



O-Bank's Supplier Sustainability and Human Rights Due Diligence Scoring Form

Company name:

Country of Origin: R.O.C. Other (Please fill in: _____)

Operating location: R.O.C. Other (Please fill in: _____)

Organizational structure: Co., Ltd. Ltd. Other (Please fill in: _____)

Location of payment: R.O.C. Other (please fill in: _____)

Your company, as a supplier to O-Bank, has been evaluated on sustainability aspects including environmental protection, safety and health, human rights and labor practices, social responsibility, and corporate governance. The results are as follows:

Supplier Sustainability and Human Rights Due Diligence Score			
No.	Scoring Item		ESG Risk Assessment Score
1	Has the Company established relevant ethical corporate management policies?	<input type="checkbox"/> Yes <input type="checkbox"/> No	Yes: 5 No: 0
2	Is the place of operation located in a country with a high risk of corruption?	<input type="checkbox"/> Yes <input type="checkbox"/> No	Yes: 0 No: 5
3	Whether the business operated by the Company is in an industry with a high risk of bribery?	<input type="checkbox"/> Yes <input type="checkbox"/> No	Yes: 0 No: 5
4	Is the long-term business operation and reputation in good standing?	<input type="checkbox"/> Yes <input type="checkbox"/> No	Yes: 5 No: 0
5	Has there been any record of involvement in bribery or illegal political donations or other unethical practices?	<input type="checkbox"/> Yes <input type="checkbox"/> No	Yes: 0 No: 5
6	Comply with occupational health and safety regulations, strive to provide employees with a healthy and safe working environment, and protect their legal rights. Female employees who are pregnant or have given birth within the past year, as well as employees under the age of eighteen, must not be assigned to hazardous or harmful work as defined by the central competent authority.	<input type="checkbox"/> Yes <input type="checkbox"/> No	Yes: 5 No: 0
7	The employment policy follows the International Bill of Human Rights, recognized fundamental labor rights principles, and relevant labor regulations.	<input type="checkbox"/> Yes <input type="checkbox"/> No	Yes: 5 No: 0
8	The basic labor rights of employees are protected, ensuring the employment rights of persons with disabilities, and prohibiting practices such as requiring deposits or withholding identification documents, which could harm the fundamental rights of workers. In Taiwan, according to Article 30 of the Labor Standards Act, the normal working hours for employees should not exceed 8 hours per day or 40 hours per week, and any overtime work should be avoided. For operations outside of Taiwan, local laws and regulations apply.	<input type="checkbox"/> Yes <input type="checkbox"/> No	Yes: 5 No: 0
9	Employee dormitories should provide a safe and comfortable environment, following principles of humane management. The dormitory environment should be kept clean and maintain public	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Not	Yes: 5

	order, in compliance with local fire safety and building regulations. (Not required if there is no dormitory for employees)		applicable	No: 0 Not applicable: 5
10	Responding to environmental protection, the commitment to implementing environmental sustainability development is emphasized.		<input type="checkbox"/> Yes <input type="checkbox"/> No	Yes: 5 No: 0
11	The operations and the products and services provided are carefully managed to avoid significant negative impacts on the environment and society. All operations comply with legal policies, and there have been no violations or legal penalties within the past year.		<input type="checkbox"/> Yes <input type="checkbox"/> No	Yes: 5 No: 0
12	Establish a corporate culture of ethical management, promoting integrity, transparent, and responsible business practices, and preventing any form of corruption or bribery.		<input type="checkbox"/> Yes <input type="checkbox"/> No	Yes: 5 No: 0
13	Potential groups facing human rights risks	Own employees Female employees Child workers Indigenous people Disabled employees Foreign migrant workers	Prohibition of Human Trafficking: Prohibition of human trafficking and employing trafficked individuals.	<input type="checkbox"/> Yes <input type="checkbox"/> No Yes: 5 No: 0
14		Own employees Female employees Child workers Indigenous people Disabled employees Foreign migrant workers	Prohibition of forced labor, corporal punishment and improper discipline: Prohibition of forced labor by threatening, coercion, binding or other illegal means. Prohibition of corporal punishment and improper discipline, sexual exploitation and other forms of slavery.	<input type="checkbox"/> Yes <input type="checkbox"/> No Yes: 5 No: 0
15		Child workers	Prohibition of child labor: In compliance with relevant international standards and domestic regulations, the employment of children under the age of 16 is strictly prohibited.	<input type="checkbox"/> Yes <input type="checkbox"/> No Yes: 5 No: 0
16		Own employees Female employees Child workers Indigenous people Disabled employees Foreign migrant workers	Freedom of Association: Employees have the right to collectively express, negotiate, pursue, and defend their common interests, including the right to form trade unions.	<input type="checkbox"/> Yes <input type="checkbox"/> No Yes: 5 No: 0
17	Potential groups facing human rights risks	Own employees Female employees Child workers Indigenous people Disabled employees Foreign migrant workers	Right of Collective Negotiations: Employees have the right to engage in collective bargaining with their employer, ensuring the protection of their human rights, freedoms, and autonomy, and providing	<input type="checkbox"/> Yes <input type="checkbox"/> No Yes: 5 No: 0

			them with an opportunity to influence the formulation of workplace rules.		
18		Own employees Female employees Child workers Indigenous people Disabled employees Foreign migrant workers	Implement equal pay for equal work: The wages paid to workers exceed the minimum living wage and minimum wage requirements, ensuring equal opportunities for salary remuneration, training, and promotion.	<input type="checkbox"/> Yes <input type="checkbox"/> No	Yes: 5 No: 0
19		Own employees Female employees Child workers Indigenous people Disabled employees Foreign migrant workers	Prohibition of Employment Discrimination: No discrimination or differential treatment shall occur based on gender, sexual orientation, race, color, social class, age, marital status, language, ideology, religion, political affiliation, nationality, appearance, or physical and mental disabilities.	<input type="checkbox"/> Yes <input type="checkbox"/> No	Yes: 5 No: 0
20		Community residents	Protect the rights to life and health of local residents: The Company's operations and provision of goods and services shall comply with local laws and regulations, ensuring that the rights to survival and health of local residents are not adversely affected.	<input type="checkbox"/> Yes <input type="checkbox"/> No	Yes: 5 No: 0
Explanations	ESG risk assessment: Based on the total score of the fields, low risk (86 to 100 points), medium risk (71 to 85 points), and high risk (0 to 70 points). ESG risk score must exceed 70 points before substantial transactions can take place.				Total ESG Rating Score
					0 to 100 points
Scoring Personnel	(Signature)				ESG Risk Rating Level
					Low, medium, high
		Review personnel	Application unit (Signature) General Affairs Department (Signature)		

(Note*) The minimum living wage required is calculated based on the latest monthly minimum living expenses published by the Ministry of Health and Welfare of the Taiwan, along with the household statistics of Taiwan. The calculation method is 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

The Bank's Sustainable Development Best Practice Principles and Human Rights Policy
Please refer to the official website of O-Bank for the sustainability policy and regulations

<https://www.o-bank.com/about/csr/Sustainable-policies-and-rules>

