

The company has passed ISO 14001:2015 (Validity period: from Dec. 14, 2021 to Dec. 13, 2024) and ISO45001:2018 (Validity period: from Dec. 14, 2021 to Dec. 13, 2023) certification for the purpose of ensuring proper management over workplace safety and health. It has a Quality Insurance & safety Department that is dedicated to promoting and supervising workplace safety.

The company strives to prevent occupational disasters and safeguard labor safety and health. According to its industrial mandate, the company maintains a management system that ensures environmental safety and health, and identifies unacceptable risks by taking into account major environmental considerations and occupational safety and health. It monitors possible risks and hazards caused by the environment and personnel. Using the PDCA management method, it continuously plans, implements, checks, improves and enhances its environmental safety and health performance.

The company's operating procedures related to working environment and employee safety include: protective measures such as general safety operations, elevated safety operations, hot work safety operations, electrical safety operations, hanging safety operations, milling hole safety operations, stacker safety operations, confined space safety operations, organic solvent safety operations, cleanroom safety operations, environmental safety and health inspections, safety equipment management, emergency response management, hazard education and management, site audits, self-inspection operations, etc., and employee safety.

The company's major target/subject and project management was as follows:

No.	Major target and project management	
1	Target	Safety and health education and training hours statistics up to 500 hours per year
	Project management	<ol style="list-style-type: none"> 1. Conduct safety and health education and training for new recruits. 2. Planning relevant internal education and training courses for high-risk operation control measures. 3. Plan relevant industrial safety training materials in E-Learning, so that colleagues can flexibly arrange time to attend classes. 4. Notify the staff of each department by e-mail quarterly about the re-training of relevant certificates and track it in a list.
	Status description	<ol style="list-style-type: none"> 1. New recruits are not familiar with basic safety and health knowledge. 2. Some engineering personnel are not clear about high-risk operation items and the safety and health control measures that should be taken. 3. In 2021, due to the impact of the epidemic, some personnel did not complete the relevant safety and health retraining courses within the time limit.
	Course of action	<ol style="list-style-type: none"> 1. Continue to conduct safety and health education and training for new recruits. 2. Planning relevant internal education and training courses for high-risk operation control measures. 3. Plan relevant industrial safety training materials in E-Learning, so that colleagues can flexibly arrange time to attend classes and increase their willingness to learn. 4. Notify the staff of each department by e-mail quarterly about the re-training of relevant certificates (including Class A occupational safety and health business supervisors in the license industry, six-hour general safety and health education and training in the construction industry, construction and harmful operation supervisors, and first-aid personnel and other safety and health-related certificates), and track it in a list.
2	Target	The number of site safety and health audits reaches 70 times per year
	Project management	<ol style="list-style-type: none"> 1. Maintain at least two full-time staff for internal document output, arrange site safety and health audits, and coach new recruits, etc. 2. Schedule the next month's audit schedule before the 28th of each month. 3. Increase the frequency of audits for sites where the compliance rate is lower than 70% or where work-related accidents occur. 4. If the schedule is affected by the epidemic, online inspection will be adopted instead.
	Status description	<ol style="list-style-type: none"> 1. Due to the manpower demand of large-scale projects, department personnel need to be stationed at the site to perform project tasks, resulting in insufficient manpower for safety and health audit activities. 2. Affected by the COVID-19 last year, when the alert level was above level 3, due to the cooperation with the government and the company's epidemic prevention policies, the

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		<p>chance of cross-district contact was avoided as much as possible, or due to the customer's strict control on entering the factory, the audit frequency was reduced.</p> <p>3. In 2021, the total number of safety and health audits was 52 times.</p>
	Course of action	<p>1. The number of audits in 2022 was 86 times, achieving the target 70 times.</p> <p>2. Assign two personnel to perform internal document operations, site safety and health audits, and new staff counseling to maintain a certain amount of safety and health workload.</p> <p>3. A small number of sites that cannot perform on-site audits due to COVID-19 are replaced by online inspection to synchronize and grasp the implementation status of safety and health.</p> <p>4. In view of the fact that the compliance rate is lower than 70%, the site will be listed as a key audit site next month and an irregular audit schedule will be arranged to improve the awareness of site safety and sanitation.</p>
3	Target	Comprehensive inspection (measurement) of wires and illuminance in the offices of the head office and each operation office, and keep the illuminance above 500 meters
	Project management	<p>1. Wiring inspections are conducted in January, April, July and October. Damaged wires should be replaced immediately. Any induction problem should be solved.</p> <p>2. In January, April, July and October, the company conducts lighting inspections to maintain sufficient illumination in the workplace, providing a comfortable and safe operating environment for employees and preventing eye/vision-related problems. (The office illumination remains above 500 meters.)</p> <p>3. Damaged light fixtures should be replaced immediately.</p>
	Status description	<p>1. To prevent electrical risks, wiring inspections should be conducted regularly and damaged electrical wires should be replaced immediately. All electricity related matters should be addressed promptly.</p> <p>2. Damaged lighting fixtures cause insufficient illumination.</p> <p>3. Carry out lighting inspection of the head office and each operation office.</p>
	Course of action	<p>1. Wiring inspections are conducted in January, April, July and October to ensure electrical safety.</p> <p>2. In January, April, July and October, the company conducts lighting inspections to maintain sufficient illumination in the workplace, providing a comfortable and safe operating environment for employees and preventing eye/vision-related problems.</p> <p>3. Damaged light fixtures should be replaced immediately.</p>
4	Target	The monthly waste paper recycling rate in the office reaches 95%
	Project management	<p>1. Irregularly go to the waste paper recycling area next to the photocopier in the office every month to check the recycling status and record it.</p> <p>2. If unqualified conditions are found during the inspection, the unqualified photos must be announced to all colleagues in the office by E-MAIL.</p> <p>3. Irregularly promote to office colleagues that single-sided waste paper can be used as calculation paper or note paper in addition to repeated photocopying on the back, so as to reduce the use of blank paper.</p>
	Status description	<p>1. Colleagues will place non-confidential single-sided waste paper next to the office photocopier and reuse it.</p> <p>2. Colleagues already have the habit of using single-sided waste paper, but it still needs to be maintained and implemented.</p>
	Course of action	<p>1. Colleagues have understood and developed the habit of reusing single-sided waste paper and reducing paper consumption.</p> <p>2. The recycling rate of waste paper in the office has reached the target, and the monthly waste paper recycling rate has reached 95%.</p>