



UMC Electronics Co., Ltd.

From: July2020 To: June2021

To our stakeholders:

UMC group core business is circuit board mounting for automotive, industrial, and Commercial goods. We are capable of circuit board design, development, production, and globally distributing finished products.

Being a member of United Nations Global Compact will enhance company itself and can be recognized at both national and international level.

UMC have joined United Nations Global Compact (UNGC) on July2010. To collaborate and engage in advancing the UNCG initiative, we are committed to do business responsibly by aligning our strategies and operations with UNCG Ten Principles on human rights, labour, environment and anti-corruption, and have taken strategic actions to advance broader societal goals, such as the forthcoming UN Sustainable Development Goals.

I am proud to reaffirm to keep supporting the ten principles of the United Nation Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

A handwritten signature in black ink, consisting of the Japanese characters "高田 昭人" (Takada Akito).

Akito Takada

Representative Director, President and CEO  
UMC Electronics Co., Ltd.



## Human Rights

[Principle 1](#): Businesses should support and respect the protection of internationally proclaimed human rights; and

[Principle 2](#): make sure that they are not complicit in human rights abuses.

UMC group is committed to support and to protect the International Bill of Human Rights throughout our business activities.

In the whole UMC group, we focus on:

- Hiring handicapped employee and increase hiring opportunity.
- Hiring and promoting based on performance and ability, not based on gender, country or ethnicity, age, religion, etc.
- Hiring local employee by enhancing employee education.
- Raising awareness and training of employees on Human Rights.

We have human resource policies and procedures supporting Human Rights and make sure all our group companies follow its rules. We also set up a suggestion box and anonymous opinion collection system which any employee can contact the people in charge of protecting Human Rights in the Headquarter.

## Labour

[Principle 3](#): Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

[Principle 4](#): the elimination of all forms of forced and compulsory labour;

[Principle 5](#): the effective abolition of child labour; and

[Principle 6](#): the elimination of discrimination in respect of employment and occupation.

As for engagement in Labour Standards, UMC China acquired OHSAS 18001 in year 2002. In year 2012, based on ISO26000 CSR (corporate social responsibility) has been volunteer team has been established and continuously operating periodically.



For labour and environmental issue, we are actively contributing and practicing to Community development.

In all our group companies, we make sure to;

- Minimize labour over time and focus on employees' health and stress management.
- Conduct medical health check-up at least once a year for all employees.
- Enhance work environment by performing 6S and collect employees comments.
- Improve health and safety by enhancing plans and structure.
- Reduce and enhance harassment issue by assessing harassment rules and regulations.

From this year, we will fundamentally review our corporate governance and internal controls to enhance the Group management structure. To prevent any recurrence, we established a committee for policy planning on governance system that has outside experts as members.

The committee will recommend steps to take for

- (1) Rebuilding the system of governance.
- (2) Raising management's awareness.
- (3) Establishing a system of compliance.
- (4) Developing policies to improve results. We will endeavor to create a more open corporate culture to achieve those ideas and will work together to regain the trust of stakeholders as soon as possible.

And we will continue to minimize labour hours with efficiently improved productivity and implementation of working environment. And continuous activity of cleaning neighbor vicinity will lead to relation improvement with the community.

### Environment

[Principle 7](#): Businesses should support a precautionary approach to environmental challenges;

[Principle 8](#): undertake initiatives to promote greater environmental responsibility; and

[Principle 9](#): encourage the development and diffusion of environmentally friendly technologies.

For an engagement in Environmental Protection, UMC Japan and China have acquired ISO 14001 in year 2002 and UMC Vietnam in year 2008. And we have also continuously engaged in minimization of chemical substance, lead solder, and meet



global environment conservation standards. In year 2014, UMC Thailand has also acquired ISO 14001 and UMC Japan have acquired IATF16949 in year 2016 we are globally focusing on energy saving, and recycling and segregation of disposed material.

In all our production based and offices, we make work on;

- Reduction of CO2 internal activities.
- Training, acknowledgement, and controlling inventory of hazardous material.
- Continuation of recycle management of disposed material. And increases recycle items to reach zero emission.
- Decrease disposition of NDA documents.
- Implementation of community cleaning.
- strive to save electricity.

#### Anti-Corruption

[Principle 10](#): Businesses should work against corruption in all its forms, including extortion and bribery.

We take this Anti-Corruption principle seriously and we make sure all our employees conduct their business activities following the principle.

All the employees are required to;

- Acknowledge and understand system of antisocial and crime organization.
- Understand our standard and regulation of anti-corruption.
- Eliminate allusive relation with business partner and keep good relationship.

UMC group is committed to keep educating all our employees and make sure we do not violate this principle or our internal regulation on anti-corruption.