

2024 Delta labor practices programs



Human Rights Policy and Commitment

Delta is committed to adhering to international human rights conventions and the local regulations at its locations of operations. We established the “Delta Human Rights and Employment Policy” to communicate our commitment to global human rights. Delta is committed to safeguarding diversity and security in the workplace. In 2024, Delta Group updated the Delta Human Rights and Employment Policy, emphasizing that the Company offers equal pay for equal work, prohibits forced labor, provides reasonable accommodations for persons with physical and mental disabilities, enforces gender equality, and conducts two-way communication between labor and management. These measures are a declaration of Delta’s focus on the workplace environment. We also adjusted nine internal management regulations to protect the equality, respect, and safety requirements of relevant personnel. Furthermore, Delta takes appropriate preventive, corrective, and punitive actions to protect the rights and privacy of parties involved in incidents.

Promotion of and Commitment to a Living Wage

A living wage refers to employees earning an income sufficient to adequately cover basic daily needs from legal working time determined by regulations and national practices.

The compensation of Delta's employees worldwide is in compliance with the statutory minimum wage or basic wage standards stipulated by local labor laws and regulations. We have begun implementing the following projects to actively monitor that Delta employees' regular wages are sufficient for basic expenses in their daily lives.

- Establish a living wage database for main locations of operations.
- Calculate the coverage rate of employees' regular wages not being lower than the local living wage.
 - The opportunity is from the primary plants with DL (Direct Labor).
- Formulate and implement promotion plans, and continue to monitor the relative levels of living wages and employee compensation.
 - Currently, we monitor it every year after the annual pay review. The coverage rate of employees' regular wages greater than the local wage shall increase year by year.

Additionally, we benchmark compensation competitiveness through market survey reports and relevant resources every year. Delta is listed in the Taiwan High Compensation 100 Index (HC 100), launched by TWSE. Delta group executes competitive compensation management based on local circumstances and talent strategies.

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Delta identifies human rights issues every year through internal Responsible Business Alliance (RBA) reviews and external audits, as well as internal and external grievance records. We identify potential employee human rights risks through human rights risk assessment questionnaires at least once every three years. We take remedial and mitigation measures based on risk assessment results and implement continuous improvement to ensure the purpose of risk management.

program	related measures
Monitor working hours including overtime management	<ol style="list-style-type: none"> 1. Developed a real-time working hours control system, which is scheduled to come online in mid-2025, and used digital tools to control overtime risks in real time as well as implement manpower and work allocations in advance. 2. Education and training related to working hours was provided for shift supervisors and employees on production lines, requiring them to take one day off after six consecutive days of work, or better, thereby strictly monitoring work hours. 3. Formulated production line incentive and training measures to increase employee work efficiency and reduce working hours.
Ensure employees are paid for overtime work	<ol style="list-style-type: none"> 1. Production line supervisors review employees' working hours on a daily basis and make appropriate work adjustments to comply with the company's working hour regulations. 2. A disciplinary mechanism is enforced, under which supervisors who violate working hour regulations are subject to disciplinary action in accordance with company rules. 3. Employee surveys are conducted to ensure that all overtime is voluntary, and overtime pay provided is above the legal requirements.
Ensure employees are taking their paid annual leave entitlements	<ol style="list-style-type: none"> 1. Develop effective recruitment plans and maintain sufficient manpower based on production and sales forecasts. 2. Implement incentive and training measures for production line employees to enhance work efficiency, reduce working hours, and ensure reasonable scheduling of annual leave. 3. Since some senior employees had not taken annual leave due to workload, starting from 2024, an annual leave registration system has been implemented, requiring supervisors to communicate with employees in advance and schedule leave plans accordingly.

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