

Category	Risk Issue	Mitigation Measures	Compensation Measures
Labor	Human Rights Policy and Commitment	- Supply Chain Risk Assessment and Segmentation - Conduct regular human rights risk assessments for all suppliers and include high-risk suppliers in a priority management list - Apply enhanced audit frequency and corrective action follow-up for high-risk suppliers - Policy Implementation and Documentation - Require suppliers to establish and disclose human rights, anti-discrimination, and anti-harassment policies aligned with the Supplier Code of Conduct and local regulations - Training and Capacity Building - Enhance suppliers' capability to identify and manage human rights risks through briefings, e-learning, and guidance materials	- Corrective Actions and Timeline Management - Require suppliers to submit Corrective Action Plans (CAPs) within defined timelines for identified human rights violations or high-risk issues, including root cause analysis and preventive measures - Monitored by USI on an ongoing basis until full closure of identified findings - Remedy for Affected Workers - Require suppliers to provide appropriate remedies to affected workers, including compensation, reinstatement, correction of working conditions, or other reasonable measures - Ensure remedies are implemented without retaliation or further harm - Escalation and Enforcement - Apply enhanced audits, order suspension, or termination of business relationships where remediation is insufficient
	Non-Discrimination/ Non-Harassment/ Humane Treatment		
Health and Safety	Occupational Health & Safety	- OHS Management Systems - Require suppliers to establish OHS management systems, including risk identification, hazard assessment, and control measures - Preventive Management and Monitoring - Conduct periodic reviews of suppliers' OHS performance indicators - Verify workplace conditions and protective measures through document reviews and on-site audits - Worker Protection and Communication - Require provision and proper management of PPE - Establish worker feedback and reporting channels to ensure timely communication of health and safety concerns	- Incident Investigation and Immediate Action - Require suppliers to conduct prompt incident investigations and implement corrective actions to prevent recurrence - Medical Support and Compensation - Ensure affected workers receive necessary medical care, occupational injury compensation, and statutory benefits - Continuous Improvement and Verification - Require submission of supporting evidence and remediation reports, with effectiveness verified through follow-up audits - Classify similar incidents as key risks and incorporate them into ongoing risk assessment and prevention mechanisms
	Industrial Hygiene		

External grievance mechanism & reporting mailbox: for details, please refer to the [Business Ethics and Compliance](#) section.