

2016 CSR

Foxlink Corporate Social Responsibility Report



About Foxlink Precision Industry Co., Ltd. CSR Report

Scope of this Report

This Report is published in June 2017. It covers the Corporate Social Responsibility (CSR) performance of Foxlink Precision Industry Co., Ltd., including its headquarters and plants in China, during the period from January 01, 2016 to December 31, 2016.

Taiwan	Headquarters	Tucheng Headquarters
China	Plants	Huanan Plant, Kunshan Plant, Nanchang Plant
This Report does not include subsidiaries publically listed or otherwise. Exceptions, if any, are noted accordingly in this report.		

This Report is the Third published CSR Report of Foxlink Precision Industry Co., Ltd. In addition to meeting international standards and customer requirements, this Report discloses non-financial information not presented in the annual financial report. The contents cover the achievements of Foxlink Precision in economic, social, and environmental issues in 2016.

Reporting Guidelines

This Report was compiled based on the guidelines of the Global Reporting Initiative (GRI G4). It discloses Foxlink's strategies, goals, and policies on the sustainability issues. Please see the appendix for details on the KPIs of Foxlink's CSR practice.

Reporting Cycle

Foxlink Precision Industry Co., Ltd. publishes the CSR Report periodically on Foxlink's official website.

The 2016 CSR Report is scheduled for publication in June 2017.

The 2017 CSR Report is scheduled for publication in June 2018.

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Message from the Chairman

2016 marks the 30th anniversary of Foxlink. Looking back on those years in a very competitive consumer electronics product industry, Foxlink owes its success today to teamwork in lead development, product development, mass production and delivering the best sales service.

For the next 30 years, the goal of Foxlink is the pursuit of “breakthroughs.” We will accelerate the pace of global expansion and forge into new territory. Even as we pursue breakthroughs and global expansion, it is also our responsibility to embrace the challenges set by stakeholders’ expectations of our social responsibility.

The past year saw not only our own continued efforts in social responsibility, but also partnerships with our customers on implementing more than ten social responsibility-related projects such as “labor development” , “transformation of the living environment” , “water resource management” , “responsible mineral purchasing” , “chemical management” and “energy management.” The promotion and success of these projects enable Foxlink to actively identify problems through a more systematic management model, provide our employees with better living conditions, a safer and healthier workplace, and implement the green product philosophy in our products. At the same time, energy efficiency management ensures that every joule of energy is used to its maximum effect, reducing the environmental impact of our business operations. For employees, Foxlink works to comply immediately with the latest local labor laws, regulations and changes. Our internal education, training and development system uses a variety of channels to cultivate talented personnel, enhance employee skills and abilities, encourage self-learning and development, and provide employees with ways of unleashing their talents. Where resources permit, we take an interest in local community development and contribute to society every year through charitable donations and employee volunteering. We also help bring stability and harmony to society by providing resources for community development.

In the future, Foxlink will continue to fulfill our role in social responsibility and continue to join forces with our business partners in creating a better, sustainable society.

Chairman of Foxlink Precision Industry Co., Ltd.

A handwritten signature in black ink, appearing to read "T. C. Guo".

Foxlink's Declaration of Corporate Social Responsibility

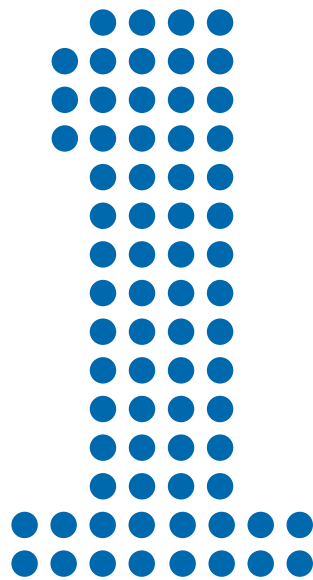


Compliance with international labor standards and worker's rights is the minimum standard to a responsible company, as well as the expectations of stakeholders, including the consumers, customers, public, and government. Fulfilling our CSR is also a significant criterion in the process of delivering high-quality products to meet customers' need. Foxlink appoints senior managers to take charge of social responsibility management. The management team is responsible for establishing, implementing, and maintaining a good social responsibility management system and extending the requirements to the suppliers and subcontractors.

From the highest management to every employee, Foxlink is committed to full implementation of the following social responsibility policies and practice.

We hereby declare that:

- We strictly prohibit use of children and forced labors and never engage suppliers or subcontractors who use children and forced labors.
- We respect workers' freedom and prohibit any form of forced labors.
- We provide safe and healthy working and living conditions to ensure employee safety and health.
- We promote employer-labor cooperation and respect employees' right to free association and collective bargaining.
- We provide an equal and fair work environment and prohibit discrimination in any form.
- We respect employees' fundamental human rights and prohibit degrading behaviors in any form.
- We arrange reasonable production plan, work hours, rest time, and holidays.
- We protect the environment, its resources, and also implement hazardous waste recycling.
- We ensure that the treatment of solid waste, waste gas, and wastewater meets industrial standards.
- We conduct our business with integrity and compete fairly, and we keep the identity of whistleblowers in strict confidentiality.
- We disclose all required information and honor intellectual property rights.



Overview of Foxlink Precision

1.1 About the Company



Foxlink was founded in 1986, starting as a manufacturer of connectors and cable products. On September 20th 1999, Foxlink was officially listed on the main board of the Taiwan Stock Exchange. Over the years, the Company has developed into the market of power management and energy modules and expanded into wireless communications and optical products. Foxlink sets its goal to become a leader in opto-mechatronics and make full use of the Group' s advantages to develop a diversified product portfolio and create a stable growth momentum along with the Company' s development and expansion into the market of wireless transmission.

Foxlink Precision Industry Co., Ltd. (Stock Code: 2392)	
Founding	July 14th 1986
2016 Revenue	NT\$ 90.5 billion
Number of Employees	49760 (Up to Dec. 31st 2016)
International Headquarters	Tucheng, New Taipei City
Global Locations	Taiwan, Beijing, Tianjin, Dongguan, Nanchang, Kunshan, Maanshan, Yan cheng, Hong Kong, Seoul, Tokyo, Seattle, Sunnyvale, Los Angeles, Chicago
Chairman	T.C. Gou



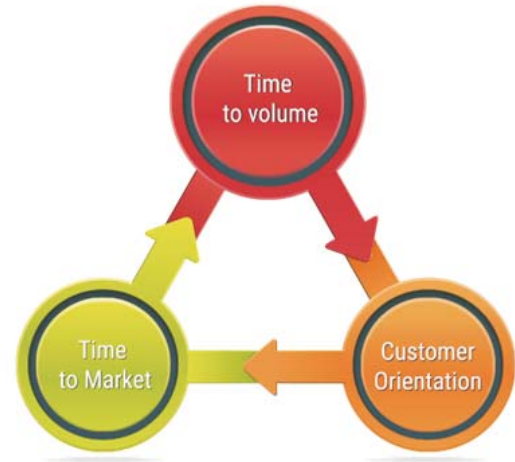


Foxlink's Perspective

Based on core competencies of tooling, forming, secondary processing and automation, and by integrating technologies of materials, mechanics, electronics, optics, acoustics, energy, manufacturing, and product development, we leverage global resources in sale service and supply-chain management to timely provide top-quality products to our customers.

We exploit market demands in consumer electronics, information, communications and automotive sectors and incorporate digital contents, environmental preservation and energy conservation to create customer value.

Upon the principles of sincerity, foresight and responsibility, we set the goal to surpass ourselves continuously and collaborate in team to deliver the best results.



Business Philosophy



Integrity

Pragmatic Thinking and Commitment

Keeping our promise is a value that enables us to build long-term relationships with customers and suppliers. We focus on creating long-term interests for customers, suppliers and the Company



Vision

Tolerance and Attention to Detail

We strive to become a leader in the high-tech industry through technology innovation, accumulation of experience, self-exceeding R&D and continuous achievements.



Responsibility

Dedication and Taking Action

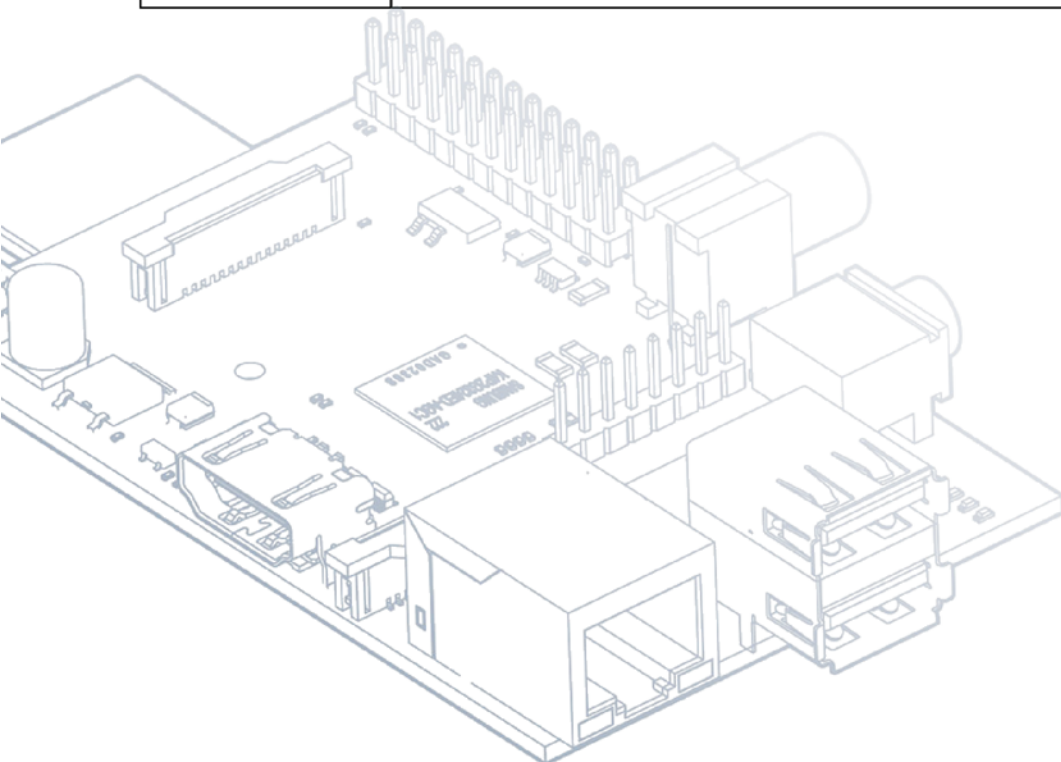
From implementation to evaluation, we have complete financial, technology and human resource plans and operation systems. Each function works individually, as well as collaboratively, to build our core competencies.



Main Products



Components	connector/ cable/ magnesium-alloy case/ antenna module/ video module/ Bluetooth module/ rigid-flexible board
System Products	Bluetooth mouse/ Bluetooth headset/ headset/ smart watch/ smart bracelet/ wireless joystick/ mobile hard-disk/ wireless speaker/ car panel controller
Accessories	wireless charging dock/ Bluetooth headset/ mobile phone charging dock/ power converter/ car charger/ Bluetooth receiver/ SD card reader



1.2 Milestones

2016

- On 6th February, a strong earthquake hit Taiwan in southern Taiwan, Foxlink Group donated NT \$ 10 million to help rebuild the disaster.
- Completed the development of new 6-axis 900 arm long arm, and fully into the production line.
- Use the concept of industrial 4.0 to improve the mold production technology, improve production efficiency.

2014

- Dongguan Fu-Chan Electronics has completed its 3rd factory where the plant covers an area of 168 acres.
- Obtaining Glorytek' s shares of cash capital up to 42.25%.
- Proceeding signing agreement with TamKang University for educational-industrial cooperation plan with expectation to develop and promote its digitalized writing tools and straits as well as its related content and products from TamKang University Digital e-pen calligraphy system technology globally.
- Completing the development of 6-axis robot arm and the implementation of key components substitutions as well as building and establishing the robotic arms production lines and its application promotions.

2012

- In March, Foxlink invested in Smart Vision Co, LTD. – LED production equipment manufacturer by holding 31.25% of its share.
- In May, Glory Science Co.,Ltd. subsidiary company of Foxlink Group, was listed in OTC.
- Foxlink Group started to build the phase IV plant in Kunshan campus.

2010

- Foxlink group sponsored the musical theater "My Dear Next Door" and in the meantime made a donation of NT 1,200,000 dollars to public affair organizations.
- Invested to establish the Ming Chuan plant in Tu-cheng District, Taipei New City in June.
- Invested US\$28.91 million to acquire 15.94% stakes in DRAM module maker Power Quotient International (PQI) in July.
- Signed a cooperation memorandum of understanding (MOU) with Sony Computer Entertainment Asia (SCEA), a subsidiary of Sony Japan and a software design subsidiary of the Taiwan government-backed Institute for Information Industry (III) for software design on October 18. This investment project is expected to become a development platform for Sony's PS (Play Station)-series high-tech games.

2015

- Acquisition of 15,000 shares of cash capital in Central Picture Corporation by reinvesting in cultural and creative business. Current shareholding ratio is 13.6%.
- Completion of Cheng Uei Precision Industry Co. Ltd.' s corporate Social Responsibility Report.
- The company's annual turnover reached to a record high of NT\$108 billion dollars.

2013

- Foxlink invested in Ma On Shan Science and Technology Park where it covers an area of 222 acres.
- Foxlink obtained PQI private company shares in which the company stake right has increased to 42.56%.
- Foxlink has successfully stepped into the electric automobile components supply chain and obtained business opportunities in wearable products for mass production and shipments.
- Studio A' s path layout in mainland has been expanded from previous Jiangsu Province, Anhui Province, Zhejiang Province and Shanghai to current new store locations in Fujian Province.

2011

- Studio A Inc., a premium reseller of Apple products with nearly 30 Studio A chain stores around Taiwan, and also a subsidiary of Foxlink Group, established two chain stores in Hong Kong and will expand flagship store in Nanjing, China in 2011.
- Central Pictures Corporation, a subsidiary of Foxlink Group, announced to invest NT\$350 million (US\$11 million) in Taiwanese film "Seediq Bale," making it the largest-ever single investment in a Taiwanese film.

2009

- Foxlink Group and Qualcomm MEMS Technologies commenced operations at dedicated mirasol display fabrication facility in the Longtan's Science Park in Taoyuan, Taiwan on June 15.
- Foxlink is ranked the 59th among Taiwan Top 1000 Manufacturing Companies in 2008 by Common Wealth Magazine and also the 59th among Taiwan Top 100 Technology-oriented Companies by Business Next Magazine.
- Foxlink Group and Qualcomm MEMS Technologies Inc. made joint donation of NT 1 million to Longtang Elementary School in Taoyuan, Taiwan to assist the eco-program of butterfly garden for further spreading CSR awareness.

- Sollink Inc., a subsidiary of Foxlink, invested the Culture Development Foundation of Taoyuan county government to assist the promotion of the 47th Golden Horse Awards and film festivals.
- The Collaborative Research Center under Foxlink and Taiwan University of Science and Technology presented five joint development projects, which can achieve a big boost to efficiency and innovation of products.
- Foxlink ranked third in the number of 420 patent applications and approvals among Top 100 Taiwan Enterprises in 2010.
- Integrated the E-Procurement Platform and Goal Management System developed by Formosa Technologies Corporation, which aim to provide more valuable service to customers with premium E-Commerce and excellent work flows.
- Began construction on the 1st phase of Nan Chang plant in Jiangxi Province, China.

2006

- Foxlink Group moving to new RD center which is located in Tucheng Dingpu Industrial Park on November 6.
- Fudong plant achieved certificate of ISO/TS 16949.
- Established sales office in Seoul.

2004

- Completed phase I construction of Kun Shan plant and started in operation.
- Groundbreaking of Foxlink Research and Development Center at Dingpu Technology Park.
- Established Communications System Product Division.
- Implementation of APS(Advanced Planning and Scheduling) and PDM(Product Data Management) system.
- Fu Dong plant achieved certificate of China National Accreditation Board for Laboratories.

2002

- Established Kun Shan plant in Shanghai.

2001

- Established Fu Dong manufacturing operation in Dong Guan city, China on March.
- Certified by ISO 14001.

2008

- Implemented a new corporate organizational structure on April 1.
- Signed a Cooperation Agreement of Vietnam Investment with Becamex IDC Corp. on March 21.
- Foxlink Kunshan Plant achieved QC 080000 IECQ HSPM Qualification on January 25.
- Established sales office in Gumi, Korea on January 18.
- New organization effective in operation on July 1.
- Foxlink's 23rd anniversary celebration successfully launched "Book Donation to Faraway School Campaign" as initiative contribution to public welfare.

2007

- Signed a joint investmnet agreement with Yang Zhou Economy and Development Zone Corp. on July 17.
- Foxlink's subsidiary Well Shin Technology Co., Ltd was listed on the Taiwan Stock Exchange Corporation in September.
- Foxlink's subsidiary DU Precision Industry Co.,Ltd. was established in October 9, 2007 in Tucheng, Taipei.
 - Deployed for implementation of QC 080000 throughout operation.

2005

- Foxlink Group successfully reached the highest peak of Taiwan's Jade Mountain with an elevation of 3952 meters.
- Groundbreaking of Kun Shan Plant Phase II Construction.
- Groundbreaking of Fu Quiang Plant in Dong Keng.
- Established sales office in Beijing.
- Implementation of quality management system ISO/TS16949.
- Implementation of ERP system throughout Foxlink Group.

2003

- Achieved QS 9000 certification.
- Certificated as Sony Green Partner.
- Certified by ISO 9001.
- Started the investment plan at Dingpu Industrial District in Tu-Cheng city for the research and development center.
- Halogen-free cable achieved USB-IF certificate.

2000

- Partnership with Microsoft for manufacturing the connector and cable assembly for X-Box.

1998

- Foxlink's Headquarters is established in Tu Cheng city, Taiwan.
- Established sales office in Singapore, Japan, Finland and Hong Kong.
- Certified by ISO 9002.

1990

- Established Hsih-Chi Plant in production of networking connector and also functioned with tooling and assembly line.

1999

- Foxlink becomes public company in Taiwan.

1996

- Established the Power Products division.
- Signed the development agreement with Motorola.

1995

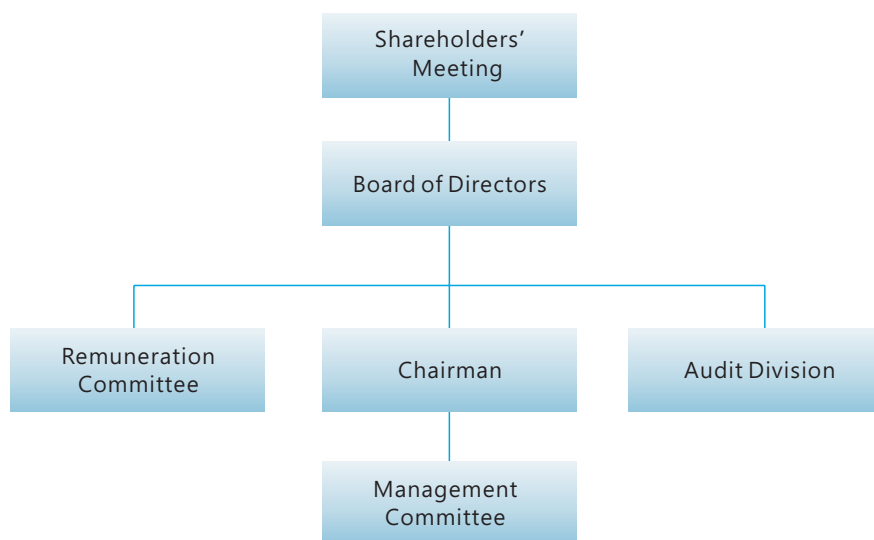
- Developed cable and connector for communication industry.
- Chosen by Microsoft and Sony as excellent supplier.

1986

- Foxlink is founded on July 14th, starting with the manufacturing of plastic connector.

1.3 Corporate Governance

Foxlink's Board of Directors consists of five members. Candidates for the Board of Directors are nominated and elected at the Shareholders' Meeting. The elected members of the Board of Directors serve a term of three years and may be reelected. The shares held by the member of the Board combined must exceed a certain percentage of the total issued shares as set by the competent authority. One to two seats on the Board is reserved for independent director(s), who are nominated and elected at the Shareholders' Meeting. The Board of Supervisors consists of three members. Candidates of for the Board of Supervisors are nominated and elected at the Shareholders' Meeting. The elected members of the Board of Supervisors serve a term of three years and may be reelected.



Foxlink Board of Directors

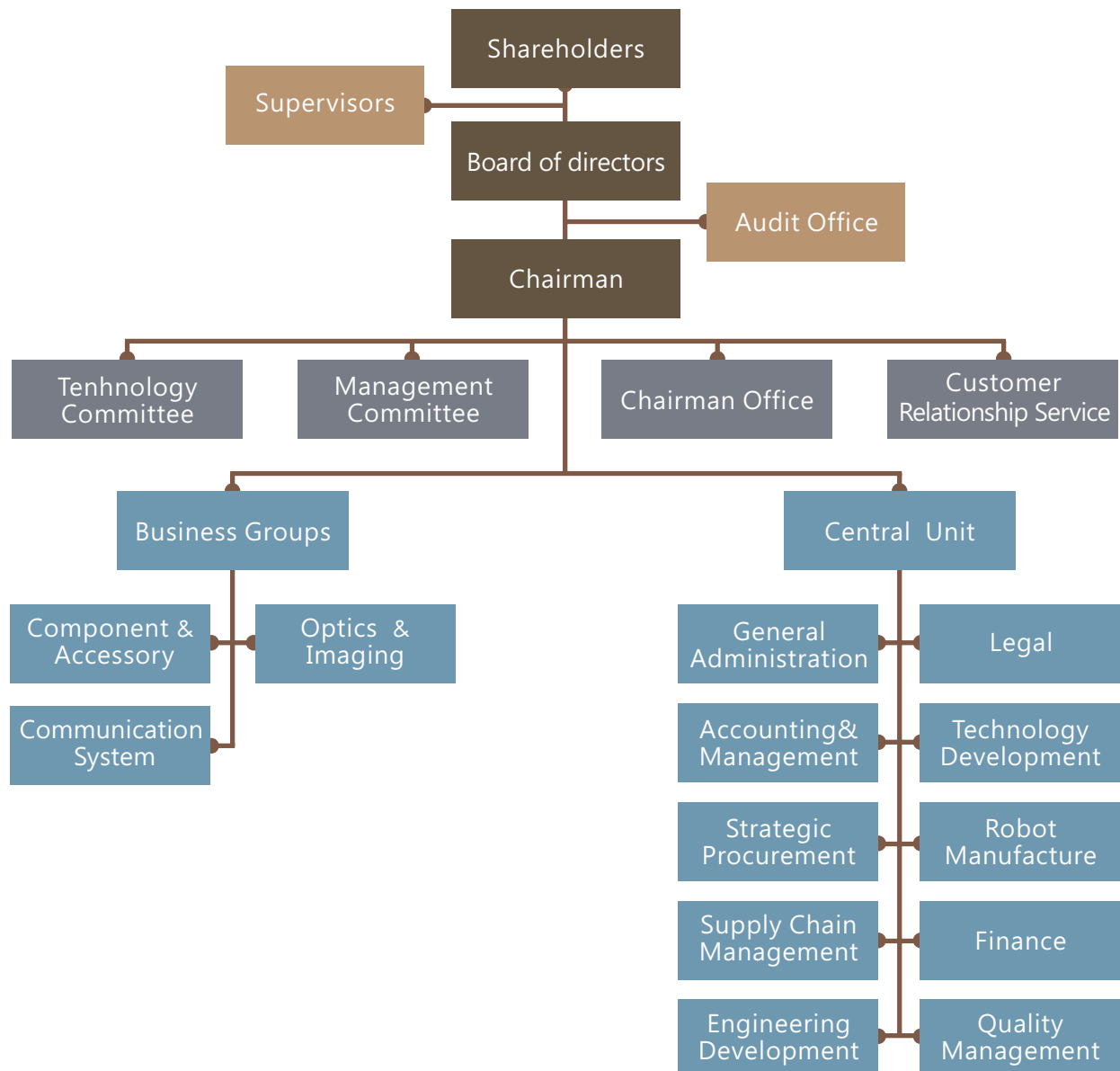


Title	Name	Education&Career Experience
Director	T.C.Gou	Bachelor Degree President of Hon Hai Precision Industry Co., Ltd.
Director	Arthur Wang	Bachelor Degree Vice President of Cheng Uei Precision Industry Co., Ltd.
Director	K.L. Liao	College Degree Vice President of Cheng Uei Precision Industry Co., Ltd.
Director	Semi Wang	EMBA Vice Chairman of NexPower Technology Corp.
Director	Randy Lee	Masters Degree Chairman Of ETtoday

Internal Audit Organization and Operations

- Purpose of internal audits: To inspect and evaluate the effectiveness of internal control systems, and to provide recommendations for improvements in a timely manner to ensure the effective and continuous implementation of all systems. The evaluation and improvement of risk management is also used to assist the Board of Directors and the management with the realization of set targets.
- Reports to: Chairman
- Personnel complement: 1 internal audit supervisor; 3 internal auditors
- Internal audit operations
 - 1.Evaluate and track the execution of the Company' s internal controls
 - 2.Establish and maintain the Company' s internal audit system
 - 3.Review existing systems to ensure compliance with relevant policies and laws
 - 4.Formulate improvement plans
 - 5.Planning and execution of other projects

Foxlink Organizational Structure



Foxlink participates in the following associations/organizations

Name of Association/Organization	
HDMI Licensing, LLC	Chinese Society for Quality
MHL, LLC	Electronic Testing Center Taiwan (ETC)
USB Implementers Forum Inc. (USB-IF)	Taiwan Electrical and Electronic manufacturers' Association (TEEMA)
International Material Data System (IMDS)	Taiwan Electronic Connection Association
Taiwan Automation Intelligence and Robotics Association (TAIRA)	Taipei Computer Association
Chinese Robot Industrial Alliance	

Business with Integrity

To maintain the core values of our corporate culture, we are committed to engaging in all business activities with integrity and adhering to the highest ethical standards. To achieve these goals, the Company formulated a series of policies and guidelines, providing clear standards to all employees, including management with integrity, no income from improper business activities, disclosure of business and financial information in full compliance with the applicable laws and regulations, full compliance with anti-corruption laws and regulations during transactions (e.g., FCPA), honoring intellectual property rights, fair trade advertising and competition, providing a channel for anonymous reporting to protect the identity of the whistleblowers, responsible procurement of minerals, protecting personal data of all persons involved in business transactions, full compliance with privacy and information security laws and regulations and using protection software to prevent retaliation. In addition, to inform our employees of the newest regulations, policies and trends, the Company provides education and training materials and resources through the Company's internal website and organizes relevant courses to raise employees' awareness on the policies and regulations. The Company has not been charged with violations or imposed of any fines in 2016.

Financial Performance

Foxlink Group's 2016 consolidated financial report shows a net revenue of NT\$ 90.5 billion, after-tax net profit of NT\$ 0.768 billion and after-tax earnings per share of NT\$1.55.

For details on the operations, annual report and financial statements, please view or download from our website:

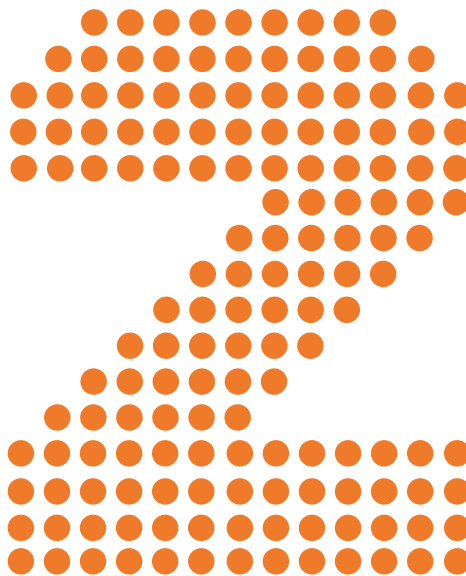
http://www.foxlink.com/_ch/4_jr/ir00_over.html

1.4 Stakeholder Communication

At Foxlink, we believe in the importance of communicating with stakeholders and understanding their expectations of us during the process of CSR fulfillment. We are continuing to listen to all stakeholders through the following channels of communication:

Stakeholder communication methods:

Stakeholder	Issues of concern	Method of communication
Shareholders and investors	Company profitability Business direction Business risk management	<ol style="list-style-type: none"> 1. Shareholders' Meeting convened in Q2 each year. 2. Disclosure of financial, share price and activity information through the "Investor Relations" section of the corporate website. 3. Disclosure of statutory financial reports and important information through the "Market Observation Post System" website. 4. Appointment of corporate spokesperson for communicating with institutional investors and other companies.
Government agencies	Compliance with domestic laws and regulations	Active participation in legislative public hearings and conferences hosted by the competent authorities.
Local residents	Compliance with local laws and regulations Social contribution	<ol style="list-style-type: none"> 1. Hosting of charity club activities and recruiting of volunteers for social services. 2. Regular publication of CSR report
Customers	Labor rights and conditions Compliance with laws and regulations Conformity with customer standards	<ol style="list-style-type: none"> 1. Business units conduct ad hoc visits to customers. 2. Regular/random customer audits. 3. Regular publication of CSR report
Employees	Occupational safety Employee welfare In-service training Career development	<ol style="list-style-type: none"> 1. Physical and online suggestion boxes with follow-up and response conducted by the Employee Relations Office. 2. All plants have a complaints hotline for employees to report problems. Every report is immediately processed by dedicated personnel. 3. Employees can join organizations like the Employer-Employee Committee or Employee Welfare Committee. Regular meetings are held to make suggestions to the Company and conduct negotiations. Management representatives attend the meetings to engage in real-time communication.
Suppliers and contractors	Foxlink CSR requirements	<ol style="list-style-type: none"> 1. Communication with purchasing and contracting personnel. 2. Hosting of annual supplier conferences to communicate the latest CSR guidelines. 3. Irregular CSR audits of vendors to check on their current implementation.



Employee Care

2.1 Overview of Employee Status and Structure

Employees are Foxlink's most important assets. In the future, businesses will not only compete on technology but also on talent. Foxlink strives to increase the value of humanity by deliberately cultivating a culture of humanism, legality and equality. We are committed to protecting the rights of our employees, encouraging employees to grow with the Company, and enhancing their work ethics. We help employees develop a sound road map for their personal development and provide employees with a safe, welcoming and trouble-free work environment so that they can grow and improve with the Company.

Foxlink recruits talented people through a variety of different channels including alternative military service, general workforce and campus recruiting. CSR concepts such as gender equality, employment equality, respect for human rights, protection of female workers, prevention of occupational injuries, maintaining the health of employees, ban on child workers and compulsory labor are all incorporated into our recruiting efforts and corporate HR policy.

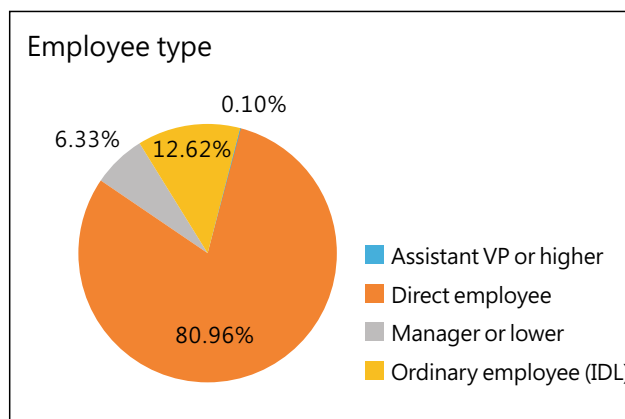
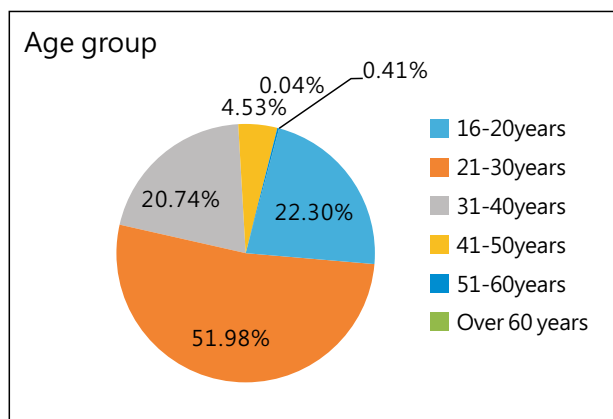
Our growing workforce amounted to 49,760 people in 2016, with 1,240 being the total number of employees at our Taiwanese headquarters and the remaining 48,520 split among our plants in China.

Talent recruitment



We not only emphasize the above social responsibilities in our recruiting and employment but also advocate job opportunities for local workers and disabled people. Legal and binding labor contracts are signed in accordance with local laws and regulations.

Distribution of Group Manpower in 2016							
Type	Employee distribution	Women	Percentage (%)	Men	Percentage (%)	Total	Percentage (%)
Age	16-20 years	4416	23.61%	6678	21.50%	11094	22.30%
	21-30 years	8813	47.13%	17053	54.91%	25866	51.98%
	31-40 years	4252	22.74%	6069	19.54%	10321	20.74%
	41-50 years	1179	6.30%	1076	3.46%	2255	4.53%
	51-60 years	38	0.20%	164	0.53%	202	0.41%
	Over 60 years	3	0.02%	19	0.06%	22	0.04%
Employee attributes	Direct employee (DL)	15397	82.33%	24887	80.13%	40284	80.96%
	Ordinary employee (IDL)	2369	12.67%	3911	12.59%	6280	12.62%
	Manager or lower	933	4.99%	2215	7.13%	3148	6.33%
	Assistant VP or higher	2	0.01%	46	0.15%	48	0.10%
Employment type	Permanent employee	18700	99.99%	31047	99.96%	49747	99.97%
	Contract employee	1	0.01%	12	0.04%	13	0.03%
	Temporary employee	0	0.00%	0	0.00%	0	0.00%
Diversity	Ordinary employee	18698	99.98%	31045	99.95%	49743	99.97%
	Physically/mentally handicapped	3	0.02%	14	0.05%	17	0.03%



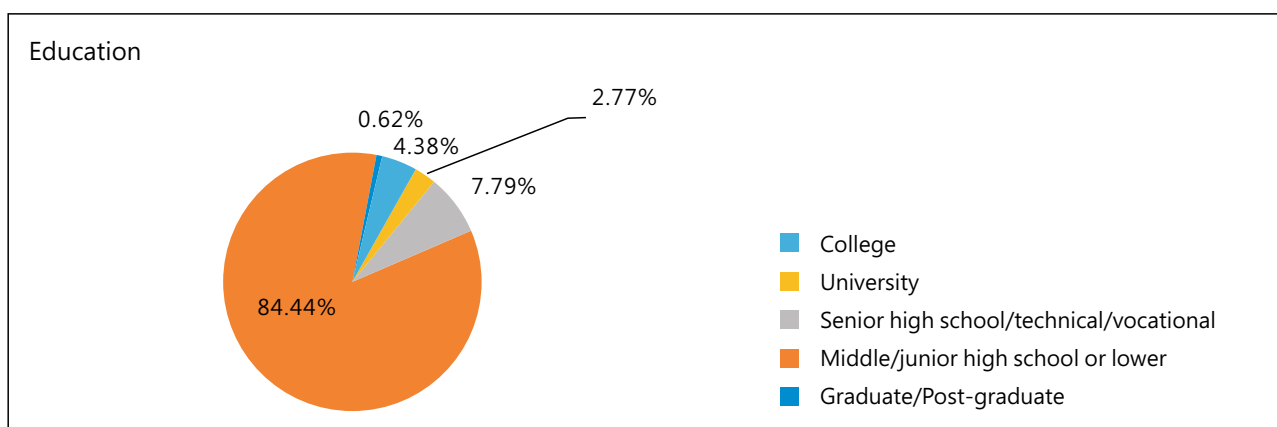
Manpower quality

Our company's outstanding achievements are mostly attributable to the high caliber of our employees. Our records show that up to 7.79% of our employees have completed high school. Over 7.77% of our employees also hold a college degree or higher.

Age and gender distribution

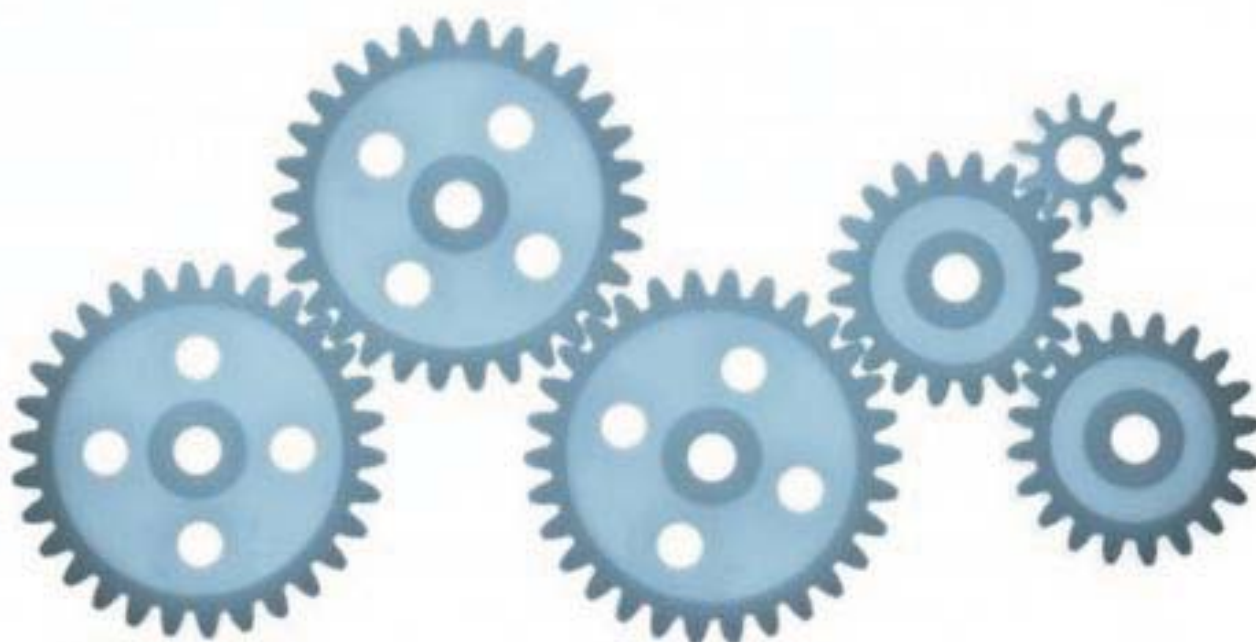
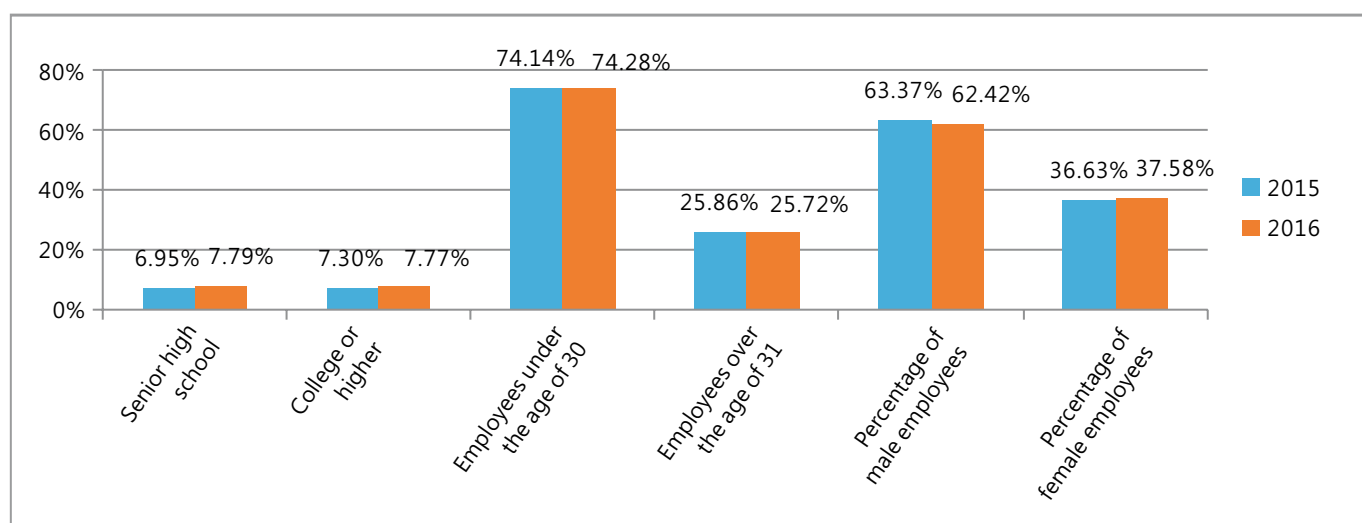
Those under the age of 30 accounted for 74.28% of all Foxlink employees worldwide while those over 31 years old accounted for 25.72%. As for employee gender distribution, the majority (62.42%) are men. Foxlink does not discriminate on age or gender for employee development. We believe in putting the right people in the right place and giving all employees equal opportunities for development.

Type	Employee distribution	Women	Percentage	Men	Percentage	Total	Percentage
Education	Middle/junior high school or lower	16054	85.85%	25962	83.59%	42016	84.44%
	Senior high school/technical/vocational	1359	7.27%	2518	8.11%	3877	7.79%
	College	811	4.34%	1366	4.40%	2177	4.38%
	University	417	2.23%	963	3.10%	1380	2.77%
	Graduate/Post-graduate or higher	60	0.32%	250	0.80%	310	0.62%



Employee diversity						
Type	Education		Age		Gender	
	Senior high school	College or higher	Employees under the age of 30	Employees over the age of 31	Percentage of male employees	Percentage of female employees
2015	6.95%	7.30%	74.14%	25.86%	63.37%	36.63%
2016	7.79%	7.77%	74.28%	25.72%	62.42%	37.58%

Comparison of employee types between 2015 ~ 2016



2.2 Employee Remuneration and Benefits

Foxlink's main operating sites are located in Taiwan and China. We adhere strictly to the local laws in providing employees with their legal rights as well as equality in employment, promotion, remuneration and benefits so that employees can grow together with the Company.

For employee remuneration, salaries and bonuses are adjusted based on local cost of living and the market rates in related industries. To promote harmonious labor relations, Foxlink offers annual bonuses, performance bonuses, as well as holiday bonuses for Mid-Autumn Festival, Dragon Boat Festival and other traditional holidays. For employees with childcare requirements, Foxlink provides them with concrete support as well including statutory paid maternity and paternity leave, unpaid leave, career planning, benefits and subsidies.

To protect employee rights and their livelihood, Foxlink pays pension contributions for employees in Taiwan. For employees in China, Foxlink purchases mandatory social insurance (including retirement insurance, medical insurance, occupational insurance, unemployment insurance, and childbirth insurance) and contributes to the provident fund. Foxlink also provides benefits such as free dormitory housing and food subsidies. Other benefits include holiday meals, employee activities, birthday parties and employee support events. These make employees feel at home and properly looked after. Employees have access to company recreational facilities such as basketball courts, table tennis rooms, employee A/V rooms, and libraries. These provide employees with a place to relax outside of work and create an easy-going ambiance that helps employees who spend long periods of time away from home feel like they belong.

Comprehensive Leave System



The leave management system in Taiwan takes the "Labor Standards Act", "Regulations of Leave-Taking of Workers" and "Act of Gender Equality in Employment" in account in providing statutory leave types such as menstruation leave, wedding leave, maternity leave, paternity leave, family leave and special leave. In addition to statutory unpaid childcare leave and military service leave, employees can also apply for unpaid leave in the event of serious illness or injury, or when extended leave is need for continuing education. Employees can apply for reinstatement at the end of their leave period in order to balance their personal and family commitments.

Percentage of employees who applied for childcare leave in 2016



Percentage of employees at Taiwan headquarters who applied for childcare leave in 2016			
Unpaid childcare leave	Women	Men	Total
Number of applicants	9	3	12
Number of reinstatements	4	2	6
Reinstatement rate	44.44%	66.67%	50.00%
No. of reinstatements after unpaid leave in 2015	4	2	6
No. of employees reinstated after unpaid leave in 2015 still with the Company in 2016	3	1	4
Retention rate	75.00%	50.00%	66.67%

Generous Remuneration



■ Remuneration policy

The salary scale at Foxlink is based on position, ability, education, experience and professional knowledge. It does not discriminate on the basis of gender, race, religion, political affiliation or marital status. All starting salaries in Taiwan are higher than the minimum wage set by the "Labor Standards Act." An annual survey of salaries in related industries is also conducted to ensure that the overall remuneration offered by Foxlink is in keeping with market standards. Additionally, Foxlink offers salary adjustments, differentiated bonuses and a profit-sharing scheme based on the Company's business performance, individual performance and contributions at work. These reward employees for their dedication and provide an incentive to outstanding employees.

Comparison of Men and Women's Basic Wages		
Location	Ratio of starting salary of female employees	Ratio for starting salary of male employees
Foxlink plants	100%	100%

Attentive lifestyle services



■ Comprehensive insurance system

Taiwan headquarters not only provides employees with Labor Insurance (including employment insurance) and National Health Insurance in accordance with the law but also offer additional group insurance coverage such as life insurance, serious illness insurance, medical insurance, accident insurance, cancer insurance, and overseas travel insurance for business trips to look after the safety of our employees at work and at home. Group insurance coverage is also available for dependents to help employees look after their families.

■ Sound retirement system

Foxlink makes pension contributions for every employee as required by the "Labor Standards Act" and "Labor Pension Act." Employees hired before June 30, 2005 (inclusive) enjoy seniority under the old pension system and a pension contribution equal to 2% of their monthly salary is paid to the Supervisory Committee of Workers' Retirement Fund for deposit into a dedicated Bank of Taiwan account. For employees who arrived after July 1, 2005 (inclusive), 6% of their monthly salary is deposited into their Labor Insurance Bureau pension fund. At the start of each year, Foxlink estimates the number of employees eligible for retirement and calculates the reserve fund required to meet pension obligations. We also exceed the statutory requirements in allowing employees whose age and seniority total more than 70 to apply for retirement. As of December 31, 2016, up to NT\$40,609,394 has been set aside for pension payments. Employees on the old pension system must voluntarily choose to switch over to the new pension system to accumulate seniority under the new system.

2.3 Employee Communications

Communications is everywhere. At Foxlink, we believe strongly in the two-way nature of communication. Management and communication in particular are essential in a team. We have therefore set up not only channels for employee feedback but also a company QQ group to encourage employee interaction. Company-related information is posted in real-time and it also serves as a real-time employee communications channel for inquiries and complaints. We hope that communication can help reduce friction and misunderstanding. We also hope that it will help employees from different backgrounds embrace the same values, eliminate differences in perception, resolve misunderstandings and maximize team synergies.

In addition, new employees are introduced to the Foxlink corporate culture. Training courses and scenarios are also used to build employee identification with our corporate culture and management philosophy. In recent years, Foxlink has also begun using employee performance and separation interviews to learn more about their thinking. Learning about employees' expectations of the Company helps Foxlink understand and take employee requirements more seriously.

Bulletin and notice boards are used by Foxlink to convey information about the Company and its activities on a routine basis. The "Foxlink Learning e-Newsletter" is a company journal that is published monthly to serve not only as a bridge between the Foxlink corporate culture and employees but also to provide employees with resources for learning and career planning.

Employee Feedback Methods



■ Employee Complaints Platform

In 2016 there were 332 employee complaints and the closure rate was 100%;
In 2016, there were 3677 employee inquiries and the closure rate was 100%.

■ Management Communication Meeting

Regular "Line and Group Leaders Communication Meetings" are held by the Kunshan Plant. When junior managers have problems communicating with employees on the production line, they will contact the Employee Relations Office right away for assistance. This approach to communications effectively reduces the number of conflicts by preventing the escalation of differences between junior production line managers and employees.

■ Direct Employee Forum

A "Direct Employee Forum" was held every month at the Huanan Plant in 2016. Every employee delegate is from a different unit. During the forum, delegates can ask questions or report problems that they or their colleagues encountered at work or at home. Managers at the meeting then give an explanation or response right away. After the forum, problems raised by employee delegates are passed to the relevant functional units. A proposal for corrective action must then be drawn up and approved the department-head level before being officially announced. These forums have helped to greatly increase employee identification with the Company.



Forum in action



Line and Group Leaders communication meeting

The “Direct Employee Forum” solved 164 issues raised by employees in 2016.

To fulfill the Foxlink philosophy of “Caring for Employees”, the employee care platform at Kunshan Plant organized the “Employee Forum” to build rapport between the Employee Relations unit and junior management (line leaders, group leaders) for better management and joint advancement. By turning the philosophy of employee care into action, this helps to build harmonious labor relations and support the sustainable development of the Company.

A total of 30 sessions were held in 2016. Apart from sessions for operators, forums were held for line and group leaders as well. Seminars on “Cultivating employee rapport” and “How to placate employees” were held to improve employee management and communication skills. Other topics included effective employee communications, new employee communication and observation, problem employee management, how to reduce the production line turnover rate, how to boost teamwork and employee incentive methods, employee management during the probation period, management case studies, and employee communications with respect to employee relations.



Group photo of forum participants

■ New Indirect Employee Forum

The employee care platform of Huanan Plant hosted forums for new indirect employees in 2016. During the forum, employees were congratulated on completing their probation. The forums were also used to learn about the problems that new employees encountered at work or at home during this time, and what assistance can be provided by the Company.

During the forums, employees spoke at length about their experiences after joining Foxlink. The host also took the time to ask each employee what problems they encountered at work or at home during this time. The issues raised by employees were processed after the forum and a response given. Employees from different units introduced themselves to each other during the forum. Everyone spoke their mind in a comfortable and cheerful atmosphere that strengthened the friendship between them.

A total of 374 employees attended 12 sessions in 2016.

■ Sunshine and Spirit House

A “Sunshine and Spirit House” was established in the employee living area at Huanan Plant in 2011 to protect the mental health of Foxlink employees as part of the Company’ s welfare system. The “Sunshine and Spirit House” offers psychological counseling services to employees every week. Experienced psychological counselors have also been invited to become resident consultants and host large mental health knowledge seminars each month. After more than four years of development, the “Sunshine and Spirit House” now offers individual psychological counseling, group guidance, psychological salon, defensive mechanisms, and EAP knowledge column. Various books on psychological knowledge have also been purchased by the “Sunshine and Spirit House” for employees to read. A total of 104 counseling sessions were conducted in 2016.



Sunshine and Spirit House counseling room



Mental health knowledge education

■ Work happily sound in health and mind

A “Relaxation Room” was set up by the Kunshan Plant in 2012 to protect the mental health of Foxlink employees as part of the Company’ s welfare system. The “Relaxation Room” is open during the week to listen to employees’ stories, share stories of love and growth, and provide employees with psychological counseling.



Relaxation Room

■ “Caring Angel” System

To make new employees feel successful and welcome in their new position, the Huanan Plant set up the “Caring Angel” system in 2016 to ensure that new employees feel welcomed and to help them overcome any difficulties.



Group photo after “Caring Angel” session



“Caring Angel” training materials

2.4 Employee Care Activities

"Employees are the roots and caring is the foundation" defines the employee care philosophy of Foxlink. We not only emphasize quality of life and mental well-being but also build a platform for the personal development of employees. Employees are therefore encouraged to take ownership at work and be passionate about their jobs. This results in a win-win outcome for employees and the Company.

Lifestyle Seminars



■ Happy Life Seminars

Happy Life seminars are held every month at the Huanan Plant to enrich the employees' life outside of work, increase awareness on mental health, boost employees' happiness index and promote harmonious labor relations.

Eight sessions were held in 2016 and were attended by 335 people.

Courses held in 2016 included:

"Find your secret to workplace communications" , "True beauty lies in self-confidence" , "How to be funny and charming" , "Learn how to say goodbye to anxiety and insomnia" , "Gender relations" , "Popularity through mood management" , "How to adapt quickly to new environments" , and "Eliminate mental fatigue and learn how to embrace a healthy lifestyle through mood management."



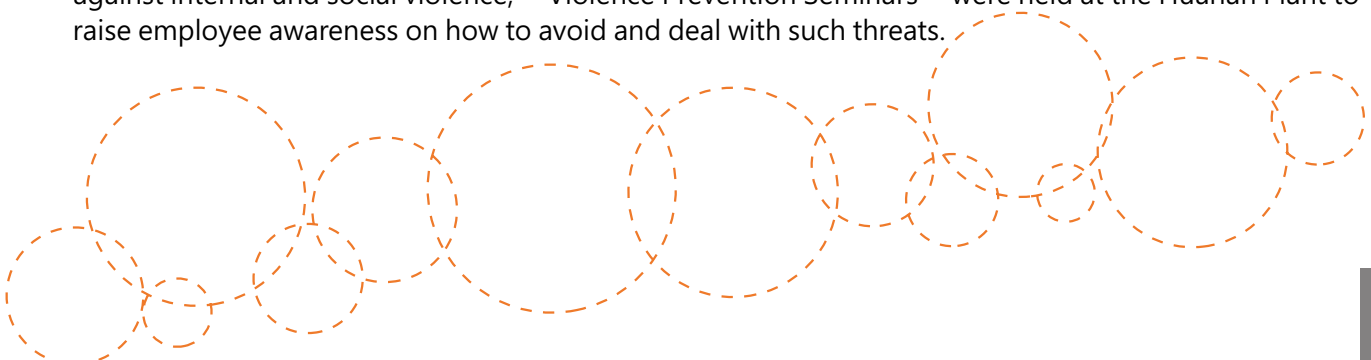
Interactions during Happy Life seminar



Seminar on art of interpersonal relationships

■ Violence Prevention Seminars

There has been an upsurge in robbery in recent years. Criminals are increasingly offending at an earlier age as well. Social unrest and disorder in the surrounding areas have led to frequent incidents of fraud, extortion, blackmail, robbery, snatch & grab and brawling. To effectively prevent the Company against internal and social violence, "Violence Prevention Seminars" were held at the Huanan Plant to raise employee awareness on how to avoid and deal with such threats.



■ Healthy Work Place

A medical center has been established by Foxlink to provide employees with easy access to medical services. Health exams are arranged for employees on a regular basis and coverage exceeds the statutory items required by the Labor Standards Act. Statistical analysis is used to effectively enhance employee health management. Employees with serious anomalies detected during health exams receive medical advice, health education and follow-ups.

A heart-warming milk expression room has been set up by Foxlink to help employees raise healthy children. The room provides mothers returning to the workplace with a private and comfortable space for expressing milk so they can concentrate on their work.

Foxlink also actively organizes health promotion activities and seminars for ordinary employees. Internal weight loss classes, screening for four types of cancer, physical fitness exams as well as healthy workplace certification all help to protect and promote employee health.



Physical fitness test



Health promotion seminar



Weight loss class



Healthy workplace certification



Nursing room



Screening for four cancer types

Exciting After-Hour Activities



■ Spring Festival Couplets

A Spring Festival Couplets giveaway event was organized by Foxlink to give employees a taste of the approaching Chinese New Year. Members of national and provincial calligraphy associations as well as members of the Company's calligraphy club were invited to write spring couplets and give them away to employees for posting at home or to take back to their hometown. The event boosts employee identification with the Company.



Spring festival couplet giveaway

■ Holiday in Taiwan

To demonstrate our concern for employees, boost employee morale and improve our corporate image, employees of the year are publicly recognized for their outstanding performance. Winning employees also receive a trip to Taiwan to learn about Taiwanese customs and culture as well as enjoy the fruits of their labor.



Group photo of employees at Kenting



Group photo of employees on holiday in Taiwan

■ Mid-Autumn Festival Party

For the Mid-Autumn Festival, Foxlink sought to demonstrate its concern for employees and enrich their cultural activities by providing employees with a fun and relaxing holiday. A "Tall, Big, High" evening party was held on September 8, 2016, in partnership with Dongguan TV. On September 14 and September 15, 2016, the "2016 Huanan Plant Full Moon at Fugang" Mid-Autumn Arts and Culture Evening Party" was held at the Fuqiang and Fudong Plants as well.



Employee performance in the auditorium



Moon cakes presented to employees at the plant party

■ “Fugang Cup” Mixed Tug-of-War Competition

To enrich employees’ cultural life outside of work, promote more communication between departments, encourage the spirit of teamwork and cultivate a lively sense of camaraderie, the “2016 Fugang Cup Mixed Tug-of-War Competition” was held by Foxlink on Huanan Plant’s basketball court. A total of 260 employees in 12 teams from each business division took part in the tug-of-war. They were cheered on by nearly 600 cheerleaders.



On the day of the competition (1)



On the day of the competition (2)

■ 2016 7th “Fugang Cup” Men's Basketball Tournament at Huanan Plant

To enrich employees’ cultural life outside of work, promote more communication between departments, encourage the spirit of teamwork and cultivate a lively sense of camaraderie, the “2016 Huanan Plant 7th Fugang Cup Men’s Basketball Tournament” was held by Foxlink in September 2016 at the Fugang and Fudong Plants.



On the day of the competition (1)



On the day of the competition (2)

2.5 Career Development and Employee Growth

A company's most important asset is its people. That is why we attach great importance to the career development of all Foxlink employees. We also hope that all Foxlink employees can grow together with the Company. An industry-university partnership was formed with the National Taiwan University of Science and Technology to create five separate colleges for the Foxlink University. The "Leadership Management College" focuses on improving the leadership and management skills of managers; the "Innovation College" helps business units develop creative and innovative ideas into new group ventures and industry-university collaboration projects that boost our business performance; the "Marketing Management College" assists with improving core skills in management, sales and marketing in order to boost the Company's market share, profitability and future sustainability; the "Manufacturing Management College" focuses on the training and passing on of professional technical skills; the "Technology Development College" assists with the upgrading of R&D capabilities that form a part of the Company's core competitiveness and future sustainability.

The training system at Foxlink can satisfy the learning requirements of different grades and specialties. The management training system includes a management learning road map that sets out a five-year learning plan for management skills needed at each level of management. Managers then receive training on the required competencies for each stage so they can progressively improve their individual management skills over time.

For specialists, the heads of each department develop a unified plan of the professional knowledge and skills expected of employees in their work. This is then converted into the annual training plan. The Foxlink education and training system satisfies the principles and rules of the Taiwan Training Quality System (TTS), as well as the requirements for connection between organizational requirements, strategy and training. Between 2014 and 2016, Foxlink was presented with the TTQS bronze medal by the Workforce Development Agency three years in a row.

A total of 2,482,677 hours of training were conducted at all plants in 2016. The training was attended by 195,033 people so each person received on average 12.7 hours of training.

2016 Summary of Plant Training Courses										
Trainee Type	Men					Women				
	Number of Employees	Total Number of Trainees	Average Number of Trainees	Total Training Hours	Average Training Hours	Number of Employees	Total Number of Trainees	Average Number of Trainees	Total Training Hours	Average Training Hours
Direct employee (DL)	70201	127599	1.8	1699176	13.3	25912	45973	1.8	621399	13.5
Ordinary employee (IDL)	3986	8962	2.2	61861	6.9	2306	5915	2.6	32016	5.4
Management personnel	1618	4650	2.9	46603	10.0	687	1865	2.7	21348	11.4
Operations personnel	35	68	1.9	272	4.0	1	1	1.0	2	2.0
Total	75840	141279	1.9	1807911	12.8	28906	53754	1.9	674765	12.6
Total Average Training Hours	12.7									

Foxlink Boot Camp for Talent Development and Trainee Training



A management boot camp was set up by Foxlink to cultivate the next generation of management trainees. The boot camp serves as a cradle for talented personnel and graduates are attracted through campus recruiting every year. The recruiting of new blood is expected to inject new energy and creativity into Foxlink. All employees in the boot camp undergo 5 weeks of training at the Huanan Plant upon arrival. Such training introduces employees to the Foxlink business philosophy, help them settle into the Company culture, inspire their ambitions, and welcome them to the organization. It also introduces them to the front-line of Foxlink operations where they can learn about production line operations and experience what it is like to live in China for five weeks. An intensive program of technical and management training is conducted for management trainees every quarter. Regular assessments are also organized to give management trainees a clear path for future career development. A total of 1,429 people have been recruited since the boot camp was established in 2000. 76 people (26%) are now in management positions. In the future, the professional depth and reach of new employees will continue to be enhanced through the boot camp in order to meet the need for a pool of ready talent from business units.

Internal Instructor Scheme

To promote the transmission and passing on of experience and knowledge, an internal instructor system has been set up by Foxlink to cultivate internal instructors. There were a total of 389 internal instructors in 2016. 92 were trainee instructors who will undergo further training to become professionally certified internal instructors.

Improving English Proficiency

The TOEIC English proficiency testing system was introduced by Foxlink in 2016 as part of our internationalization effort to gradually build a TOEIC norm score database for each position. This will be linked to promotions in the future to ensure that managers at all levels possess sufficient foreign language proficiency; a TOEIC and business English class were held in 2016 and attended by 50 people. Further classes will be held in the future along with the development of online English learning resources to raise the standard of English among employees.

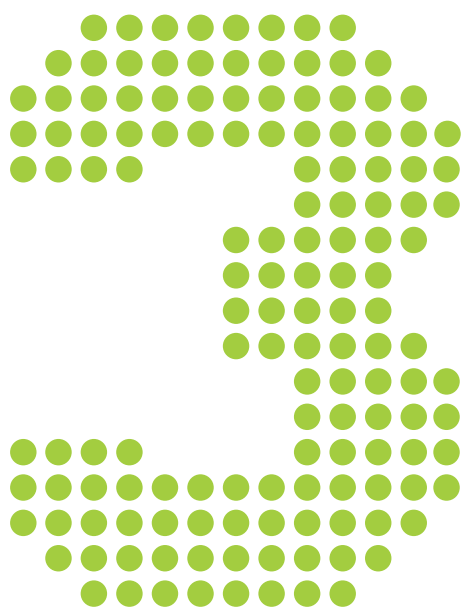
Education and Training Platform

The internationalization of Foxlink means our employees are too widely scattered for a single learning method to be sufficient. To provide employees with a faster and more flexible learning option, a learning platform was introduced by Foxlink in 2011 to transmit and pass on internal knowledge and experience through systematic digital learning methods and an online learning platform. In 2014, this was expanded to include plants in China as well. This will enable the sharing of learning resources as well as the provision of learning resources and environments unconstrained by space and time.



A comprehensive e-learning platform has now been established at all plants in Taiwan and China. Employees in Taiwan and China all have access to a friendly learning environment with no time and location constraints. Employees can therefore plan and organize their own learning schedule. They can also access and read the document resources on the platform at any time.

In 2016, a total of 21 online courses were hosted by Foxlink headquarters. Training was attended by up to 3,255 people for a total of 2,599 training hours.



Health & Safety

3.1 Safety in Industrial Production

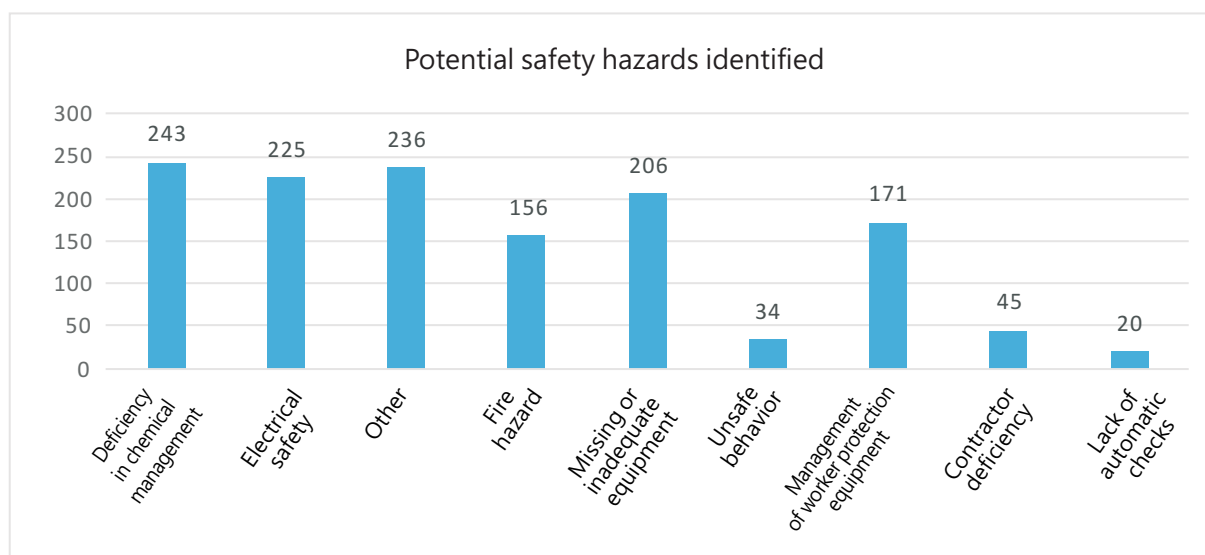
Occupational Health and Safety Policy

To carry out Social Accountability on Occupational, Health and Safety in reference to regulations and laws.
To care for employee' s health and safety, and avoid relevant accident.
To build up management system on Occupational, Health and Safety and improve it continuously.
o train and encourage employee in participating in all activities on Occupational, Health and Safety.

To enforce the Company' s occupational health and safety policy, comply with the relevant occupational health and safety regulations, and better protect the safety, healthy and property of employees, Foxlink has always managed occupational health and safety in a systematic, scientific and rigorous manner. This facilitates sustainable development by balancing the needs of stakeholders, the economy and society.

A total of 1,336 potential safety hazards were discovered and resolved in 2016. All employees were involved in the inventory of potential hazards. This provided a strong boost to the Company' s occupational injury prevention efforts.

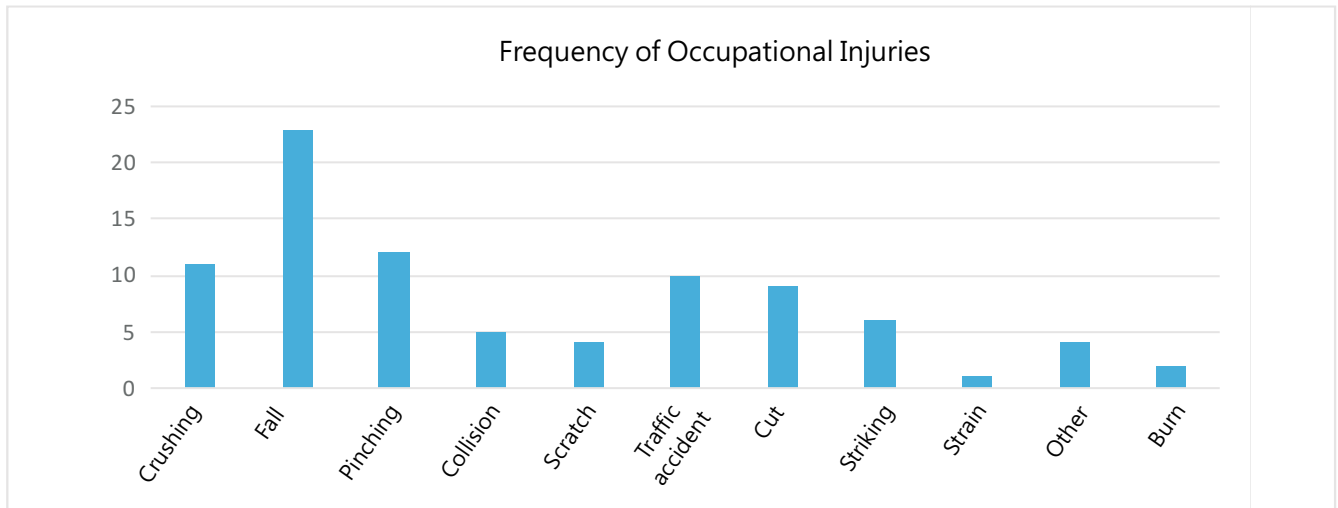
Type of Anomaly	Deficiency in chemical management	Electrical safety	Other	Fire hazard	Missing or inadequate equipment	Unsafe behavior	Management of worker protection equipment	Contractor deficiency	Lack of automatic checks	Total
Potential safety hazards identified	243	225	236	156	206	34	171	45	20	1336



In 2016, there were a total of 87 industrial accidents. There were no serious events and the average frequency of disabling injuries was 0.89 (i.e. 0.89 incidents per one million work hours); the average severity of disabling injury was 13.13 (i.e. 13.13 workdays lost per one million work hours). The average disabling injury index was therefore 0.1.



Type of Accident	Crushing	Fall	Pinching	Collision	Scratch	Traffic accident	Cut	Striking	Strain	Other	Burn	Total
Frequency of Occupational Injuries	11	23	12	5	4	10	9	6	1	4	2	87



Factory	Taiwan Headquarters	Huanan	Kunshan	Nanchang
Disabling Injury Frequency Rate	3.64	0.52	1.54	0.39
Disabling Injury Severity Rate	2.74	11.17	2.51	2.74
Disabling Injury Index	0.03	0.07	0.15	0.03

Atmosphere determines awareness and awareness determines behavior. Foxlink is always actively working to increase the safety awareness of our employees and cultivate a safe, healthy atmosphere at work. Site managers and operators undergo regular safety training to ensure that personnel are capable of carrying out safe production at their positions. They are also expected to understand why safe production is important and essential.

To continue raising the safe production management ability of junior managers, external professional organizations are regularly invited by Foxlink to host "Safe Production Management" training for site managers as well.



Training for safe production management (1)



Training for safe production management (2)

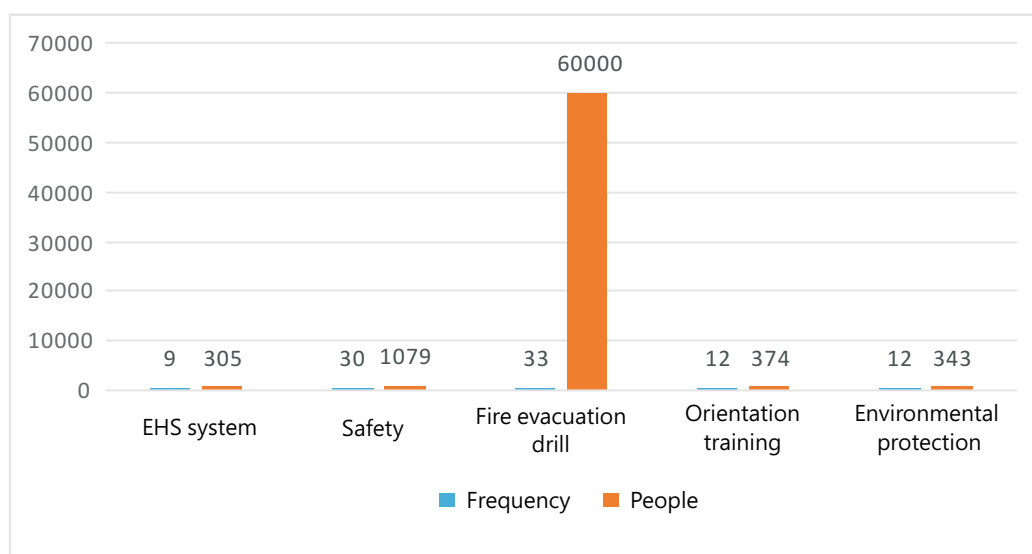
EHS Training Course

To further enhance the ability of employees to respond to emergencies and effectively prevent safety risks, the Red Cross is invited at regular intervals to administer “First Aid” training for all front-line personnel as required by the local government. A total of 988 people received this training.



Personnel with extensive EHS management experience and other specialists also regularly host internal EHS training classes for ordinary employees and those in specialist positions. The Huanan Plant conducted 96 training classes on EHS regulations, EHS management system, chemical management and use of protective gear for up to 62,101 trainees during 2016. This made an important contribution to ensuring the sustainable, safe and friendly development of the Company.

Types of EHS Training	EHS system	Safety	Fire evacuation drill	Orientation training	Environmental protection
No. of classes	9	30	33	12	12
No. of trainees	305	1079	60000	374	343



Fire Drill

To ensure the proper evacuation of employees during accidents such as fire and natural disasters, and to strengthen the emergency response skills of all management personnel, emergency drills are organized by Foxlink every year to minimize damage and injury during accidents. Employees in all regions carry out emergency evacuation and firefighting drills on a regular basis to improve their ability to detect and deal with emergencies.

Emergency evacuation drill in 2016



Evacuation



Emergency rally point



Firefighting drill



Emergency response



Fire safety education



Firefighting training

Training on firefighting equipment



Firefighting simulation



Training on fire extinguishers



Training on fire hydrants

In 2016, there were no severe spills and no penalties imposed on the Company for violation of environmental protection laws.

3.2 Occupational Health and Safety

Foxlink plays close attention to employee health and safety. To protect every employee's right to health, a variety of measures is actively employed to prevent, control and eliminate occupational hazards. We rigorously enforce statutory requirements on occupational health such as pre-service examination, declaration of occupational hazards, in-service training, monitoring of hazard factors, labor protection, regular physical exams, and separation physical exams. Source management is practiced for occupational hazards by using non-hazardous/low-hazard equipment and materials where possible. Ventilation and purification systems, isolation hoods and protective gear are employed to safeguard employee health against occupational disease.

In 2016, Foxlink complied with regulatory requirements in inviting external testing & inspection bodies to inspect 3,446 positions for 54 types of occupational hazards including noise, dust, Benzene series, lead, tin, and UV radiation. Some positions were found to have excessive levels of noise and dust, but all other hazard factors fell within the acceptable exposure threshold for a compliance rate of 98.11%.

Test Items							
Carbon monoxide	Ethyl acetate	Sodium hydroxide	Cyclohexane	n-Butanol	Illumination	Micro-climate	Vibration
Trichloroethene	B-Butyl acetate	UV light	Cyclcohexanone	Isopropanol	Methanol	Lead	High temperature
Nitrogen dioxide	Potassium gold chloride	Sodium carbonate	Sytrene	Ethylene glycol	Formaldehyde	Tin	Dust
Tin dioxide	Hydrogen cyanide	Xylene	n-Hexane	Methyl ethyl ketone	n-Heptane	Laser	Ozone
Chloroform	Ammonia	Ethylbenzene	Acrylonitrile	Acetone	Sulfuric acid	Fluoride	Noise
Power frequency electric field	Benzene	Acrylate acid	Butandiene	Isopentane	Copper fume	Hydrochloric acid	
Nickel and its compounds	Toluene	Dimethyl methane -4,4-diisocyanate	Hydrochloride and hydrchloric acid	Welding material and flux	UV radiation	Diphenyl methane -4,4-diisocyanate	

Comparison of position with occupational noise hazard before and after installation of protective shroud



Before improvement



After improvement



Control measures such as physical isolation and industrial ventilation were used to improve the working environment for all positions found to have occupational hazards. Local ventilation for example was installed to immediately extract hazardous fumes and dust from the workstation to protect employee health and create a comfortable working environment.

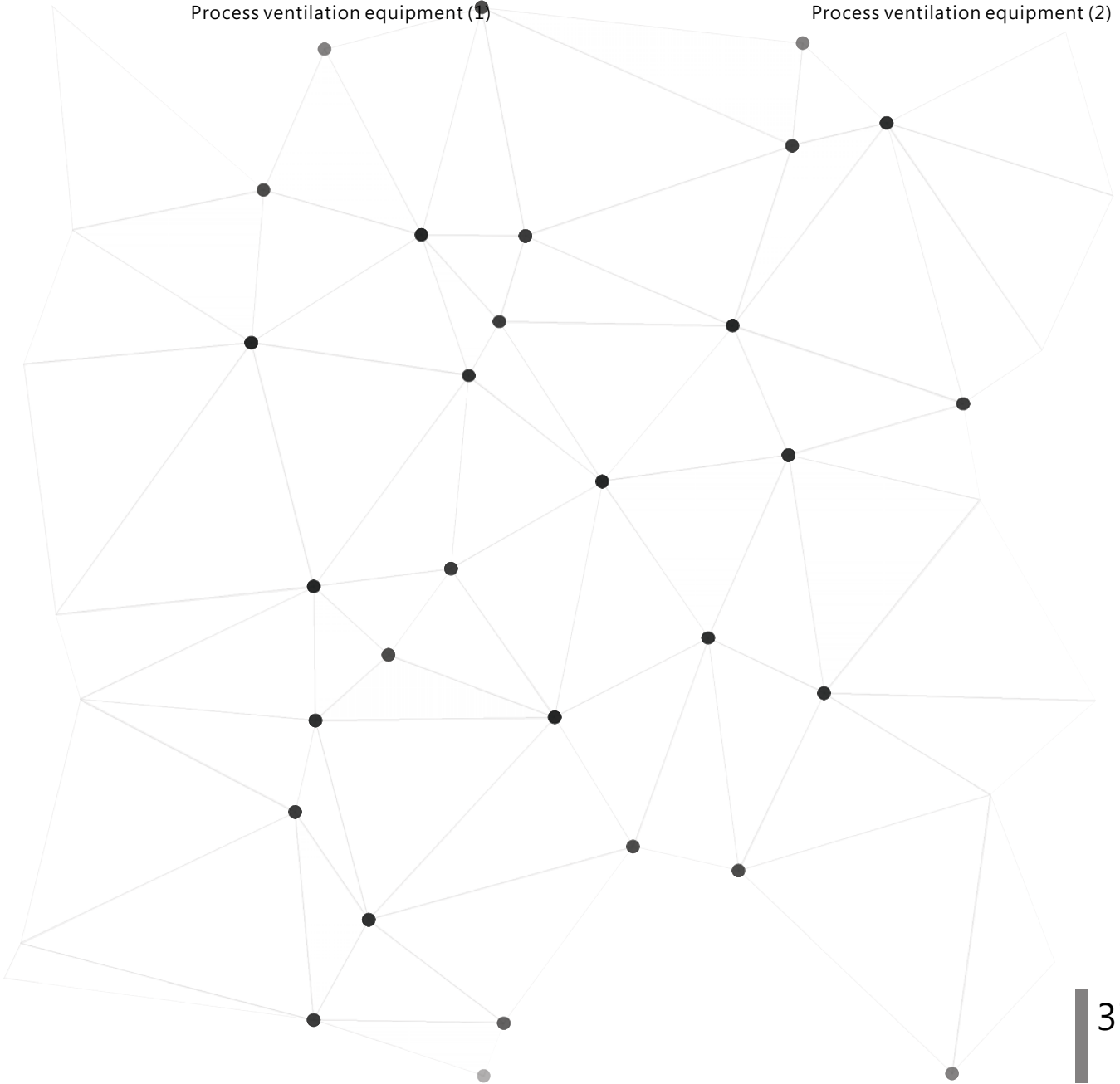
■ Addition of process ventilation



Process ventilation equipment (1)



Process ventilation equipment (2)



3.3 Food Safety

For a nation, people come first. For people, food comes first. For food, safety comes first.” At Foxlink cafeterias, priority is on food safety and quality. Next in line is progressive upgrading of the employee dining environment and better service quality. We strive to set an example through our cafeterias.

Food Safety Management

Food safety management is based on a combination of source management and site management. Cooking oil, rice and condiments are regularly submitted for testing. Under Article 33 of the “Food Safety Act” , a qualified food safety manager is assigned to each cafeteria for daily supervision. Hygiene is enforced through daily inspections, daily sterilization utensils, and regular sample testing. To ensure the best quality and service, three contractors engage in friendly competition with monthly evaluations. Overall performance is reviewed every 6 months and contractors that fail to meet standards are replaced immediately.

Ingredient Testing



The Food Committee records all ingredients upon arrival at the warehouse. All ingredients must be labeled with their test report, contents, expiry date and quality safety mark. Suppliers must possess the necessary business license and health permits.



Inspection of ingredients (1)



Inspection of ingredients (2)

Storeroom and Refrigerator Management



All ingredients must be placed on the shelves and kept off the ground. Staple and non-staple foods are stored separately and clearly labeled. Every item must be labeled with their shelf life arrival date to ensure that expired or spoiled ingredients are not used. All meat products must be stored in the freezer room while fresh fruits and vegetables are stored in the cold room. The temperature of the freezer room is also regularly recorded to prevent spoiling.

Raw, cooked, finished products and semi-products are stored in four separate areas within the refrigerator. The refrigerator is also labeled accordingly. All refrigerator contents must be stored neatly on metal or plastic trays. Unhygienic items such as cartons are prohibited.



Cafeteria kitchen (1)



Cafeteria kitchen (2)

Food Preparation and Processing

To keep the floor clean and dry, food preparation is carried out in a production line format: Chopping → Mixing → Meat processing station → Side dish → Processing → Condiments Preparation complete → Tasting by Food Committee Serve at counter. The tools for cutting meat and vegetables are stored and used separately. All condiments must be capped after use. Special fly-covers are used to keep flies off food ingredients while they are on the workbench. All cafeteria equipment is color-coded to prevent contamination.



Cafeteria kitchen (3)

Employee Cafeteria



■ Catering Complaints Window

To improve the quality of service and provide employees with quality service in a timely manner, a help point has been set up at every cafeteria to assist new employees, resolve disputes during meals and deal with any other problems.



Cafeteria help point

Cleaning of Food Utensils and Kitchen Waste Recovery

Kitchens are provided with dishwashers. Returned utensils are first soaked in water to remove any scraps then placed in the dishwasher for high-temperature cleaning. Washed utensils are then placed in the sterilization cabinet and effectively sterilized in accordance with the SOP. To dispose of kitchen waste in an environmental-friendly manner, an agreement has been signed with the health authorities for the recovery of kitchen waste. A government agency now collects the kitchen waste from the kitchen at fixed times every day.



Dishwasher



Sink for washing utensils



Food hygiene education

A "Food Committee" was officially set up at every plant in April 2013 to supervise food safety and catering. The Committee audits everything from equipment safety, personnel safety, ingredient storage, process hygiene, utensil hygiene to incoming inspections to ensure food safety for all employees.

The Food Committee meets once a month to discuss improvements based on suggestions collected from each committee member's department. Improvement actions are tracked to ensure proper closure. The Committee also works to improve the dining efficiency of employees in the cafeteria.



In 2016, we completed a complete renovation of the 1F and 2F employee cafeterias at Fudong to ensure full compliance with customer audits and the food safety requirements of health authorities. Cafeterias have also added all kinds of specialty cuisine to meet the preferences of employees in each region. This reduces the risk from employees eating out and protects the food safety of Foxlink employees.



Cafeteria environment



Specialty window



Kitchen hygiene



Caterer Quality and Environmental Certification

Regular Disinfection and De-greasing Operations



Cafeterias are thoroughly cleaned after each meal to maintain their overall environment. They are also disinfected every week, fumigated every month, and the exhaust vents thoroughly cleaned every quarter.



Cleaning and disinfection operations (1)



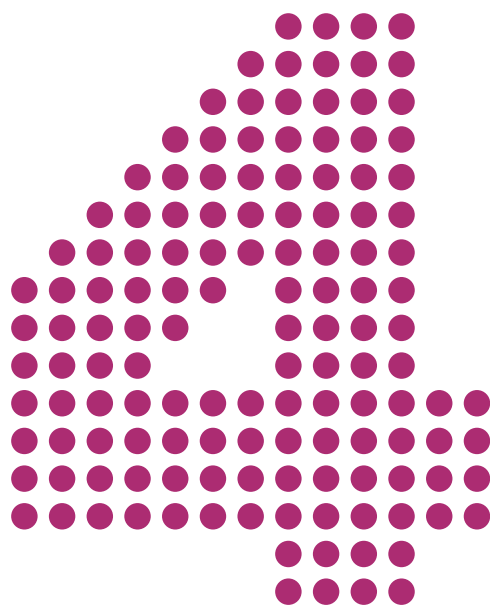
Cleaning and disinfection operations (2)



Cleaning and disinfection operations (3)



Cleaning and disinfection operations (4)



Supply Chain Management

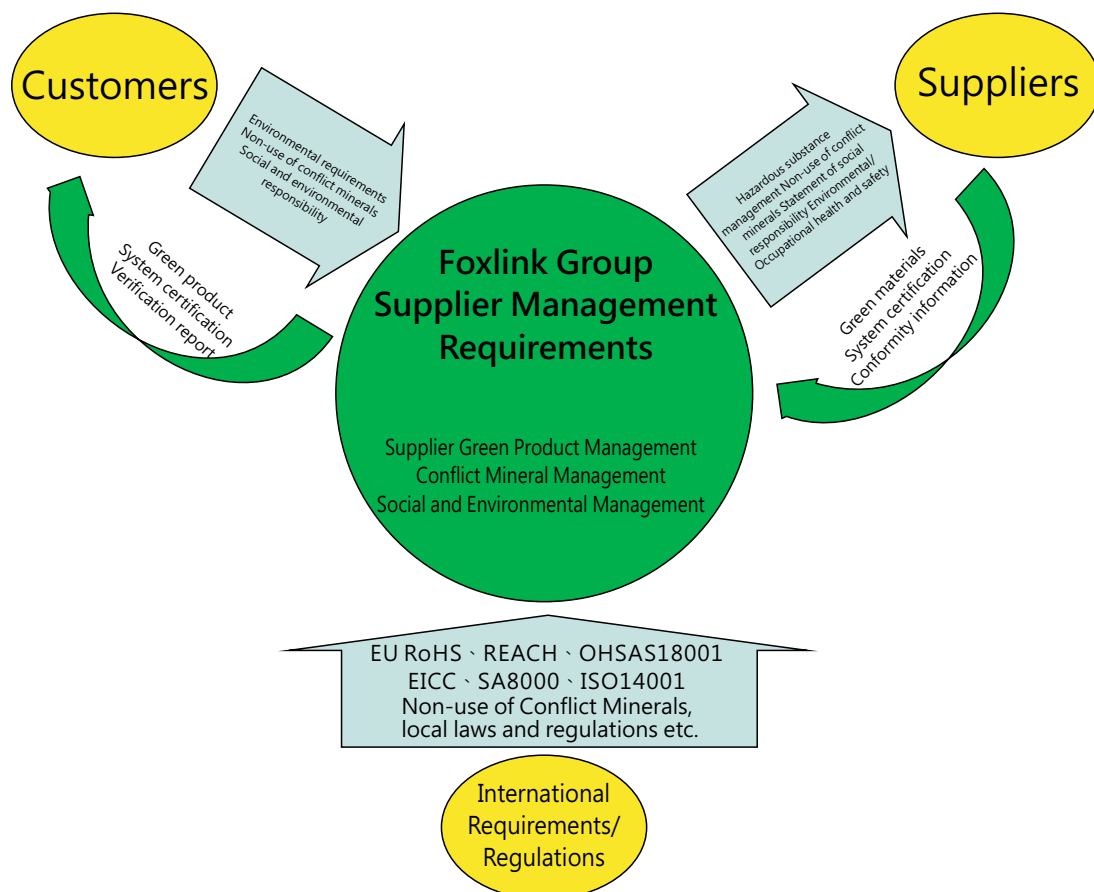
4.1 Supplier Selection and Evaluation

Supply chain management

As a member of EICC and a corporate citizen, the coming globalization means that Foxlink must not only continue to balance the sustainable development of the Company and the environment, but also strive to fulfill its corporate social responsibility in the electronics supply chain.

Foxlink considers suppliers to be key partners and hopes to work together to build a sustainable and stable supply chain. In addition to basic evaluation indicators such as quality, cost, delivery time, technical capability and service, supplier management at Foxlink also takes the Electronic Industry Code of Conduct and green purchasing procedure into account during the supplier evaluation process. Suppliers are explicitly required to seek approval before making any changes or adjustments to the materials used, production process, or production location. At the same time, suppliers are required through the declaration of ethical conduct and contract to cooperate with Foxlink on banning all forms of improper benefits such as bribery.

In accordance with regulations and guidelines such as the Electronic Industry Code of Conduct, the SA 8000 Social Accountability Standard, the ISO 14001 Environmental Management System, the OHSAS 18001 Occupational Healthy and Safety Management System, the International Labor Organization's Occupational Safety and Health Guide, Foxlink has drawn up a supplier management evaluation procedure for conducting standardized evaluations of suppliers. The evaluation covers a variety of requirements including the environmental statement (green purchasing), quality management, hazardous substance management, statement of non-use of conflict minerals, statement of social responsibility, and occupational health and safety. These are intended to ensure that suppliers satisfy the standards of the CSR management system. In response to customer requirements and to localize production, the production sites of our main suppliers in 2016 were mainly located in Asian countries such as Taiwan, China, Japan and Korea. More than 180 of new suppliers added in 2016 have signed or issued their own declarations on compliance with CSR requirements.



4.2 Ethical Supply Chain Management

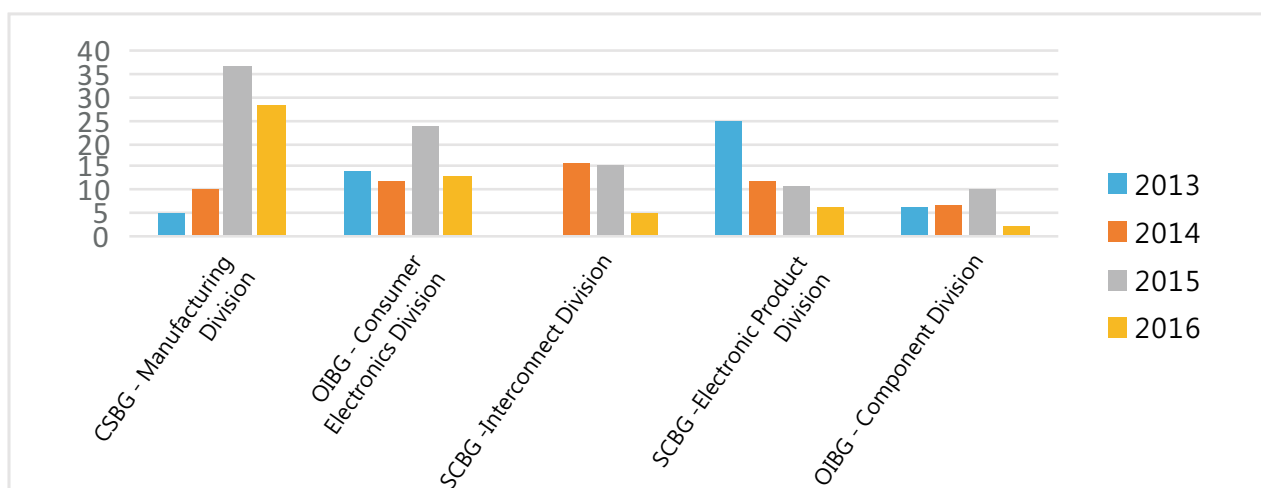
Foxlink adheres to the “Electronic Industry Code of Conduct” (EICC) and asks all suppliers to do the same as well. CSR has been made a part of the Foxlink supplier selection criteria since 2012 and suppliers are asked to undertake immediate improvements if any problems are discovered during regular reviews. Every supplier is expected to adhere to the EICC as well as the local laws and regulations of their location in terms of ethics & compliance, respect for human rights, employment of workers, health and safety, environmental protection, and business ethics.

Strict and Fair Supplier Evaluation

A rigorous supplier risk evaluation system conducts annual reviews of suppliers’ factory location, factory size, type of capital, primary production activities, business volume and CSR certification. Supplier risk is assessed in accordance with the supplier risk evaluation guidelines. On-site audits were conducted at 54 suppliers in 2016, 17 of which were new suppliers undergoing their first audit. The number of audits was 44% lower than 2015 and a total of 469 non-conformities were identified during on-site audits. No child labor was found at Foxlink or during supplier audits in 2016.

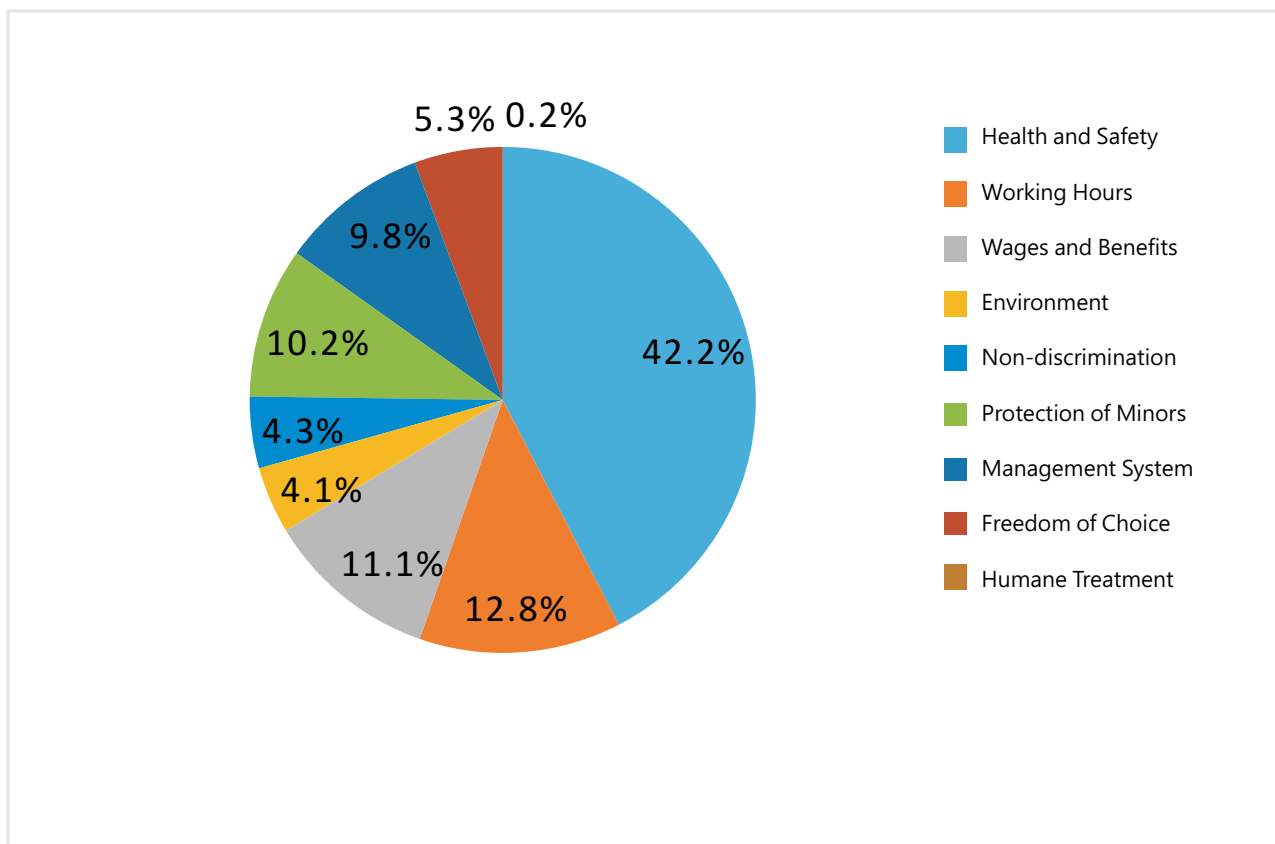
Supplier Audit - By Business Unit

Number of Suppliers Audited Each Year				
Business Unit	2013	2014	2015	2016
CSBG - Manufacturing Division	5	10	37	28
OIBG - Consumer Electronics Division	14	12	24	13
SCBG -Interconnect Division	0	16	15	5
SCBG -Electronic Product Division	25	12	11	6
OIBG - Component Division	6	7	10	2
Total	50	57	95	54



Supplier Audit - Distribution of Non-Conformities

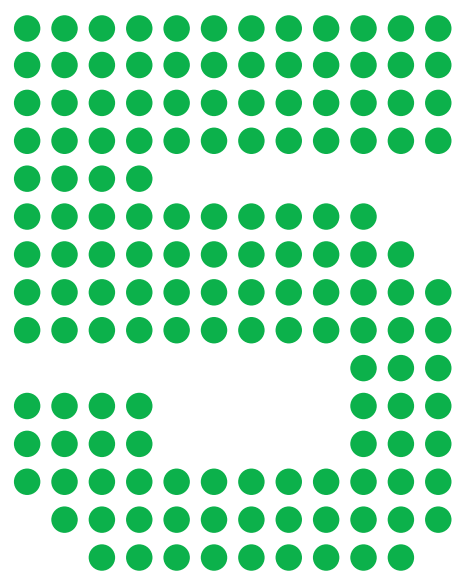
Business Unit	Health and Safety	Working Hours	Wages and Benefits	Environment	Non-discrimination	Protection of Minors	Management System	Freedom of Choice	Humane Treatment	Total
Total	198	60	52	19	20	48	46	25	1	469
Percentage	42.2%	12.8%	11.1%	4.1%	4.3%	10.2%	9.8%	5.3%	0.2%	100%



Responsible Mineral Purchasing

Foxlink does not accept and does not use "conflict minerals" from the Democratic Republic of Congo and its surrounding countries/regions. Suppliers are asked to sign the "Statement of Non-use of Conflict Minerals" committing them to not purchase and use minerals from conflict or high-risk regions. More than 180 of the new suppliers added in 2016 have signed or issued their own statement on non-use of conflict minerals.

Suppliers must trace the source of all minerals such as gold (Au), tantalum (Ta), tin (Sn) and tungsten (W) used in their products to ensure that they are not "conflict minerals." Their list of refineries must be submitted using the "Conflict Minerals Reporting Template (CMRT)" every year.



Green Low-carbon

5.1 Hazardous Substance Management

Hazardous Substance Management Policy

Meet requirements and satisfy the customers.
Minimize use for environmental protection and health.
Effective management to prevent pollution.
Total participation for win-win outcome.

Foxlink is following global green product trends and strengthening the green competitiveness of our products by adhering closely to international laws, regulations and customers' environmental requirements. A responsible hazardous substance management policy has been drawn up to demonstrate our commitment to the effective control of hazardous substances harmful to the environment and human health. For substances that cannot be replaced yet, we collect their information through different channels to build a comprehensive database for disclosure to customers or other stakeholders. Our entire supply chain is also required to adhere to relevant regulations such as the EU RoHS 2.0, REACH, HF, CP65 and PoPs.

Supporting Green Products through IECQ QC 080000

Foxlink has established comprehensive hazardous substance management systems at every production site. We are also among the first to achieve IECQ QC 080000 system certification by accepting the supervision and guidance of international certification bodies. A powerful hazardous substance testing capability has already been set up by the Foxlink Group giving us the ability to effectively monitor the hazardous substance content of raw materials from suppliers. Through the continuous efforts of all employees, Foxlink continued to satisfy the environmental requirements of our customers in 2016 and achieved the goal of “Zero” customer complaints over hazardous substances. Foxlink underwent on-site audits by multiple global Top 500 customers in 2016 and received improved ratings from all of them.

IECQ QC 080000 certificate

Huanan Plant

Kunshan Plant

Nanchang Plant

Hazardous substance training

■ HSF training course at Huanan Plant

Huanan Plant evaluates the latest environmental laws and regulations as well as customers' newest environmental specifications in a timely manner before converting them into internal training content for all levels of the Company. Improving the environmental and quality awareness of employees helps to prevent pollution.



■ Training course at Kunshan Plant

Kunshan Plant conducts internal training courses to convey the latest regulatory developments and customers' newest environmental specifications to all employees. Front-line personnel undergo HSF general knowledge training to strengthen hazardous substance management and enforcement.



■ Taiwan Plant

Employees are invited to attend seminars hosted by SGS on hazardous substance regulation (RoHS, CP65, REACH and PoPs) enforcement and updates. These cover the development of the RoHS directive, Proposition 65 in California, USA Europe's new REACH policy for chemicals, and the EU guidelines on PoPs (Persistent Organic Pollutants).

5.2 Energy Resource Management

Environmental Policy

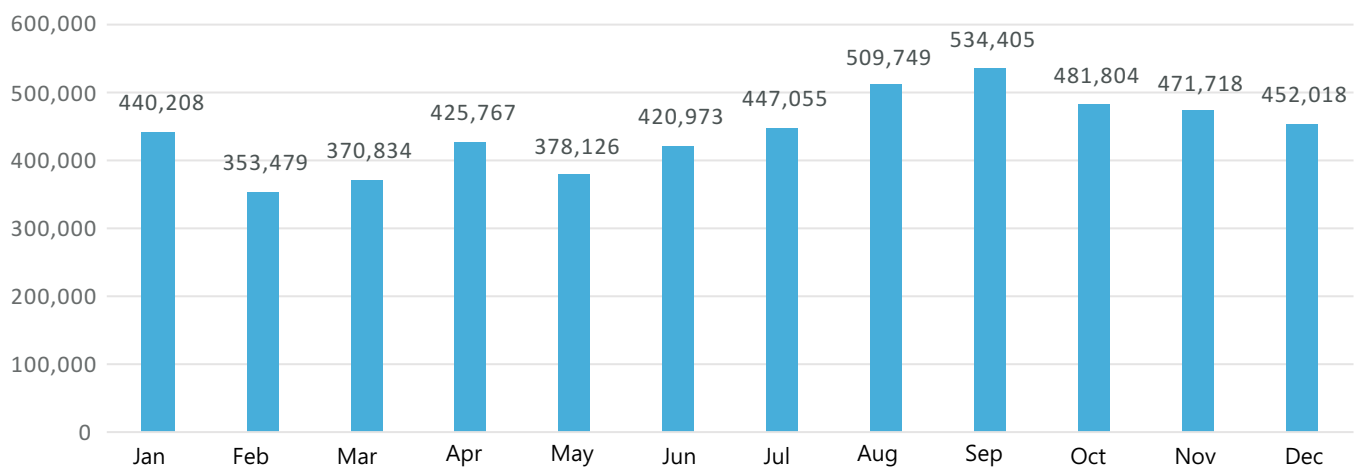
Compliance with environmental laws and regulations.
 Reduce environmental pollution and conserve energy.
 Continuous improvement of environmental management system
 Total participation in environmental training and protection activities

To truly enforce our corporate environmental policy, comply with environmental protection laws, reduce the risk of environmental pollution, and conserve energy in a reasonable manner, Foxlink is continuing to boost our energy conservation education efforts to raise the level of energy conservation awareness and support among all workers. We have also proposed environmental concepts such as Reduction (reduce the amount of waste), Reuse (reuse or re-purpose items after use), Recycle (sort all waste for recycling), Repair (repair before reuse), Reject (non-use of items that pollute the environment), and Paperless Office (computerized offices).

In 2016, total energy consumption at all sites was: Electricity consumption - 344,490,257 KWH, diesel consumption - 966,612 L, and water consumption - 5,286,136 Tons.

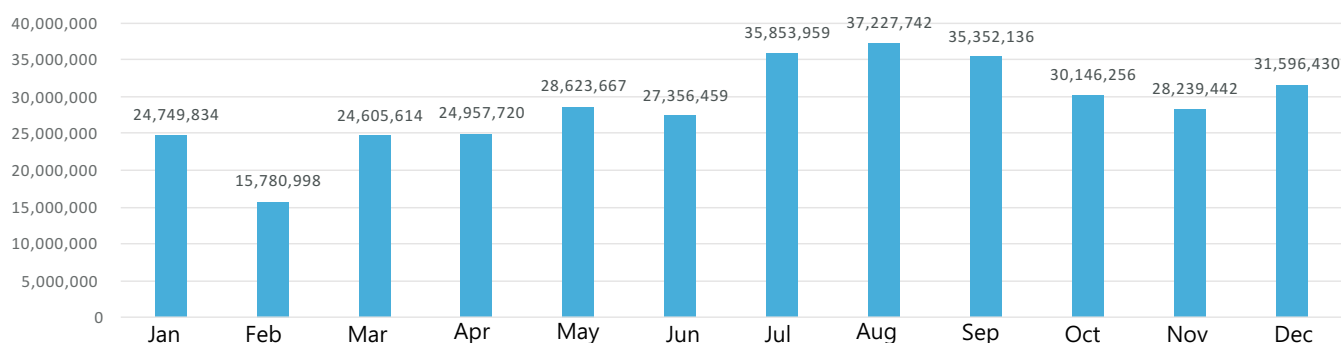
Energy Resource Type	January	February	March	April	May	June	July	August	September	October	November	December	Total
Total tap water consumption (T)	440,208	353,479	370,834	425,767	378,126	420,973	447,055	509,749	534,405	481,804	471,718	452,018	5,286,136
Electricity consumption (KWH)	24,749,834	15,780,998	24,605,614	24,957,720	28,623,667	27,356,459	35,853,959	37,227,742	35,352,136	30,146,256	28,239,442	31,596,430	344,490,257
Diesel consumption (L)	271,810	232,457	145,249	92,095	250	443	6,900	1,114	749	24,418	105,185	85,941	966,612

Tap water consumption (T)

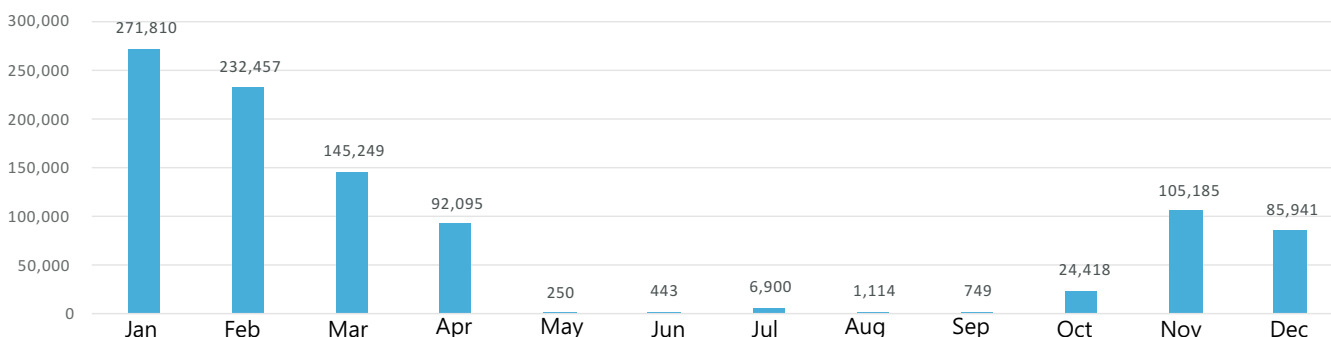




Electricity consumption (KWH)

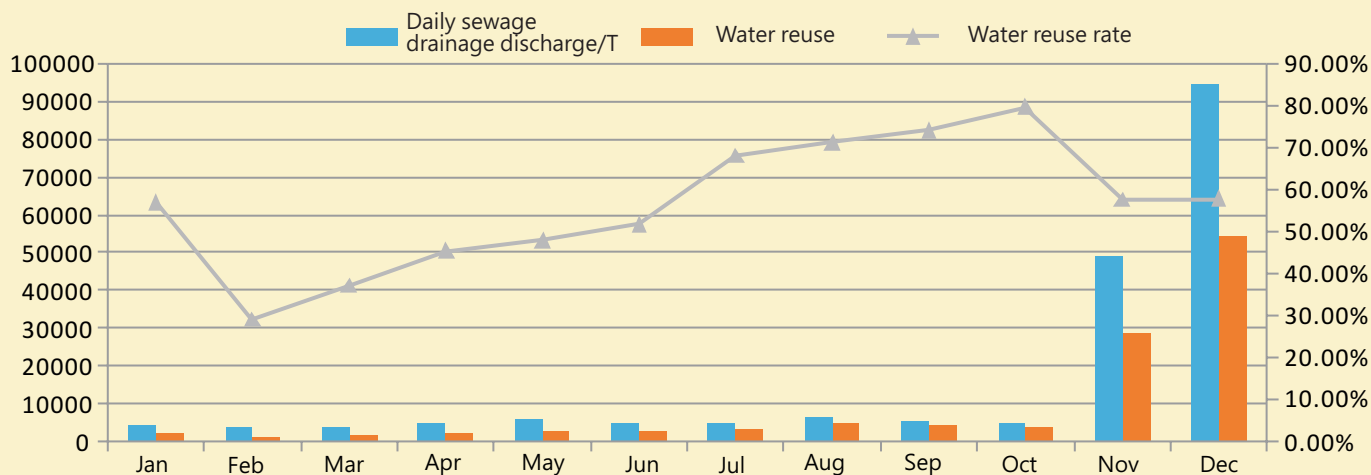


Diesel consumption (L)



In 2016, the total amount of wastewater treated at all sites was 61,951 tons. 38,707 tons of wastewater was recycled for reuse so wastewater discharge totaled 23,244 tons. Water reclamation now account for 60.05% of total wastewater treatment volume. There were no spills in 2016 and no administrative penalties imposed by local environmental authorities.

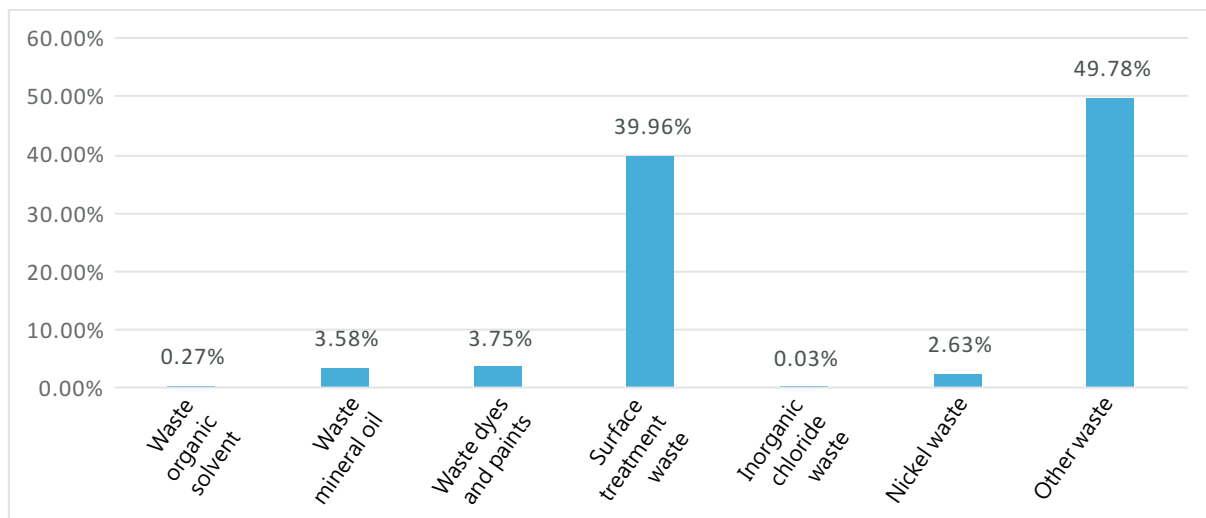
Month	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Daily sewage drainage discharge/T	4,255	3,775	3,922	4,857	5,938	4,736	5,084	6,515	5,582	4,649	49,313	94,371
Water reuse	2,427	1,097	1,458	2,206	2,845	2,452	3,462	4,641	4,135	3,703	28,426	54,425
Water reuse rate	57.04%	29.06%	37.17%	45.42%	47.91%	51.77%	68.10%	71.24%	74.08%	79.65%	57.64%	57.67%



Solid waste

The principles of sorting, recycling, waste prevention and pollution prevention were adopted to effectively manage the generation of production and domestic waste. Ordinary waste and hazardous waste are sorted and collected for recycling. A total of 382.253 tons of hazardous waste were produced in 2016.

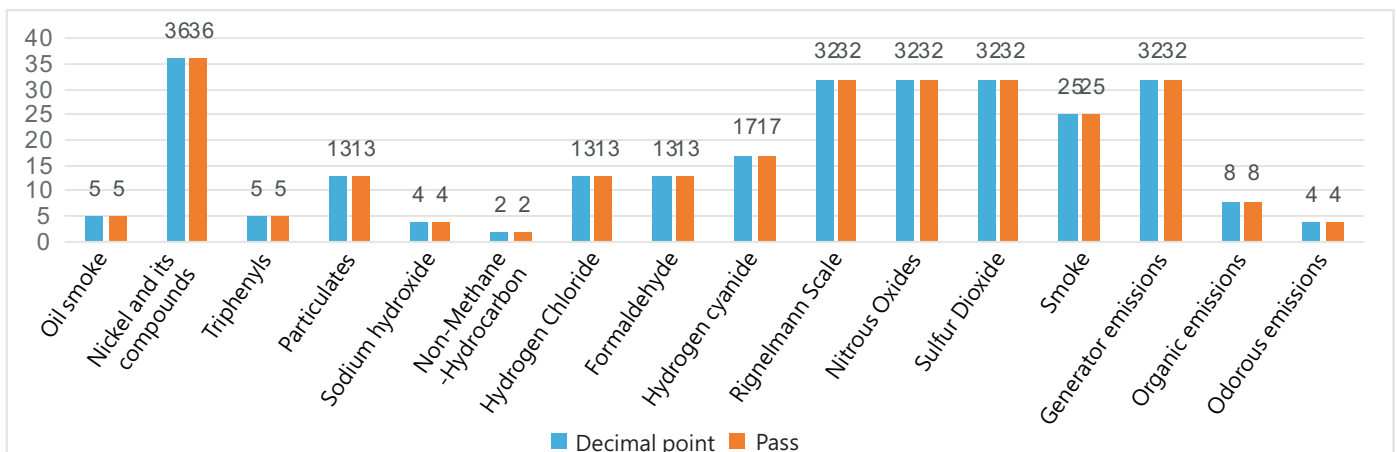
Type	Waste organic solvent	Waste mineral oil	Waste dyes and paints	Surface treatment waste	Inorganic chloride waste	Nickel waste	Other waste	Total
	HW06	HW08	HW12	HW17	HW33	HW46	HW49	
Mass/T	1.02	13.67	14.35	152.75	0.13	10.05	190.283	382.253
Percentage	0.27%	3.58%	3.75%	39.96%	0.03%	2.63%	49.78%	100.00%



Emissions Monitoring



Foxlink invites contractors and professional organizations to monitor the exhaust ports for all types of emissions in accordance with government regulations and environmental requirements. Monitored items include oil smoke, Triphenyls, particulates, Tin and its compounds, sodium hydroxide, Formaldehyde, Hydrogen Cyanide, Nitrous oxides, smog, Sulfur Dioxide, and generator emissions. There are 273 monitoring points in total and a pass rate of 100% demonstrates our commitment to preventing atmospheric pollution.



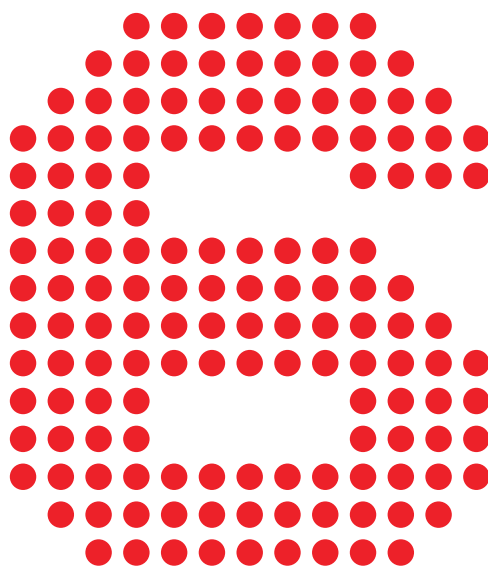
5.3 Environmental Expenditure and Investment

Foxlink has continued to investment in environmental improvement projects to improve our environmental performance and fulfill our environmental protection responsibility. More than 4,837,000 RMB were spent in 2016 on treatment, monitoring and engineering improvements for wastewater, waste emissions and solid waste. These effectively prevented our business operations from impacting the local environment.

Related Expenditure

Type	Wastewater	Waste emissions	Noise	Solid waste	Management system
Expenditure	Water quality testing Wastewater treatment improvement Electroplating wastewater optimization Sewage treatment operations	Waste emissions testing	Noise testing	Waste disposal Waste trimming disposal Sludge disposal	System verification Radiation testing Environmental science magazine Wastewater discharge permit





Community Involvement
and Development

6.1 Community Involvement in China

Foxlink has always taken an interest in the welfare of disadvantaged groups. Driven by a strong sense of corporate social responsibility, we donate and provide support for disadvantaged groups every year. The spirit of corporate social responsibility has been close to the heart of Foxlink since its founding. We work tirelessly to fulfill our ideals on environmental protection and philanthropy. Foxlink' s has made long-running contributions to people' s livelihoods, education and fighting poverty. We have won widespread acclaim from the government, public and society for our high degree of social responsibility, enthusiastic support of charities, and helping the disadvantaged.

At the end of 2016, our plants donated 50,000 RMB each to the Dongkeng Women' s Association (Assistance for Poor Families), Dongkeng Xinmenlou Village (Caring for the Village Poor), and Dongkeng Center Primary School ("Sunshine Project" for Children of Migrant Workers). Our strong support for charitable activities allow more disadvantaged groups to bask in the radiance of compassion.



Donation ceremony (1)



Donation ceremony (2)

Sponsorship for Cultural Activities in Dongguan City

Dongguan City' s Bureau of Culture and Bureau of Tourism strongly supports the February 2 "Labor-Selling Festival" in Dongkeng. Foxlink partnered with government agencies to organize the event to make this the "No.1 Festival" in terms of local tradition and culture within Dongguan City. We now strive to develop the festival into a cultural brand of Dongguan so that it can be marketed beyond Dongguan and Guangdong.



Performance on the day



Event venue

2016 Dongguan Songshan Lake International Marathon

The 2016 Dongguan Songshan Lake International Marathon was an international race co-organized by the Chinese Athletic Association and Dongguan City Government. The race drew around 15,000 runners from over a dozen countries and regions. The race had four categories: full marathon, half-marathon, 8km mini-marathon and 5km fun run. The organizers also included specialty events such as the family run, couples run and technology demonstration.

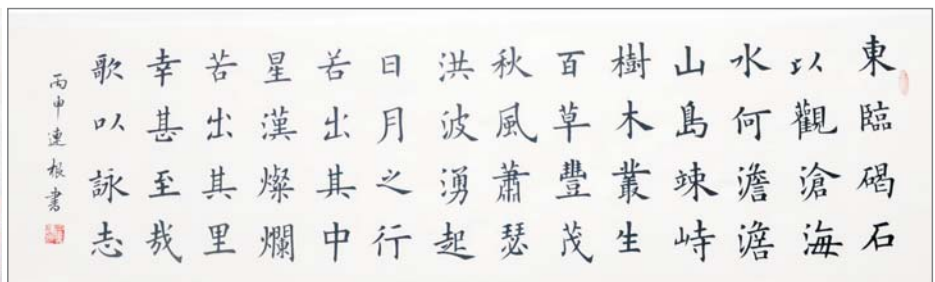


Our company cycling club entered more than 30 people under the team "Fun Run Group" and received a souvenir medal.

Dongkeng Township "Memories of Home" Literature Competition



A creative literature competition was held by Dongkeng Township on the theme "Memories of Home" to cultivate the cultural ambiance of a "National Civilized Town." Foxlink assigned great importance to the event and it drew many submissions from lovers of art and literature. A total of 32 submissions were made in categories such as art, calligraphy and literature. Ultimately, Foxlink garnered the outstanding organization award as well as a 3rd class prize in each of the individual professional literature, art and literature categories, an art distinction award, and four calligraphy distinction awards.



The Kunshan Plant offered employees with recreational labor space after work and on weekends. Employees can choose to farm and harvest these plots to gain an appreciation of farmers' lot. Every season, fun evaluations and barbecues are held to enrich employees' private lives and encourage employee interaction.



Nanchang City's implementation of the Citizen's Fitness Program is aimed at refining the city's general farmer and worker service system, build a positive social environment that respects and looks after migrant workers, and highlight the healthy, happy and harmonious spirit of migrant workers. The 4th Migrant Workers' Games was therefore held by the city's Bureau of Human Resources and Social Security and the Bureau of Sports.

The games were held at the Nanchang City International Sports Center on November 22, 2016. All the hard work by team members paid off producing outstanding results (3rd place in the city tug of war), earning praise from the city leaders and winning glory for the Company.



Nanchang City Migrant Workers' Games

6.2 Community Involvement in Taiwan

Foxlink Annual Party & Charity Donations:

The annual party for 1,500 employees from the five companies of the Foxlink Group was held at the Chinese Culture and Movie Center.

A variety of games was held before the start of the event. Individual and team challenges allowed employees to exercise their bodies and their minds. This was followed by an exciting program hosted by A-Ken, a popular celebrity among young people. The opening performance was a heart-thumping drum formation by the Chio-Tian Folk Drums and Arts Troupe, followed by performances from super idol singer Miu Chu, popular star Singger Liu, music diva Yokuy Utaw, and spirited vocalist A-Par. The superb performances were applauded by all employees. More than NT\$6,000,000 in lucky draw prizes were also given away on the day to reward and motivate employees. Charity donations this year included NT\$3,000,000 in emergency funds for several elementary schools in New Taipei City so that employees could contribute to society while having fun.



Speech by the Chairman at the annual party



Group photo of charity donation by the Foxlink Group



Opening performance of drum formation



Employee fun challenge



Employee fun challenge



Celebrity performance

Charity Donations

No.	Donation/Recipient (Individual or Charity)	Amount
1	Juguang Elementary School, Banqiao District, New Taipei City	NT 300,000
2	Houpu Elementary School, Banqiao District, New Taipei City	NT 300,000
3	Tucheng Elementary School, Tucheng District, New Taipei City	NT 300,000
4	Banqiao Elementary School, Banqiao District, New Taipei City	NT 300,000
5	Jiangcui Elementary School, Banqiao District, New Taipei City	NT 300,000
6	Shihjian Elementary School, Banqiao District, New Taipei City	NT 200,000
7	Dingpu Elementary School, Tucheng District, New Taipei City	NT 200,000
8	Guoguang Elementary School, Banqiao District, New Taipei City	NT 200,000
9	Yongji Elementary School, Yingge District, New Taipei City	NT 200,000
10	Zhonghu Elementary School, Yingge District, New Taipei City	NT 100,000
11	Laomei Elementary School, Shimen District, New Taipei City	NT 100,000
12	Yomu Elementary School, Sanxia District, New Taipei City	NT 100,000
13	Fushan Elementary School, Wulai District, New Taipei City	NT 100,000
14	Jinxi Middle School (Student aid/Charity support)	RMB50,000
15	Jinxi Primary School (Student aid/Charity support)	RMB50,000
16	Jinxi Seniors Home (Assistance for the old and infirm)	RMB50,000
17	Jinxi Disadvantaged Families (Assistance for the old and infirm)	RMB50,000
18	Dongkeng Center Primary School "Sunshine Program" for children of migrant workers	RMB50,000
19	Dongkeng Women' s Association: Assistance for disadvantaged families	RMB50,000
20	Dongkeng Township Seniors Home: Free support for seniors over the age of 70 with no means of support	RMB50,000
21	Ministry of Health and Welfare, Executive Yuan - Fund-raising for the February 6 Tainan Earthquake A powerful earthquake in southern Taiwan devastated the Tainan region on February 6. The Foxlink Group donated NT\$10 million towards reconstruction efforts.	Foxlink: NT\$5 million Foxlink Image Technology, Glorytek, PQI, Studio A and Central Motion Picture each donated NT\$1 million
22	Peipo Community Development Association of Tucheng District, New Taipei City - Chungyang Senior Welfare Promotion and Health Services Event: Rice donations, charity visually-impaired masseurs, and screening vehicles were set up at the venue to provide local residents with pap smear and digital mammography/X-ray exam services.	RMB60,000
23	Permanent charity invoice and spare change donation boxes at Taiwan plants: Invoice donation box - Genesis Social Welfare Foundation Spare change donation box - The Mustard Seed Mission Spare change donation box - Mennonite New Dawn Home - Hualien	Invoice donation box: 4,743 pcs Spare change donation box: NT\$6,906 Spare change donation box: NT\$6,330

Charity Club - Blood Donations & Community Aid

Since the Foxlink Charity Club began organizing blood drives, the event has received great support from all employees. This year, we arranged for three blood drives so that employees can roll up their sleeves in their spare time and show their spirit of compassion within the plant itself. This meant that "Donate a bag of blood to save a life" is now more than just a slogan. A total of 613,500 cc of blood in 2,454 bags were donated by the end of the year. We hope such events will continue to enjoy strong support.



Employees donating blood

The mission of the Charity Club is to reach out to more people especially those often neglected corners of society. This time, we went further afield by visiting seniors living alone in rural regions. We also helped the disadvantaged through donations of goods and charity sales. The smiling faces that we see reaffirmed our belief in the spirit of philanthropy. Truly it is "better to give than to receive." Every additional smile in this society makes our efforts more meaningful and we become even more motivated to do good.



Caring for seniors living alone

Charity Club Activities During the Year

No.	Date	Donation/Service Recipient	Donated Amount
1	2016. January	Donation of goods - Books Donation of "Butterflies of Taiwan" by photographer Lo Shengfang to the 211 elementary schools in New Taipei City. Each school received 3 copies for the use of teachers, students, or for the library/reading room collections.	Total: 633 books NT\$316,500
2	2016. April	Donation of goods - Staples Huashan Social Welfare Foundation - Disadvantaged groups & seniors living alone	86 gift boxes
3	2016. April	Charity sale - Hsin Tung Yang pork/beef jerky Charity sale held at the Tucheng Tung Blossom Festival on April 30 and May 1, 2016. All proceeds were donated to the Huashan Foundation for providing services to the old and poor.	99 gift boxes
4	2016. April	7th Group Blood Drive Taipei Blood Center	Blood donors: 255 Blood donated: 255 bags, 63,750 cc Cumulative total: 1,941 bags, 485,250 cc
5	2016. July	8th Group Blood Drive Taipei Blood Center	Blood donors: 246 Blood donated: 246 bags, 61,500 cc Cumulative total: 2,187 bags, 546,750 cc
6	2016. August	Donation of goods - Staples Mennonite New Dawn Home - Hualien	10 cartons of rice/ 3 cartons of vermicelli/ 3 cartons of rice noodles
7	2016. August	Donation of goods - Staples Taiwan Christian Service - Taitung	5 cartons of rice/ 3 cartons of vermicelli/ 3 cartons of rice noodles
8	2016. August	Donation of goods - Staples Huashan Social Welfare Foundation	5 cartons of rice/ 4 cartons of vermicelli/ 4 cartons of rice noodles
9	2016. August	Charity sale - Handmade soap Love Soap Sheltered Workshop - Autism Association	NT\$38,420
10	2016. September	Charity sale - Mid-Autumn Festival Moon Cake Gift Box NT\$10 is donated for each box to the Typhoon Nepartak relief fund	NT\$2,820
11	2016. November	9th Group Blood Drive Taipei Blood Center	Blood donors: 260 Blood donated: 267 bags, 66,750 cc Cumulative total: 2,454 bags, 613,500 cc

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	G4-22	Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements.	Note: No restatement of information in previous report.	NA

	G4-23	Report significant changes from previous reporting periods in the Scope and Aspect Boundaries.	Note: No significant changes in the scope and aspect boundaries.	NA
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Biodiversity	G4-EN11	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	Note: All operation locations are not in protected areas.	NA
	G4-EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	Note: All operation locations are not in protected areas.	NA
Effluents and Waste	G4-EN22	Total water discharge by quality and destination.	5.2 Energy and Resources Management	49
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	G4-EN24	Total number and volume of significant spills.	Note: No significant spills in 2016.	NA
	G4-EN25	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel convention annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	Note: No waste shipped internationally.	NA
	G4-EN26	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the organization's discharges of water and runoff.	Note: All operation locations are not in protected areas.	NA
Products and Services	G4-EN27	Extent of impact mitigation of environmental impacts of products and services.	5.1 Restrictions on Hazardous Substances	47
Compliance	G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	Note: No significant fines occurred in 2016.	NA

Overall	G4-EN31	Total environmental protection expenditures and investments by type.	5.3 Environmental Expenditures and Investments	52
Supplier Environmental Assessment	G4-EN32	Percentage of new suppliers that were screened using environmental criteria.	4.2 Ethical Supply Chain Management	44
	G4-EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken.	4.2 Ethical Supply Chain Management	44
Environmental Grievance Mechanisms	G4-EN34	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms.	Note: No grievance occurred during reporting period.	NA
SOCIAL : LABOR PRACTICES AND DECENT WORK				
Employment	G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region.	2.1 Overview of Employee Status and Structure	17~19
	G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part time employees, by significant locations of operation.	2.1 Overview of Employee Status and Structure	17~19
	G4-LA3	Return to work and retention rates after parental leave, by gender.	2.1 Overview of Employee Status and Structure	20
Occupational Health and Safety	G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender.	3.1 Safety in Industrial Production	33
	G4-LA7	Workers with high incidence or high risk of diseases related to their occupation.	3.2 Occupational Health and Safety	36
Training and Education	G4-LA9	Average hours of training per year per employee by gender, and by employee category.	2.5 Career Development and Employee Growth	29
	G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	2.5 Career Development and Employee Growth	29~30
	G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category.	2.5 Career Development and Employee Growth	29~30
Diversity and Equal Opportunity	G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	2.1 Overview of Employee Status and Structure	17~19

Equal Remuneration for Women and Men	G4-LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.	2.2 Employee Remuneration and Benefits	21
Supplier Assessment for Labor Practices	G4-LA14	Percentage of new suppliers that were screened using labor practices criteria.	4.2 Ethical Supply Chain Management	44~45
	G4-LA15	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken.	4.2 Ethical Supply Chain Management	44~45
Labor Practices Grievance Mechanisms	G4-LA16	Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms.	2.3 Communicating with Employees	22~23
SOCIAL : HUMAN RIGHTS				
Investment	G4-HR2	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	2.5 Career Development and Employee Growth	29
Non-discrimination	G4-HR3	Total number of incidents of discrimination and corrective actions taken.	2.3 Communicating with Employees	22~23
Freedom of Association and Collective Bargaining	G4-HR4	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights.	2.3 Communicating with Employees	22~24
Child Labor	G4-HR5	Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.	4.2 Ethical Supply Chain Management	44~45
Forced or Compulsory Labor	G4-HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor.	2.4 Employee Care Activities	25~26
Security Practices	G4-HR7	Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations.	2.5 Career Development and Employee Growth	29
Indigenous Rights	G4-HR9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments.	4.2 Ethical Supply Chain Management	44

Supplier Human Rights Assessment	G4-HR10	Percentage of new suppliers that were screened using human rights criteria.	4.2 Ethical Supply Chain Management	44
	G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken.	4.2 Ethical Supply Chain Management	45
Human Rights Grievance Mechanisms	G4-HR12	Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms.	2.3 Communicating with Employees	22~23
SOCIAL : SOCIETY				
Local Communities	G4-SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs.	6.1 Community Involvement and Activities in China	54~56
			6.2 Community Involvement and Activities in Taiwan	57~60
Anti-corruption	G4-SO4	Communication and training on anti-corruption policies and procedures.	1.3 Corporate Governance	14
Anti-competitive Behavior	G4-SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	Note: No anti-competitive behavior, anti-trust and monopoly practices occurred during reporting period.	NA
Compliance	G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	Note: No significant fines occurred during reporting period.	NA
PRODUCT RESPONSIBILITY				
Customer Health and Safety	G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.	5.1 Restrictions on Hazardous Substances	47
Product and Service Labeling	G4-PR3	Type of product and service information required by the organization's procedures for product and service information and labeling, and percentage of significant product and service categories subject to such information requirements.	5.1 Restrictions on Hazardous Substances	47
	G4-PR5	Results of surveys measuring customer satisfaction.	5.1 Restrictions on Hazardous Substances	47
Compliance	G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	Note: No significant fines occurred during reporting period.	NA