

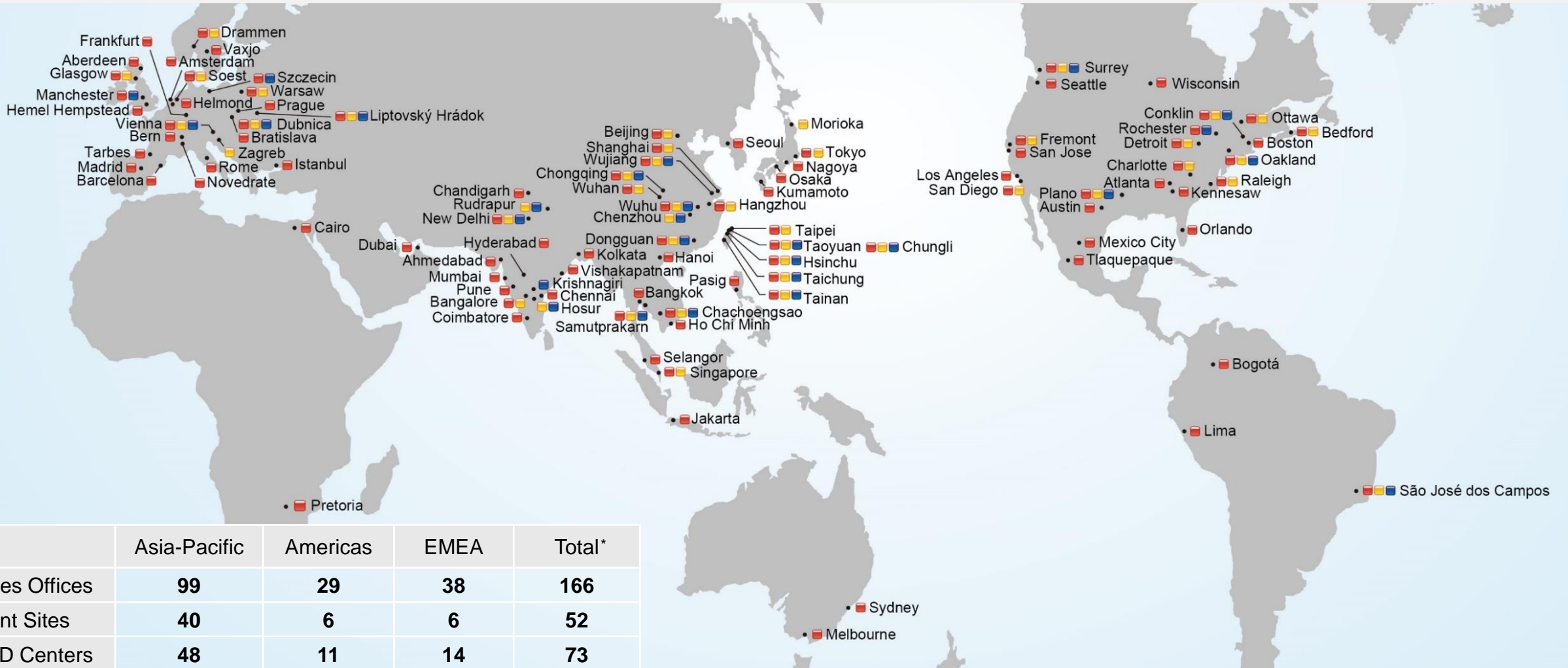
2023 Human Rights Due Diligence Report and Modern Slavery Statement

Delta Electronics, Inc.



Global Operations

Delta Electronics, Inc., founded in 1971, is a global provider of power supplies and thermal management solutions.



*Last Update: 2024/05/30

Delta's Human Rights Commitment

Human rights are fundamental rights, freedoms and standards of treatment to which all people are entitled. Respect for human rights is rooted in our values and applies wherever we do business. The Delta Group Human Rights related policies are established to succinctly express Delta's respect for human rights on a worldwide basis. Wherever Delta operates we shall comply with the international labor practices and standards of human rights including the United Nations (UN) Global Compact, the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the Organization for Economic Co-operation and Development Guidelines for Multinational Enterprises, the SA8000 Standard of Social Accountability International (SAI), the Code of Conduct of Responsible Business Alliance (RBA), Declaration of Human Rights, International Labor Organization Tripartite Declaration of Principles (ILO MNE Declaration) and any other applicable labor or employment laws and international standards.

Delta is committed to paying attention to human rights issues in upstream suppliers, our own operations (including subsidiaries and joint ventures), business partners, and downstream of value chains. The scope includes but is not limited to suppliers, various types of employees, Delta's operational behavior, and products and services, among others.

Delta is dedicated to complying with applicable labor and employment laws, as well as international standards. Human rights issues include freely chosen employment (forced labor, human trafficking), freedom of association and group agreements, humane treatment, child labor, young workers, prohibition of discrimination, and working hours and wages. Delta is committed to maintaining diversity and security in the workplace environment and established the "Delta Group Non-Discrimination and Anti-Harassment Policy" in 2023 to declare Delta's commitment to the workplace environment.

Chairman and CEO



Delta's Human Rights Policy

Human rights are fundamental rights, freedoms and standards of treatment to which all people are entitled. Respect for human rights is rooted in our values and applies wherever we do business. The Delta Group Human Rights and Employment Policy (the "policy") is established to succinctly express Delta's respect for human rights on a worldwide basis. Wherever Delta operates we shall comply with the international labor practices and standards of human rights including the United Nations (UN) Global Compact, the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the Organization for Economic Co-operation and Development Guidelines for Multinational Enterprises, the SA8000 Standard of Social Accountability International (SAI), the Code of Conduct of Responsible Business Alliance (RBA), Declaration of Human Rights, International Labor Organization Tripartite Declaration of Principles (ILO MNE Declaration) and any applicable labor or employment laws and international standards.

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Delta's Human Rights Policy

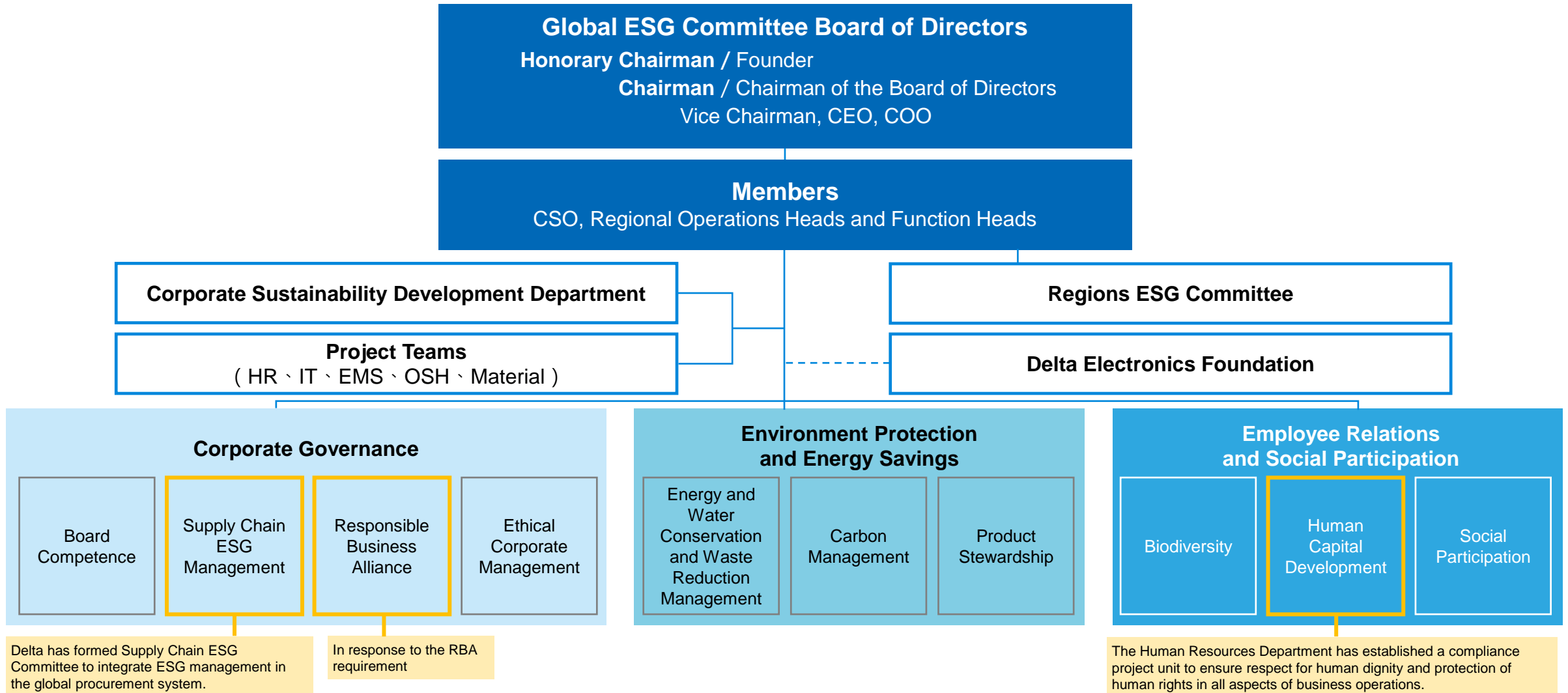
Policy	Content	Link
Delta Group Human Rights and Employment Policy	<p>Human rights are fundamental rights, freedoms and standards of treatment to which all people are entitled. Respect for human rights is rooted in our values and applies wherever we do business. The Delta Group Human Rights and Employment Policy (the “policy”) is established to succinctly express Delta’s respect for human rights on a worldwide basis. Wherever Delta operates we shall comply with the international labor practices and standards of human rights including the United Nations (UN) Global Compact, the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the Organization for Economic Co-operation and Development Guidelines for Multinational Enterprises, the SA8000 Standard of Social Accountability International (SAI,), the Code of Conduct of Responsible Business Alliance (RBA), Declaration of Human Rights, International Labour Organization Tripartite Declaration of Principles (ILO MNE Declaration) and any other applicable labor or employment laws and international standards. Delta promises to comply with all applicable labor and employment laws and international standards in all operating areas.</p>	Policy link
Delta Group Code of Conduct	<p>The Delta Group Code of Conduct (referred to as the “Code” hereunder) is established and promulgated to help Delta Group achieve better work performance, provide better products to customers, and observe laws and code of ethics, as well as uphold the Company’s assets, interests, and image and contribute to the sustainable operation and development of Delta Group.</p>	Policy link
Delta Group Non-Discrimination and Anti-Harassment Policy	<p>In our commitment to maintaining a diverse and safe work environment, we adopt a 'zero-tolerance' policy towards any form of discriminatory or harassing behavior. We ensure the fair, respectful, and secure needs of all employees by implementing appropriate preventive, corrective, and disciplinary measures. Furthermore, we protect the rights and privacy of all parties involved.及隱私。</p>	Policy link

Delta's Human Rights Policy

Policy	Content	Link
Delta Group Information Security and Personal Information Protection Policy	This policy is to ensure that the collection, processing or use of personal data complies with relevant laws and regulations and the requirements of the competent authority. It is formulated as a personal data protection management policy (hereinafter referred to as "this policy") to provide personal data protection guidelines for the whole group.	Policy link
Privacy Policy	Delta will abide by all relevant laws and regulations on privacy data protection and data security. The ultimate goal of collecting information is to improve our services and support for customers.	Policy link
Delta Group Supplier Code of Conduct	Delta has formulated its Supplier Code of Conduct (the "Code") by referring to the Delta Group Code of Conduct, Recommendations of Task Force on Climate-related Disclosures, Responsible Business Alliance Code of Conduct, UN Guiding Principles on Business and Human Rights, ILO Declaration of Fundamental Principles and Rights at Work, ILO Fundamental Conventions, OECD Guidelines for Multinational Enterprises, and the UN Universal Declaration of Human Rights. Through the Code, Delta urges suppliers to improve climate resilience, to provide respectable, decent work, and safe work environments for employees, and to ensure that their operations comply with environmental laws and business ethics.	Policy link
Others	"RBA Human Rights Management Procedure Review Regulations" and "RBA Human Rights Management Procedure Risk Management Specifications"	

Delta Global ESG Committee

The "Responsible Business Alliance", "Supply Chain ESG Management", and "Human Capital Development" under the Delta Sustainability Committee promote human rights management according to different stakeholders.



Human Rights Due Diligence Management System, Processes, and Tools

Delta systematically reviews human rights policies, procedures, and plans, and identifies potential human rights issues at each operational site and proposes improvement measures.

1. Inclusion of human rights due diligence

Activation process::

- (1) Employees: All employees and all workplaces are included
- (2) Suppliers: Annual survey of new suppliers and key suppliers
- (3) Due diligence of M&A and joint ventures

6. Continuous risk management and public disclosure

Delta produces annual human rights due diligence reports to continuously manage and improve its performance on human rights issues.

5. Auditing and counseling for corrective actions

For global operation sites*, Delta implements continuous tracking of high risks, requests for corrective action plans, recommendations for improvement, education and training, and ongoing audit management. Failure to comply with requirements and unqualified suppliers are warned or suspended from the cooperation.

2. Identification of human rights issues and risk ranking

Delta has designed questionnaires and tools on human rights based on Delta's human rights-related policies, with a particular focus on issues such as modern slavery, child labor, underage workers, migrant workers, working overtime, and violations of local labor laws and regulations.

3. Human rights risk due diligence in written forms

The risk levels of all human rights issues are evaluated by employing risk assessment tools and comparing them with publicly available information to verify their authenticity.

4. Human rights risk identification

The human rights risk assessment matrix for the Company's own operations identifies risk priorities and potential risks based on their severity and frequency of occurrence, while the human rights risk assessment matrix for the suppliers identifies high-risk items based on the combination of the risk management levels of RBA and the capability levels of ESG.



*For global operation sites including Taiwan, Mainland China, APAC*1, EMEA, and the Americas

Human Rights Risk Items

Human rights issues	Description	Employees*1	Supply Chain
Freely chosen employment	All employment relationships are voluntary. Delta prohibits any form of forced labor, charging fees during recruitment, and requiring deposit payments or withholding identity documents as employment requirements.	√	√*2
Employment clauses	Seasonal employment or contract employees in accordance with legal procedures. ; Dismissal in accordance with legal procedures	√	√
Young workers	Delta enforces a policy that prohibits the use of child labor and has established measures to handle the misuse of child labor. Delta checks and retains proof of age documents for all new employees.	√	√
Working hours	Working hours shall comply with the regulations, and the working hours control and improvement measures shall be implemented. Compensation paid to workers shall comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. Working hours are not to exceed the maximum set by local law. Further, a workweek should not be more than 60 hours per week, including overtime, except in emergency or unusual situations. All overtime must be voluntary. Workers shall be allowed at least one day off every seven days.	√	√
Wages & Benefits	Working hours shall comply with the regulations, and the working hours control and improvement measures shall be implemented. Compensation paid to workers shall comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. In compliance with local laws, workers shall be compensated for overtime at pay rates greater than regular hourly rates. Deductions from wages as a disciplinary measure shall not be permitted. For each pay period, workers shall be provided with a timely and understandable wage statement that includes sufficient information to verify accurate compensation for work performed. Comply with local welfare regulations.	√	√
Humane treatment	There is to be no harsh or inhumane treatment including violence, gender-based violence, sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, bullying, public shaming, or verbal abuse of workers; nor is there to be the threat of any such treatment. Disciplinary policies and procedures in support of these requirements shall be clearly defined and communicated to workers.	√	√

*1 Include Delta's own operations and joint ventures in which Delta holds stakes above 10%

*2 The risk survey item has been updated to Prohibition of Forced Labor

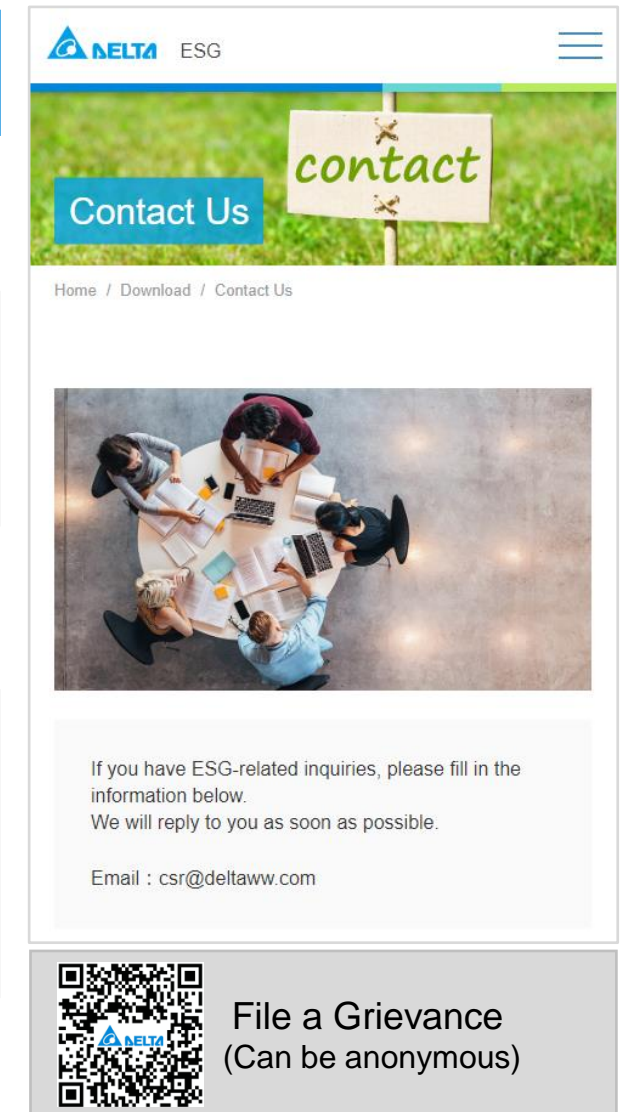
Human Rights Risk Items

Human rights issues	Description	Employees*	Supply Chain
Discrimination & Harassment	Be committed to a workplace free of harassment ; There are policies and procedures in place to prohibit discriminatory behavior.	V	V
Freedom of association	In conformance with local law, participants shall respect the right of all workers to form and join trade unions of their own choosing, to bargain collectively, and to engage in peaceful assembly as well as respect the right of workers to refrain from such activities. Workers and/or their representatives shall be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation, or harassment.	V	V*
Health and Occupational Safety	Workers are to be provided with appropriate, well-maintained, personal protective equipment, and educational materials about risks to them associated with these hazards. Workers shall be encouraged to raise any health and safety concerns, and assured that they won't be retaliated against.	V	V
Privacy	Be committed to protect the personal data and privacy of employees and applicants ; Delta will abide by all relevant laws and regulations on privacy data protection and data security.	V	V
Code of ethics	All business interactions should adhere to the highest ethical standards, and there should be policies in place to ensure ethical business practices.	V	V
Management system	Develop a set of procedures to identify labor and ethical practice risks. Establish internal review procedures to regularly review relevant indicators and implementation plans.	V	V

* The risk survey item has been updated to Freedom of association and Collective Bargaining

Grievance Channels and Mechanisms

Grievance Channels	Mechanisms
Union and Labor-Management Meetings	<ul style="list-style-type: none"> Organized quarterly to promote harmonious labor-management relations Promote and optimize the procedure of flexible work hours and business travel to improve employee convenience
Welfare Related Meetings	<ul style="list-style-type: none"> Organized quarterly to promote an exchange of ideas for welfare activities Optimize plants facilities and environment, such as interior spaces, comfort of air conditioning and enhance environment quality. Revised procedures for reviewing and managing clubs, added supplementary content, and encouraged clubs to engage in cross-plant competitions
Seminars	<ul style="list-style-type: none"> Executive manager seminars conveyed the organization's vision, principles, and listened to employee demands Dormitory seminars, face-to-face discussions clarified employee demands, and improved dormitory equipment and quality
Mailbox for Employee Complaints and Suggestions	<ul style="list-style-type: none"> Implemented an online and physical mailbox and provided a channel for anonymous suggestions Provided mechanisms for reports and complaints, management of unlawful infringement in the workplace and a suggestion platform in the public areas of each plant (scan QR code for messenger service) Organized courses on workplace communication and emotional management, sexual harassment prevention lectures, awareness campaigns and training to promote effective communication and risk management in the workplace.
Supplier Reporting Channels	<ul style="list-style-type: none"> Delta provides channels for stakeholders and suppliers to report incidents anonymously. For any illegal or human rights violations, incidents involving ethical management, or others, whistleblowers can report online anonymously or with their real names through the website or QR code.



The screenshot shows the Delta ESG website's 'Contact Us' page. At the top, there is a navigation bar with the Delta logo and 'ESG' text. Below the navigation bar is a large green banner with a sign that says 'contact' and a 'Contact Us' button. The main content area includes a breadcrumb trail 'Home / Download / Contact Us', a photograph of people in a meeting, and a text box that reads: 'If you have ESG-related inquiries, please fill in the information below. We will reply to you as soon as possible. Email : csr@deltaww.com'. At the bottom of the page, there is a QR code and the text 'File a Grievance (Can be anonymous)'.

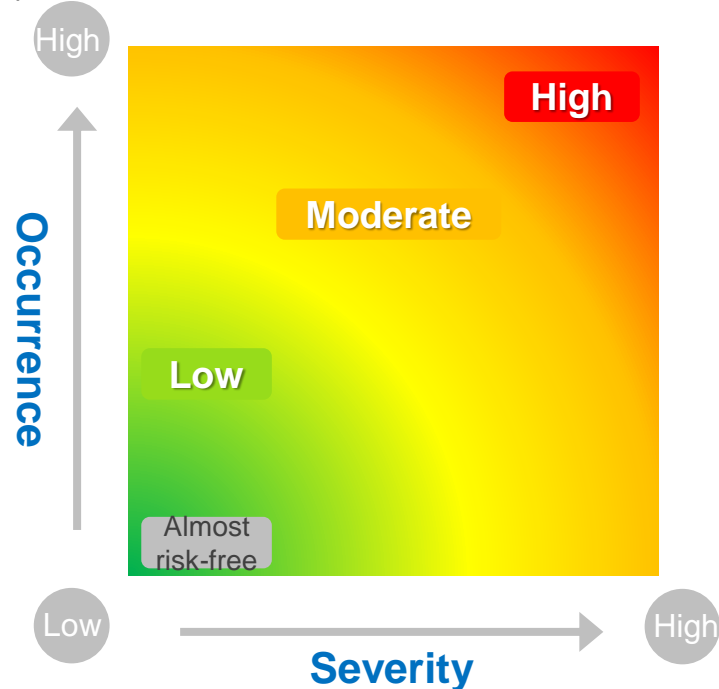
Human Rights Risk Assessment and Mitigation Principle - Employees

According to the results of Delta's global human rights questionnaire, Delta produced a human rights risk matrix classifying the risk level for each issue based on severity and occurrence. There are 12 human rights risk issues with 43 review points.

(12 human rights risk issues: freely chosen employment, employment clauses, young labor, working hours, wages and benefit, humane treatment, discrimination and harassment, freedom of association, health and safety, privacy, code of ethics, and management system)

Human rights risk matrix

Assessment of the frequency of process control failures. (scale, scope, irremediability of the impact.) vs. Assessment of the frequency of process control failures.



Risk matrix and principles of action

Risk Level	Description	Monitor project management	Strengthen control procedures	Strengthen training	Improve monitoring methods	Prepare for emergencies
High	Rating 24 to 45: Unacceptable risks	●	●	●	●	●
Moderate	Rating 9 to 23: Risks that may persist or escalate	○	●	●	○	○
Low	Rating 4 to 8: Risks that may not occur or acceptable risks		○	○		
Almost risk-free	Rating 3: Risks that may not occur or acceptable risks					

Note : ● = required ; ○ = recommended

Human Rights Risk Assessment and Mitigation Principle - Supply Chain

By using the ESG questionnaires, we continuously track the corporate management practices of all tier-1 suppliers that have continuous transactions with us on human rights. According to the scoring criteria, a risk matrix is drawn to identify high-risk suppliers, and further, their improvement measures and deadlines are tracked with written documents.

Based on the Responsible Business Alliance Code of Conduct (RBA) 8.0 and Delta Supplier Code of Conduct, Delta plans to establish a Supply Chain ESG Standard and Audit System, which includes a Delta suppliers SAQ, a developed audit protocol, and counselor training, to ensure high-risk suppliers improve human rights issues and comply with Delta's supply chain human rights policy.



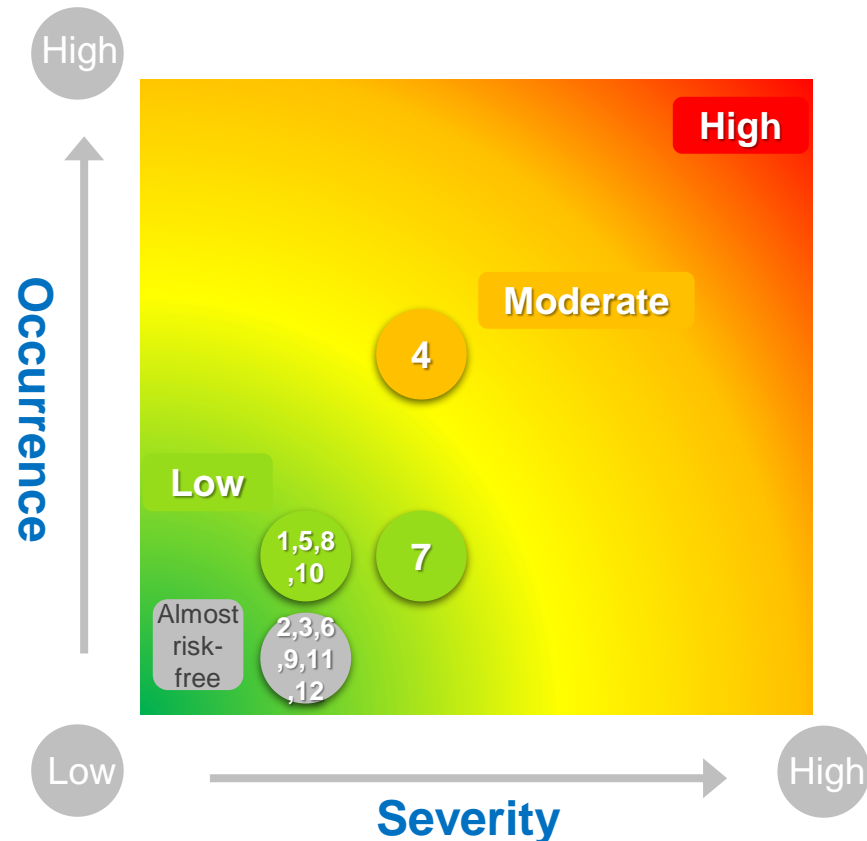
Human Rights Risk Assessment Results- Employees

Human rights risk matrix in 2023

Assessment of the severity of the consequences.

vs.

Assessment of the frequency of process control failures.



2023 assessment results of own operations and joint ventures in which Delta holds stakes above 10%, human rights risk assessment coverage rate was 100% :

- Zero high-risk issues
- One moderate-risk issues: Working Hours
- Five low-risk issues : Freely chosen employment, Wages and benefit, Discrimination and harassment, Freedom of association, Privacy
- The remaining topics were classified as almost risk-free

Moderate-risk	Low-risk	Almost risk-free
4. Working Hours	1. Freely chosen employment 5. Wages and benefit 8. Freedom of association 7. Discrimination and harassment 10. Privacy	2. Employment clauses 3. young labor 6. humane treatment 9. health and safety 11. code of ethics 12. management system

Joint ventures in which Delta holds stakes above 10% : the human rights due diligence of 63 affiliated enterprises and 20 joint ventures has been completed, the risk ratio was 20.5%.

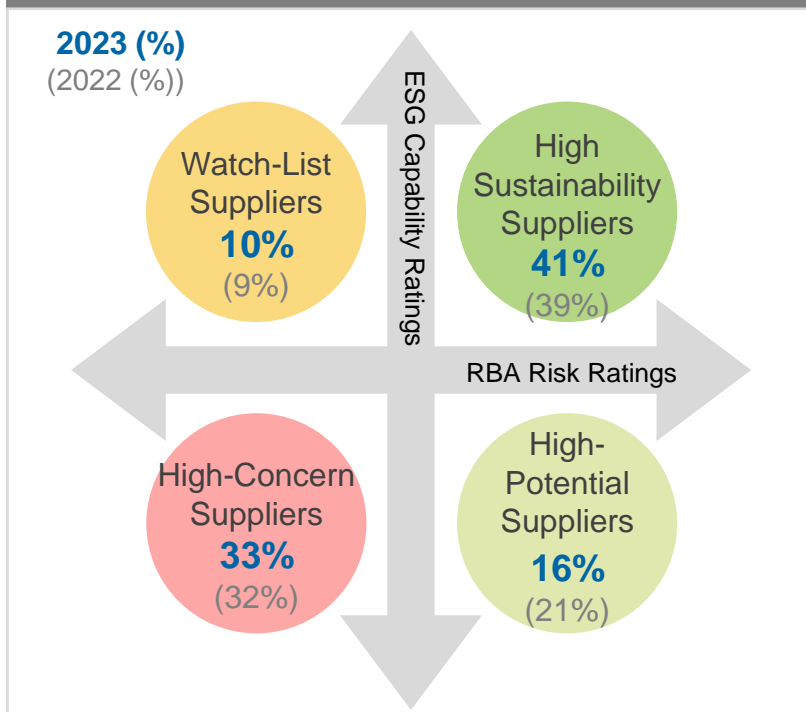
Human Rights Risk Assessment Results - Supplier

Questionnaire response rate

Goals: 95% by 2025; Performance: 91% by 2023

Analyzing risk management performance in various aspects, labor-related issues have a higher average deficiency rate, while environmental, ethical, and supply chain management aspects have a lower average deficiency rate. The majority of high-risk issues are found in labor-related aspects, with 5.7% of companies scoring poorly in this area, of which 5% of the suppliers have human rights related risks. Delta will continue monitoring, conducting audits, and implementing corrective action plans.

Supplier assessment results matrix in 2023



Description of key human rights-related topics

Topics	Identified as High-Risk Criteria	High-Risk Causes and Improvement Recommendations
If there are student workers or interns, do your company's employment policy and practice comply with local laws and regulations?	<Options> No	All labor measures must comply with hiring policies and practices of local regulatory, as well as meet all requirements under RBA and Delta Supplier Code of Conduct - "2) Young Workers".
Who pays for recruitment, transportation, document preparation, training, physical examination, and other relevant fees for migrant workers?	<Options> Migrant workers	Recruitment, transportation, document preparation, training, medical examinations, and other related expenses for migrant workers should adhere to RBA norms and Delta Supplier Code of Conduct - "1) Prohibition of Forced Labor".
Who keeps migrant workers' identity documents/passports?	<Options> Company	Migrant workers should personally keep their identification documents/passports, in accordance with RBA and Delta Supplier Code of Conduct - "1) Prohibition of Forced Labor".
What was the longest consecutive work days of your employees in 2023?	<Fill in> Seven days or more	According to RBA and Delta Supplier Code of Conduct - requirements of "3) Working Hours", employees should have at least one day of rest every seven days.

Mitigation, Remediation and Improvement Measures- Employees

100% of identified risks are mitigated, remediated, and improved.

Risks	Targets of Concern	Mitigation and Remediation Measures	Management Actions
Working hours	Operators All employees	<ul style="list-style-type: none"> Produced forecasts based on sales and marketing meetings, established effective recruitment plans, and prepared labor reserves. Production line supervisors reviewed employees' working hours every day and made appropriate work arrangements to comply with the Company's working hour regulations. Improved the application process for correcting clock-out records for employees who process personal affairs after work. 	<ul style="list-style-type: none"> Reinforced production line labor in phases to maintain operations for 6 out of 7 days of the week, rigorously maintained work hours below the limit. Formulated production line incentive and training measures to increase employee work efficiency and reduce working hours. The system reminds employees of the maximum work hours and enhances the communication of attendance standards.
Prohibition of forced labor	New employees Migrant workers	<ul style="list-style-type: none"> Cyntec made corrections to the employment contracts for those who have not signed the employment contract when they started work a long time ago. Organized forums and events to care for the human rights of migrant workers from time to time and encouraged them to provide feedback. 	<ul style="list-style-type: none"> Optimized recruitment procedures and ensured the signing of the employment agreement. Delta optimizes migrant worker hiring procedures and management matters, regularly evaluates the service quality and regulatory compliance of recruitment agencies, and implements the zero-payment policy.
Wages and benefits	New employees All employees	<ul style="list-style-type: none"> Cyntec retroactively deducted employee welfare benefits proportionally based on the period of employment. Vivotek revised its employment regulations to pay for the pre-employment physical examination fee for new employees. Delta China pays the social insurance payment base as required by local laws and regulations based on employees' preference. 	<ul style="list-style-type: none"> Modified the withholding of employee welfare funds in the payroll system and established mechanisms to prevent recurrence of errors. Regularly reviewed the effectiveness of employment management regulations and procedures to avoid process failures. Delta China established the advance survey mechanism to respect employees' preferences in choosing the social insurance participation base and housing provident fund.

Mitigation, Remediation and Improvement Measures- Employees

100% of identified risks are mitigated, remediated, and improved.

Risks	Targets of Concern	Mitigation and Remediation Measures	Management Actions
Discrimination and harassment	All employees	<ul style="list-style-type: none"> Implemented workplace friendly and sexual harassment prevention awareness campaigns and organized training for prevention of unlawful infringement and sexual harassment in the workplace. Conducted investigations and convened a meeting of the complaint processing committee for unlawful infringement in the workplace in accordance with the measures for the unlawful infringements regulation in the workplace, and implemented punishments and reporting in accordance with regulations, provided victim protection, placement, and assistance measures. 	<ul style="list-style-type: none"> Formulated the "Delta Group Non-Discrimination and Anti-Harassment Policy" and abided by systems for reporting, complaints, and unlawful infringement in the workplace. Established an online course for sexual harassment prevention and tracked employee completion rate.
Freedom of association	All employees	<ul style="list-style-type: none"> The Company respects religious freedom and has established application procedures for employees' religious venues. Amended the RBA Manual and stipulated that "All personnel are free to associate with or organize unions; collective bargaining may be conducted between union representatives and the Company". 	<ul style="list-style-type: none"> Provided diverse two-way communication mechanisms between employees and the management, and created an environment for free expression and communication. Strengthened "collective bargaining" mechanisms and conducted the election of the labor representatives of the labor-management meeting with voting by all employees.
Privacy	New employees	<ul style="list-style-type: none"> Cyntec has modified its personnel information form to comply with legal requirements for the collection of personal information. 	<ul style="list-style-type: none"> Regularly reviewed laws and regulations to update relevant methods, processes, and forms for the collection of employees' personal information.

Mitigation, Remediation and Improvement Measures- Supply Chain

Human rights issues	Goals and actions	Mitigating measures
Prohibition of Forced Labor	Fully comply with the RBA and Delta's Supplier Code of Conduct, supplemented by written tracking reports and on-site audits for improvement within a deadline.	In order to ensure the implementation of human rights-related policies of Delta's suppliers, the 2023 ESG management questionnaire was sent out in January 2024, and high-risk items were listed based on the scoring results. The results were sent to high-risk suppliers, and they were required to provide corrective measures to be implemented and a scheduled completion date within a deadline.
Young labor	Fully comply with local laws and regulations, as well as with Delta's Supplier Code of Conduct, supplemented by written tracking reports and on-site audits for improvement within a deadline.	
Working hours	Fully comply with the requirements of "1) Freely chosen employment" stipulated in RBA and the Delta Supplier Code of Conduct. Workers shall be allowed to have at least one day off in every seven day period.	

Improvements

In May 2024, based on the results of the ESG questionnaire, Delta sent out written correction letters to high-risk suppliers, and their response rate was 100%. The said suppliers all corrected non-compliant human rights-related items within their companies as they referred to Delta's Supplier Code of Conduct and RBA regulations. They have made corrections independently and reported improvement practices and expected completion dates.



Capacity Building and Future Plan

At Delta, it is important that our employees are aware of modern slavery issues and support Delta's values. During new hire orientation, every employee receives Delta Electronics Ethical, Code of Conduct, and Human Rights training to ensure awareness of his/her rights and interests. Delta uses its Academy learning platform to offer online courses to improve awareness of human rights standards, so that employees would have a clear understanding of their own rights and the Company's human rights policies. In 2023, the total number of trainees worldwide was 78,590, and the training completion rate was 97.2%.

For the future, Delta plans to:

1. Continue to build management capacity for modern slavery risk assessments and enhance due diligence practices.
2. Regularly review and update human rights policies, code of conduct, and training materials. Employees receive annual training reviews.
3. Engage stakeholders in human rights assessments and listen to employee needs through surveys and communication channels.
4. Build an inclusive workplace with zero tolerance for discrimination and harassment. Establish a whistleblower system and provide superior care and benefits.
5. Conduct human rights due diligence for employees every three years and annually for suppliers.
6. Annually review human rights policies and identify value chain issues, taking corrective actions and continuously improving due diligence for risk management.
7. Identify high-risk suppliers, strengthen ESG audit management, and implement improvement activities through regular audit record analysis and mitigation actions.
8. Strengthen Delta RBA counseling to educate suppliers failing Delta COC standards and enhance Delta ESG audit and counseling capabilities.

Appendix

2023 Delta Human Right Risk Evaluation Form

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

We have conducted RBA VAP(Certificate Registration No.VAR-20230809-TW-01A01-1)

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**				Risk*
	Severity			Frequency	
	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	3	1	4	18
5. Wages and Benefits	1	1	1	2	6
6. Humane Treatment	1	1	1	1	3
7. Discrimination and harassment	1	1	1	1	3
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.

Smarter. Greener. Together.

