

# SinoPac Holdings 2022 Human Rights Risk Identification Questionnaire

In order to fulfill the responsibility of the company to protect human rights, this questionnaire asks you to help assess the severity and probability of human rights issues in the company. The results will be used as a reference for the company to manage human rights risks in the future. Thank you for your assistance.

## Instructions for filling in :

Please indicate the "impact" and "likelihood" of each human rights issue on a scale of 1-10. The scales of 1-10 are all subjective feelings and there is no absolute standard. It is recommended to fill in the "impact" and "likelihood" of each human rights issue in terms of relative feelings, for example:

A. If you believe that once an event affecting the right to life and personal safety occurs, its impact will be greater than that of forced labor, you can assign the right to life and personal safety to be more serious than forced labor.

B. If you believe that the likelihood of forced labor is higher than the right to life and personal safety, you can assign the probability of forced labor to be higher than the right to life and personal safety.

What company/department do you work for? (required)	/
What is your gender? (required)	<input type="checkbox"/> Male <input type="checkbox"/> Female <input type="checkbox"/> Others_____
Do you have the indigenous people status? (required)	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Others_____

Human Right Issues	Situation Description of Human Rights Risks	As far as SinoPac Holdings is concerned, please evaluate the impact and likelihood of the issues as :	
		<b>Impact</b> The level is: 1 to 10 points The higher the score, the more serious the consequences once they occur.	<b>Likelihood</b> The level is: 1 to 10 points The higher the score, the more likely it will happen.
Health rights	Hazards to human health occur in the workplace that require treatment to restore full or partial health.		
Rights to life and personal safety	Employees are in the workplace or in the process of performing business, where personal safety or life is immediately threatened.		
Child labor	The enterprise employs employees who are under the legal age or under the age of 15 at the location where the business base is located, or employs employees under the age of 18 to perform hazardous work.		
Discrimination and diversity and inclusion	When recruiting, evaluating salary, promoting, providing services, and reviewing the qualifications of suppliers, the company uses indicators such as race, gender, sexual orientation, age, religion, political orientation, physical disability, etc. that are not related to work performance as the criteria for measuring qualifications.		
Fair treatment and equal remuneration	The remuneration and human resource policies are unfair due to factors such as nationality, race, gender, sexual orientation, age, religion, political orientation, and disability; or applying the non-relevant indicators with work performance as the standards of the salary payment.		
Rights to work	Failure to comply with legal requirements in the protection of employees' basic work rights, or depriving employees of jobs that are in demand through other employment contracts.		
Ensure labor conditions	The working conditions and environment provided by the company cannot properly guarantee the economic conditions, life, health and safety of its employee base.		
Forced labor	Threats of any punishment occur within the company to compel an employee to involuntarily provide work or services.		
Personal freedom	The company has restricted personal freedom.		
Human dignity	An incident that damages personal dignity occurs in the company.		
Rights to an adequate standard of living	The company has an impact on the living environment of its employees, other personnel, or the people living in the communities surrounding its operations.		
Rights to family life	It is difficult for company employees to get the opportunity to care for their family or family members.		
Privacy	The company does not properly manage business information, personal information of customers and employees, resulting in information theft, leakage or misuse, and at the same time, relevant information cannot be deleted or adjusted according to their opinions.		
Freedom of expression	The company has no channels for employees, suppliers, and customers to express their opinions.		
Freedom of association	The employees of the company do not have the freedom to participate in the labor union, or lack a mechanism for the labor union to negotiate with the employer, or do not treat union officials, employees, and colleagues participating in legal strikes reasonably and equally.		

Thank you for taking the time to fill in the answers. This is the end of this Human Rights Risk Identification Questionnaire.