

## SA8000 Social Responsibility Policy and Objectives

### 1: The policy:

Comply with SA8000: 2008 version of the requirements, comply with laws and regulations and customer requirements, continuous improvement to protect the interests of employees, with the stakeholders harmony.

### 2: The goal:

1. To prevent misuse of child labor rate: 100%
2. Work injury rate  $\leq$  2%
3. Staff complaint rate  $\leq$  2%
4. Employees to receive safety and health knowledge training compliance rate  $\geq$  99%
5. Factory wastewater, waste gas, noise emission standards
- 6, pay compensation: according to regulatory requirements to pay
- 7, the number of business ethics violations: 0

### Measurement of objectives

1. To prevent misuse of child labor rate: 100%

Methods: According to the personnel personnel monthly personnel information inspection, combined with daily discovery and audit findings (including internal audit, customer audit, third-party audit found) for comprehensive evaluation.

Calculation: to prevent misuse of child labor rate = the number of child labor per month (if any)  $\div$  the number of factory workers  $\times$  100%

2. Work injury rate  $\leq$  1%

Methods: Personnel according to various departments reported work-related injuries, monthly statistics.

Calculation: injury rate = the number of work-related injuries per month  $\div$  the number of employees in the factory  $\times$  100%

3. Staff complaint rate  $\leq$  2%

Methods: Personnel through the opinion box, staff interviews, employee surveys, employee representative meetings and other means to collect the views of staff, staff complaints on a monthly analysis, processing, improvement and statistics.

Calculation: employee complaint rate = the number of employee complaints per month  $\div$  the number of employees in the factory  $\times$  100%

4. Employees to receive safety and health knowledge training compliance rate  $\geq$  99%

Method: All entry and transfer staff are required to receive training in safety and health knowledge.

Calculation: training compliance rate = the number of employees to participate in training

standards ÷ 100% of the number of participants in training

5. Factory wastewater, waste gas, noise emission standards

Methods: According to the local environmental protection department or a qualified unit of the monitoring report.

6. Wage remuneration

Method: The financial basis of each person's attendance, in accordance with the "Labor Law" required in accordance with the payment of full wages to employees.

7. Business ethics violations

Methods: To evaluate and select suppliers according to their ability to fulfill SA8000 standards, to monitor the selected qualified suppliers, and terminate the cooperation if business ethics is violated.