

ASI Social Policy

1. Supporting and following the principles and spirits disclosed in International Bill of Human Rights and strictly abiding by relevant domestic and foreign laws and regulations, including the Constitution, Labor Standards Act, Employment Services Act, Act of Gender Equality in Employment, Labor Union Act, Collective Agreement Act, etc., treating all employees with equality and respect.
2. Protecting the rights and interests of employees, such as freedom of association, collective bargaining rights, caring for underprivileged groups, banning child labor, eliminating all forms of forced labor, and eliminating employment discrimination, etc. to maintain good labor-management relations and share benefits and prosperity.
3. Confirming that the strategic human resources policy is free of discrimination based on gender, race, socioeconomic class, age, marital status, and family status and implementing equality and fairness in employment, conditions of employment, remuneration, benefits, training, evaluation and promotion opportunities.
4. Establishing a channel for regular communication with employees, so that employees have the right to obtain information and express opinions on the Company's operating management activities and decisions.
5. Providing an effective and appropriate grievance mechanism for situations that endanger labor rights; ensuring the equality and transparency of the grievance process and responding appropriately to employees' grievances.
6. Appropriately assessing the impact of the Company's operations on the community and actively participating in related activities of community development, charity, and local government agencies to promote community development.

President: Chih-Che Chang

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