



**Taishin International Bank Co., Ltd.**  
**ABN 30 165 085 638**

## **Modern Slavery Statement**

## Reporting Entity

This Statement is prepared on behalf of the Taishin International Bank Co., Ltd. ABN 30 165 085 638 (“the Bank”, “Reporting Entity”). This Statement describes the risks of modern slavery in the operations and supply chains and includes information about actions taken to address those risks during reporting period of 1 January to 31 December 2023.

## Structure, Operations and Supply Chains of the Bank

### Structure

Taishin International Bank Co., Ltd. has its headquarters at 1F and B1, No. 44, Jhongshan N. Rd., Sec. 2, Taipei City, Taiwan. The Bank has 101 domestic branches, 5 overseas branches (including the Hong Kong, Singapore, Japan, Brisbane and Labuan branches), and 4 overseas representative offices. The Brisbane Branch opened in Australia on July 31, 2017 as a foreign authorised deposit-taking institution (ADI).

The Bank is a wholly owned subsidiary of Taishin Financial Holding Co., Ltd. (“We”, “the Company”). Taishin Financial Holding Co., Ltd. is a Taiwan-based financial holding company listed on the Taiwan Stock Exchange Corporation (TWSE), with its headquarters at No. 118, Sec. 4, Ren-ai Rd. Taipei City, Taiwan.

### Operations

The Bank has three major business department: retail banking, wholesale banking, and financial market. Major business lines include deposit products, retail and corporate lending, digital banking, credit card services, wealth management, factoring services, share administration services, and provision of a wide range of financial products, such as exchange rate, interest rate, equity, credit, commodities, derivatives, and structured products.

### Supply Chains

The Company engages a wide variety of suppliers and outsource provers including system developers, telecommunication carriers, insurance companies, fund companies, card manufacturers, overseas investment consultants, financial information suppliers, advertising companies, media, printing companies, and office consumable suppliers.

## Risks of Modern Slavery Practices in Operations and Supply Chains of the Bank

The Bank acknowledges the risk of potential modern slavery and performs risk assessments of our operations and supply chains. The Bank has identified that the risk in our operations is that there may be modern slavery within our workforce, including employee welfare. The risk in our supply chains is that the Bank could purchase goods or services from suppliers involved in

modern slavery, especially from outsourced services. The risk may come as a result of geographical sources of supplies, diverse background of stakeholders, and regulatory differences across jurisdictions.

## **Actions taken to Assess and Address Risks, Including Due Diligence and Remediation**

The Company is dedicated to upholding human rights, and shares the values of international human rights rules including Universal Declaration of Human Rights, International Labour Organisation, The UN Guiding Principles on Business & Human Rights and Equator Principles, and complies with regulations of Taiwan and all locations it operates in.

Even if the risk of potential modern slavery is considered low, measures are undertaken to mitigate the risk such as training, policy responses, regular reviews, and information disclosure. In addition, we adopt communication, protection and supervision practices to secure the rights of all stakeholders, which provides the foundation of corporate ethics within the Bank. *Taishin Financial Holding Co., Ltd. - Sustainable Development Best Practice Principles*

To enhance the overall corporate sustainable practices, the Company has established the Sustainable Development Best Practice Principles. One of the key guidelines of these best practices is the preservation of public welfare. The Principles apply to the Company and its subsidiaries.

The Company abides by related labour regulations and complies with the International Bill of Human Rights. It has established related management policies and procedures to protect human rights:

- I. Propose the Human Rights Policy or Human Rights Statement of the Company.
- II. Evaluate the impact of the Company's business activities and internal management on human rights and establish response procedures.
- III. Conduct regular reviews on the effectiveness of the Human Rights Policy or Human Rights Statement.
- IV. In the event of any infringement of human rights, the Company shall disclose the procedures taken with regard to the stakeholders of concern.
- V. The Company provides effective and suitable grievance mechanisms for matters that affect the rights and interests of workers. The grievance channels are simple, convenient, and open, and the Company shall respond to employees' complaints in an appropriate manner

Taishin Financial Holding Co., Ltd. – Friendly Workplace

The Company is committed to creating a safe and healthy workplace. Pursuant to the laws of the Republic of China and internationally accepted practices, the Company adheres to the following principles regarding employee care and human rights:

1. The Company provides employees with benefits that are superior to those required under the Labour Standards Act, and has designed a series of benefit plans that take care of employees from their first day on board to retirement.
2. The Company pays close attention to maternity and child labour protection. We strictly prohibit the hiring of child labour under the age of 16 and we provide related benefits and systems for different stages from prenatal, pregnancy, postpartum, and parenting care for female employees.
3. The Company is committed to providing a hazard-free workplace for the protection of employees' health and safety.
4. To encourage reporting of illegal conduct and filing of complaints (Whistleblowing) whenever employees' rights have been compromised, the Company has established a diverse range of communication channels for employees to express their opinions. These communication channels have been clearly stated in the Employee Code of Conduct and are published on the Company's intranet and Internet website to ensure that they are known and used to maintain employee rights.
5. The Company actively enforces human rights protection for employees and has made a series of public announcements over its intranet and Internet websites about protection of workers' human rights and prohibition against workplace sexual harassment. The organization has also included worker and human rights-related issues as part of the ethics training.

Work Rights

For the protection of work rights for all employees, the Company not only adheres to the principles announced by International Labour Organization (ILO) regarding prohibition against forced labour, minimum employable age, work hours, weekly breaks and recommended practices, but also complies with relevant regulations of the Republic of China, including "Labour Standards Act", "Act of Gender Equality in Employment" and "Employment Service Act." Internal work rules and personnel policies have been created based on the principles and regulations above.

The Company also takes steps to ensure that all overseas locations (including branches, offices and preparatory offices) are able to comply with local labour regulations and set reasonable work terms to protect the rights of local employees.




Equal Treatment in the Workplace

For the purpose of creating a fair, safe and enjoyable workplace, the Company treats employees equally and prohibits all forms of discrimination (such as ethnicity, gender, sexual orientation, age, disability etc.) in its recruitment, compensation, promotion, reward and disciplinary decisions. All forms of sexual harassment and intimidation are strictly prohibited in the workplace. The Company and all its subsidiaries have published "Employee Code of Conduct," "Sexual Harassment Prevention, Reporting and Disciplinary Policy" and "Sexual Harassment Prevention, Reporting and Investigation Guidelines" in addition to regular Modern Slavery and Respect at Work Act 2022 Training in Australia.

Supplier Management Policies

Suppliers' contributions to our corporate social responsibility is an important point of consideration during our selection process. To strengthen suppliers' efforts to fulfil their corporate social responsibilities, the Company is taking a systematic approach and has formulated "Supplier Management Regulations". To implement sustainable supplier management, the Company follows our "Supplier Maintenance & Management Guidelines" to categorize and rate suppliers based on the content and amount of purchase each year. Suppliers also sign a "Supplier Commitment Statement".

The Bank will not enter into an Australian outsourcing relationship unless the provider can demonstrate their own Modern Slavery compliance

|  <b>Supplier Management Regulations</b>   |  <b>Supplier Maintenance &amp; Management Regulations</b>   |  <b>Supplier Commitment Statement</b>  |
|--|--|---|
| <p>Selection principles:</p> <ul style="list-style-type: none"> <li>• Localization</li> <li>• Labor assessment</li> <li>• Impact assessment</li> <li>• Moral standards</li> <li>• Risk management</li> </ul> | <p>Eligible suppliers have to meet one of the following criteria</p> <ul style="list-style-type: none"> <li>• Certified for ISO or other quality assurance systems of equivalent nature;</li> <li>• Is legally registered;</li> <li>• Having developed sound reputation in the business, is highly willing to accommodate the Bank's needs, and delivers good service quality;</li> <li>• Is the designated supplier, given the specifications of the procurement involved;</li> <li>• Having produced a sample that passed requirements;</li> <li>• Having passed an on-site inspection.</li> </ul> | <p>Supplier Commitment Statement</p> <ul style="list-style-type: none"> <li>• Corporate ethics and integrity</li> <li>• Risk management</li> <li>• Labor and human rights</li> <li>• Public welfare and environmental protection</li> <li>• Continual implementation</li> <li>• Scope of Application</li> </ul> |

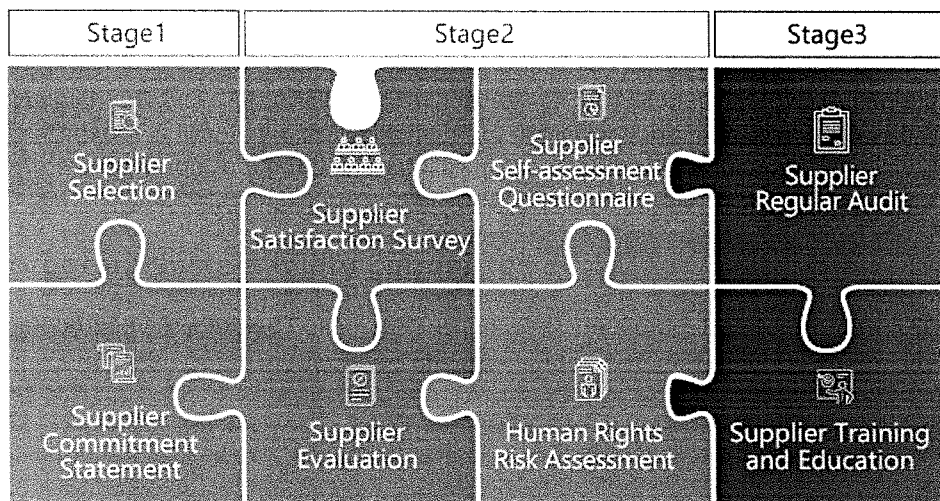
Human Rights Policy and Supplier's Commitments

The Company has published new versions of the Supplier Management Regulations and Supplier Commitment Statement as a response to the international emphases on Anti-human trafficking, Anti-harassment, and Collective Negotiation, expecting suppliers to follow the requirements of nations around the world.

The Company ensures the reduction of ESG risks of supply chain and the sustainable management of supply chain through the vendor selection in early phases and the requirement and commitment of corporate social responsibilities to suppliers in the mid and long term.

**Describe how the reporting entity assesses the effectiveness of such actions**

Management Methods



**Supplier Evaluation**

To implement sustainable supplier management, The Company follows our "Supplier Maintenance & Management Guidelines" to categorize and manage suppliers based on the content and amount of purchase each year and ensure risk reduction.

**Corporate Sustainability Committee**

The Company assembled Corporate Sustainability the Committee to promote ESG activities. The President of the Company serves as chairman of the Committee, CFO and President of the Bank

serves as vice chairmen, while representatives from various business groups/subsidiaries/ foundations serve as executive members. The Committee is responsible for establishing ESG strategies and goals, examining annual ESG plans, and reviewing each ESG projects and their results.

## Sustainability Report

The Sustainability Report is produced in accordance with the AA1000AS (2008) Type II moderate level by British Standards Institution Taiwan Branch (BSI Taiwan). The report has also been structured based on the IR framework stipulated by the International Integrated Reporting Council (IIRC). The Taishin Financial Holding Co., Ltd. CSR Report is publicly available on our website.

Information of the Sustainability Report is publicly disclosed in accordance with core options of Global Reporting Initiative's sustainability reporting standards (GRI Standards), the Financial Services Sector Supplement, "Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Corporate Social Responsibility Reports by TWSE Listed Companies," and policies or guidelines of relevant authorities.

We believe that along with the pursuit of profit, companies must also consider long-term sustainable development. While demonstrating our profitability through financial reporting, we transparently report Environmental, Social, and Corporate Governance relevant efforts and achievements through our annual Sustainability Report. The Company is dedicated to upholding human rights and will continue to provide training, exchange experience with suppliers and convey our attention to human rights issues in greater depth, and invite them to join our cause.

Yours sincerely,



**Chumming (Steven) CHANG**  
Senior Officer Outside of Australia  
Taishin International Bank Co., Ltd.

*This statement was approved by Chunming (Steven) Chang in his role as principal governing body of Taishin International Bank Co., Ltd. Brisbane Branch on 13 of August 2024. This statement was amended in August 2024 to amend a date error.*

## Appendix

| <b>Mandatory Reporting Criteria<br/>Under Australian Modern Slavery Act 2018 (Cth)</b>  |                                      |
|---|--------------------------------------|
| <b>Modern Slavery Act Mandatory Criteria</b>  | <b>TSIB Modern Slavery Statement</b> |
| Identify the reporting entity.  | Page 2                               |
| Describe the structure, operations, and supply chains of the reporting entity.  | Page 2                               |
| Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity, and any entities that the reporting entity owns or controls.  | Page 2                               |
| Describe the actions taken by the reporting entity and any entity that the reporting entity owns or controls, to assess and address those risks, including due diligence and remediation processes.                         | Page 3 -6                            |
| Describe how the reporting entity assesses the effectiveness of such actions.   | Page 6 – 8                           |
| Describe the process of consultation with: (i) any entities that the reporting entity owns or controls; and (ii) in the case of a reporting entity covered by a statement under section 14—the entity giving the statement. | Nil                                  |
| Include any other information that the reporting entity, or the entity giving the statement, considers relevant.  | Nil                                  |