

Human Rights Management Programs



Comply with all the laws and regulations of the country, prohibit child labor and forced labor, no employment discrimination, create a diverse, open, equal and harassment-free work environment, never allow any violation of human rights.

Prohibit child labor and forced labor

- THC strictly prohibits child labor, and no forced labor incident was reported.

Healthy and safe work environment

- To provide a safe and healthy work environment for employees, all production bases of THC have obtained international standard for management systems of occupational health and safety. Occupational safety and health management systems are also introduced, such as ISO 45001 and CNS 45001.
- Employee safety holds considerable importance for THC. To ensure that all employees work safely, THC creates a safe workplace and a healthy and friendly work environment and continuously provide safety promotion and training. Our long-term goal is to achieve a zero-accident workplace.

Various communication channels

- Monthly announce company performance.
- All departments hold labor-management meetings regularly. In 2020, a total of 8 meetings were held.
- THC's complaint systems include: the CEO mailbox, the audit complaint mailbox, workplace violence complaint mailbox of the Labor Safety and Health Department and the Human Resources Department, and the related stakeholder communication channels and contact persons. In 2020, THC contact persons of employees, customers and suppliers did not receive any complaints with names.



No employees shall suffer any kind of discrimination on the basis of gender, race, class, age, marital status, language, thought, religion, political party, place of origin, place of birth, appearance, facial features, disability.

Equal Employment

- THC complies with International Human Rights Law and domestic labor laws and regulations, and hires employees equally, regardless of race, gender, age, or religion.
- THC over-employs people with disabilities every year and welcomes indigenous peoples and foreign workers to THC. We also give more job opportunities to the disadvantaged minorities, and a total of 30 people with disabilities and indigenous peoples were employed in 2020.

Workplace violence prevention

- To protect the rights of our employees and provide a work environment free from violence, THC takes appropriate preventive, corrective and punitive measures for workplace violence incidents.
- THC has formulated “Workplace Violence Complaints Handling Policy” . Complaint hotline: 886-4-23590088 Labor Safety and Health Department, Human Resources Department.
- Create a friendly workplace, eliminate sexual harassment in the workplace, and protect the rights of workers.
- No workplace violence incident and no discrimination incident were reported in 2020.



Provide effective protection of workers' rights and interests and harmonious worker-employer relationships, implement fair hire, salary and benefit, training, evaluation and promotion opportunity, and provide an effective and appropriate complaint system to avoid harming rights and interests of employees.

Education and training

- Create a complete training system, and the total number of training hours is 23,631 in 2020.

Employee health care

- Annual health examination exceeding regulation is provided and there are special health examinations for some units. Monthly on-site service is also performed by occupational medicine doctor. THC further provides doctors regular visits, full-time resident occupational health nurses service, infirmary, breastfeeding room, automatic external defibrillators (AED), sphygmomanometer, first aid training, and health promotion courses.
- Promote health counselling and risk management programs.

Exceptional workload risk management

- To prevent employees from the morbidity risk of working shifts, working at night, and long working hours, THC has made "Exceptional Workload Ailment Prevention Policy" to protect the health and safety of our employees.
- According to the "Exceptional Workload Guidelines" announced by the Occupational Safety and Health Administration, Ministry of Labor, THC evaluates and arranges on-site service of occupational medicine doctor for 20 employees; the results are:
 - Overtime work with restrictions: 14 employees

Protecting and managing maternal health

- In order to ensure the physical and mental well-being and occupational safety of pregnant, postpartum, and breastfeeding female employees, THC has established the “Regulations of the Maternity Health Protection at the Workplace”.
- In 2020, 4 employees carried out the maternal health assessment.
- Care for pregnant women in the workplace (parking spots for expectant mothers, health risk assessment for pregnant women in the workplace, no night shift).
- 100% retention rate after returning from parental leave in 2020.

Prevention of ergonomic hazards

- To protect the health of employees, THC endeavor to prevent ergonomic hazards and musculoskeletal disorders in the workplace.
- 2020 musculoskeletal disorder questionnaire: 1,084 participants; 1,058 employees are not exposed to hazard; 26 employees may be exposed to hazard and under health risk management.

Mental and physical health and work-life balance

- Supporting a better work-life balance for employees matters to THC, so the Employee Welfare Committee has been established to plan a variety of activities, such as bicycle riding, mountain climbing, barbecue, and film appreciation. Outdoor activities can not only help encourage cross-departmental interactions and foster strong team spirit, but help employees achieve work-life balance outside of work.
- In the building of dormitory, there are a variety of facilities for employees to relax, such as gymnasium, pool table, aerobics classroom, and karaoke room.