

Mitigation and Remediation to Adverse Impacts from Human Rights Risk

According to the Staff Regulation and Rule in JIH LIN Technology.

Chapter 11 Prevention, Correction, Complaint and Punishment of Sexual Harassment

Article 45 In order to prevent sexual harassment in the workplace and maintain gender equality and personal dignity, the Company strictly prohibits sexual harassment in the workplace, and formulates sexual harassment prevention and control measures, complaints and disciplinary measures in accordance with the Act of Gender Equality in Employment.

Article 46 The sexual harassment as used in the previous article refers to any of the following circumstances :

1. In exchange for the employment contract confirmation, duration, modification or distribution, promotion, demotion, remuneration, performance appraisal, reward and punishment, etc. of an employee or job seeker in an explicit or implicit manner by given the expression or behavior of sexual request, sexual connotations or gender discrimination.
2. Other words and deeds that are sexually demanding of others, have a sexual connotation that can cause displeasure or disgust to others which infringe upon or interfere with the freedom or human dignity of others, or affect their work performance.

Article 47 A workplace is a place provided by a company to enable employees to work or job seekers to apply for employment.

Article 48 Measures to prevent sexual harassment :

1. Employers or persons with management supervision over work relationships shall not use their powers, opportunities or methods at work to sexually harass employees or job seeker, nor shall they condone the sexual harassment of employees or job seeker.
2. Employees shall not sexually harass colleagues in the workplace or in the performance of their duties
3. In the case of the previous two items, the employer or the person who has management supervision due to the work relationship shall discourage the actor from harassment or have otherwise appropriately reaction; Failure to discourage or have reaction is considered to be condoned.
4. The company shall strive to prevent sexual harassment, improve workplace facilities to protect employees from sexual harassment, and shall hold sexual harassment prevention training regularly or encourage employees to participate in the training.

Article 49 Complaints and Investigations :

1. Employees or job seekers who encounter sexual harassment in the workplace may lodge a complaint with the administration department.
2. A complaint handling committee will be set and composed of the employer and the employee's representatives in order to handle complaints of sexual harassment, and the administration department will accept the complaint, set up an investigation team within 7 days of the complaint and start the investigation and deliberation; The group consists of three members of which one is a management representative and two are labor representatives, and the total number of female members is not less than one-half and that of men is not less than one-third.
3. In principle, sexual harassment meetings are held privately.
4. The person handling the complaint may invite the complainant to attend the explanation or state his or her opinion when necessary, and may conduct an investigation at the complainant's request; the complainant may not refuse without justification.
5. After the complainant has explained the fact of sexual harassment, the employer or person with management supervision at work who denies the fact should bear the burden of proving that the fact does not exist.
6. In order to investigate or deliberate a complaint of sexual harassment, the person handling the complaint may request relevant personnel or units to provide relevant information, and the relevant personnel or unit shall not circumvent, obstruct or refuse it.
7. During the investigation and deliberation, the rights and interests of the complainant shall be safeguarded, the complaint shall be handled in a confidential manner, and the complainant's name or other relevant materials sufficient to identify the complainant shall not be divulged.
8. The person handling the complaint shall complete the investigation and deliberation within two months from the date of acceptance of the complaint, which may be extended by one month if necessary.
9. The person handling the complaint shall make a written record of the handling of the complaint and keep it sealed for at least 3 years.
10. The company shall not dismiss or transfer the employee, or otherwise disadvantage him or her due to sexual harassment or complaints filed by employees.

Article 50 If there is indeed a fact of sexual harassment, the company will impose sanctions such as warning, demerit, major offence, transfer, demotion, etc. against the respondent according to the seriousness of the case, or dismiss him from his job in accordance with the first paragraph of Article 12 of the Labor Standards Act; If this fact involves criminal liability, the company may transfer this case to the judicial authority at the same time.

Article 51 「 Sexual harassment complaint hotline 」 TEL : (07) 3658828 ext1003

Implementation of human rights risk prevention

The company provides training and publicity to new employees implemented by Administrative Department every year, and conducts a total of 256 hours of training and publicity for 64 new employees in 2025 years. The class includes anti-discrimination, anti-discipline, forced labor prevention, freedom of association and explanation of religious beliefs etc.