



## Self-assessment Form of Human Rights Due

### Diligence for O-Bank's Suppliers

We, \_\_\_\_\_, are O-Bank's supplier and present the self-assessment results of labor rights as follows:

No.	Group Exposed to Risks of Human Rights	Self-assessment Item	Results
1	Own employees Female employees Child workers Indigenous people Disabled employees Foreign migrant workers	Prohibition of Human Trafficking: Prohibition of forced labor, sexual exploitation and other forms of slavery.	<input type="checkbox"/> Fully achieved <input type="checkbox"/> Mostly achieved <input type="checkbox"/> Partially achieved <input type="checkbox"/> Slightly achieved <input type="checkbox"/> Barely achieved <input type="checkbox"/> Not achieved
2	Own employees Female employees Child workers Indigenous people Disabled employees Foreign migrant workers	Prohibition of forced labor, corporal punishment, and disciplinary practices Prohibition of using force, coercion, detention or other illegal means, to compel a worker to perform work; no corporal punishment and improper discipline in any form.	<input type="checkbox"/> Fully achieved <input type="checkbox"/> Mostly achieved <input type="checkbox"/> Partially achieved <input type="checkbox"/> Slightly achieved <input type="checkbox"/> Barely achieved <input type="checkbox"/> Not achieved

3	Child workers	Prohibition of Illegal Employment of Child Workers: Prohibition of employing children who are less than sixteen years old and illegal employment.	<input type="checkbox"/> Fully achieved <input type="checkbox"/> Mostly achieved <input type="checkbox"/> Partially achieved <input type="checkbox"/> Slightly achieved <input type="checkbox"/> Barely achieved <input type="checkbox"/> Not achieved
4	Own employees Female employees Child workers Indigenous people Disabled employees Foreign migrant workers	Freedom of Association: Employees shall have the right to collectively express, promote, pursue and defend their mutual benefits, e.g., the right to form a labor union.	<input type="checkbox"/> Fully achieved <input type="checkbox"/> Mostly achieved <input type="checkbox"/> Partially achieved <input type="checkbox"/> Slightly achieved <input type="checkbox"/> Barely achieved <input type="checkbox"/> Not achieved
5	Own employees Female employees Child workers Indigenous people Disabled employees Foreign migrant workers	Right of Collective Negotiations: The right of collective negotiations with the employer reinforces employees' human rights and right of freedom and autonomy, availing employees of an opportunity to influence the stipulation of workplace rules.	<input type="checkbox"/> Fully achieved <input type="checkbox"/> Mostly achieved <input type="checkbox"/> Partially achieved <input type="checkbox"/> Slightly achieved <input type="checkbox"/> Barely achieved <input type="checkbox"/> Not achieved

6	<p>Own employees  Female employees  Child workers  Indigenous people  Disabled employees  Foreign migrant workers</p>	<p>Equal Pay for Equal Work:  The salary is higher than the Minimum Living Wage* and the Minimum Wage in order to implement equal pay for equal work as well as salary/compensation, training and promotion opportunities on equal terms.</p>	<input type="checkbox"/> Fully achieved <input type="checkbox"/> Mostly achieved <input type="checkbox"/> Partially achieved <input type="checkbox"/> Slightly achieved <input type="checkbox"/> Barely achieved <input type="checkbox"/> Not achieved
7	<p>Own employees  Female employees  Child workers  Indigenous people  Disabled employees  Foreign migrant workers</p>	<p>Prohibition of Employment Discrimination:  No differential treatment or discrimination in any form may be imposed on the basis of gender, sexual orientation, race, skin color, class, age, marital status, language, thought, religion, political party, nationality, appearance, disability, etc.</p>	<input type="checkbox"/> Fully achieved <input type="checkbox"/> Mostly achieved <input type="checkbox"/> Partially achieved <input type="checkbox"/> Slightly achieved <input type="checkbox"/> Barely achieved <input type="checkbox"/> Not achieved
8	<p>Community residents</p>	<p>Protection of Local Residents' Right of Existence and Right to Health:  Corporate operations and provision of goods and services comply with local laws and regulations and do not impact on local residents' right of existence and right to health.</p>	<input type="checkbox"/> Fully achieved <input type="checkbox"/> Mostly achieved <input type="checkbox"/> Partially achieved <input type="checkbox"/> Slightly achieved <input type="checkbox"/> Barely achieved <input type="checkbox"/> Not achieved
<p>Explanations</p>	<p>“Fully achieved” scores 5; “Mostly achieved” scores 4; “Partially achieved” scores 3; “Slightly achieved” scores 2; “Barely achieved” scores 1; “Not achieved” scores 0.  One who obtains an average score of more than 4 may proceed with substantial transactions.</p>		<p>Average score:</p>

Prepared by:

Date: \_\_/\_\_/\_\_\_\_ (MM/DD/YYYY)

(Note \*) According to the minimum living expenses per person per month and household statistics latest published by the Ministry of Health and Welfare of the Republic of China, the Minimum Living Wage is calculated as follows:

{Minimum living expenses per person per month latest published × Average population per household latest published (rounded up to the nearest whole number)} ÷ 2 (double career family) = Minimum Living Wage

### **O-Bank's Human Rights Policy:**

- I. Respect for human rights at the workplace and implementation of equal pay for equal work  
Respect human rights at the workplace and implement equal pay for equal work and multiculturalism at the workplace. For human rights at the workplace and payment of employees' salary, do not impose differential treatment or discrimination in any form on the basis of gender, sexual orientation, race, skin color, class, age, marital status, language, thought, religion, political party, nationality, appearance, disability, etc.
- II. Safe work environment  
Actively promote a multicultural environment and affirmative action; strictly comply with laws and regulations in respect of labor and gender equality in employment applicable at the place of operation; provide employees an equal, safe and healthy work environment, including protection of employees' safety and physical and mental health, prohibition of forced labor, prohibition of illegal child workers, anti-discrimination and prohibition of harassment or any unfair treatment.
- III. Reasonable working time  
Comply with labor laws and regulations in respect of working time applicable at the place of operation; expressly stipulate the rules of regular working time and overtime; periodically pay attention to and manage the status of employee's attendance to ensure prevention of overtime risk and protection of employees' physical and mental health.
- IV. Protection of individual privacy  
With the idea of maintaining and protecting the privacy right of employees, clients and all stakeholders, in addition to establishing a personal data management system for the information system, network, and all data stored, processed, transmitted, or disclosed thereby and adopting relevant security, maintenance and control measures to prevent any event of damage, stealth, disclosure, falsification, abuse or infringement from occurring, the requirements of the professional information security management system are also complied with, and information security awareness is strengthened, in order to implement the safety of personal data protection.
- V. Multiple channels of communication  
For the purpose of providing positive employee-employer relationships and a harmonious work environment, a complaint and care mailbox for employees is established; employee-employer communication items are also expressly stipulated in work rules, including labor-management conferences periodically held on a quarterly basis for encouraging employees to submit each

and every comment and a smooth complaint mechanism, so as to ensure employees' labor rights; meanwhile, communicative channels and platforms are provided to stakeholders, accepting stakeholders' comments and delivering responses.

#### VI. Support of freedom of association and right of collective negotiations

Respect employees' right of forming and participating in associations, organizations, and legally recognized labor unions; build a good work environment with work-life balance where employees may ensure their own work benefits. Protect employees' right of collective negotiations; endeavor to maintain a smooth two-way communicative channel; ensure smooth employee-employer relationships.

#### VII. Promotion of multiculturalism

For the purpose of respecting individual differences, endeavor to build a multicultural and inclusive work environment; the project of promoting a multicultural work environment is planned and supervised by the President, shaping a corporate culture of respect and inclusivity. With the faith of benefiting others and fulfilling oneself, O-Bank affirmatively believes that respect and human rights protection are fundamental cornerstones for achieving corporate sustainable development and urges all employees and business partners to comply with the aforesaid principles together, jointly endeavoring to develop the financial industry.