

ROO HSING

Result of Implementation of Human Rights Management Policy in 2020

I. Training courses in human rights:

Course Category	Course Theme	Place	Total Number Of Trainees	Total Training Hours
Comprehensive enhancements and training	<ul style="list-style-type: none"> • Earthquake and disaster risk management • Sustainable corporate management • Management of information security and protection of personal information 	Taipei	73	4
J.R.H. (JDU & ROO HSING HEALTH)	<ul style="list-style-type: none"> • Methods for preventing sexual harassment • Gender equality training • Anti-corruption training 	China Changzhou plant, Cambodia plant	1,535	13,105
V.O.I.C.E.	Four core values: "Openness, Integrity, Courage, Empathy"	China Changzhou plant, Cambodia plant	1,500	30,000
P.A.C.E. (Personal Advancement Career Enhancement)	<ul style="list-style-type: none"> • Communication skills • Problem-solving and decision making • Time and stress management 	China Changzhou plant	40	1,920
C.A.R.E.- SBF project (Sewing for a bright Future)	<ul style="list-style-type: none"> • Sexual Reproductive Health • Nutrition and Hygiene • Maternal Health and Newborn • Prevention of Sexual Harassment • Financial Literacy 	Cambodia plant	3,014	3,014
Total			6,162 Trainees	48,043 hours



II. Highlights of Occupational Safety Training

To maintain zero-accident workplace environments, we ensure that all employees have safe and healthy workplace environments through comprehensive training. Our four main training categories are as follows:

Training Category	Content of Training	
Basic occupational health and safety training	<ul style="list-style-type: none"> Environmental health and safety risk awareness training Risk prevention measures 	<ul style="list-style-type: none"> Health and safety regulations Improvement strategies
Chemical storage and management	<ul style="list-style-type: none"> Awareness training Storage regulations Health and safety principles for operational personnel 	<ul style="list-style-type: none"> Usage and management of PPE Safety checklist for MSDS materials
PPE training	<ul style="list-style-type: none"> Awareness training and practical applications 	
Environmental hygiene management	<ul style="list-style-type: none"> Management of personal environments Production safety management 	<ul style="list-style-type: none"> Hygiene enhancements for workplace environments

Occupational safety projects and results for 2020 were as follows:

Type of Occupational Safety Training*	Focus of Training and Implementations in 2020	Total Number of Trainees	Total Training Hours
Basic occupational health and safety training	Monthly	12	72
Chemical storage and management	Quarterly	430	1,720
PPE training	Quarterly	430	1,720
Environmental hygiene management	Quarterly	26	104
BFC PICC training**	Once every 1.5 months on average	149	4,023
Total		1,047 Trainees	7,639 Hours

* Note: Encompasses China Changzhou plant, Cambodia plant, and Africa Tanzania plant.

** Note: BFC is the abbreviation for the Better Factory Cambodia project; PICC is the abbreviation for the Performance Improvement Consultative Committee.

