

2023 Delta Human Right Risk Evaluation Form

Items	TW					China				
	Severity			Frequency	Risk*	Severity			Frequency	Risk*
	Scale	Scope	Irremediability			Scale	Scope	Irremediability		
1. Freely Chosen Employment	1	1	1	2	6	1	1	1	1	3
2. Terms of Employment	1	1	1	1	3	1	1	1	1	3
3. Young Workers	1	1	1	1	3	1	1	1	1	3
4. Working Hours	1	1	1	3	9	1	3	1	4	18
5. Wages and Benefits	1	1	1	2	6	1	1	1	2	6
6. Humane Treatment	1	1	1	1	3	1	1	1	1	3
7. Discrimination and harassment	1	1	2	2	8	1	1	1	1	3
8. Freedom of Association	1	1	1	2	6	1	1	1	1	3
9. Workplace Health and Safety	1	1	1	1	3	1	1	1	1	3
10. Privacy	1	1	1	2	6	1	1	1	1	3
11. Ethics	1	1	1	1	3	1	1	1	1	3
12. Management Systems	1	1	1	1	3	1	1	1	1	3

*Risk = (Scale + Scope + Irremediability) x Frequency

2023 Delta Human Right Risk Evaluation Form

Items	APAC**					EMEA***				
	Severity			Frequency	Risk*	Severity			Frequency	Risk*
	Scale	Scope	Irremediability			Scale	Scope	Irremediability		
1. Freely Chosen Employment	1	1	1	1	3	1	1	1	1	3
2. Terms of Employment	1	1	1	1	3	1	1	1	1	3
3. Young Workers	1	1	1	1	3	1	1	1	1	3
4. Working Hours	1	1	1	1	3	1	1	1	1	3
5. Wages and Benefits	1	1	1	2	6	1	1	1	1	3
6. Humane Treatment	1	1	1	1	3	1	1	1	1	3
7. Discrimination and harassment	1	1	1	2	6	1	1	1	2	6
8. Freedom of Association	1	1	1	1	3	1	1	1	1	3
9. Workplace Health and Safety	1	1	1	1	3	1	1	1	1	3
10. Privacy	1	1	1	1	3	1	1	1	1	3
11. Ethics	1	1	1	1	3	1	1	1	1	3
12. Management Systems	1	1	1	1	3	1	1	1	1	3

*Risk = (Scale + Scope + Irremediability) x Frequency

**The Asia-Pacific region include India, Thailand, Singapore, Japan and South Korea.

***The EMEA region include Germany, Netherlands and Slovakia.

2023 Delta Human Right Risk Evaluation Form

Items	**Americas				
	Severity			Frequency	Risk*
	Scale	Scope	Irremediability		
1. Freely Chosen Employment	1	1	1	1	3
2. Terms of Employment	1	1	1	1	3
3. Young Workers	1	1	1	1	3
4. Working Hours	1	1	1	1	3
5. Wages and Benefits	1	1	1	1	3
6. Humane Treatment	1	1	1	1	3
7. Discrimination and harassment	1	1	1	2	6
8. Freedom of Association	1	1	1	1	3
9. Workplace Health and Safety	1	1	1	1	3
10. Privacy	1	1	1	1	3
11. Ethics	1	1	1	1	3
12. Management Systems	1	1	1	1	3

*Risk = (Scale + Scope + Irremediability) x Frequency

**The Americas region include America, Brazil and Mexico.

