

4.1 Human Rights

Employee Human Rights Protection

Nanya places great emphasis on employees' rights and has formulated the [Human Rights Policy](#) and [Labor and Ethics Policy](#). The Company complies with relevant international human rights standards, including the behavioral guidelines of Responsible Business Alliance (RBA), Social Accountability 8000 Standard (SA8000), International Labour Organization (ILO), The Universal Declaration of Human Rights, The UN Guiding Principles on Business and Human Rights, General Data Protection Regulation (GDPR) and local government regulations. By implementing human rights risk assessment and management, the Company hopes to create an inclusive and diversity-friendly workplace.

The Company is committed to not employ children under the age of 16, and has never employed child labor for work. In addition, the Company will never force labor or coerce any unwilling person to perform labor. The terms of employment of all employees were agreed to and signed by both parties under their free will. "Policy and Code of Conduct Training," "Unsafe Workplace Behavior and Prevention Training," and "Personal Data Protection Training" are some of the training courses related to human rights policies and procedures in 2023. The trainings mentioned are compulsory for all employees. The percentage of employees who have received the trainings is 100%, and the total person-hours of training is 10,947 hours.

Statistics on human rights policies and procedures training^{Note} hours from 2020 to 2023

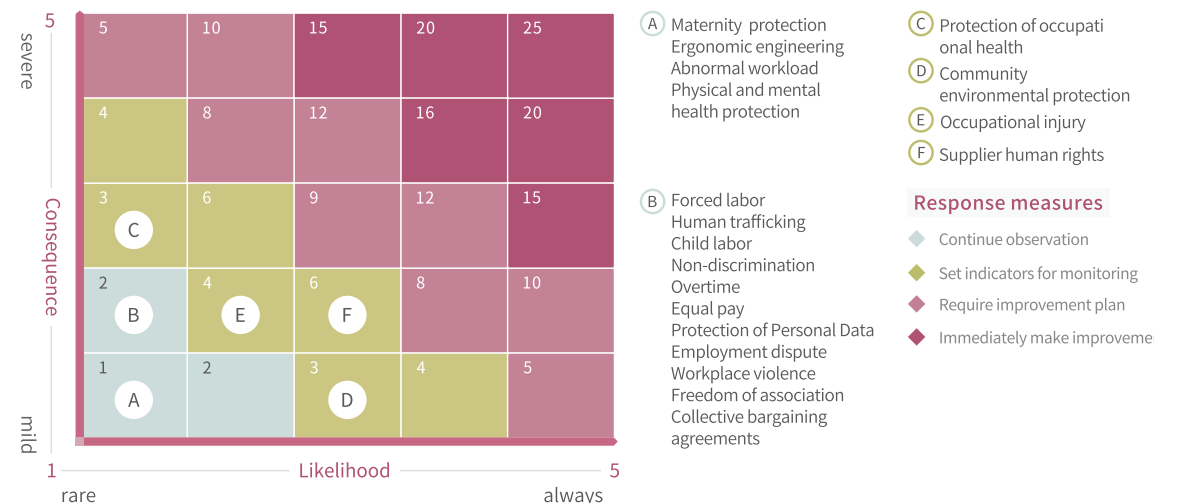
Year	2020	2021	2022	2023
Total person-hours of training	7,333	7,228	10,872	10,947

Note: Human rights policies and procedures training include the Company's labor and ethical regulations, the RBA Code of Conduct, unsafe workplace behavior and prevention, and the training mentioned is arranged for all employees. Starting from 2022, personal data protection promotion was included as a required course for all employees every year, which increased the total number of training hours.

Human Rights Risk Management

Nanya adopts the RBA to labor, health and safety, environment, and uses government occupational safety and health regulations as the standard to identify human rights issues and subjects and business units prone to be affected every year. Nanya conducts human rights risk assessments, and formulates risk mitigation and compensation measures at each business location, ensuring compliance with the laws and regulations of the country of each business location. Probability of occurrence is calculated as the number of employees exposed to risk as a percentage of the Company's total employees. Improvement measures are formulated based on the results, and goals for mitigating human rights risks are set.

Identification process



Human Rights Risk Assessment





Mitigation and remediation measures for highly significant human rights impacts

Subjects		Material human rights issues	Mitigation measures	Remedial measures
Employees	Occupational health and safety	Occupational injury	Implement the following measures to reduce the risk of occupational hazards: (1) We strengthened hazard control, implemented safety and health training for a total of 19,119 hours for 1,818 participants, 56 emergency response drills, safety walk and talk on a total of 36 topics, and 40 safety behavior improvement suggestions for operations. (2) We implemented 27 active safety and health improvement action plans in the working environment to continue lowering potential risks	.The general rules for compensation are as follows: (1) When an occupational accident occurs, the Company immediately provide emergency medical and first aid treatment, and subsequently provides complete medical assistance; approves leave of absence and provides compensation in accordance with the law. (2) In 2023, there were a total of 23 false alarm incidents, and corresponding improvement and prevention measures have been proposed. (3) The unit of the incident proposes corrective measures, reviews them with the safety and health department, and continues to track improvements.
		Protection of occupational health	We implemented the following health promotion activities to strengthen the concept of health management: (1) Organize at least one health promotion seminar per quarter, and organized a total of 37 seminars with 4,973 participants as of 2023. (2) CPR+AED training activities are held for all employees once a year, and the participation rate in 2023 was 98.74%. (3) The annual weight loss activity and smoking cessation declaration activity had a total of 531 participants. Periodically provide relevant health information to employees (posters & mail)	The general rules for compensation are as follows: (1) Employees with abnormal health examination results are tracked and subjected to health management, scheduling regular interviews with a physician and receiving health guidance. (2) We set up a medical room with a physician stationed on site to provide employees with professional medical and consultation services.
	Workplace violence (sexual harassment)		We established the following preventive measures to prevent workplace violence: (1) Completion of training to prevent workplace violence (workplace bullying, sexual harassment) was 100% in 2023. (2) We have a well-rounded complaint handling mechanism in place, in which reports are investigated confidentially by the Complaint Investigation Group, and resolutions of the cases are made by the Complaint Review Committee.	2 cases in 2023 The general rules for compensation are as follows: (1) Measures to prevent complainants of workplace violence Measures for recurrence, such as appropriate adjustments to work content or workplace. (2) Provide or refer the complainant to counseling, medical or psychological consultation, social welfare resources and other necessary services. (3) Fully investigate complaints, and impose appropriate punishment or treatment on violators. If the case involves criminal liability, the Company may also transfer it to the judicial authority. (4) The Company will track, assess, and oversee cases to prevent the recurrence of workplace violence. (5) The Company prohibits anyone from taking revenge on complainants, informants, or those helping with investigations. Violators will be punished in accordance with corporate management regulations.
Suppliers	Working hours, wages and benefits, humane treatment		We implemented the following measures to ensure the implementation of supplier sustainability actions: (1) Sustainability risk assessments were completed for all first-tier suppliers (including first-tier significant suppliers), Questionnaires were distributed to 352 suppliers and 100% of questionnaires were recovered. (2) We audited high-risk suppliers and found 57 non-compliant items. Nanya provided guidance and assistance in improving the deficiencies found in the audit, and 100% of the improvements were completed. (3) We will continue to encourage suppliers to implement risk management and identification with consideration to the potential impacts on supplier governance/social/environmental aspects.	0 human rights violations in 2023 General rules for compensation: Suppliers are required to make improvements until they comply with local laws and regulations
Communities	Water resources		We implemented the following measures to ensure environmental sustainability: (1) Discharge and continue to reduce discharge in accordance with regulatory standards: A.Air pollution reduction: Regarding the reduction of VOCs emissions, a third party verified that equipment processing efficiency reached 98% and above in 2023, and VOCs emission was reduced by 70% compared to 2022. B.Water resources: The total water withdrawal in 2023 was reduced by 0.1% compared with 2022, and the total wastewater discharge of 2,446 million liters in 2023 was a decrease of 9.2% compared with 2022. (2) Environmental monitoring is carried out on a monthly basis. (3) Feedback from local stakeholders is collected through quarterly meetings of the Nanlin Technology Park Management Committee.	0 community complaints in 2023 General rules for compensation: 1. Pay attention to the progress of regulatory revisions and take corresponding measures 2.Actively work with local schools, institutions and groups to carry out educational activities such as environmental conservation
	Air pollution			
	Noise			
	Transportation			
Clients	Personal data protection and information security		We implemented the following measures to for information security: (1) Information security promotions are conducted monthly, and employees are required to complete an information security training course and pass a test once a year to raise their personal data protection awareness. The training completion rate was 100% in 2023. (2) After internal procedures and confidentiality classification, it is filed in the document control center.	There were 0 cases in 2023 General rules for compensation: Immediately notify customers and take appropriate action

The probability of risk occurrence in 2023 was 3.78%, an increase of 2.67% compared to 2022. The reason for the increase was that the Company introduced counseling services of the Teacher Chang Foundation to care for the mental health and stress relief of employees, and included physical and mental health protection into the scope of human rights risk assessment. The Company expanded the subjects of employee health care, actively arranged diverse health promotion activities and lectures, and regularly shared and promoted health information. The Company helps employees improve their physical health and better handle psychological stress through a variety of methods, which can improve overall work efficiency and satisfaction.