

















## Human Rights Risk Management

 <p><b>Occupational injury</b></p>	<p>2022 risk : Low  <b>Mitigation measures:</b> Regularly conduct risk identification, perform preventive educational trainings for drivers, eliminate workplace hazardous factors and increase protective equipment  <b>Remedial measures:</b> Provide emergency medical and first aid treatment, complete medical assistance; allow leave of absence and provide compensation in accordance with the law.</p>	 <p><b>Employment dispute</b></p>	<p>2022 risk : Low  <b>Mitigation measures:</b> 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.  <b>Remedial measures:</b> Establishing and fulfilling the rights and obligations of workers and management.</p>
 <p><b>Child labor</b></p>	<p>2022 risk : Low  <b>Mitigation measures:</b> Explicit prohibition on the use of child labor in the manufacturing process; implementation of identity checking measures.  <b>Remedial measures:</b> 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.</p>	 <p><b>Protection of Personal Data</b></p>	<p>2022 risk : Low  <b>Mitigation measures:</b> Personal data risk register and assessment; formulate and execute improvement measures for items with high-risk ratings.  <b>Remedial measures:</b> Immediately notify affected persons and execute appropriate actions.</p>
 <p><b>Protection of occupational health</b></p>	<p>2022 risk : Low  <b>Mitigation measures:</b> Dietary education, health promotion events (quitting smoking, weight loss).  <b>Remedial measures:</b> Arrange doctor interviews and health assistance.</p>	 <p><b>Ergonomic engineering</b></p>	<p>2022 risk : Low  <b>Mitigation measures:</b> Implement prevention programs against disease caused by abnormal workload; identify and evaluate high-risk groups; conduct health inspections, management, and promotion.  <b>Remedial measures:</b> Arrange doctor interviews and health assistance.</p>
 <p><b>Equal pay</b></p>	<p>2022 risk : Low  <b>Mitigation measures:</b> Explicit prohibition on discriminatory practices in recruiting or hiring processes.  <b>Remedial measures:</b> Immediately make effective corrections and implement remedial measures. Re-examine the Company's methods and promote correct concepts in the management level.</p>	 <p><b>Freedom of association</b></p>	<p>2022 risk : Low  <b>Mitigation measures:</b> Conduct educational trainings for new recruits; promote correct concepts in the management level.  <b>Remedial measures:</b> Immediately make effective corrections and implement remedial measures; adopt appropriate corrective, disciplinary, and issue-solving measures.</p>
 <p><b>Overtime</b></p>	<p>2022 risk : Low  <b>Mitigation measures:</b> Attendance system prompt and control  <b>Remedial measures:</b> 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.</p>	 <p><b>Workplace violence</b></p>	<p>2022 risk : Low  <b>Mitigation measures:</b> 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.  <b>Remedial measures:</b> 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.</p>
 <p><b>Forced labor</b></p>	<p>2022 risk : Low  <b>Mitigation measures:</b> Explicit prohibition on the use forced labor in the manufacturing process.  <b>Remedial measures:</b> Terminate the personnel's work immediately, and the personnel is subject to the redundancy process.</p>	 <p><b>Maternity protection</b></p>	<p>2022 risk : Low  <b>Mitigation measures:</b> Implement the health management plan of "Maternal Health Protection for Female Workers", conduct workplace hazard assessments, provide prenatal- and postpartum-related health education..  <b>Remedial measures:</b> Perform evaluations by on-site professional doctors and related teams; arrange doctor interviews and health assistance.</p>
 <p><b>Abnormal workload</b></p>	<p>2022 risk : Low  <b>Mitigation measures:</b> Conduct hazard assessments and make improvements; provide health-related counsel and recommendation.  <b>Remedial measures:</b> Arrange doctor interviews and health assistance.</p>	 <p><b>Human trafficking</b></p>	<p>2022 risk : Low  <b>Mitigation measures:</b> Explicit prohibition on the use forced labor in the manufacturing process.  <b>Remedial measures:</b> Terminate the personnel's work immediately, and the personnel is subject to the redundancy process; notify police agencies and relevant authorities.</p>
 <p><b>Non-discrimination</b></p>	<p>2022 risk : Low  <b>Mitigation measures:</b> Explicit prohibition on discriminatory practices in recruiting or hiring processes.  <b>Remedial measures:</b> Immediately make effective corrections and implement remedial measures; re-examine company policies and promote correct concepts in the management level.</p>	 <p><b>Collective bargaining agreements</b></p>	<p>2022 risk : Low  <b>Mitigation measures:</b> Have clear and fair company policies, multiple employee complaint and communication channels; negotiate with the labor union before modifying labor conditions and work rules.  <b>Remedial measures:</b> Immediately respond to appeals and conduct good faith bargaining.</p>