

FET Human Rights Policy

FET has devoted itself to protecting fundamental human rights of its employees in accordance with internationally-accepted labor-related regulations. FET has been supporting and complying with the International Bill of Human Rights, including the Universal Declaration of Human Rights, the United Nations Global Compact, the United Nations Guiding Principles on Business and Human Rights and the Declaration of Fundamental Principles and Rights of Work published by the International Labor Organization, to preclude any violation and breach of human rights, so as to raise the awareness of human rights for employees and stakeholders.

FET regularly reviews the implementation of issues related to human rights in its policies and management system through due diligence and communication and promotion and publicly discloses related performance to stakeholders, including employees, business partners, suppliers, and customers, so as to reinforce their awareness of human rights.

FET Human Rights Policy is applicable to FET and its subsidiaries. Moreover, FET has established the Supplier Corporate Social Responsibility Guidelines to expect and request the supply chain partners to meet the idea and principles of FET Human Rights Policy with the same standards. For our employees, suppliers and business partners, FET commits to fulfilling the following commitments:

■ **Create a Dignified and Harmonious Work Environment**

FET abides by all labor and gender equality regulations of the regions where it operates, and provides a safe and harmonious work environment for employees. FET forbids employment of child labor and any form of forced labor, ensures the working hour arrangement being reasonable, and offers equal and fair wages and benefits to employees. Meanwhile, FET has committed to eliminating workplace violence, including harassment, violation, physical punishment, verbal insult, and psychological oppression of all forms. Relevant policies and procedure have been clearly defined and expressed to employees. Moreover, FET respects the freedom of association and participation in collective bargaining of its employees. FET has set up accessible and diverse channels for communication between the management and labor. Under such framework, employees or representatives of labor are able to publicly communicate with the management without being retaliated, threatened or harassed, so as to create a harmonious workplace for the management and labor. FET has also required the supply chain partners to meet the same standards.

■ **Build a Diverse and Inclusive Work Environment with Respect for Equality; Support Home Care**

FET has been open to the diversity in the organization, and has treated employees, contracted employees, and interns with dignity and respect. FET has also made a commitment to protecting its employees from harassment and legal discrimination and providing equal opportunities of employment and development for all employees. The employees are not discriminated because of their nationality, race, age, gender, marital status, gender identity, disability, pregnancy, religious belief, political standpoint, background and other identities that are protected by the law. Also, the wages and opportunities of advancement, reward and training of employees are not influenced due to the



reasons stated above. Furthermore, FET is concerned about the right of employment of the disadvantaged. FET has cooperated with external organizations to provide jobs for people with disabilities, creating a friendly work environment for people with disabilities.

FET encourages employees to value home care ,provide labor marriage leave, provide paternity leave and maternity leave that are superior to the Labor Standards Act., provide paid maternity leave, parental leave benefits in accordance with the law, and provide support measures such as nursing room or childcare allowance. Meanwhile, FET chooses to work with supply chain partners that share the same ideals, hoping to create a work ecosystem with dignity and equality.

■ Create a Safe and Healthy Work Environment

FET deeply understands that employees are important assets of the company, knowing that a safe and healthy work environment is the key to the commitment, productivity and morale of employees. Therefore, FET has devoted itself to measures that promote the health and safety of employees every year, and strictly prohibiting illegal human trafficking in order to create a healthy and secure workplace. FET specifies relevant standard operations and contingency procedures for occupational safety regulations and provides appropriate protective equipment to ensure the safety during various operations. Additionally, FET organizes teams of labor safety and medical care to receive regular training on occupational safety and health, which ensures the teams are equipped with the ability to identify risks and resolve safety issues in the workplace. The performance and effort have made FET receive workplace safety awards many times.

Besides, FET cares for the physical and mental health of its employees. In addition to offering overall health check to its employees regularly, FET also holds training and activities regarding health management issues, designs employee assistance program to provide counseling service for its employees and organizes activities, such as company outings and massage service. By doing so, it is hoped that the employees of FET may maintain a healthy and balanced lifestyle.

As a quality supplier of telecom service, we are committed to fulfilling the following commitments regarding the personal privacy issues of relevant business contacts (including partners, suppliers, customers, consumers, and employees, etc.):

■ Promote Social Welfare and Information Security with the Core Competencies of the Enterprise

FET builds up monitoring systems for information security on the basis of four aspects: information and technology security, personnel security, physical environment security, and protection for personal information clients. Management and verification of international information security is also included in the monitoring systems. FET has made its commitment to reasonably protect the autonomy in individual information and to protect personal life from being disturbed. FET has put all its effort in implementing protection on privacy and information.

As a supplier of telecom service, FET has actively planned and established infrastructure and offered special tariffs to ensure that citizens living in remote areas, mountains and offshore islands, low-income households, and the disadvantaged are able to enjoy the fundamental rights of telecom



service. Meanwhile, FET has improved the quality of digital convergence based on its core technology, promoting reduction of digital divide and equal digital opportunities. FET has cared about the safety of people. FET assists people in obtaining information related to disaster by delivering push of disaster prevention message on cell phone. Once the disaster occurs, FET endeavors to repair the equipment in order to recover the service. In addition, FET shows its care for the affected citizens by providing telecom support, hoping to reduce the loss caused by disasters.

**Chee Ching
President**