safe workplace

BizLink attaches great importance to workplace safety and health, and hopes that employees can work in a healthy, safe and caring environment, and at the same time have a healthy body and mind. The Taiwan base

aims to build a safe and healthy workplace and zero occupational accidents.

Freedom of association

The company respects the rights of employees. Employees are free to associate in accordance with the law, establish diverse associations, and actively promote colleagues to join associations.

Labor negotiations

Establish open and direct communication procedures between employees and management. The general manager holds employee communication meetings every month to promote company policies, systems, welfare measures and various activities, while allowing employees to fully express their opinions and provide timely responses and assist.

Human Rights Policy and Workplace Diversity Implementation in 2023

Improve employees' awareness of human rights and provide educational courses for new and current employees. The number of hours of courses on human rights related topics was 138.2 hours and 266 people attended. Course topics include: Code of Conduct and Ethics, Global Workplace Harassment Prevention for Employees, Global Workplace Harassment Prevention for Managers, Promoting Diversity and Avoiding Discrimination in the Global Workplace and Promoting Respect in the Workplace for Managers, etc., will continue to provide educational courses on the theme of promoting human rights protection for employees to take in the future.

BizLink Technogy participates in United Nations Global Compact

BizLink supports the ten principles of the Global Compact on human rights, labor, environment and anti-corruption, and implements these principles to make the Global Compact and its principles part of the company's business strategy, culture and daily operations, while participating in promoting the United Nations Development Goals (sustainable development goals).

After BizLink joins the Global Compact, it will upload a questionnaire every year describing the company's progress in implementing the ten principles (COP). In order to fulfill public responsibility and comply with the transparency of information disclosure, we will provide progress reports in accordance with the Global Compact COP policy within one year after joining the Global Compact and every year thereafter. This includes:

- A statement signed by the CEO demonstrating commitment to continuing Global Compact initiatives and principles.
- Complete the progress communication online questionnaire.

Through the above actions, we will demonstrate our efforts to integrate the ten principles of the Global Compact into the company's business strategy, culture and daily operations, as well as our continued contribution to achieving the United Nations goals, especially the "Sustainable Development Goals".

Our Participants

Search Participants

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NAME	TYPE	SECTOR	COUNTRY	JOINED ON
Newssoft (天津)科技发展有限公司	Small or Medium-sized Enterprise	Technology Hardware & Equipment	China	2023-12-12
BizLink Technology Inc.	Small or Medium-sized Enterprise	Technology Hardware & Equipment	United States of America	2023-12-12

Company Information

Company: **BizLink Technology Inc.**
www.bizlinktech.com

Type: SME
Country: United States of America
Sector: Technology Hardware & Equipment
Ownership: Publicly Listed
Global Compact Status: Active
Participant Since: 12 December 2023

Financial Information
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Letter of Commitment
Next Communication on Progress (COP) due on: 30 June 2024

Workplace Diversity Implementation Indicators

Workplace Diversity Implementation Indicators	BizLink Holding, Inc. Sustainability Report 2023 (FY2023) Page	Remark
BizLink has a programme that applies to less than 50% of operations	P88 - 90	5.6.1 Diversified Welfare Measures
Employee affinity groups, diversity councils, or networking groups	P85-87	5.5 Employee Relations
Diversity monitoring or audits	P75	5.1 Employee Policy
Managerial or board level responsibility for diversity initiatives	P77	Managerial positions by gender Female 2022:35.07% 2023:36.26%
Training and guidance regarding diversity	P81-82	5.3 Employee Development and Training
Mentorship programmes	P81	New employee training
Initiatives supporting a diverse workforce	P71	5.1 Employee Policy
Initiatives to recruit from diverse talent	P80	5.2.3 Employee Recruitment