Fulfillment of Social Responsibility

Items	Implementation Status			Implementation Status Difference from Corporate Social Responsibility Best Practice Principles for TWSE/GTSM Listed Companies and reasons
	Yes	No	Summary description (Note 2)	
1. Does the company conduct risk assessments on environmental, social and corporate governance issues related to the company's operations in accordance with the principle of materiality, and formulate relevant risk management policies and strategies?	✓		The company integrates operational risks related to environmental, social and corporate issues into operational strategies, including company policies, internal operational management, and business execution. 1 09 yearly set the "Company Governance & Sustainable Business Committee" environmental, social and corporate governance risk assessment to ensure that the public Division sustainable operations. The specific content of the risk assessment refers to this annual report page 68-69 Note 3.	In compliance with the Practice Principles
2. Does the company set up a full-time (part-time) unit to promote corporate social responsibility, and the board of directors authorizes the senior management to handle it and report the situation to the board of directors?	✓		The company set the "Company Governance & Sustainable Business Committee" to promote the related issues of corporate social responsibility in 2020, and the company chairman and general manager of the daily and promoting responsible business philosophy and support the implementation of corporate social responsibility.	In compliance with the Practice Principles
3. Environmental issues (1) Does the company establish an appropriate environmental management system based on its industrial characteristics?	✓		The company's environmental safety management system is established in accordance with the ISO14001 and ISO45001 standard, combined with daily management and total quality management (TQM) activities, and integrates the environmental safety management plan with the actual operation of the factory to achieve the effect of implementation. In addition, in order to achieve the goal of sustainable operation, the company’s products and production-related environmental management are in compliance with the environmental and management standards of the relevant industry, and zero disasters are the direction of environmental protection, safety and health promotion, and the company’s	In compliance with the Practice Principles

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	Yes	No	Summary description (Note 2)	
			environmental protection is continuously improved. And the performance of safety and health management.	
(2) Is the company committed to improving the utilization efficiency of various resources and using recycled materials with low impact on the environment?	✓		The company licenses itself as an environmentally friendly factory, committed to energy conservation management, water conservation management, waste and resource recovery management, pollution emission and control, and other energy resource reductions, and actively promotes the recycling of waste or resources. And respond to international green products. At present, the packaging materials used by the company give priority to recycled or reusable materials in order to reduce the environmental load.	In compliance with the Practice Principles
(3) Does the company pay attention to the potential risks and opportunities of climate change to the company now and in the future, and take measures to respond to climate-related issues?	✓		The global climate is gradually increasing due to the greenhouse effect, posing potential risks to the sustainable operation of enterprises. The company actively controls and establishes an internal and external emergency response and backup system in order to respond quickly in the event of a disaster and minimize the company's impact.	In compliance with the Practice Principles
(4) Does the company make statistics on greenhouse gas emissions, water consumption, and total waste weight in the past two years, and formulate policies for energy conservation and carbon reduction, greenhouse gas reduction, water reduction, or other waste management?	✓		We pay attention to operational breaks and conditioning office temperature control, and energy efficient control system, efficient use of energy, the energy of the carbon reduction target , and observation and develop continuous reduction of greenhouse gas emissions, and waste water to the total weight of the composition discarded The policy also promotes e- ization to reduce the use of paper, and sets temperature control in the office environment and uses energy-saving light bulbs for the purpose of energy saving and carbon reduction.	In compliance with the Practice Principles

4. Social issues (1) Does the company formulate relevant management policies and procedures in accordance with relevant regulations and international human rights conventions?	✓		The company has followed the relevant provisions of the Labor Standards Law, respected the internationally recognized basic labor human rights principles, formulated relevant management policies and procedures, took good care of employees and fulfilled the company's social responsibilities, and held regular labor-management meetings with employees to conduct company business and management Communicate the situation to protect the rights and interests of employees.	In compliance with the Practice Principles
(2) Does the company formulate and implement reasonable employee welfare measures (including remuneration, vacation and other benefits, etc.), and appropriately reflect operating performance or results in employee remuneration?	✓		The company has established salary and bonus related measures. In addition to actively implementing humanity management and various welfare measures, the company adheres to the concept of profit sharing with employees, attracts and motivates outstanding talents, and pays employees based on the company’s operating performance. The company has established an Employee Welfare Committee, and occasionally organizes employee travel and other activities that help employees' physical and mental development.	In compliance with the Practice Principles
(3) Does the company provide employees with a safe and healthy working environment, and provide employees with regular safety and health education?	✓		. The company attaches great importance to the safety and health of employees, and provides employees with health maintenance services and advocacy from its professional physicians to the company and the company's field nurses every week. In addition, the company regularly reviews the safety of the work environment and implements employee health checks, and from time to time promotes safety and hygiene, and transmits relevant precautions and health management knowledge to employees through the internal network. . The company’s labor safety and hygiene room has a special officer responsible for the safety and health maintenance of the employees themselves and the working environment. Except for new employees, they need to implement physical examinations and health education and training when they just enter the company; and implement safety and health education and training for in-service employees	In compliance with the Practice Principles

			every year. Provide annual employee physical examination. The company continues to promote ISO45001, establish occupational safety and health goals and environmental management plans to provide employees with a safe working environment. Detail of the management and training refers to this annual report page 68-71 Note 4.	
(4) Does the company establish an effective career development training program for employees?	✓		The company attaches great importance to staff training and manpower development, formulates training systems, strengthens manpower quality, and achieves the goals of organizational development. It is also in line with the staff's own development plan. Through the training of new recruits, the department's new staff coaching system, in-service staff training, and external education and training, In addition, we will establish internal lecturers with excellent performance, hoping to cultivate professional talents, improve the quality of talents, and achieve the goals of talent cultivation, skill improvement and experience inheritance.	In compliance with the Practice Principles
(5) With regard to customer health and safety, customer privacy, marketing and labeling of products and services, does the company follow relevant laws and regulations and international standards, and formulate relevant consumer protection policies and appeal procedures?	✓		The company has a customer service department that pays attention to communication with customers. It can handle customer complaints quickly and effectively. It follows government regulations and relevant international standards. There must be no deception or any other behavior that undermines customer trust or damages customer rights. If you have any doubts about the product, the company will also take full responsibility for cooperating with the follow-up.	In compliance with the Practice Principles
(6) Does the company formulate supplier management policies that require suppliers to comply with relevant regulations on environmental protection, occupational safety and health, or labor human rights issues, and the implementation status?	✓		The company formulates supplier management procedures and requires suppliers to sign a self-assessment form to jointly fulfill corporate social responsibilities.	In compliance with the Practice Principles
5. Whether reference to international common guidelines or the preparation of the report, the preparation of corporate social responsibility			Although the company has not obtained the assurance or guarantee opinion of the third-party verification unit, the company has formulated the	In compliance with the Practice Principles

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	Yes	No	Summary description (Note 2)	
report and so expose the report of the company's non-financial information? Has the pre-disclosure report obtained the assurance or assurance opinion of the third-party verification unit?			"Corporate Social Responsibility Code of Practice" to perform corporate social responsibility, consider the interests of stakeholders, treat customers in a fair and reasonable manner, and require suppliers to comply with the society Standardization of environmental liability agreements.	
6. If the company has established its own corporate social responsibility code in accordance with the "Code of Practice for Corporate Social Responsibility of Listed Companies" , please state the difference between its operation and the established code: The company has developed a social responsibility codes of practice, ethical business conduct and disclose relevant information on the company's Web site, also obtained ISO14001:2005 and ISO45001 certification, and the company at the time of the actual operation, it does follow the implementation of the contents of the Code, does not regularly inside the platform Promote social responsibility , conduct relevant training for new talent training courses , strengthen the planning of corporate social responsibility implementation and publicity of ethical behavior , so as to make greater contributions to society.				
7. The company has formulated a code of practice for corporate social responsibility, and relevant information is disclosed on the public information observatory and the company's website.				