



Human Rights Risk Mitigation & Remediation

According to the results of the six Facilities' RBA SAQ and VAP human rights risk assessments and the employee complaint statistics, we proposed corresponding mitigation and remuneration measures based on the risks of each facility. In 2022, the issues that are prone to exposure risks are working hours, wages and benefits, sexual harassment, sanitation, food & housing, occupational safety, emergency preparedness. For the details of mitigation and compensation measures of "Supplier Responsibilities", please refer to the [Supplier Sustainability Risk Management](#) section.

Objectives	Employee	
Risk Issues	Labor	Health & Safety
	Working Hours, Wages and Benefits, Sexual Harassment	Sanitation, Food & Housing, Occupational Safety, Emergency Preparedness
Mitigation	Working Hours: <ul style="list-style-type: none"> ▶ Recruit sufficient staff to meet production capacity needs and avoid overtime due to an insufficient workforce ▶ Establish a working hour management mechanism system and notify the overtime employees and their direct supervisors with an early warning ▶ Enforce the "After Continuously Working 6 Days, Need to Take One Day Off" management and tracking mechanism Wages and Benefits: <ul style="list-style-type: none"> ▶ Regularly review and make sure management regulations that follow labor laws and regulations Sexual Harassment: <ul style="list-style-type: none"> ▶ Strengthen human rights (including non-discrimination, sexual harassment, privacy rights, etc., but not limited to) training and publicity, and reiterate the relevant human rights complaints and handling procedures 	Sanitation, Food & Housing: <ul style="list-style-type: none"> ▶ Post proper signs for dormitory evacuation routes Occupational Safety, Emergency Preparedness: <ul style="list-style-type: none"> ▶ Strengthen document management mechanisms to ensure document integrity ▶ Clearly post the icons of on-site equipment and evacuation routes according to the management regulation ▶ Check and set the door correct opening direction for evacuation
Compensatory	Wages and Benefits: <ul style="list-style-type: none"> ▶ For the unpaid overtime fee, review the system settings and pay wages compliance with the laws and regulations Sexual Harassment: <ul style="list-style-type: none"> ▶ For human right-related issues, use the reporting mechanism to complete the investigation process, track the effective implementation of disciplinary and counseling measures, and adjust the corresponding internal management mechanism and remuneration ▶ Provide clinic physician consultation service and information to assist employees in psychological counseling and stress relief counseling 	Sanitation, Food & Housing: <ul style="list-style-type: none"> ▶ Regularly check dormitory building structure, safety facilities and evacuation route signs
Grievance Mechanism	USI provides internal reporting channels: including human resources mailboxes, employee complaint lines and reporting mailboxes in all facilities	