



Modern Slavery and Human Trafficking Statement 2020

This statement is made pursuant to the Modern Slavery Act 2018 for the year ending 31 December 2020.

Introduction

First Commercial Bank Ltd. ARBN 126 292 608 (the “Bank”) is a wholly owned subsidiary of First Financial Holding Co., Ltd. (TWSE: 2892) (“First Financial”). The Bank operates a branch in Brisbane, Australia, located on the M Floor of 199 George Street, Brisbane, QLD 4000 (“Branch”).

This statement sets out the steps that the Bank and Branch have taken to identify and to mitigate the risks of modern slavery in their business dealings and supply chains. This statement covers the year ended 31 December 2020.

Background

The Bank was originally established in 1899 as Savings Bank of Taiwan. The Bank was converted from a government entity into a private bank in 1998 and became a wholly-owned subsidiary of First Financial in January 2003.

The Bank has its headquarters in Taipei, Taiwan and provides financial services through 188 domestic branches, 1 offshore banking branch and 32 overseas branches/sub-branches/representative offices (including the Brisbane Branch) and 1 subsidiary bank and 7 branches in the U.S.

The Branch’s supply chains comprise suppliers from the following sectors:

- Information, Communication and Technology;
- Legal and Consulting Services (including Taxation and Audit);
- Property Services (including Facilities Management, Utilities, Cleaning, Waste Management and Security); and
- Office Consumables and Supplies.

These suppliers are all located in Australia.

Suppliers of Information, Communication and Technology, Legal and Consulting Services are suppliers of specialist skilled services and are medium to large firms.

Property Services suppliers provide both services and products which are all generic in nature and comprise a combination of large and small firms.

Office Consumables and Supplies comprise generic office products, which are generally purchased on an as-needs basis from third party suppliers. Again, these suppliers comprise a combination of large and small firms.

Commitment

The Bank's parent, First Financial upholds the principles of corporate social responsibility and is committed to the elimination of modern slavery and human trafficking. The Bank maintains effective policies and procedures to mitigate the risks that it is exposed to in this respect.

Policies & Due Diligence Processes

The Bank operates a zero tolerance policy to modern slavery and human trafficking in accordance with all local and international laws. It will not knowingly enter into a new, or maintain an existing, business relationship that will cause contravention to this policy. All new suppliers are formally assessed against environmental, labour-related, human rights and public welfare regulations and legislation.

The Bank supports an equal opportunity workplace. Its employees enjoy universally accepted labour rights, and employment-related information is openly available to all staff. The Bank ensures that there is no discrimination against any employees at all times under whatever basis, provides regular training and information in this regard, and has formal Whistleblowing arrangements in place to provide staff members, or other interested parties, with channels to expose wrongdoings.

Training

The Bank provides training to all employees regarding the risks of modern slavery and human trafficking in all its business dealings and supply chains.

Further Information

First Financial's Corporate Social Responsibility Report, is available at the following urls:

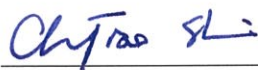
http://csr.firstholding.com.tw/en/csr_report.html (English)

http://csr.firstholding.com.tw/tc/csr_report.html (Chinese)

Approval

This statement was approved by the Bank's Board of Directors on 12 March 2021.

Signed by



Shih, Chih-Tiao
Executive Vice President
First Commercial Bank, Ltd.
25 March 2021