



## **ATP Electronics Taiwan Inc.**

### **Social Responsibility Policy Statement**

#### **Social Responsibility Commitment**

- Maintain good corporate governance, and the code of business ethics is strictly obeyed.
- Organizational management and operation are in line with the government and international regulations, guidelines, conventions, declaration, and other relevant requirements. Continue to pursue improvement and progress.
- Fulfill the social responsibility guideline and relevant regulation.
- Provide employee with a safe and healthy working environment with reasonable salary and benefits.
- Continue to invest in waste reduction and pollution prevention and participation in public welfare activities.
- Educate employees to understand and support the company's corporate social responsibility.
- Communicate and exchange the idea of corporate social responsibility with customers and suppliers, learn from each other and make progress together.
- Based on the Code of Corporate Social Responsibility and the standards of government law, the company will protect and guarantee that the working environment, conditions, places and powers of the employees. To ensure that the employees have consistent conditions in terms of health and safety, workplace safety and remuneration.

#### **The Company Complies with the Regulations of Social Responsibility:**

##### **Young labor Protection and No Child Labor**

- Implement appropriate mechanisms to verify the age of employees.
- Do not hire the employee under the legal minimum age of employment. If found out a child labor is misused, the assistance and remediation will be provided.
- If young labor is employed, a complete protection mechanism should be developed
- Apprentices/interns/student employees are never employed illegally.
- Provide a legitimate workplace and learning program that complies with all laws and regulations.

##### **Health and Safety**

- Not only offer a safe and healthy work environment, but also provide the protective equipment and measures necessary to protect the safety and health of all employees at the work. To ensure that the training of hazard identifications, hazard level control is a continuous process to mitigate the hazards at work.
- Encourage employees to make any health and safety-related suggestions and to protect them from the retaliation.

##### **Freedom of Association and Communication**

- Respect employees of the freedom of association, and actively and fully communicate with employee representatives during the labor meeting.

### **Voluntary Work and Human Treatment**

- Do not force the employees to work and restrict their freedom (including access to the workplace/dormitory).
- Employees cannot manage and treat by any way of inhuman or punishment.
- Respect the dignity of employees and prohibit the abuse, corporal punishment, mental or physical coercion and verbal insults.
- Do not use any form of imprisoning the employees.
- Do not illegally detain employee identity documents, passports, residence permits, work permits and other original personal documents.
- The right to leave or terminate an employment relationship at any time is not punishable.

### **Non-Discrimination/Non-Harassment**

- Non-discrimination and non-harassment based on race, skin color, age, gender, sexual orientation, gender identity and expression, ethnicity or national origin, disability, pregnancy, creed, union membership, political affiliation and social class, nationality, religion, group background, veteran status, or marital status. The company does not allow any threats, abuse, the behavior of exploitation, or sexual intrusion, which including posture, language, and physical contact from happening.
- The company shall not interfere with the rights of employee elections related to race, social class, nationality, religion, disability, gender, gender orientation and union's beliefs, norms, or claims.
- If an employee feels that there is a discrimination existing in the company, he or she may file a complaint with the employee representative in oral or in writing. The company has established policy and process and will handle and reply accordingly.
- Employees or potential employees should not be subjected to medical tests, including pregnancy or virginity tests or physical exams that could be used in a discriminatory way.

### **Protection of Pregnant Female Employees**

- Prohibit female employees who are pregnant or during the period of lactation from engaging in toxic and harmful works which might affect the health of the fetus or the baby.
- The company should publicize the knowledge of labor health care for its female employees, enhance the education of employee labor protection for its female employees as well, establish a well health care policy for the female employees during menstruation, pregnancy, child delivery date, lactation period, and menopause.

### **Legal Working Hours**

- Working hours and overtimes are complied with the law.

### **Wage and Benefit Policy**

- The minimum wages cannot be less than the government's regulation, calculates wages correctly for the normal working hours and overtime hours; the welfare policy should exceed more than government's regulation.

### **Well-Developed Management System**

- The company managers will comply with the law, the company regulations, and the commitment to respect social responsibility. To confirm the result of the implementation of social responsibility through regular management reviews.



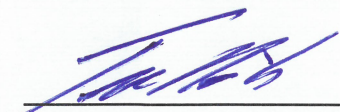
## **Environmental Protection Requirements**

- By operating through the ISO 14001 environmental management system, ensuring that the regulation of environmental act is implemented legally, the reduction of the environmental hazards, energy conservation and carbon reduction, harmful substances (including restricted substances), solid waste and exhaust emission are properly controlled.
- The water resource management is properly managed, establish a clear goal of greenhouse effect reduction, post public announcement which contains related date information thoroughly.

## **Business Ethics Requirement**

- All business activities should obey and follow based on the integrity as highest standards, any form of corruption, extortion and embezzlement, money laundering behavior is prohibited. To implement monitor process and enhance the program to ensure the incorruption management is fulfilled with the compliance.
- Do not offer or accept bribes or any form of improper income, choosing the appropriate value of gift will be appreciated.
- Information regarding the company's labor, health and safety, environmental practices, business activities, structure, financial situation, and performance is to be disclosed in accordance with applicable regulations and prevailing industry practices.
- Respect the intelligence property right. The transfer of technology and production experiences should properly protect the intellectual property rights as well.
- Make the fair transaction, establish the standards for advertisement and competition, the company must protect its customers' information by any means necessary
- To Implement the procedures, to protect the suppliers and employee whistleblowers to ensure their identifies are confidential.
- Exercise due diligence on the source and chain of custody of the tantalum, tin, tungsten, and gold in the products they manufacture to reasonably assure that they are sourced in a way consistent with the Organization for Economic Co-operation and Development (OECD) Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas or an equivalent and recognized due diligence framework.

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Tim Hsieh  
President