



3.6 Occupational Health & Safety

GRI 403-1/403-8



100%

Coverage rate of Occupational Health & Safety Policy

Following the [Occupational Health & Safety Policy](#) of PharmaEssentia, we continue to enhance our employees' health management and promotion measures, covering a total of 287 full-time employees (including the Taichung Plant) with a coverage rate of 100%. We plan to introduce the ISO 45001 Occupational Health & Safety Management System in 2023 and establish an Occupational Health & Safety Committee to carry out comprehensive measures, such as hazard identification, risk assessment, and accident investigation throughout the company in order to create a safe, healthy, and zero-accident work environment.

<p>Compliance with government regulations</p>	<p>Emphasis on hazard prevention</p>	<p>Implementation of continuous improvement</p>	<p>Encouragement of all employee participation</p>
<p>Adhere to government regulations to promote safety and harmony</p>	<p>Strive for zero accidents and provide a safe environment</p>	<p>Create a safe and healthy corporate image by implementing continuous improvement</p>	<p>Encourage employee participation to enhance safety culture</p>



Employee participation in "Office Ergonomics Prevention and Stretching Exercise" health promotion lectures

Occupational Health Services

GRI 403-2/403-3/403-4

We are committed to reducing occupational health risks and creating a working environment that enables employees to have physical and mental well-being, health, and happiness. Following PharmaEssentia Headquarters first-time achievement of the Healthy Workplace Certification/Health Promotion Label and the Taichung Plant's recertification in 2020, we have been actively promoting employee health and safety. We have also organized health promotion seminars such as "Ergonomic Workplace Design and Stretching Exercises" to encourage employees to improve their own health. These efforts have been recognized, and our Taipei Headquarter has been awarded a Healthy Workplace Certification with a validity period of 3 years, affirming our commitment to protecting the health of our employees.

PharmaEssentia's emphasis on occupational health and safety is based on the Labor Health Protection Regulations and the Occupational Safety and Health Act. All employees are provided with a free annual health checkup, which is more than what we are legally required to do, to help employees learn about the status of their health and focus on areas that need improvement, thereby reducing or avoiding illnesses. Additionally, we have contract medical and nursing staff to provide on-site services, provide health education, arrange in-person appointments with physicians when necessary, reduce or eliminate potential health risks, and hold quarterly labor-management meetings to maintain smooth communication channels, allowing employees to raise health concerns at any time. In 2022, two health seminars were held, namely "[No More Metabolic Syndrome](#)" and "[Office Ergonomics and Stretching Exercise](#)", with 75 and 66 participants, respectively, to enhance our employees' awareness of the three major risk factors to health and encourage them to focus on daily prevention and healthcare.

PharmaEssentia Headquarters health workplace certification/health promotion label

Taichung plant health workplace certification/health promotion label

Service	Description of Service	2022 Results of Pharma Essentia and Panco Healthcare's Execution of Health Service
<p>✓ Health check-ups Regular health checkups and advanced health checkups for those engaged in high-risk operations</p>	<ul style="list-style-type: none"> • We provide regular health check-ups once a year to assist employees in managing their health. • For employees engaged in special hazardous operations, we provide special health check-ups. 	<p>We invest NTD 1.18 million annually for regular health check-ups for 236 colleagues.</p>
<p>✓ On-site health education service Contract nursing staff on-site to provide health education services</p>	<ul style="list-style-type: none"> • We arrange for appointment and health education sessions every Wednesday, approximately three times a month. • Medical professionals give out timely health information in accordance with the company's internal system. 	<p>We invest NTD 25,885 for special health check-ups for 58 colleagues. Those identified by the doctor as having abnormalities (level two management) that are unrelated to work have completed physician consultation and health education.</p>
<p>✓ Maternal health protection Evaluate hazard factors to ensure workplace safety for female employees</p>	<ul style="list-style-type: none"> • Assessing risk factors to ensure the safety of female employees in the workplace. For pregnant women and women who have given birth within one year and are engaged in work that may affect the health of the mother and baby during pregnancy or lactation, we provide assessments, recommendations from professional physicians, and health protection measures such as modifying their work conditions, adjusting working hours, and having them switch duties with other employees based on identification, assessment and control of work environments and the hazardous chemicals present in them. 	<p>We invited nurses, physicians, physical therapists and psychological counselors to promote health education on-site, and held 39 sessions in total.</p> <p>For pregnant women and women who have given birth within one year, all employees who were pregnant at the Taichung Plant have been evaluated and arranged for suitable posts. The execution rate of our maternal health protection plan in the past three years has been 100%.</p>
<p>✓ Occupational Hazard Prevention Plan Identification of hazards and injury/illness assessment</p>	<ul style="list-style-type: none"> • Based on the 2022 Occupational Hazard Prevention Questionnaire, employees suspected of being impacted by occupational hazards have had appointments with doctors and nurses arranged for follow-up health monitoring. 	<p>According to the 2022 Musculoskeletal Symptoms Scale Questionnaire, back pain is the most common issue, and in 2023, we will arrange to have rehabilitation specialists available for consultation and education.</p>
<p>✓ Prevention of diseases caused by abnormal workloads Integration of health promotion services and assessment of employee health risks</p>	<ul style="list-style-type: none"> • Assessing and evaluating risk levels based on annual health examination reports, attendance records, and personal and workload charts. 	<p>After assessment, appointments with medical specialists have been arranged for employees with moderate risk for follow-up health monitoring.</p>
<p>✓ Regular monitoring of work environment Grasp the reality of the work environment and assess the exposure status of employees</p>	<ul style="list-style-type: none"> • Conducting work environment monitoring every six months and every quarter. • Commissioning qualified testing companies to conduct chemical and physical environmental monitoring. • The monitoring plan and results are logged into the company's system, and notifications are implemented. 	<p>Chemical and physical factor tests are within allowable standards.</p>
<p>✓ Accident investigation and handling procedures</p>	<ul style="list-style-type: none"> • Conducting investigation and follow-up improvement measures for occupational accidents based on the Accident Investigation and Handling Procedures. 	<p>One accident resulted in moderate injuries, which is within the acceptable range. Education and training have been implemented, and the maintenance, supervision, and inspection of existing protective equipment have been enhanced. No commuting accidents have occurred.</p>

Employee Health Promotion

GRI 403-6

We have organized a multitude of health promotion activities to cultivate good exercise habits in employees during work, and provided various ways for them to relieve stress for their physical and mental well-being.

Massage Station

To promote public welfare and employee health, PharmaEssentia has set up a "Massage Station" with one visually impaired massage therapist. Since its establishment in 2014, it has served more than 7,736 people. Its effectiveness and dedication have been highly praised by colleagues and external parties, successfully creating a model of a healthy workplace. In 2022, the massage station was used by a total of 520 people.

Diverse Clubs

To be healthy, one needs to be active. Developing good exercise habits or cultivating an interest in sports is the direction the company expects its employees to strive for. Through the welfare committee's subsidy, employees are encouraged to participate in club activities in their spare time, make friends with like-minded colleagues across departments, relieve stress, and enrich their lives. There are various types of clubs, such as badminton clubs, table tennis clubs, etc., which use the power of small groups of sports enthusiasts to promote a culture of exercise and fitness within the company. In 2022, there were 33 members in the clubs of PharmaEssentia.



DIY workshop for epidemic prevention

To cope with the long-term epidemic prevention measures that can lead to anxiety and emotional problems, the annual health promotion lecture at our Taichung plant has arranged a DIY workshop to help reduce psychological stress and anxiety (including DIY hand sanitizing spray and soap, and therapeutic succulent planting). Each workshop can accommodate 20 participants.






Walking Challenge

PharmaEssentia is hosting a 3-month walking challenge where participants must accumulate 200,000 steps per month to reach the goal. Those who reach the target will receive a sports towel and be entered into a prize draw for a sports wristband. The challenge aims to encourage healthy habits and promote physical activity among colleagues.

In Response to the COVID-19 Pandemic

The COVID-19 pandemic has lasted for more than three years, and we have entered a phase in which we are coexisting with the pandemic. PharmaEssentia has established a pandemic response task force, which includes the Chairman, the CEO, the General Manager, the COO, the Director of Production and Manufacturing, the HR department, and Environmental Health and Safety department. Meetings are held as needed in response to the development of the pandemic, and we cooperate with the policies and guidelines issued by the Central Epidemic Command Center (CECC) and other authorities as well as implement various measures to safeguard the health and safety of our employees.

PharmaEssentia and Panco Healthcare's COVID-19 Contingency Plan

 Personnel Control Measures	<ul style="list-style-type: none"> ✓ Home quarantine and exposure tracing should follow CDC policies ✓ Replace in-person meetings with video conferencing as much as possible to reduce risk of exposure ✓ Internal personnel: Have body temperature measured when entering the office, wear masks, and implement disinfection measures ✓ External personnel: Reduce the number of visitors and keep them in designated areas of the office ✓ Suspend large-scale education and training sessions (except those required by law) and activities
 Preventive Measures in Advance	<ul style="list-style-type: none"> ✓ Insure employees with pandemic insurance ✓ Subsidize employees' influenza vaccine costs ✓ Purchase rapid screening kits to ensure that employees can learn about the status of their health quickly and take measures if they have any discomfort ✓ Enhance cleaning and disinfection of the company's premises
 Continuous Promotion of Precautionary Measures	<ul style="list-style-type: none"> ✓ Encourage employees to receive COVID-19 and influenza vaccines ✓ Avoid crowded and poorly ventilated public places ✓ Wear masks when entering public places or enclosed spaces to keep droplets in the air out of respiratory system ✓ Encourage employees to avoid large gatherings and events ✓ Encourage employees with fever or acute respiratory symptoms to rest at home and keep records on their health

Note: The above control measures will be adjusted based on the level of pandemic's threat and the latest regulations.
 Note: To ensure continuous operation, Panco Healthcare has divided its logistics center into two groups of personnel who do not come into contact with each other; and controls the entry of outsourced personnel, who are required to undergo rapid screening test before entering the site if necessary.

Workplace Safety and Accident Prevention Mechanism

GRI 403-5 GRI 403-7 GRI 403-9~10

Our company has established our own [Labor Safety and Health Work Guidelines](#) and [Emergency Response Procedures](#) to regulate various safety measures, and we regularly conduct emergency response drills so that we may respond to various types of emergencies and prevent occupational accidents. Employees receive regular on-the-job safety and health education and training, and personnel are assigned according to legal regulations to be supervisors for particular projects, and non-designated personnel are not allowed to be involved with their operations. Our plant also implements various measures and tests, such as the [Important Facility Operator Test](#); [Factory Health and Safety Regulations](#); and [Contractor Entry and Operation](#), which regulate entry, facility operation and factory safety to ensure the health and safety of all personnel in the plant.

Panco Healthcare Logistics Center has established the [Logistics Center Safety Management Operating Procedures](#) and [Emergency Response Handling Operating Procedures](#) to prevent occupational injuries and ensure that all equipment stay in normal operation. In the event of an emergency, the logistics center manager is notified immediately, and the emergency response task force take action to evacuate personnel or provide medical attention to those who are injured in accordance with the established management mechanism.

In 2022, PharmaEssentia and Panco Healthcare jointly held 33 occupational health and safety training sessions, with a total of 229 participants trained.

229 Participants
 33 training sessions of occupational safety and health

PharmaEssentia and Panco Healthcare's Occupational Safety and Health Employee Training Statistics in 2022

Training Topic		Number of Sessions	Number of participants
Internal	General safety and hazard training for employees (including new employees)	10	74
	AED & CPR training	4	86
	Toxic substance disaster emergency response and dress rehearsal	2	16
External	On-the-job safety and health training (includes operators of hazardous equipment, emergency relief personnel, and furnace/boiler operators)	9	10
	Toxic disaster professional emergency response personnel general level training	1	2
	General training for professional responders of poisonous disasters in Central Taiwan Science Park	1	2
	GHG internal auditor education and training	1	34
	Environmental protection seminars and briefings on legal compliance	5	5
Total	33	229	

Our company tracks incidents of occupational injury at PharmaEssentia, Panco Healthcare and our US subsidiary, and conducts investigations and follow-up improvement measures in accordance with the Accident Investigation and Handling Measures. In 2022, there was only one incident of occupational injury event that occurred at PharmaEssentia's Taichung Plant. An employee was injured in the foot when a steel plate slipped during observation of plant operations. The employee resumed work the following week. In response to this isolated incident, the relevant equipment was checked, and improvements were made to fix the groove that caused the accident. It was also stipulated that employees must wear steel-toed cleanroom shoes during operations to ensure their safety.

In 2022, the Taipei office of PharmaEssentia Pharmaceutical invited external professional consultants to conduct a laboratory environment inspection. The Taichung Plant held three emergency response drills, including a biosecurity emergency response drill, self-defense firefighting Taskforce training, and a full-plant personnel evacuation drill. In 2023, the company will introduce the ISO 45001 Occupational Health and Safety Management System to conduct systematic safety risk assessments in production processes and laboratory operations.

Occupational Injury and Illness Statistics for PharmaEssentia's Taichung Plant in 2022

	Male	Female	Total
Number of Occupational Injuries	1	0	1
Number of Occupational Fatalities	0	0	0
Days Lost Due to Occupational Injuries ^{Note1}	4	0	4
Frequency Rate (FR) of Disabling Injuries ^{Note2}	3.84	0	3.84
Severity Rate (SR) of Disabling Injuries ^{Note3}	15.36	0	15.36

Note 1: The type of injury in this incident is temporary total disability, and the total number of days lost is 4, including 2 weekend days.

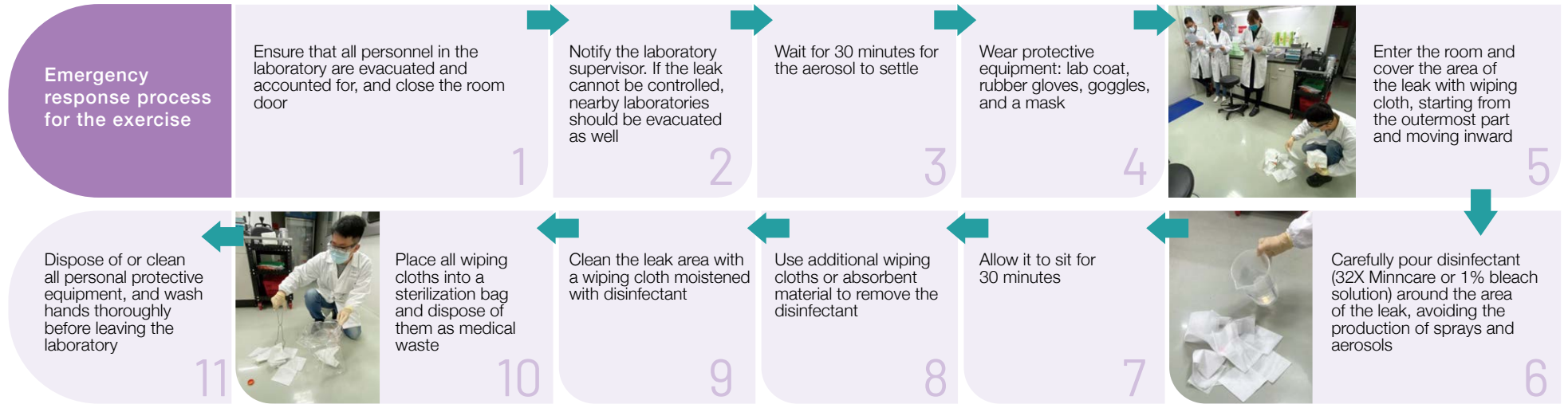
Note 2: Frequency rate (FR) of disabling injuries is defined as (1 x 1,000,000) divided by the total number of hours worked, which is 260,264, resulting in 3.84 persons per million hours.

Note 3: Severity rate (SR) of disabling injuries is defined as (4 days lost x 1,000,000) divided by the total number of hours worked, which is 260,264, resulting in 15.36 days lost per million hours.

Note 4: The definitions of frequency rate (FR) and severity rate (SR) of disabling injuries follow the Labor Standards Act

Example Introduction - 2022 Biological Safety Emergency Response Exercise

- Exercise scenario: Standard strain overturns in BSL2 laboratory
- Participants: 9 colleagues from various units at the Taichung Manufacturing Plant



Contractor Safety Management

We established a contractor management system to ensure the safety of contractors who enter our company's premises. Management mechanisms were set up for before construction, before entry, and during construction to protect the safety of both our employees and our partner contractors. In 2022, there were no cases of occupational injuries or recorded cases of occupational diseases involving contractors working on the premises of PharmaEssentia and Panco Healthcare. In the future, we will continue to ensure the safety of contractors while they work and protect their rights while promoting a safe and reliable work environment.

