

The Implementation and Execution of Corporate Social Responsibility in 2020

1. Social Participation

TSRC understand the importance to maximize the effect of limited resources. Hence, TSRC promotes social engagement in our neighborhood of factory site and implement some activities continuously, such as the chemistry education in rural areas and contributions to disadvantaged students which last for ten years. As a member of the chemistry industry, TSRC supports chemistry education and communities, help disadvantaged institutions to strengthen the invisible power of social stability.

I. The allocation of social participation in 2020 is as follows

Item	Construction	Disadvantage Group Caring	Social Group	Industrial Education
Percentage	47%	6%	5%	42%

II. Support for chemistry education

TSRC invested resources to promote chemical science. We organize the chemistry learning activities relevant to life to arouse the interest of the students in this subject and enhance the popularity and awareness of the science. We execute the industry-academia integration by supporting the Industry-Academia Cooperation Program of Chemical Engineering through the Dashe Industrial Park Factory Association in the hope to find out and hire potential talents. 2020 was the tenth year of the activity.

The team used a “mobile chemistry truck”, remodeled with a 3-ton truck, and a “running analysis vehicle” to form a “mobile chemistry fleet” and made more than 600 traveling demonstrations at different schools and most of them were at remote locations and nearby the industrial zones. TSRC deeply agrees with the purpose of chemistry education in rural areas. TSRC has made donations, provided teaching materials, and cooperated with the Tamkang’s Team since 2012.

In addition to supporting more than ten events in the Kaohsiung Area every year, we funded all the schools near our production site. TSRC’s employees have acted as volunteers to give assistance for a long period of time. TSRC participated in almost 20 events over past 9 years and more than 170 volunteers provided services for nearly one thousand hours.

III. Support for Community

China

In Nantong area, Shenhua Chemical and Nantong Industrial, and TSRC-UBE continued to donate through Taiwanese Investment Enterprise Association and Nantong City Old District Foundation for Poverty Alleviation, donations

will be used in student aid, help for families in difficulty and disadvantage groups. TSRC donated RMB 6,000 to the Foundation for Poverty Alleviation through Taiwanese Investment Enterprise Association in December 2020. The donation was used by the Foundation to visit the asylum for lepers.

Taiwan

TSRC Social Caring Committee had set aside special funds to contribute to three elementary schools in Dashe District (Dashe Elementary School / Guanyin Elementary School / Jiacheng Elementary School) for nine years to sponsor meals, tuition, student clubs, and learning. This activity had helped thousands of needed children. TSRC also has exchanges of opinions with the communities through this positive activity

1. TSRC is Neighborly to the neighboring residents in the factory area through the Factory Association.
2. TSRC Employees Welfare Committee purchased various agricultural products to the employees
3. The donation for social caring was a total of about NT\$1,050,000 in 2020

2. Occupational Health and Safety Management

To fulfill our responsibility of environmental protection, ensure the occupational safety and health of employees, and maintain the rights and benefits of stakeholders, TSRC and its subsidiaries in the China Area introduces the ISO45001 and CNS45001 Occupational Safety and Health Management System. By inheriting the spirit of the Responsible Care Committee established by most companies in the chemical industry, TSRC participated in Taiwan Responsible Care Association (TRCA) and Ren Da Association for Promoting Safety and Health to observe and learn from each other's practices in industrial safety, health and environmental protection to promote the safety and health protection of operators.

Fire prevention drill and industrial safety education training are regularly held every year to enhance employee's emergency response and self-safety management capability. We have established an emergency response operation procedure for adjusting to the emergency such as raw materials spill brought about by dry run as well as fire, explosion, and earthquake.

Type	Number of dry run in 2020				
	TWN Kaohsiung	Shen Hua	TSRC(NT)	TSRC-UBE	TSRC(SH)
Spill Response	9	8	43	5	1
Fire Response	5	6	17	2	1

Industrial Pipelines Spill Response	1	1	4	1	0
Production Process Safety Response	1	4	6	2	0
Other	2	5	55	11	1
Total	18	24	125	21	3

3. Educational Training of Employees and Prevention of Occupational Disease

I. Safety of workplace

TSRC establishes the “Occupational Safety Hazard Identification and Risk Assessment Management Regulations” in the ISO45001 Occupational Safety and Health Management System to conduct significant OHS risk assessment. Unacceptable risks and acceptable improvement opportunities are incorporated in the goal and action plan to control the risks effectively. We also develop the regulations on reporting safety and health incidents of different grades, including near miss, pursuant to the “Abnormal Incidents Handling Procedure.”

TSRC place much importance on the physical and mental health of the employees. The factories follow the “Occupational Safety Hazard Identification and Risk Assessment Management Regulations” and comprehensively assess the OHS impacts of different social aspects such as physical and mental disorder at the workplace, verbal abuse, sexual discrimination, and sex harassment, hoping to take counter-measures as early as possible to protect the rights of the employees.

TSRC implements all employee health examinations once every year which is better than the provisions specified in the laws and regulations, and under the premises not affecting personal privacy regulations, conducts tracking management with the assistance of medical personnel for the employees with major abnormal physical conditions detected from the health examination as follows:

Year of 2020	TWN Kaohsiung	Shen Hua	TSRC(NT)	TSRC-UBE	TSRC(SH)	TSM
Number of employees requiring examination	294	207	251	83	31	53
Actual number of examined employees	292	207	251	83	31	16

II. Professional and General Education for Employees

The “Improve Capability of Human Resource” has been the core of our human resource development at TSRC. We cultivate talents and characters in all aspects. Talent means the professional skills and competencies and character is the ethical quality of a person to cultivate the employee’s ethics and social caring from the human spirit and behavior. In response to organizational internationalization, TSRC actively invests in employee training and multiple learning, expecting that employees can grow together with TSRC in the aggressive global competition. Policies and directions for education training aim to improve work skills of employees and the market competitiveness for coping with future market and environmental changes.

In 2020, TSRC invested a total of NT\$6,243,000 in training with approximately NT\$ 4,000 and 36 hours for each employee on average.

2020 Average employee training hours	Category	TWN	She Hua	TSRC(NT)	TSRC-UBE	TSRC(SH)	TSM
By Rank	Senior Management	19	77	73	57	0	18
	Mid/First Level Management	32	57	68	70	15	27
	Non-Management Indirect Employees	27	57	38	42	21	37
	Non-Management Indirect Employees	20	58	44	54	11	32
By Gender	Male	23	59	45	57	13	35
	Female	29	49	35	27	19	20