



Occupational Health and Safety Commitment and Policy

Date of Establishment: August 1, 2023

NANPAO and its subsidiary companies (collectively referred to as "NANPAO") have formulated an "Occupational Health and Safety Commitment and Policy," applicable to the entire group, all business units, and factories within the company. NANPAO actively establishes effective communication channels with stakeholders, including employees, customers, strategic partners, contractors, shareholders, and communities, to collectively pursue sustainable development. NANPAO has established a dedicated executive committee with clear responsibilities to enforce occupational health and safety controls.

Our Commitment:

1. Ensure the safety of employees, contractors, and visitors.
2. Provide a safe, hygienic, and healthy work environment.
3. Prevent harm to the community and the environment.
4. Comply with all relevant laws and regulations.
5. Continuously improve to achieve the goal of zero accidents.

Our Actions:

1. Continuously communicate with internal teams to provide safe and healthy working conditions, preventing work-related injuries, occupational diseases, or accidents.
2. Strictly adhere to all applicable company-related occupational health and safety laws and regulations, as well as globally recognized standards and agreements voluntarily supported by the company. We establish quantifiable objectives to continually improve occupational health and safety performance, ensuring the company's steady growth in the pursuit of the ultimate goal of zero accidents.
3. Establish a documented management system for achieving occupational safety objectives, readily accessible internally and available to contractors or individuals under the company's management units.
4. Develop action plans to eliminate hazards and reduce occupational health and safety risks for accident prevention.
5. Continuously enhance the company's occupational health and safety management system.
6. Ensure employee and employee representative consultation and participation in the process of improving the occupational health and safety management system.
7. Maintain communication within the company to ensure that all occupational health and safety policies and management systems remain relevant and appropriate to the company's operations and needs.



This commitment and policy underscore our dedication to safeguarding the well-being of our workforce, contractors, visitors, and the wider community. Through rigorous adherence to laws, regulations, and our own standards, we strive for continuous improvement, fostering a culture of safety and contributing to the well-being of our employees and the sustainability of our operations.

Chairman Wu cheng-Hsien