

Corporate Social Responsibility



Hana recognizes that our long-term success depends on our ability to manage our operations soundly, efficiently in an increasingly complex environment, to create value for our stakeholders and to further contribute to society.

CSR Policy, Vision and Strategy:

Policy: The board of directors has committed itself to support the corporate social responsibility, for stakeholders by conducting the business in an open, honest, and ethical manner. Hana and its subsidiaries recognize the importance of protecting human rights, consumer rights, environmental management, compliance with applicable laws, regulations and contribution to community development for long term success of the company, society and stakeholders.

Vision: To operate our business in harmony with society for the mutual benefit of our stakeholders and community.

Strategy: Hana's business environment is highly competitive. The company seeks to expand its sales and product each year and to continually improve the capabilities and productivity of its production processes. Whilst doing so the management and staff are mindful of the CSR policies and review each change to ensure compliance with the CSR Policies. In addition the company and its subsidiaries have established CSR committees at each plant with representatives from different departments which focus on the company's relationship and contribution to our stakeholders.

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Stakeholders Prioritization:

Our key stakeholder groups are identified as follows.

Stakeholders	Engagement Approach	Expectation/Concerns	Implementation
Shareholder/Investor	<ul style="list-style-type: none"> Analyst meeting Annual General Meeting of Shareholders Annual report, 56-1 report, Press Release ESG scorecard questionnaire 	<ul style="list-style-type: none"> Consistent dividend payment Environment, Social and Governance Steady growth 	<ul style="list-style-type: none"> Dividends paid each year based on the company's cash flow Company vision for constantly strives to grow and be competitive Corporate governance scorecard Environmental management CSR in process and after process
Customer	<ul style="list-style-type: none"> Customer audits Customer's satisfaction survey Customer visits Risk assessment 	<ul style="list-style-type: none"> Quality products with on time delivery and competitive product pricing Ethical and environmentally responsible Occupational health, Safety and Labor 	<ul style="list-style-type: none"> Quality management system Supply chain management Code of conduct, Electronic Industry Citizenship Coalition (EICC) Code of Conduct Occupational health, safety and labor Green product Productivity improvements Cost reduction programs Working to grow with new and existing customers
Employee	<ul style="list-style-type: none"> Employee's satisfaction survey Orientation, exit interview Training and workshop Complaint channels Operation meeting Risk assessment 	<ul style="list-style-type: none"> Appropriate compensation and welfare Occupational health and safety Career path development 	<ul style="list-style-type: none"> Employee Relation Committee Occupational health, safety and Labor Career path development program
Supplier	<ul style="list-style-type: none"> Supplier audit Supplier quality management Risk assessment 	<ul style="list-style-type: none"> Fair and transparent supplier selection Payment on time Supply chain management 	<ul style="list-style-type: none"> Code of conduct Treatment of creditors Supply chain management
Community	<ul style="list-style-type: none"> Activities conducted outside the company Feedback from Industrial Estate Recruitment Procurement 	<ul style="list-style-type: none"> Operate with no impact to the environment Social contribution Employment opportunities for local people Support local business 	<ul style="list-style-type: none"> Environmental management CSR in process and after process to support community project Local persons hired when qualified Products and services purchased from local business when qualified