

## ASUS Human Right Commitment Assessment and Administration

Item	Eliminate discrimination and ensure equality in workplace <b>No Child Labor Allowed</b>	Build a safe and healthy work environment
<b>Actions, Procedures and Management</b>	<p>1. ASUS has established its human right policies in accordance with international standards including United Nations Global Compact (UNGC) and International Labour Organization (ILO). No employees would be discriminated for the ethnicity, gender, age, political orientation, religious belief, or physical disability. ASUS follows the local laws and EICC regulations regarding legal working age when hiring staff while revealing its human right policy.</p> <p>2. Relevant rules are specified in Guidelines for Employees' Ethical Conducts &amp; Work Regulations, which shall be followed by all employees. (Human rights)</p> <p>3. It is clarified on the hiring letter that the employee's ID shall be reviewed on first day at work. (Child Labour)</p>	<p>1. Guidelines for Security and Health Management plans as well as Administration has been established according to Occupational Safety and Health Act.</p> <p>2. ASUS has passed couple certifications of OHSAS 18001 and TOSHMS.</p> <p>3. ASUS has won the National Enterprise Benchmarking Award of Employment Security and Health.</p> <p>4. ASUS has won the Modal Institution of Labour Security in Taipei City from 2015 to 2019.</p> <p>5. The administration on employment security and health is aimed at preventing any major accidents from happening. The company has established a risk management platform to report the responsive strategies for major cases to the Audit Committee.</p> <p>6. Relevant regulations and plans for internal research and development laboratory have been established and properly implemented.</p> <p>7. The company takes initiatives and encourages employees to follow the procedures of workplace risk evaluation and hygiene education.</p>
<b>Review % in the last three years</b>	100%	100%
<b>Review</b>	Hiring Part-time Child Labor: NO	<p>*Health &amp; Safety Risk Evaluation (once per year)</p> <p>*On-site evaluation of testing lab (once per season)</p> <p>*Internal ISO evaluation (once per year)</p> <p>*External ISO Evaluation (once per year)</p> <p>*Evaluation on workplace health and safety (once per year)</p> <p>In 2019, 3 minor case of occupational injury</p>

Item	Assist employees in keeping work-life balance	Pregnant Woman/ Mother' Rights
<b>Actions, Procedures and Management</b>	<p>1.ASUS offers the welfare superior to what is specified in Regulation for Protecting Employees' Health. It offers health checks, and the company actively reviews the result to trace and manage the employees' health condition so as to lower the risks of diseases.</p> <p>2. Professional physicians periodically visits the work site in prevention of potential risks in the workplace</p> <p>3. The company reviews the health check results and arrange a budget to encourage employees to participate in health promotion activities.</p> <p>4. The company won the awards for Premier Healthy Workplace of the Nation and Taipei City in 2018-2019.</p> <p>5. The company offers EAP services. The employees can consult problems about work, life, and health for the purpose of reaching a work-life balance. Employees are informed about this service on their registration day, and it is reviewed during the orientation course for novice workers.</p> <p>6. The company participates in the "Work-Life Balance Project" organized by the Ministry of Labour, and it hosts relevant lectures each season.</p> <p>7. The company hosts various activities, including art exhibition, sports event, happy farms, community interactions, and clubs.</p> <p>8.The company cooperates with the day care center and offers the service of picking up toddlers for workers with kids.</p>	<p>1. The company has established Mothers' Health Protection Projects in accordance with the "Gender Equality in Employment Act" and "Occupational Safety and Health Act."</p> <p>2. The company won the certificate of fine nursery room between 2010 and 2019. The company cares about child rearing female employees and offer relevant counseling service. These employees are informed about the locations and users' rights of the nursery rooms so as to offer the employees a good environment for breastfeeding.</p> <p>3. The company has established Maternal health care system as well as Patio areas and seats for mothers to rest during noon break.</p> <p>4. The company reserves parking lots to mothers who are more over 6 months pregnant.</p>
<b>Review % in the last three years</b>	100%	100%
<b>Review</b>	<p>ASUS offers health checks free (once per year)</p> <p>In 2019, a total of 1,572 persons were traced actively.</p> <p>In 2019, there were 3 cases of workplace medical visits.</p>	<p>*On-site evaluation of the working environment</p> <p>*Survey on Mothers' Right Protection</p> <p>*Evaluation of risks on health and hygiene education</p> <p>*Periodical lectures of parent-child relationship</p> <p>In 2019, a total of 72 Pregnant Woman/ New Mother were traced actively.</p>

Item	Rights of persons with Disabilities
<b>Actions, Procedures and Management</b>	<p>1.The company hires physically challenged employees in accordance with the "Person with Disabilities Rights Protection Act."</p> <p>2. ASUS is the only company in the industry that hires and assign appropriate tasks to mentally retarded employees. It also works with the foundation in terms of health management, education and training, emergency response, pressure relief, merit of effectiveness, and other aspects.</p> <p>3. Visually impaired masseurs can join the company's project of "Happy Masseurs," and ASUS will offer employment consultation and appropriate arrangements.</p> <p>4. The company applied for the service of redesigning work tasks for physically challenged employees, which was offered by the Ministry of Labour. The professional will help to improve the workplace surroundings or design auxiliaries so that the employees can work in a more secured and less harsh</p>
<b>Review % in the last three years</b>	100%
<b>Review</b>	<p>*Appropriate arrangement (assignment) of tasks</p> <p>*Assistance for workers depending on their situations</p> <p>In 2019, 47 disabled persons hired and traced directly</p>