

United Nations Global Compact

## **SINBON Communication on Progress (COP)**

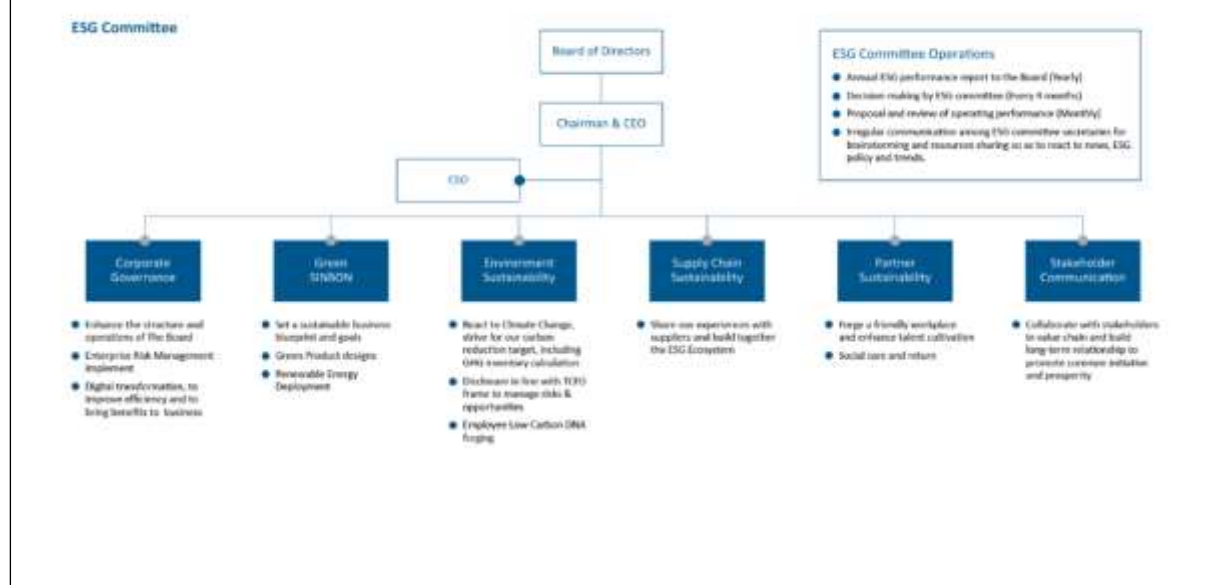


Period covered:  
From Jan 2021 to Dec 2021

## 1. STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER

I am pleased to confirm that **Jiangyin SINBON Electronics Co., Ltd.** reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption. In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. In 2021, the CSR Committee was upgraded into ESG Committee with 6 subcommittees covering Corporate Governance, Green SINBON, Environment Sustainability, Supply Chain Sustainability, Partner Sustainability and Stakeholder Communication. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,  
Joseph Wang  
Chairman & CEO



## 2. DESCRIPTION OF ACTIONS

### Human Rights

Principle 1: Abidance by international convention on human rights

We devote to protect fundamental human rights of employees. SINBON support and abide by international human rights conventions including < Universal Declaration of Human Rights>, < Global Covenant>, < The ILO Convention >.

Principle 2: Adherence to the rule that business operation should never harm human rights

SINBON obtained SA8000, international corporate social responsibility certificate early in 2013 and made corporate policies and procedures following international human rights principles. Please refer to <https://www.sinbon.com/tw/files/download/5f01d0fbf8b6ec6>), 2021

⊙ Fair working environment:

SINBON implements a workplace diversity policy to make sure there is no inequality in terms of gender, ethnic groups, races, social classes, nationality, age, marriage, family conditions, language, religion, political groups, personal appearance, disabilities etc.

⊙ Safe and healthy working environment:

SINBON attaches importance to employees' health and safety. Sub-committee Partner Sustainability, which focuses on maintaining enhancing work conditions, providing favorable welfare better than labor laws and reducing occupational risk has been set up under ESG Committee.

Principle 3: Support for freedom of association and collective bargaining

SINBON respect employees' right of freedom of association and collective bargaining. Opinion box, workshops were set up to listen to the voice of employees. We engage providing transparent communication channels for management and workers. Staff forums are held in a regular base for collecting their opinions about corporate operation, human resource management and production process and design plan etc. Staff is also encouraged to discuss labor conditions and welfare. Thus harmonious relationship between labor and management is set up through sufficient communication and labor rights and interests are protected.

Principle 4: Eliminating all forms of forced labor

SINBON makes policies and conforms to <human rights policy> to ensure that no underage labor is hired, attention is paid to employee work attendance, all works are voluntary. Opinion box and grievance mechanism is set up to check and prevent all forms of forced labor.

In terms of supplier management, we created supplier code of conduct based on industry commonly used RBA code. SINBON supplier code of conduct is integrated to agreement signed by suppliers thus to require them to conform to the sustainability standard.

**Principle 5: No Child Labor**

<SINBON Recruitment Procedure> regulates that no child labor should be hired and young workers (age 16-18) should be protected.

New employees are ensured to understand their welfare and rights through recruitment notification and training.

**Principle 6: Eliminating work discrimination**

SINBON believes that employees are important partner for corporate development. Upholding the concept of 'Respecting employees, adequate authorization', SINBON keeps cohesive and positive ties among colleagues, forges friendly workforce diversity, provides parenting subsidies better than law requires, hiring disabilities. It is ensured that no one is discriminated or treated differently by gender, age, marriage status or disabilities.

## **Environment**

**Principle 7: Support the preventative methodology to face environmental risks**

SINBON set <Corporate Sustainability Committee> early in 2014 and the committee was reorganized into ESG Committee in 2021 with 6 sub-committees. With the CEO and high level managers being chairman and members, SINBON promotes Go Green as mid to long term sustainability strategy by focusing on corporate governance, digitalization, green products, employee care and cultivation, social participation. In addition, the Environment Sustainability sub-committee leads the company to encounter risks and explore opportunities in environmental challenges through cross-department operation.

In 2021, SINBON Group carried out GHG inventory, Scope 1,2,3 third party verification and certification according to ISO14064-1:2018 and Product Carbon Footprint calculation and verification program. Science based target of carbon reduction project and is also under schedule for 2022, approaching way to corporate carbon reduction DNA and R&D of low carbon products.

**Principle 8: Take initiatives to promote environmental protection in a more responsible way**

SINBON Strives for transformation to a Green Enterprise and adhere to environment sustainability. When making policies, we respect law compliance and take into environment protection and safety for important consideration, take environment friendly measures for waste treatment and devote to green products research and design. We continued our efforts in local green purchasing and regulating our suppliers for investigation for the limit use of hazardous substances and conflict minerals.

**Principle 9: Encourage and promote eco-friendly technology**

SINBON has been cultivating in the green energy industry for many years. Through the combination of excellent R&D capability and service, we continue to have a steady market place in industries of EV, solar energy and wind power and upgrade together with the supply chain. Global green energy industry has become a prominent direction of development for SINBON in recent years. There was a 33% revenue increase in 2021 for green industry. SINBON will further expand the investment for green products and technology, make endeavor for innovation research and design with local talents thus making contribution to environment sustainability and green transformation.

**Anti-Corruption**

**Principle 10: Strive to fight against all forms of corruption, including extortion and bribery**

Integrity management has always been the business philosophy of SINBON. We pay attention to the relevant laws and policies of the operation locations at home and abroad and committed to following various corporate governance laws and regulations. In order to enhance employee compliance awareness and ensure the operation of all sites at home and abroad, relevant public courses are held every year in addition to the “Employee Code of Business Ethics”.

Customers, suppliers and employees can contact or appeal to the complaint in person, telephone or letter. If the complaint involves violation of laws, the legal department will cooperate with the audit office and relevant departments to investigate. In 2021, one case was received. The relevant units started the investigation in accordance with the procedures and legal norms after receiving the investigation. After the investigation has been prosecuted in accordance with the law and determined by the court, we strengthened the internal audit and control procedure and implementation accordingly for prevention.

Please find more info here:

[www.sinbon.com/csr/corporate-governance](http://www.sinbon.com/csr/corporate-governance)

[www.sinbon.com/csr/a-message-from-the-chairman](http://www.sinbon.com/csr/a-message-from-the-chairman)

[www.sinbon.com/csr/green-sinbon](http://www.sinbon.com/csr/green-sinbon)

[www.sinbon.com/csr/giving-back-to-the-society](http://www.sinbon.com/csr/giving-back-to-the-society)

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