

PharmaEssentia adheres to a people-centric philosophy, providing a safe and friendly work environment for its employees. In 2023, the company participated in the bloomberg gender-equality index (GEI) survey for the first time. pharmaessentia aims to attract more professional talent to form a high-quality team by offering rich learning resources, competitive salaries, and benefits, with a focus on diversity and inclusion.



5.1 Human Rights Assurance

Human Rights Policy and Management Actions

GRI 406-1, GRI407-1, 408-1, 409-1, 410-1, 411-1 CSA 3.1.1, 3.1.5, 3.2.1

PharmaEssentia adheres to the core principles of the "UN Global Compact," the "UN Universal Declaration of Human Rights," the "International Labor Organization's Tripartite Declaration of Principles," and the "OECD Guidelines for Multinational Enterprises," as well as local regulations. A "[Human Rights Policy](#)" has been established and approved by the chairman, and it is publicly available on the company's official website.

Policy Details:PharmaEssentia ensures no discrimination in attitude, behavior based on race, class, language, ideology, religion, party affiliation, origin, place of birth, gender, sexual orientation, age, marital status, appearance, facial features, physical or mental disability, zodiac sign, blood type, or past union membership. The company prohibits all forms of discrimination, strives for equal treatment of all employees, and fosters an inclusive workplace environment where every individual can thrive. PharmaEssentia enforces a strict no forced labor or child labor policy and respects the rights to freedom of association and collective bargaining. The policy is issued by the headquarters in Taiwan, where it oversees the adherence to relevant human rights legislation, and plans are in place to complete mandatory anti-discrimination and anti-harassment training for all employees by Q2 2024.

Management Actions

PharmaEssentia incorporates human rights considerations throughout its operations. The scope of the human rights policy includes the company's operational activities, industrial chain partners, and merger and acquisition entities; it covers employees, non-employees, partners in the value chain, suppliers, contractors, customers, and the communities around PharmaEssentia's operational sites. The company conducts annual audits of suppliers to ensure that significant suppliers implement relevant policies and commitments. Through various advocacy and training initiatives, the company declares a "zero tolerance" stance against all forms of unlawful workplace violations and takes corresponding actions.



Stakeholder opinions are highly valued, and complaint management systems are provided. Going forward, PharmaEssentia will also begin to integrate human rights risk identification and related risk management to prevent potential risks.

The General Manager has signed the "PharmaEssentia Statement Against Workplace Violence."

Human Rights Actions at PharmaEssentia

Human Rights Matters	Specific Management Methods/Measures	Implementation in 2023
Prohibition of All Forms of Discrimination, Respect for Workplace Diversity, Inclusion, and Equality	<ul style="list-style-type: none"> ✓ Compliance with Labor Laws and Company's Human Rights Policy to Eliminate Discrimination ✓ Establishment of 'Work Rules', 'Corporate Sustainability Practices Code', and 'Workplace Sexual Harassment Prevention, Complaint, and Disciplinary Measures' ✓ Implementation of 'Complaint Procedures', Establishment of Internal and External Complaint Channels to Protect the Legal Rights of Employees, Customers, Vendors, and Stakeholders 	<ul style="list-style-type: none"> • No Incidents of Discrimination • Balanced Gender Ratio • Multiple Communication Channels Including Employee Suggestion Boxes, Welfare Committees, and Labor-Management Meetings • Regular Welfare Committee and Labor-Management Meetings Held Quarterly
Prohibition of Forced Labor and Child Labor	<ul style="list-style-type: none"> ✓ Compliance with Labor Laws and Company's Human Rights Policy, Prohibition of Involuntary Labor and Child Labor 	<ul style="list-style-type: none"> • No Incidents of Forced Labor • No Incidents of Child Labor
Freedom of Association for Employees	<ul style="list-style-type: none"> ✓ Implementation of Human Rights Policy, Encouragement of Employee Participation in Organizational Activities 	<ul style="list-style-type: none"> • Internal Employee Clubs such as Badminton and Walking Clubs Established to Promote Healthy Activities Among Staff
Fair and Reasonable Salaries, Benefits, and Working Conditions	<ul style="list-style-type: none"> ✓ Annual Salary Adjustments Based on Business Objectives, Individual Performance Assessments, and External Compensation and Benefits Surveys ✓ Implementation of 'Education and Training Management Policies' and 'Talent Recommendation Incentive Programs' to Train and Retain Talent 	<ul style="list-style-type: none"> • Provision of Paid Sick Leave for Five Days, Exceeding Labor Standards; Flexible Working Hours • Average Employee Retention Rate Exceeds 90% • Global Employee Growth Rate of 19%
Employee Safety, Health, and Hygiene in the Workplace; Promotion of Employee Physical and Mental Health	<ul style="list-style-type: none"> ✓ Implementation of 'Occupational Safety and Health Policy', 'Safety and Health Work Rules', and 'Maternal Health Protection Management Measures' to Enhance Colleagues' Health Management, Marital and Maternity Care, and Health Promotion Initiatives 	<ul style="list-style-type: none"> • Taiwan Received 'Excellent Breastfeeding Room Evaluation Certification' • In Taiwan, Maternity Leave Return and Retention Rates are 100% and 67%, Respectively • Passed 'Healthy Workplace Certification' • Organized Health Screenings and Health Seminars
Prohibition of Unlawful Workplace Infringements and Sexual Harassment	<ul style="list-style-type: none"> ✓ Implementation of Labor Laws, Company's 'Code of Ethical Conduct', 'Workplace Unlawful Infringement Prevention Measures', and 'Workplace Sexual Harassment Prevention, Complaint, and Disciplinary Measures' to Prohibit Workplace Violence ✓ Establishment of a Dedicated Hotline and Email for Sexual Harassment Prevention and Reporting of Unlawful Workplace Infringements (hr@pharmaessentia.com), Protecting Complainants' Information and Safeguarding the Rights of Complaining Colleagues 	<ul style="list-style-type: none"> • No Incidents of Harassment Reported
Protection of Employee Information Privacy and Security	<ul style="list-style-type: none"> ✓ Implementation of the Company's 'Human Rights Policy' and the Addition of 'Information and Communication Security Control Measures', with the Establishment of a Dedicated Unit Responsible for Promoting, Coordinating, Supervising, and Reviewing Information and Communication Security Management Issues 	<ul style="list-style-type: none"> • Implementation of ISO 27001 Information Security Management System, with Third-Party Certification Expected to obtain by June 2024 • Conducted Information Security Education and Training for Employees

Transparent Internal Communication and Grievance Mechanisms GRI 402-1 GRI 2-22

PharmaEssentia's headquarter provides multiple grievance channels. Upon receiving a complaint, the complainant is anonymized and the case is investigated. In 2023, PharmaEssentia did not receive any internal or external complaints. The grievance mechanisms are as follows:

- Stakeholder and Employee Ethics Violation Complaint Channel on the official website, available for external parties to report or file complaints.
- Employee Suggestion Box: voice@pharmaessentia.com
- Workplace Legal Infringement: hr@pharmaessentia.com

Management of Significant Operational Changes and Announcements GRI 402-1

Notifications of significant operational changes are managed in accordance with the notice periods stipulated by labor law for the termination of employment contracts. Internal systems or important information are announced categorically to ensure immediate accessibility for employees; feedback is also collected through satisfaction surveys to enhance the planning of future activities.

Labor-Management Communication GRI 403-4

PharmaEssentia regularly holds labor-management meetings, with equal representation from employee and management sides, complying with relevant regulations. These meetings address employee health, environmental safety, salaries, and benefits, among other topics. The discussions are recorded and shared with employees for transparency. In 2023, the PharmaEssentia Taiwan headquarters and Taichung branch each held four meetings.

