

## ROO HSING

### Result of Implementation of Human Rights Management Policy in 2021

#### I. Training courses in human rights:

Course Category	Course Theme	Place	Total Number Of Trainees	Total Training Hours
<b>Comprehensive enhancements and training</b>	<ul style="list-style-type: none"> <li>Tips for upward communication in the workplace</li> <li>Integrity management code and case sharing t</li> <li>Management of information security and protection of personal information</li> </ul>	Taipei	52	4.5
<b>J.R.H. (JDU &amp; ROO HSING HEALTH)</b>	<ul style="list-style-type: none"> <li>Methods for preventing sexual harassment</li> <li>Gender equality training</li> <li>Anti-corruption training</li> <li>女性健康 Anti-bullying training</li> </ul>	China Changzhou plant, Cambodia plant	1,630	2,970
<b>V.O.I.C.E.</b>	Four core values: "Openness, Integrity, Courage, Empathy"	China Changzhou plant, Cambodia plant	1,200	8,610
<b>P.A.C.E. (Personal Advancement Career Enhancement)</b>	<ul style="list-style-type: none"> <li>Communication skills</li> <li>Problem-solving and decision making</li> <li>Time and stress management</li> <li>Maternal Health Protection</li> </ul>	China Changzhou plant, Cambodia plant	180	9,000
<b>C.A.R.E.- SBF project (Sewing for a bright Future)</b>	<ul style="list-style-type: none"> <li>Sexual Reproductive Health</li> <li>Nutrition and Hygiene</li> <li>Maternal Health and Newborn</li> <li>Prevention of Sexual Harassment</li> <li>Financial Literacy</li> </ul>	Cambodia plant	4,320	7,200
<b>Total</b>			<b>7,382 Trainees</b>	<b>27,784 hours</b>



## 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"> <li>Environmental health and safety risk awareness training</li> <li>Risk prevention measures</li> <li>Disaster prevention concept propaganda</li> </ul>	<ul style="list-style-type: none"> <li>Health and safety regulations</li> <li>Improvement strategies</li> <li>CPR emergency training</li> </ul>
Chemical storage and management	<ul style="list-style-type: none"> <li>Awareness training</li> <li>Storage regulations</li> <li>Health and safety principles for operational personnel</li> </ul>	<ul style="list-style-type: none"> <li>Usage and management of PPE</li> <li>Safety checklist for MSDS materials</li> </ul>
PPE training	<ul style="list-style-type: none"> <li>Awareness training and practical applications</li> </ul>	
Environmental hygiene management	<ul style="list-style-type: none"> <li>Management of personal environments</li> <li>Production safety management</li> </ul>	<ul style="list-style-type: none"> <li>Hygiene enhancements for workplace environments</li> </ul>

Occupational safety projects and results for 2020 were as follows:

Type of Occupational Safety Training*	Implementations in 2020	Total Number of Trainees	Total Training Hours
Basic occupational health and safety training	Cambodia factory 6 times, Tanzania factory 4 times, China factory 2 times	5,490	40,446
Chemical storage and management	2 times each in Tanzania and China factory	89	178
PPE training	Cambodia factory 6 times, Tanzania factory 4 times, China factory 2 times	5,490	21,602
Environmental hygiene management	2 times each in Tanzania and China factory	521	1,042
BFC PICC training**	6-day training in Cambodia factory	30	1,440
PICC training**	Cambodia factory 2 times	120	720
Firefighting training	2 pieces of training a year	5,490	10,980
<b>Total</b>		<b>17,230 Trainees</b>	<b>76,408 Hours</b>

\* 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.

