

ASUS Human Right_Assessment and Administration

Item	Eliminate discrimination and ensure equality in workplace No Child Labor Allowed	Assist employees in keeping work-life balance
Management	<ol style="list-style-type: none"> 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. 2. Relevant rules are specified in Guidelines for Employees' Ethical Conducts & Work Regulations, which shall be followed by all employees. (Human rights) 3. It is clarified on the hiring letter that the employee's ID shall be reviewed on first day at work. (Child Labour) 	<ol style="list-style-type: none"> 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. 2. Professional physicians periodically visits the work site in prevention of potential risks in the workplace 3. The company reviews the health check results and arrange a budget to encourage employees to participate in health promotion activities. 4. The company won the awards for Premier Healthy Workplace of the Nation and Taipei City in 2018. 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. 6. The company participates in the "Work-Life Balance Project" organized by the Ministry of Labour, and it hosts relevant lectures each season. 7. The company hosts various activities, including art exhibition, sports event, happy farms, community interactions, and clubs. 8. The company cooperates with the day care center and offers the service of picking up toddlers for workers with kids.
Review	Hiring Part-time Child Labor: NO	<p>In 2021, a total of 1,821 persons were traced actively. In 2021, there were 8 cases of workplace medical visits.</p>

Human Right_Assessment and Administration (Conti.)

Item	Pregnant Woman/ Mother' Rights	Rights of persons with Disabilities
Management	<ol style="list-style-type: none"> 1. The company has established Mothers' Health Protection Projects in accordance with the "Gender Equality in Employment Act" and "Occupational Safety and Health Act." 2. The company won the certificate of fine nursery room between 2010 and 2018. 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. 3. The company has established maternal health care system as well as Patio areas and seats for mothers to rest during noon break. 4. The company reserves parking lots to mothers who are more over 6 months pregnant. 	<ol style="list-style-type: none"> 1. The company hires physically challenged employees in accordance with the "Person with Disabilities Rights Protection Act." 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. 3. Visually impaired masseurs can join the company's project of "Happy Masseurs," and ASUS will offer employment consultation and appropriate arrangements. 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 environment.
Review	<ul style="list-style-type: none"> ● On-site evaluation of the working environment ● Survey on Mothers' Right Protection ● Evaluation of risks on health and hygiene education ● Periodical lectures of parent-child relationship <p>In 2021, a total of 76 Pregnant Woman/ New Mother were traced actively. (A total of 2 cases received and arranged for doctors to intervene. After continuous care and follow-up, all cases have been closed.)</p>	<ul style="list-style-type: none"> ● Appropriate arrangement (assignment) of tasks ● Assistance for workers depending on their situations <p>In 2021, 55 disabled persons hired and traced directly.</p>

Human Right_Assessment and Administration (Conti.)

Item	Create a safe, healthy and comfortable working environment
Management	<ol style="list-style-type: none"> 1. Set up "Occupational Safety and Health Department" and formulate occupational safety and health management methods and various management plans in accordance with laws and regulations. 2. Organizing education and training for new employees and on-the-job employees, covering topics such as industrial safety, health, fire protection and sustainable concepts, etc., while strengthening employees' self-protection and risk elimination concepts. 3. Each department forms an "Environmental Consideration and Safety and Hygiene Risk Assessment Team" to comprehensively identify the risks of each site every year, and at the same time establish a "risk control management platform" to report to the Audit Committee on the management of major risks response strategies, with zero major accidents as the role security management goals. 4. Import ISO 45001 (2018) management system, and implement internal audit, external audit and automatic inspection with PDCA concept. 5. Set up an occupational safety consulting service line, implement the workplace GO safety reward activity system, and encourage all employees to participate in occupational safety and health related activities. 6. Implement "work environment monitoring", "collect special hazard health work roster" and "plan on-site visits by occupational disease specialists", etc., to master the work patterns of employees, eliminate possible hazards and risks in the work environment, and provide appropriate personal protective equipment and education and training Advocacy to improve employee safety and health. 7. Set up a "Wrongful Infringement Investigation Team in the Workplace", notify the consultation hotline and mailbox, and hold educational training and publicity courses to build a friendly workplace environment. 8. Regular drinking water quality inspection and water tower cleaning to ensure hygienic water quality. 9. Establish a "Major Infectious Disease Epidemic Prevention Decision-making Group" to grasp the information of domestic and foreign infectious diseases and "formulate company epidemic prevention policies and measures", "risk case health management and home office application" and environmental disinfection according to attributes. 10. Pass the "Security Inspection of Fire-fighting Hardware Equipment" every year, hold "Fire Emergency Response Training Activity" and "Adopt BCM Concept to Make Response Plan and Drill Activity" every six months to improve personnel and environmental safety. 11. When a public injury or emergency occurs, relevant personnel will immediately carry out "accident notification", "accident investigation and analysis", "care and health education for the injured", and "assisting the injured to return to work", so that employees can recuperate from their injuries in peace and smoothly return to work. 12. Appoint 3 full-time nutritionists to provide professional food hygiene management, and regularly cooperate with professional inspection units to conduct food hygiene inspections in the company's restaurants.
Review	<p>Non-commuter traffic accidents in 2021: 5 (If an employee has a traffic accident and does not violate traffic rules within 5 kilometers of the place of work and residence or the same area because of the necessity of life on weekdays. The employee can be certified as occupational injury and receive group insurance claims.)</p> <p>In 2021, abnormal workload needs to arrange a doctor interview: 2 people</p> <p>2021 Workplace Unlawful Infringement Strengthening Workplace Abnormalities: 0 Cases</p> <p>2021 Workplace Wrongful Infringement Complaint Established: 1 (0 internal, 1 external)</p> <p>2021 Workplace Unlawful Assault Training: 1,273 (1,267 new recruits, 6 cases)"</p>

Conclusion:

For eliminating discrimination, keeping work-life balance, being friendly to women and employees with disabilities, and creating a safe working environment, ASUS has established a complete management plan and set up a dedicated department to implement the management measures. In order to reduce the occurrence of incidents that may cause violations of employees' human rights, we regularly implement performance inspections and audits. The main risk events discovered in 2021 include: maternal protection, traffic accidents, abnormal health checks, workplace wrongful infringement. We took improved actions on medical care, work adjustment, and internal punishment, the incident has been closed and further reduce risks that may happen in the future.