

Build a Friendly Working Environment Without Workplace Discrimination and Harassment

The Company upholds the spirit of diversity and open-mindedness and respects the uniqueness of each individual. A diverse workplace should embrace the differences in people through understanding and respect in order to gain benefits from the diversity. The Company is determined to take any necessary actions to eliminate discrimination and sexual harassment in the workplace.

■ Anti-discrimination Policy

The Company prohibits any illegal discrimination unrelated to the work in recruitment, job promotion, or remuneration giving. Unfair treatment based on nationality, race, gender, age, religion, political stands, physical disability when providing products/services to users is restricted. The Company shows zero tolerance to discrimination in any form. FET values the right of employment of the disadvantaged. Thus FET has cooperated with external organizations to provide jobs for people with disabilities, creating a friendly work environment for people with disabilities.

■ Anti-harassment Policy

The Company creates a working environment that has no harassment in any form for employees, contractors, technical staff, and interns. Appropriate measures in terms of precaution, correction, and punishment have been implemented not only to protect human rights and privacy, but to ensure the workplace is not damaged by harassment.

■ Reporting and Investigation

The reporting of the discrimination or harassment shall be submitted to the Human Resource Department one month after the incident by the person being mistreated. The personnel who carry out the case investigation, review, recording and archiving shall protect the privacy of the individual and deal with the case privately. The responsible unit shall keep the case confidential. The information shall not be disclosed publicly or to a third party unless indicated by law.

The reporting case shall be resolved by the Grievance Committee in two months. One month may be extended when necessary. The resolution shall be implemented after the approval of the highest supervisor of the Human Resource Department and the business department. The two parties shall be informed by written form. After the investigation, a report shall be consolidated including the incident detail, the explanations from the two parties, and the result of the investigation. Disciplinary actions and corrective actions shall be proposed, including but not limited to additional training, verbal warning, written warning, performance point deduction, and dismissal.

■ The Responsibility of the Company

Every employee in the Company is responsible for creating a friendly workplace with respect. The Company shall thoroughly follow up, evaluate, and monitor the reporting cases, ensuring the resolution is implemented accordingly and preventing any revenge acts. The Company asks all employees to join anti-harassment and anti-discrimination training periodically. This statement applies to all employees of the Company in all forms of the workplace (e.g. business trips, meetings, business-related social activities, etc.)



Chee Ching
President