

# **Taishin Financial Holding Co., Ltd.**

## **Statement on Human Rights**

In response to growing awareness of corporate social responsibility, Taishin is committed to creating a safe and healthy workplace. Pursuant to the laws of the Republic of China and internationally accepted practices, Taishin hereby declares that it will adhere to the following principles regarding protection of labor and human rights:

1. Adhere to the Labor Standards Act and all employment regulations in the Republic of China as well as local employment regulations in different countries, international labor standards, and declarations of human rights.
2. Protect the rights of all workers and enforce rules regarding work hours, break time, leave of absence, salary and benefits; and prohibit all forms of forced labor.
3. Treat all employees equally and make decisions such recruitment, compensation, job offering, reward, and discipline free of discrimination, whether in terms of ethnicity, social status, identity, language, belief, religion, political association, hometown, place of birth, gender, sexual preference, age, marital status, physical appearance, disability or any personal condition.
4. Value the growth of its employees, take steps to ensure suitable working/living conditions for workers and a work-life balance, and implement measures to protect child and female workers. Uphold health and safety in the workplace and invest in promoting a healthy workplace.
5. Maintain open channels for employees to report illegal conduct or infringement of rights. Protect the safety of plaintiffs and informants and confidentiality of their personal information against unfair treatment and retaliation.