

Human rights risks of Nanya

Human Rights Issues	2021 Risk	Mitigation Measures	Remedial Measures
Overtime	Medium	Attendance system prompt and control	Provide overtime pay and rest time in accordance with the law, conduct abnormal workload assessments and provide counseling, assign tasks in a reasonable and fair manner, implement educational trainings to improve work efficiency, increase manpower in accordance with organizational needs.
Occupational injury	Low	Regularly conduct risk identification, perform preventive educational trainings for drivers, eliminate workplace hazardous factors and increase protective equipment.	Provide emergency medical and first aid treatment, complete medical assistance; allow leave of absence and provide compensation in accordance with the law.
Employment dispute	Low	Have reasonable and clear company policies, multiple employee complaint and communication channels; proactively collect information on labor laws and modify relevant management policies in a timely manner.	Establishing and fulfilling the rights and obligations of workers and management.
Workplace violence	Low	Have a complete internal mechanism for handling sexual harassment complaints, conduct sexual harassment prevention trainings, have a complete internal mechanism for handling workplace bullying, conduct workplace bullying prevention trainings.	Immediately make effective corrections and implement remedial measures; assist in arranging counseling when necessary; make referrals to professional counseling services or medical institutions; adopt appropriate corrective, disciplinary, and issue-solving measures.
Child labor	Low	Explicit prohibition on the use of child labor in the manufacturing process; implementation of identity checking measures.	Terminate child labor immediately, and the personnel is subject to the redundancy process; the parents and legal guardians of the child worker shall be notified; the Company covers the transportation/accommodation/other expenses involved in sending the child home.
Forced labor	Low	Explicit prohibition on the use forced labor in the manufacturing process.	Terminate the personnel's work immediately, and the personnel is subject to the redundancy process.
Protection of Personal Data	Low	Personal data risk register and assessment; formulate and execute improvement measures for items with high-risk ratings.	Immediately notify affected persons and execute appropriate actions.
Maternity protection	Low	Implement the health management plan of "Maternal Health Protection for Female Workers", conduct workplace hazard assessments, provide prenatal- and postpartum-related health education.	Perform evaluations by on-site professional doctors and related teams; arrange doctor interviews and health assistance.
Protection of occupational health	Low	Dietary education, health promotion events (quitting smoking, weight loss).	Arrange doctor interviews and health assistance.
Abnormal workload	Low	Conduct hazard assessments and make improvements; provide health-related counsel and recommendation.	Arrange doctor interviews and health assistance.

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Ergonomic engineering	Low	Implement prevention programs against disease caused by abnormal workload; identify and evaluate high-risk groups; conduct health inspections, management, and promotion.	Arrange doctor interviews and health assistance.
Human trafficking	Low	Explicit prohibition on the use of forced labor in the manufacturing process.	Terminate the personnel's work immediately, and the personnel is subject to the redundancy process; notify police agencies and relevant authorities.
Equal pay	Low	Explicit prohibition on discriminatory practices in recruiting or hiring processes.	Immediately make effective corrections and implement remedial measures. Re-examine the Company's methods and promote correct concepts in the management level.
Non-discrimination	Low	Explicit prohibition on discriminatory practices in recruiting or hiring processes.	Immediately make effective corrections and implement remedial measures; re-examine company policies and promote correct concepts in the management level.
Freedom of association	Low	Conduct educational trainings for new recruits; promote correct concepts in the management level.	Immediately make effective corrections and implement remedial measures; adopt appropriate corrective, disciplinary, and issue-solving measures.
Collective bargaining agreements	Low	Have clear and fair company policies, multiple employee complaint and communication channels; negotiate with the labor union before modifying labor conditions and work rules.	Immediately respond to appeals and conduct good faith bargaining.