

# CORPORATE SOCIAL RESPONSIBILITY REPORT



Sustainability and renewable resources are not just about the products that WINAICO make, they are the basis around which WINAICO operates. We believe environmental protection, occupational health and safety are key values in building a sustainable business foundation, and retaining valuable human resources.

## Advocate for Extended Producer Responsibility (EPR)

WINAICO understands our responsibility toward environmental protection does not end with manufacturing, but include the complete life-cycle of the product. This also includes the supply chain to make sure everyone involved in the lifespan of our products share the responsibility of minimising environmental, health and safety impacts. By working closely with professional recycling partners, we make sure our products are recycled in compliance with the WEEE directive (Waste of Electrical and Electronic Equipment) with our partner, take-e-way GmbH. Our environmental management system is certified to ISO 14001 to make sure a decision in favour of WINAICO is also one in favour of the climate and the environment.

## Tracking energy and water use for continual conservation improvements

WINAICO uses data as a way to identify key areas for improvement. In order to optimise our manufacturing capabilities to be cleaner and more efficient, we track our annual energy and water usage look for ways to improve our sustainability.

Energy use	2014	2015
<b>Total energy used (MWh)</b>	3,915	4,285

Water use	2014	2015
<b>Total volume (tonne)</b>	10,931	12,027

Waste water	2014	2015
<b>Total volume (tonne)</b>	2,186	2,405

2015 waste water discharge quality indicators	
<b>Total suspended solids (mg/l)</b>	5.3
<b>Biological oxygen demand (mg/l)</b>	12.9
<b>Chemical oxygen demand (mg/l)</b>	23.7

## **WINAICO's human rights statement**

Win Win Precision Technology Co., Ltd. and all of its subsidiaries (collectively "WINAICO") follow the guidelines of International Labour Organization (ILO) and Taiwan's Labor Standards Act to outline work rules, worker complaint procedures, sexual harassment prevention and other internal measures to protect labour human rights, and ensure all workers are treated fairly and with respect.

WINAICO's core human rights values:

- Fair treatment: WINAICO employees are not discriminated in any way. An employee's sex, race, religion, marital status, sexual orientation, nationality or political affiliation, will not be used to assess the employee's opportunity of being hired, promoted, performance reviewed, trained, terminated, to ensure the protection of employee's basic human rights, and eliminate any form of discrimination.
- Freedom of employment: WINAICO does not engage in forced labour and any employee is not threatened to work against one's will. In order to ensure all employees are voluntary, illegal human trafficking and slavery are prohibited. WINAICO also forbids the use of prison labour to manufacture WINAICO's products and services.
- Ban on child labour: WINAICO explicitly forbids the use of child workers. No worker under the legal working age has been employed.
- Starting salary: an employee's compensation is determined by the employee's job function and seniority, level of responsibility, educational background, technical expertise, and performance. All employees' starting salaries are above the minimum salary level stipulated by law. WINAICO regularly monitors the pay levels in the labour market with respect to overall economic indicators to maintain competitive remuneration levels.
- Working hours: WINAICO conforms to the working hours regulated by the local government, and do not force employees to work overtime.
- Humane treatment: WINAICO prohibits any form of sexual harassment, corporal punishment, mental or physical coercion, verbal abuse, violence and inhumane treatment of any employee.

## **Labour-management communications**

WINAICO values labour and management communications and interactions, and organises quarterly Labour-Management Meetings based on WINAICO's Regulations for Implementing Labour-Management Meetings.

WINAICO schedules regular seminars with our foreign employees to share the company's activities, policies and regulations, and listen to employees' feedbacks on work-life related issues. The seminar works as an interactive platform between foreign employees and management, to show the company's concern with employees' well-being.

WINAICO also sets up various communication channels for Human Resources to listen to employees and find solutions to various issues. Alternatively, employees can voice their concerns through Suggestion Boxes, Sexual Harassment Complaint Hotline or Workplace Bullying Hotline. The identity of the complainant remains hidden and protected in each investigation, to protect the anonymity and freedom of expression by or employees.