

## **Supplier Corporate Social Responsibility Commitment Statement**

Formosa Taffeta Co., Ltd. (hereinafter referred to as FTC) requires suppliers to operate in accordance with this Commitment and in full compliance with all applicable laws and regulations. FTC will assess suppliers' compliance with the Commitment, and any violations of this Commitment may jeopardize the suppliers' relationship with FTC, up to including termination. This Commitment applies to all suppliers, its subsidiaries, affiliates, and subcontractors providing goods/service to FTC.

### **\* Labor and Human Rights**

Suppliers shall uphold the human rights of workers and treat them with respect.

#### **Anti-Discrimination**

Suppliers shall not discriminate against any worker based on age, disability, ethnicity, gender, marital status, national origin, political affiliation, race, religion, sexual orientation, gender identity, union membership, or any other status protected by country law, in hiring and other employment practices. Suppliers won't require pregnancy or medical tests, except where required by applicable laws or regulations or prudent for workplace safety, and won't improperly discriminate based on test results.

#### **Prevention of Involuntary Labor and Human Trafficking**

Suppliers shall ensure that all work is voluntary. Suppliers won't traffic persons or use any form of slave, forced, bonded, indentured, or prison labor. Involuntary labor includes the transportation, harboring, recruitment, transfer, receipt, or employment of persons by means of threat, force, coercion, abduction, fraud, or payments to any person having control over another person for the purpose of exploitation.

Suppliers won't withhold workers' original government-issued identification and travel documents and ensure that workers' contracts clearly convey the conditions of employment in a language understood by the workers. Suppliers won't impose unreasonable restrictions on movement within the workplace or upon entering or exiting company-provided facilities.

#### **Prevention of Underage Labor**

Suppliers shall employ only workers who are at least 16 years of age.

Suppliers shall not require juvenile workers who are younger than 18 years of age to work overtime or perform night work or perform work that might jeopardize their health, safety, or morals.

## **Student Worker Protections**

Suppliers shall ensure proper management of student workers through proper maintenance of student records, rigorous due diligence of educational partners, and protection of students' rights in accordance with applicable law and regulations. Suppliers shall provide appropriate support and training to all student workers.

## **Working Hours**

Suppliers shall follow all local applicable laws and regulations with respect to working hours and days of rest, all overtime must be voluntary, and workers shall take at least one day off every seven days except in emergencies, unusual situations or as regulated by related laws.

## **Wages and Benefits**

Suppliers shall ensure that all workers receive at least the legally mandated minimum wages and benefits. Suppliers shall offer vacation time, leave periods, and time off for legally recognized holidays and compensate workers for overtime hours at the legal premium rate. Suppliers shall communicate pay structure and pay periods to all workers and pay accurate wages in a timely manner, and wage deductions won't be used as a disciplinary measure.

## **Freedom of Association**

As legally permitted, Suppliers shall freely allow workers to associate with others, form, and join (or refrain from joining) organizations of their choice, and bargain collectively, without interference, discrimination, retaliation, or harassment; and Suppliers shall ensure that workers have a mechanism to report grievances and that facilitates open communication between the management and workers.

## **\* Health and Safety**

Suppliers shall provide and maintain a safe workplace and integrate sound health and safety management practices into its business. Workers shall have the right to refuse unsafe work and to report unhealthy working conditions.

## **Occupational Health, Safety, and Hazard Prevention**

Suppliers shall identify, evaluate, and manage occupational health and safety hazards through a prioritized process of hazard elimination, engineering controls, and/or administrative controls. Suppliers shall provide workers with job-related, appropriately maintained personal protective equipment and instruction on its proper use.

## **Emergency Prevention, Preparedness, and Response**

Suppliers shall identify and assess potential emergency situations and events. For each situation, suppliers shall develop and implement emergency plans and response procedures that minimize harm to life, environment, and property.

## **Incident Management**

Suppliers shall have a system for workers to report health and safety incidents and near-misses, as well as a system to investigate, track, and manage such reports. Suppliers shall implement corrective action plans to mitigate risks, provide necessary medical treatment, and facilitate workers' return to work.

## **Ergonomics**

Supplier shall identify, evaluate, and control worker exposure to tasks that pose ergonomic risk such as excessive force, improper lifting positions, or repetitiveness. Supplier shall integrate this process into the qualification of all new or modified production lines, equipment, tools, and workstations.

## **Machine Safeguarding**

Suppliers shall evaluate safety hazards in production and other machinery. Physical guards, interlockers and barriers are to be provided and properly maintained where machinery presents an injury hazard to workers.

## **Working and Living Conditions**

Suppliers shall provide workers with reasonably accessible and clean toilet facilities and potable water. Supplier-provided dining, food preparation, and storage facilities shall be sanitary. Worker dormitories provided by suppliers or a third-party shall be clean and safe and provide reasonable living space.

## **Health and Safety Communication**

Suppliers shall provide workers with appropriate workplace health and safety training in their primary language. Health and safety related information shall be clearly posted in the facility.

## **Worker Health and Safety Communication**

Supplier is encouraged to initiate and support worker health and safety committees to enhance ongoing health and safety education and to encourage worker input on, and participation in, health and safety issues in the workplace.

## **\* ENVIRONMENTAL**

Supplier shall develop, implement, and maintain environmentally responsible business practices.

### **Hazardous Substance Management and Restriction**

Supplier shall implement a systematic approach to identify, manage, reduce, and responsibly dispose of or recycle hazardous substances.

### **Non-Hazardous Waste Management**

Supplier shall implement a systematic approach to identify, manage, reduce, and responsibly dispose of or recycle non-hazardous waste.

### **Wastewater Management**

Supplier shall implement a systematic approach to identify, control, and reduce wastewater produced by its operations. Supplier shall conduct routine monitoring of the performance of its wastewater treatment systems.

### **Storm water Management**

Supplier shall implement a systematic approach to prevent contamination of storm water runoff. Supplier shall prevent illegal discharges and spills from entering storm drains.

### **Air Pollutants Management**

Supplier shall identify, manage, reduce, and responsibly control air emissions emanating from its operations that pose a hazard to the environment. Supplier shall conduct routine monitoring of the performance of its air emission control systems.

### **Boundary Noise**

Supplier shall identify, control, monitor, and reduce noise generated by the facility that affects boundary noise levels.

### **Environmental Permits and Reporting**

Supplier shall obtain, keep current, and comply with all required environmental permits. Supplier shall comply with the reporting requirements of applicable permits and regulations.

## **Pollution Prevention and Resource Reduction**

Supplier shall reduce energy, water, and natural resource consumption by implementing conservation and substitution measures. Supplier shall minimize hazardous substances consumption by implementing reduction and substitution measure

## **Ethics and Business Integrity**

Supplier shall always be ethical in every aspect of its business, including relationships, practices, sourcing, and operations.

Supplier shall not engage in corruption, extortion, embezzlement, or bribery to obtain an unfair or improper advantage. Supplier shall abide by all applicable anti-corruption laws and regulations of the countries in which it operates, for example the Foreign Corrupt Practices Act (FCPA), and applicable international anti-corruption conventions.

## **Disclosure of Information**

Supplier shall accurately record information regarding its business activities, labor, health and safety, and environmental practices and shall disclose such information, without falsification or misrepresentation, to all appropriate parties.

## **Protection of Intellectual Property**

Supplier shall respect intellectual property rights and safeguard customer information. Supplier shall manage technology and know-how in a manner that protects intellectual property rights.

## **Whistleblower Protection and Anonymous Complaints**

Supplier shall provide an anonymous complaint mechanism for managers and workers to report workplace grievances. Supplier shall protect whistleblower confidentiality and prohibit retaliation.

## **Community Engagement**

Supplier is encouraged to help foster social and economic development and contribute to the sustainability of the communities in which it operates.

## **Responsible Sourcing of Minerals**

Supplier shall exercise due diligence, in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, on its entire supply chain with respect to the sourcing of all tin, tantalum, tungsten, gold, cobalt contained in its products, to determine whether those metals are

from the Democratic Republic of the Congo (“DRC”) or any adjoining country and, if so, to determine whether those metals directly or indirectly financed or benefited armed groups that are perpetrators of serious human rights abuses in the DRC or an adjoining country. Countries that adjoin the DRC are Angola, Burundi, Central African Republic, the Republic of the Congo, Rwanda, South Sudan, Tanzania, Uganda, and Zambia.

### **\* Management Commitment**

FTC holds our suppliers accountable to this Commitment. Supplier shall implement or maintain, as applicable, a management system that facilitates compliance with this Commitment and the law, identifies and mitigates related operational risks, and facilitates continuous improvement.

### **Company Statement**

Supplier shall develop a company statement affirming its commitment to high standards of social and environmental responsibility, ethical conduct, and continuous improvement. Supplier shall post this statement in the primary local language at all of its facilities.

### **Management Accountability and Responsibility**

Supplier shall assign company representatives responsible for ensuring implementation and periodic review of its management systems. Supplier shall have a Corporate Social Responsibility (CSR) or Sustainability representative that reports directly to executive management and has the responsibility and authority to manage social and environmental compliance requirements for the business.

### **Risk Assessment and Management**

Supplier shall develop and maintain a process to identify labor and human rights, health and safety, environmental, business ethics, and legal compliance risks associated with its operations; determine the relative significance of each risk; and implement appropriate procedures and controls to control the identified risks.

### **Performance Objectives with Implementation Plans and Measures**

Supplier shall have written standards, performance objectives, targets, and implementation plans, including periodic assessments of the performance against those objectives.

### **Audits and Assessments**

Supplier shall perform periodic evaluations of its facilities and operations, and the

facilities and operations of its subcontractors and next-tier suppliers to ensure compliance with this Commitment and the law.

### **Documentation and Records**

Supplier shall have processes to identify, understand, and implement applicable laws and regulations and requirements of this Commitment. Suppliers shall maintain documents and records to ensure regulatory compliance.

### **Training and Communication**

Supplier shall develop and maintain management and worker training programs to facilitate proper implementation of its policies and procedures and to fulfill Supplier's continuous improvement objectives.

Supplier shall have a process for communicating clear and accurate information about its performance, practices, policies, and expectations to its workers, next-tier supplier(s), and customers. Supplier shall have an ongoing process to obtain feedback on its practices related to this Commitment and to foster continuous improvement.

### **Corrective Action Process**

Supplier shall have a process for timely correction of any deficiencies or violations identified by an internal or external audit, assessment, inspection, investigation, or review.