

Safety measures at work place

Category	Details
Access Security	<ol style="list-style-type: none"> 1 The Company has established “Regulations Governing Fab Access”, “Procedures for Security Guards on Duty”, etc. to specify the routes for personnel entering the factory premises in order to maintain the safety of factories and all personnel. 2 Stringent surveillance on all exterior and major interior entrances and exits using security camera or access security system 24 hours a day. 3 Security guards are situated in factories to assist with securing the premises. 4 Quarterly inspection and maintenance on security camera and access security systems. 5 Security systems with on-line connection to the security firm. 6 Monthly education and training sessions for security guards, simulating all possible scenarios and carrying out security drills.
Factory and Equipment Safety & Maintenance	<ol style="list-style-type: none"> 1 Stringent surveillance on all exterior and major interior entrances and exits using security camera or access security system 24 hours a day. Security guards are situated in factories to assist with securing the premises. 2 Annual public safety inspection by specialized company in accordance with the Regulations for Inspecting and Reporting Buildings Public Security. 3 In accordance with the Fire Services Act, annual fire safety inspection shall be conducted by external parties. Periodic maintenance and inspection of fire safety equipment shall be performed. 4 Pursuant to the Regulations for Management of Occupational Safety and Health, periodic maintenance and inspection on high/low pressure electrical equipment, dangerous equipment/machineries, ventilation systems, drinking fountains, etc. shall be performed.
Disaster Prevention and Response	<ol style="list-style-type: none"> 1 The Company has rules which clearly define individual’s responsibilities and tasks in major events such as fire, natural disasters and infectious disease. Sessions on preventive measures and drills are held regularly. 2 The Company invites local fire department to hold drills and lectures on fire drills and safety, and participates in the fire unions at the Technology Industrial Park to maintain operation safety in the neighborhood. 3 The Company establishes dedicated safety and health unit, to promote safety, health and disaster prevention management.
Physical and Mental Health Management and Promotion	<ol style="list-style-type: none"> 1 Health management: Employees are entitled to periodic health screenings on more items and at a shorter interval than what is required by laws. Dedicated personnel would carry out follow-up actions based on the test results, e.g., identifying high-risk groups and providing health education and guidance. 2 Healthy environment: Periodic disinfection, inspections on drinking water and operating environment, and cleaning of the premises by specialized personnel. 3 Mental health: Organize lectures of stress relief and communication techniques, and initiate the “Taiflex Employee Assistance Program (TEAP) to assist employees with mental adjustment and provide professional consultation services. There are diverse communication channels in place for employees to express their opinions and thoughts, and rules in place to assist employees with prevention and handling of physical and metal harm. 4 Health promotion: Regularly organize health seminars, sporting courses and sporting competitions to enhance employees’ health awareness and improve their health.

Category	Details
Safety Management of Other Stakeholders	Set rules to manage other stakeholders such as contractors and other workers. These rules define contractors' rights and responsibilities regarding safety and health issues, prevent occupational hazard, and protect the safety and well-being of contractors and Company employees.
Safety Management of Contractor Operations and Other Operators	<ol style="list-style-type: none"> <li data-bbox="373 367 1367 584">1 The Company has rules such as the "Rules Governing the Management of Contractors' Workplace and Safety and Health" and the Rules for Factory Access in place for the management of contractors and other workers. These rules define contractors' rights and responsibilities regarding safety and health issues, prevent occupational hazard, and protect the safety and well-being of contractors and Company employees. <li data-bbox="373 584 1367 689">2 Consultative organization meetings with existing and new contractors are held regularly and whenever the need arises to ensure contractors fully understand the operational standards of the Company.
Insurance and Medical Relief	The Company handles labor insurance and national health insurance matters for employees in compliance with relevant regulations. Pursuant to the Labor Insurance Act and Enforcement Rules of the Labor Insurance Act issued by the Ministry of Labor, the Company assists employees in apply for insurance benefit payments from the Bureau of Labor in instances of child birth, injury, illness, disability, seniority and death. In addition, the Company also provides group insurances paid by the Company. The insurance policy covers life insurance, critical illness insurance, accidental injury insurance, accidental medical and hospitalization cover, cancer treatment insurance and outpatient surgery. Employees' family dependents can participate in the insurance scheme at their own expenses at a special rate. Employees are also entitled to cash gifts for new babies and reliefs for hospitalization.