

Human Rights Due Diligence

Chia Hsin Cement Group established its human rights policy in January 2020, with primary emphases on:

- Diversity and Inclusion, and Ensuring Equal Employment Opportunities
- Open Communication Channels
- Providing a Safe and Healthy Work Environment
- Personal Data Protection
- Regular Review and Assessment of Human Rights-Related Systems and Actions

Once the risk assessment yields results, we will promptly formulate corresponding risk mitigation measures. Subsequently, we will periodically review the implementation effectiveness of these measures, utilizing internal audits and employee feedback, among other avenues, to ensure the policy's effective execution.

◆ Human Rights Due Diligence Process



◆ 2023-2024 Human Rights Due Diligence Results and Mitigation Measures

In 2023-2024, Chia Hsin Cement Group did not experience any incidents of human rights violations or discrimination.

Chia Hsin Cement Group has implemented the following mitigation measures based on the investigation results and the potential risks related to human rights issues:

Human Rights Concerns	Human Rights Issues	Risk Identification Sources	Current Mitigation Measures	Future Mitigation Measures
Employees	Diversity and Inclusion, Ensuring Equal Employment Opportunities: 1. Maternal well-being 2. Fostering a diverse and inclusive workplace environment	1. Female employees who are pregnant, within one year postpartum, and have received recommendations from a physician for adjusted workloads or hours. 2. Employee awareness about Diversity, Equity, and Inclusion (DEI).	1. Adherence to Labor Standards Act, Gender Equality Act, Maternal Health Protection Regulations, and Occupational Safety and Health Act (Articles 30 and 31). 2. Providing pregnant employees with flexible options, including flexible working hours and telecommuting, along with dedicated lactation rooms. 3. Regular education and training to prevent workplace harassment. 4. Hosting periodic seminars to raise awareness of Diversity, Equity, and Inclusion (DEI).	Incorporating core values of Diversity, Equity, and Inclusion (DEI) into various employee relations activities.
	Open Communication Channels	Internal and external communication or complaint channels	1. Labor-management meetings. 2. Employee satisfaction survey questionnaires. 3. Employee welfare committees. 4. Labor retirement pension supervisory committees. 5. Employee Town Hall Meeting. 6. CEO's tea time. 7. HR business partners (HRBP). 8. HR email. 9. HR supervisor hotline. 10. Employee assistance programs. 11. Official Line@. 12. Internal announcements.	1. Incorporate feedback and conduct satisfaction surveys following the Employee Town Hall Meeting. 2. Increase the frequency of HRBP interviews.
	Providing a Safe and Healthy Work Environment	1. Occupational safety four major plans investigation results. 2. Occupational accident reporting data.	1. Occupational health interviews. 2. Health check-ups. 3. Influenza vaccinations.	Establish a mechanism for reporting and addressing abnormal employee conditions, proactively providing care and

	3. Working hour data.	4. Availability of automated external defibrillators (AED) and blood pressure monitors. 5. Annual CPR and AED first aid, fire drill safety education training. 6. Periodic health seminars and safety and health promotion. 7. Providing a flexible work schedule allowing employees to use time flexibly, promoting work-life balance, and reducing extended working hours risks.	information about corporate support policies to employees.
Personal Data Protection	1. Interview data for job applicants. 2. Employee basic information.	Establishing a personal data protection management approach and forming a personal data protection management committee.	Strengthening personal data protection awareness.