Onyx Healthcare Inc.

Corporate Social Responsibility Report for 2015

3

Published on May 06, 2016

TableOf Content

About This Report

About Onyx Healthcare Inc.'s Corporate Social Responsibility Report for 2015

Onyx Healthcare Inc. releases the Corporate Social Responsibility Report to indicate to the public transparently and openly what and how it has done to perform its social responsibilities, as well as its strategies and goals in this respect. This report will be updated regularly. The first report is released in Nov. of 2015, which demonstrates the performance of the company's headquarter and its manufacturing facility in new Taipei HQ environmental protection, corporate governance and social involvement (G4-17) between January 1 of 2015 and December 31 of 2015(G4-28). Some of the data may trace back in time depending on the circumstances. This report covers the company's headquarter and its manufacturing facility in New Taipei city(G4-8), but not its subsidiaries in Unite State and other locations (G4-7), with the group's organizational ownership and business operation reality taken into consideration (G4-18). Exceptions, if any, will be noted in this report (G4-20,G4-21).

The Global Reporting Initiative (GRI) Sustainability Reporting Guidelines and G4 guidelines(GRI/G4 guidelines) are referenced when this Report is prepared. Following the said guidelines, we have fully considered stakeholders' perspectives, and disclosed issues related to greenhouse gas, supply chain management and corporate social responsibilities.

By the date this Report is completed, no material pollution has occurred due to the company's manufacturing, product or service. The release of this Report is only the beginning of the company's performance of its corporate social responsibilities. It expects that by communication and practical actions, it will further internalize its corporate social responsibilities. In addition to full communication, discussion and actual action in its corporate social responsibility committee, it will consider how to influence its supply chain partners to create a sustainable mechanism that will continue to improve itself internally and externally.

We support paperless publication to protect the environment. Please write to us should you need an electronic copy of this Report. You are also welcome to contact us for any comments or information regarding this Report. Our contact information is as follows:

> Onyx Healthcare Inc.(G4-3)
> Headquarter: 2F., No. 135, Bao-Chao Rd., New TapeiCity , Taiwan (G4-6)
> Tel: 886-2-8919-2188
> Fax: 886-2-8919-1699
> e-mail: james@onyx-healthcare.com (G4-31)
> http://www.onyx-healthcare.com/

Strategies and Prospect

1. Expectations on Corporate Social Responsibilities

Onyx Healthcare Inc. leverages embedded computing technology to design and manufacture medically certified (UL/EN60601) computing platforms as thebuilding block to support medical system integrators and healthcare IT partners to implement FDA certified medical device and to provide solutions for electronic health record (EHR) infrastructure implementation.. (G4-10)

Our strategy of business is continuous improvement. Corporate social responsibilities cover issues throughout all aspects of business operation, as corporate governance, employee, environment and society are all involved. We believe that it is a right thing to do for a corporation to perform social responsibilities. Based on such belief, we start this task from inside and communicate with the outside about this right thing. Though feedbacks and communication, we accumulate momentum to progress. Therefore, we are publishing our second corporate social responsibility report for the year of 2015.

We build up consensus at management level first and then internalize corporate social responsibility through good procedures, codes and training mechanism. Upon that foundation, we then form corporate culture and encourage all members' participate. We also incorporate such concept in our design, manufacturing and management ideology to create continuous momentum.

Onyx Healthcare Inc. Strategy

Customer Satisfaction 、Quality Excellence and Design to win:

We have excellent design ability of the superior tool to win business. Based on such belief, Onyx has kept striving to strengthen our abilities in design experience since we started the company. We have trained outstanding R&D engineers to establish the professional team. They are not only experts in product developments, but also very in tune with the trends of technical and technology to assist our clients exploit new products that are truly competitive and break into the international market.

In addition to internalization of corporate social responsibility, we expect to inspire employees to participate in volunteering in activities that benefit the society while fitting personal interest through complete planning and training. All activities are based on the ideology to form comprehensive corporate volunteering mechanism. Through Onyx Healthcare employees' enthusiasm to help people, we can then help contribute to a better society.

2. Commitments Corporate Social Responsibilities

Onyx Healthcare is formed by a team with creativity, professionalism, and enthusiasm in product design, manufacturing and quality control. It has rich experience in design and

manufacturing of IT products and management software, among others. The engineering team ensures that Onyx Healthcare's products are with top and international quality with precise product design, testing and quality management. Onyx Healthcarehas always believed that the foundation of a sustainable business is balance of interests of shareholders, employees, customers and the society, as well as corporate governance.
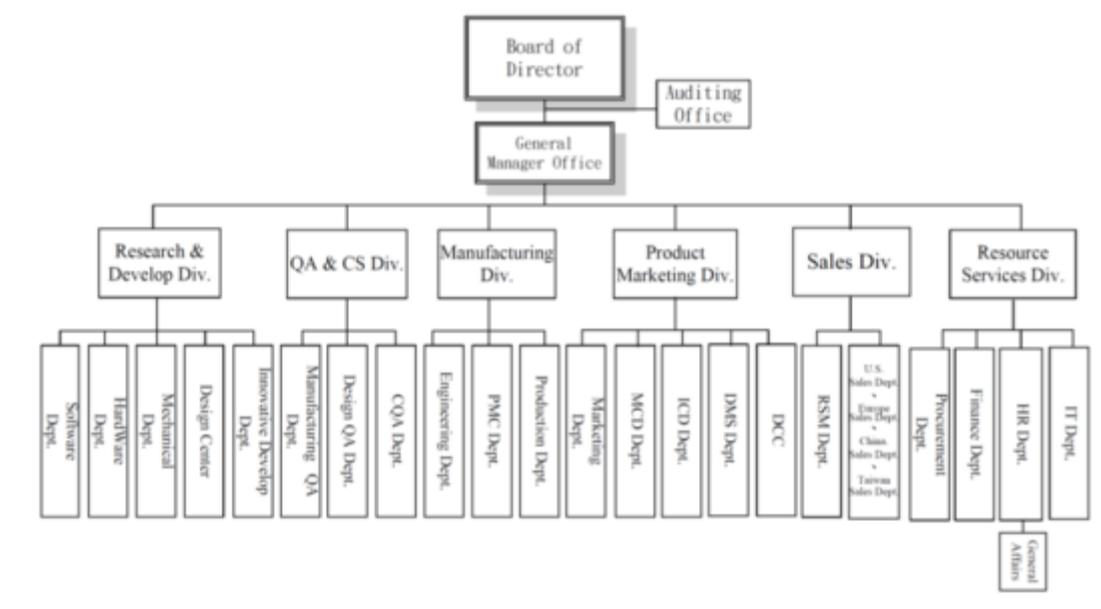
We make the following commitments to perform our corporate social responsibilities:

- To cherish resources and to mote products' environmental friendliness.
- To protect employees' rights of work..
- To perform duties as a citizen and to continuously improve corporate social strategies.

3. **Organization on Corporate Social Responsibility Performance**

Onyx Healthcare ID dedicated to sustainability. To implement social responsibility policies, a committee chaired to its president is established. Another high level manager is designated as the committee's chief executive **(G4-36, G4-49)**. The chief commissioner will be fully responsible for the committee's operation **(G4-42)**and will report to the chairman over the performance of this Report's main indexes (as indicated in this Report's Appendixes). The chief commissioner will also supervise on economic, environmental and social aspects of the corporate social responsibilities. The committee is in charge of the following:

a. To guide and supervise the company's performance on enforcing corporate social responsibilities.

b. To ensure that the company's management is in compliance with Electronic Industry Code of Conduct and corporate social responsibility requirements. (G4-44)

c. To periodically report to the management for its review on the company's management and the results of communications with stakeholders regarding issues they are concerned with (G4-47, G4-48).

d. To make sure that customers and suppliers understand and acknowledge the company's corporate social responsibility requirements.

Organizational chart of our Corporate Social Responsibility Committee (G4-34)

The committee is composed of specific functions as below:

(1) Chairman: The company's President will act as the committee's chairman, who is in charge of making plan and strategy to perform corporate social responsibility and to designate a chief commissioner to handle the enforcement. (G4-35)

(2) Corporate governance: This team is in charge of internal control and auditing, as well as execution of the culture on corporate social responsibility. (G4-14)

(3) Stakeholders: This team is in charge of selecting significant issues and stakeholders affecting this company. It will conduct investigation and then propose solutions for critical issues.

(4) Supply chain management: This team is in charge of promoting corporate social responsibility with suppliers and to conduct necessary auditing.

(5) Green design and manufacturing: This team is in charge of collecting and identifying environmental regulations and customer's requirements to ensure designing and manufacturing of competitive, energy saving and environmentally friendly products.

(6) Social participation: This team will set forth social participation issues and to perform charitable events and social feedback activities.

(7) Environmental Health and Safety: This team is in charge of communicating and coordinating environmental health and safety issues, and ensuring that the working environment is in compliance with labor safety regulations and requirements.

If an interested party raises an issue involving corporate social responsibility, corresponsive team shall propose strategies and submit to the commissioner for his or her decision. A review meeting shall be held each year dealing with both corporate social responsibility with ISO 14001 environmental management system. Discussions on issues concerned by internal or external stakeholders shall be made in such meeting to establish a system managing consultation, communication, reaction and handling of such interested parties.
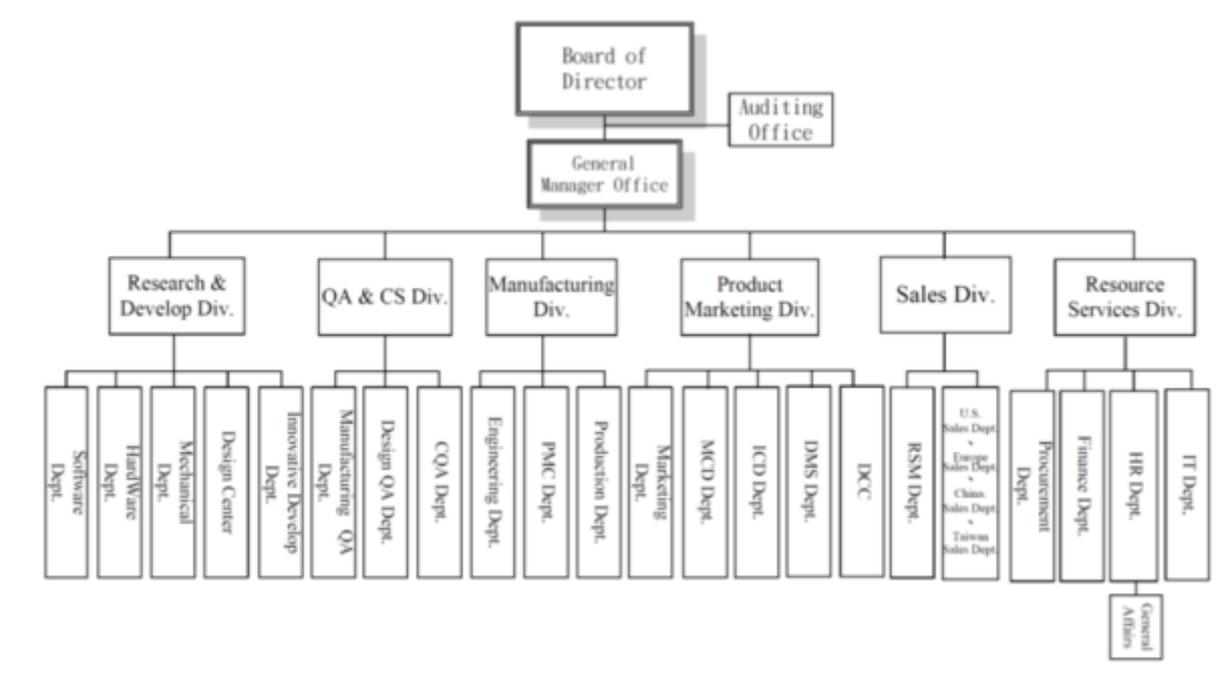
About our company

1. Profile and History

Onyx Healthcare Inc. is a professional Medical IT company. Our commitment to customers is to provide reliable and high quality Medical PC solutions. In a short time, Onyx has grown to be one of the leaders in the professional Hospital / Clinical IT market under the brand "ONYX". We provide a full line of medical products such as Medical Computing Stations, Medical Panel PCs, Bedside Infotainment System, Nursing Carts, and MTA (Mobile Telecare Assistant) systems.
The products of Onyx Healthcare Inc. offer the advantages of filmless and paperless interaction in the hospital environment and all our product solutions guarantee reliable quality (EN-60601-1 and UL-60601-1). Recently, we have received some notable awards such as the "Taiwan Excellence Award ", "Taiwan Superior Brand 2009 ", and "Best Choice" product design.(G4-4).

Onyx Healthcare team values creativity and passion for work. Team members, be them in product design, development, testing, manufacturing and quality management spheres, are all required to work with expertise and focus in details, so that our vision- creating products and solutions with top quality.

Customer satisfaction is among Onyx Healthcare's goals. Customer feedbacks motivate our innovation. Our team is dedicated to communications with customers in an enthusiastic, active and responsible manner. Our company takes its name, "Onyx Healthcare'".

2. Corporate Governance

As consumers, investors and business partners are all expecting more with corporate governance and sustainability of business operation, a company not only needs to have manager and employees fully committed to the business, but also shareholders' support. Onyx Healthcare

expects to earn shareholders' trust through transparency of finance and protection of shareholders' interests. These are also fundamental for Onyx Healthcare to become an international enterprise. (**G4-2)**

Economic Performance Management Approach

Onyx Healthcare pushes for financial transparency through: Complete, fair and transparent information disclosure, and holding shareholder and supervisor meetings to facilitate communication between investors and managers regarding the company's business, finance and corporate governance.   Onyx Healthcare's transactions with affiliates are all handled according to the corporate laws of the Republic of China.

It has also established corporate governance structure and enforcement mechanism to maintain governance and to protect shareholders' interests. It believes that a disciplined and sound board of directors is the basis of successful corporate governance.

Onyx Healthcare's corporate governing organization includes directors and supervisors, both selected though shareholders' voting. Board of directors' responsibility is to ensure that the company is managed in accordance with laws and regulations, to avoid conflicts of interests, and to be responsible for the company's overall operation. Supervisors, on the other hand, supervise the board and the company's operations(G4-41). Onyx Healthcare board members are as follow: (G4-39)

Members of the Board(G4-5) (G4-38)

Title	Name(2014.01.01~2015.04.30)	Name(2015.04.30~2015.12.31)
Chairperson	YS Chuang	YS Chuang
Director	BobWang	BobWang
Director	Chinlong Hsu	Chinlong Hsu
Director		Steve Hsu
Director		Dill Ha
Supervisor	Juno Tu	Juno Tu
Supervisor		Trend Tseng

To ensure financial statements' accuracy, reasonable rewards to shareholders and debtors and to protect interests of other stakeholders, such as employees and suppliers, the company' has retained KPMG as its auditor. Up until the latest fiscal year and the issuing of this Report, no violation of laws or internal control system by the company and/or its internal members has ever been found.
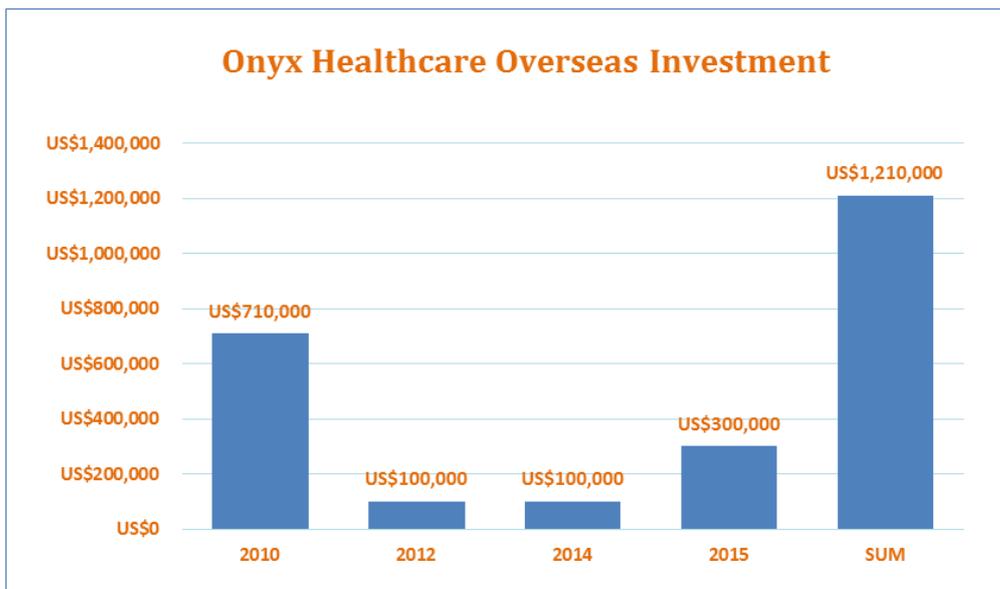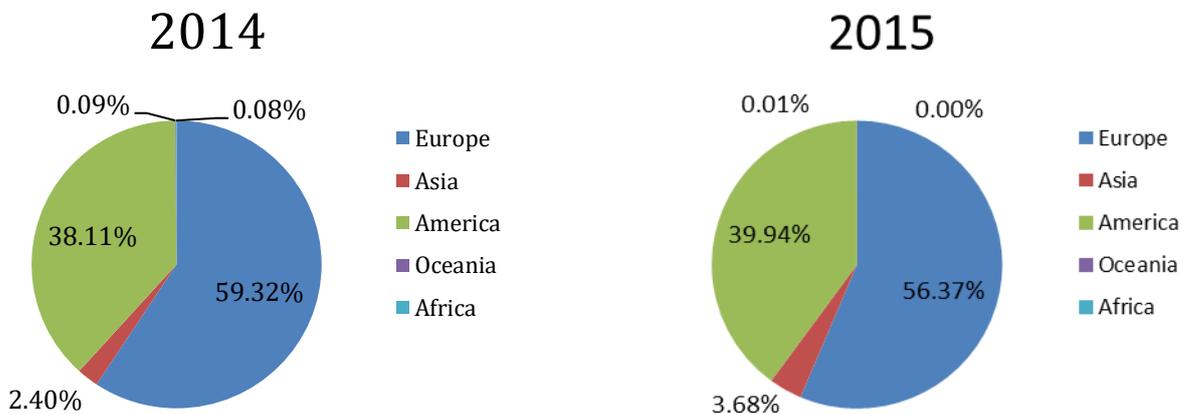
a. Financial status

The company's sales are towards geographic areas including America and Europe and America(G4-9):

The company's annual revenue, costs, gross profit and net profit are as indicated over the past 2 years are indicated below :

Item (EC1)		2014	2015
Income and Expenditure	Revenue	781,251	936,527
	Cost of Revenue	531,061	600,010
	Gross Profit	248,150	336,517
	Profit (loss) before tax	103,798	151,113
	Profit (loss) after tax	84,345	119,327
Profitability	Dividends per share after tax	4.0	7.0
Employees' wages and welfare	Wages	100,588	131,401
	Welfare	9,103	15,377
Payment to investors	Cash dividends for shareholders	5,796	39,123
Payment to the government	Business income tax	12,598	24,795

2014

0.09% 0.08%
38.11%
59.32%
2.40%

- Europe
- Asia
- America
- Oceania
- Africa

2015

0.01% 0.00%
39.94%
56.37%
3.68%

- Europe
- Asia
- America
- Oceania
- Africa

Onyx Healthcare Overseas Investment

US$1,400,000
US$1,200,000
US$1,000,000
US$800,000
US$600,000
US$400,000
US$200,000
US$0

2010	2012	2014	2015	SUM
US$710,000	US$100,000	US$100,000	US$300,000	US$1,210,000

b. Legal Compliance

Sincerity is one of the core values of Onyx Healthcare. All employees are required to abide by local laws and moral standards. To ensure employees' compliance and

awareness, all employees are bound by its moral requirements from the first day on board, including those who work overseas. Reviews are also conducted.

The company's moral education covers:

(a) Level of authority

Levels of authority and internal control mechanism are clearly defined. All operations shall follow the requirements to protect the company's properties and interests.

(b) Avoidance of conflict of interest

Employees are not to conduct activities in conflict of the company's interests without the company's consent, and shall be responsible to the company for their own activities outside of the company.

(c) Copyright protection

Employees shall abide by copyright laws, respect copyrights and avoid using pirate software.

(d) Trade secret and confidentiality requirement

All trade secrets and internal information shall be maintained confidential and not to be discussed to any third party in any way. Onyx Healthcare is also committed to respecting others' trade secrets. Unauthorized copying, stealing or any other torts are forbidden.

c. Distinguishing and Communicating with Stakeholders

The company has set up a team to respond to issues concerned by stakeholders. The team is responsible to consult, communicate, respond to and handle issues concerned my significant stakeholders, both internal and external, including employees, media, community, investors, suppliers and customers, to ensure that the company's strategies and goals are improved and management reacted accordingly.

Issues come from internal and external aspects: External elements include GRI/G4 guidelines, EICC, and customers' requirements on corporate social responsibilities. Internal elements, on the other hand, include the company's core values, prospects, and employees' codes of conduct. Accordingly, the company has organized and come up with performance management benchmarks for corporate social responsibilities in economic, environmental and social fields. Through electronic mails, telephones and questionnaires, six main issues are identified. The company has also come up with Operation Procedures to Distinguish and to Communicate Significant Corporate Social Responsibility Issues (G4-25) to standardize related procedures.

Prioritizing Material Topics

A substantive topic selection mechanism was applied in this survey. AA1000 principles were applied to measure the relevance between stakeholders and this Company with the 40 valid responses. The weighted mean of both the score of level of concern and relevance of each topic was calculated to confirm the level of stakeholder concern. The CSR Steering Committee scored the influence of the economic, environmental, and social impacts on Onyx of each topic from the viewpoint of executive-level positions. Then,material topics relating to the sustainable development of this Company were prioritized based on all scores. In addition, materiality thresholds were set at 3.9 or higher in stakeholder concern and impact (severity) on this Company at 3.6 or higher based on the coverage of information disclosed in the first issue. These topics thus became the material aspects to be responded in the CSR report.

Material aspects responded in this report (G4-19)

Environmental Aspect	Economic Aspect	Social Aspect
1. Waste management 2. Materials consumption 3. Environmental management system 4. Green Products	Economic presence	1. Forced and compulsory labor 2. Legal compliance (SO) 3. Legal compliance (PR) 4. Product and service labeling

Aspect boundaries

We have assessed the impacts and determined the influence of aspects within or outside of the organization for all identified material topics.

Legend	Description
	Material
●	Full disclosures in this report.
○	Unable to disclose, as information is unavailable.

	Boundary	Within Organization(G4-17)	Outside of Organization		
Aspect		Onyx-HQ	Supply chain	Customers	Contractors
Environmental	1. Waste management	●	○		○
	3. Materials consumption	●			
	4. Environmental management system	●	○		
	5. Green products	●	●		
Economical	1 Economic presence	●			
Social	1. Legal compliance (PR)	●	○		○
	2 Forced and compulsory labor	●	○		○
	3 Legal compliance (SO)	●	○		○
	4 Product and service labeling	●	●		

About the issues concerned by stakeholders of 2015, main communication channels, and responsive measures are as below(G4-19) :

Stakeholders(G4-24)	Communication Channels (G4-26)	Main Issues (G4-27)	Responsive Measures
Employees	● Employee Welfare Committee ● Mail Box for Employees ● E-mail/ ePortal announcements ● Meetings	● Employee training and education ● Labor safety and health ● Financial performance	● Satisfaction survey on employee training and education activities ● Channels established for employees to provide comments and suggestions to the company ● Providing employees more comprehensive welfare and activities through employee welfare committee 's operation.
Media	● Product release ● Press release ● Company website	● Corporate governance ● Social participation	● Introduction and exhibition of products through product release or exhibitions. ● Release of information and Communications through company website.
Community	● Promotion activities ● Company website	● Green products ● Hazardous materials management ● Environmental management	● Promotion of environmental protection and energy saving on website.
Investors	● Regular board meetings ● Company website	● Corporate governance ● Financial performance ● Risk management	● Holding board meetings regularly.

Suppliers	• Supplier guidance and auditing • Questionnaires to suppliers	• Supplier evaluation standards • Green products • Supply chain management	• Announcement of corporate social responsibility mailbox to suppliers to provide them with a channel to comment and file complaint.
Customers	• Survey on customer satisfaction • Customer auditing	• Green products • Supply chain management	• Communication with customers through customer service and sales departments. • Announcement of corporate social responsibility mailbox to customers to provide them with a channel to comment and file complaint.

The company would prioritize corporate social responsibility issues and regularly publish annual issues concerned by stakeholders. It will also plan on how to communicate with stakeholders, as well as how often and through what channel communication shall be made. Information disclosures' scope and response will also be clearly stated.

The corporate social responsibility committee will regularly compile and brief to the management results of communications with stakeholders over their concerned issues and the status of the company's management. It will also r regularly publish corporate social responsibility report to provide information on significant issues that affect the company and stakeholders. The report will reflect the company's influence to the economy, environment and the society, enhance communication, indicate the company's strategies and to increase information reliability. As such, the company will adequately disclose relevant benchmarks in the report as well.

Issues concerned by stakeholders cover economic, environmental and social aspects. Communication channels between the company and main stakeholders are as below:

(1) Employees (4-37)

Employees may voice their comments or provide suggestions though channels such as employees' mail box, to ensure effective communication and problem solving. The company's welfare committee also provides complete welfare and activities to ensure a better welfare system and positive correspondence with employees. As for employee training, feedback surveys are conducted to adjust and enforce training results. The above mentioned channels all provide for a better communication between the company and employees. No labor disputes have been report over the past few years.

(2) Media

The company actively participates in international exhibits held in both Taiwan and overseas to enhance brand image and brand recognition. Effects from such participation have grown over the past years. Multi-lingual website is established to announce news and to further communications.

(3) Community

The company has promoted energy saving and environmental protection on its website with respect to environmental management, hazardous materials and green products that concern community stakeholders.

(4) Investors (G4-37)

The company holds shareholders meetings regularly every year to communicate with shareholders over the company's financial performance and development strategies.

(5) Suppliers (G4-12)

It has asked suppliers to execute corporate social responsibility commitments to review their performance and to examine new suppliers' performance with respect to social responsibility (labor compliance). (LA13)

(6) Customers

The company communicates with customers through customer service and sales departments. Customer satisfaction survey is also performed to fully communicate with customers and to respond to their comments and complaints.

In addition, the company also submits operational procedures on corporate social responsibility communication and selection of significant issues in annual management meetings to enhance performance over social responsibility. If there is any significant issue in economy, environment or society that would affect the company's corporate social responsibility performance, it will be included in management meeting minutes and be briefed to the highest executives by the corporate social responsibility commissioner.

3. **Risk Management**

Onyx Healthcare regularly discloses corporate governance information in its annual financial statement. The annual financial statement also covers significant financial information, board, supervisors, main managers, and operations. Corporate governance reports would include information on organization, divisions, and governance operations. Onyx Healthcare's board is composed of 3 members, and one supervisor. The supervisor ensures effective supervision and balance. A qualified board and supervisor, as well as avoidance of conflict of interest are critical to a company's governance.

As for internal control, Onyx Healthcare retains external counsel to audit its tax and finance to ensure sound financial and operation performance, as well as prompt correction

of mistakes, which both contribute to a better control of risks on bribes. No bribes have been reported in the year of 2015.

The company will increase independent supervisors and directors to further its governance. It will also enhance financial and operational management through internal auditing and control mechanism.
With respect to intellectual property protection, it also examines infringement risks during development and design works and to execute confidentiality agreements with partners.

Environmental Sustainability

1. **Disclosure of Environmental Management Policy**
    A. Environmental Performance Management Approach
    Onyx Healthcare has established ISO14001:2004 management system, to form sustainable development strategies from aspects of products, activities and services. All products are designed and manufactured in accordance to environmental regulations. Environmental management measures are pursued to reduce pollution and impact on environment, to promote environmental safety consciousness, to save energy and to effectively utilize resources. Ultimately, goals of sustainability may be accomplished through positive environmental management, performance enforcement and social responsibility fulfillment.

    B. Environmental policy and Statement
    To seek for human life's sustainability and to safeguard green environment on earth, in addition to fulfill corporate environmental protection responsibilities and missions, the company further seeks to reduce overall impact to environmental safety, prevent and reduce pollution, as well as comply with pertinent regulations, through involvement and commitment of all members, to protect the environment and to ensure corporate sustainability.

    Onyx Healthcare's environmental policy:
    Green Manufacturing、Environmental Innovation
    Sustainable Development、Continuous Improvement

    The company's environmental protection statement in its ISO14001:2004 management system is as follows:
    (1) Sustainable Development(SO1)
        The company works to enhance products' design to enhance energy saving and reduction by adopting appropriate technology in manufacturing and pollution prevention. In product design, it continuously pursues lower energy

consumption, less components, higher recycling rate, and better product efficiency, to prevent pollution from product usage, to enhance efficiency in energy consumption and to reduce impact to the environment due to production and service activities.

(2) Environmental Innovation

In conformance to green product and green supply chain concepts, the company takes necessary management and control over raw materials, components, ancillary materials and packing materials with suppliers to diminish or abolish controlled materials, which contributes to protection of the environment on earth and diminishment of impact to the eco system.

(3) Green Products

The company promotes environmental management system and training programs, and discovers as well as improves faults through auditing activities and environmental protection and management reviews, so that an effective mechanism may be established and activities performed.
The company requires garbage sorting. It does not provide disposable cups. Sensor faucets are used in toilets to reduce water consumption. Hand dryers replace wiping papers. Double-sided printing and recycling are promoted with signs next to printing machines.
The manufacturing site's lights are turned off during off hours. The headquarter encourages employees to use stairs instead of elevators. It also promotes computer shut-down after work. The above measures are to promote employees 'consciousness on energy saving and environmental protection.

(4) Continuous Improvement

Onyx Healthcare's product design is in compliance with green product requirements, environmental protection laws, among others.
It not only complies with related laws, but also watches closely on international environmental protection trends and information to actively understand related issues prior to their becoming requirements to respond to new orders sooner, reduce environmental risks and perform its corporate social responsibility.
Onyx Healthcare provides employees a safe environment to work and a healthy living condition through Environmental risk evaluation, which effectively reduces labor hazards and loss, as well as prevents dangers. It also sets up goals and plans to continuously improve performance on environmental protection and occupational safety. Education and promotion are made to promote employees 'consciousness on environmental safety, and to encourage them to participate in and practice environmental protection and safety.

It complies with regulations on environmental protection and occupational safety to create a safe working environment, while seeking for an environment that is free from pollution, injury, occupational illness, fire and accident. It also continues to improve in this aspect to promote work safety and environmental quality.

The company filed the following report to the labor authority (Occupational Safety and Health Administration of the Ministry of Labor)of ROC in the year of 2015:

a. Traffic accidents:0cases

b. Occupational hazard: 0

c. Other: 0

2. **Climate Change and Global Warming**

In light of climate change and global warming, and to reduce impact to the environment in compliance with environmental requirements, Onyx Healthcarepromotes reduction of energy consumption and carbon emission, and includes green design concept in its products. Onyx Healthcare's products are low energy consumption product. It presents 2 models of products in 2014 which are all awarded with Energy Star 6.0 (EN7), among which all kinds of IT product are also certified. (EC2)

No.	Product Model Name	Product Type
1	Onyx-182	All-In-OnePC
2	Onyx-182 plus	

Products awarded with Energy Star 6.0in 2015

In addition to better efficiency, the products are also with better energy density, (EN19)as they are small in dimension with the same efficiency, meaning that they are made with less materials, shorter assembly time, less packing materials, smaller shipping space demand and less impact to the environment. (EN6)

Onyx Healthcare's IT products are designed with small dimension to increase shipping efficiency and to safe fuel consumption in shipping (EN30). It will continue to lower the products' energy consumption and to enhance its efficiency, to comply with international environmental protection policies, such as Energy Star. (EN27)

In addition, Onyx Healthcare's operations powered by electricity (EN4), instead of indirect energy sources, such as natural gas. (EN5) (EN3)

Power consumption Structure:

To monitor and to reduce greenhouse gas (GHS) emission, Onyx Healthcare follows ISO

14064-1 and Greenhouse Gas Protocol requirements, and maintains a complete file of its GHS emission. It calculates direct GHS emissions as defined in Scope 1, indirect GHS emissions as defined in Scope 2, both qualitative and quantitative, as well as other major indirect GHS emissions as defined in Scope 3 by qualitative approach. According to its records over the past years, Onyx Healthcare's GHS emissions are mostly carbon dioxides emitted from purchased electricity used in its factory (Scope 2).(EN21)

Onyx Healthcare's direct GHS emission (Scope 1) in 2014 is as indicated as 0kg CO2e (EN15) Calculation results for the company's Scope 2 GHS emission in 2015 are as indicated 2520 kg CO2e (EN16)(Maim from Taiwan Power Company's electricity calculation).

In addition to daily energy saving, we also adopt the LED to replace traditional light sources.

Scope 3 (other indirect GHS emission) is not calculated. However, with respect to supply chain, employee travel, product use and disposal, waste disposal and handling, as well as shipping, the company only retains suppliers with government approval to handle shipping of materials and products, and encourages employees to use public transportation orcar pooling to reduce GHS emissions. (EN17)

3. **Green Design and Green Product**

   Over the latest years, climate change and materials in products that are hazardous to the environment have become main concerns for corporate social responsibility arena. Onyx Healthcare has identified the above issues and to come up with internal management documents with respect to hazardous material management and compliance with environmental protection decrees such as RoHS and REACH. It has also set up effective green management procedures to manage risks, which will ensure environmental protection, as well as users' health and safety. (PR1)

   Onyx Healthcare's product design and material selection are in compliance with RoHS requirements and green design concept. With respect to product recycling, it has followed WEEE directives of the European Union, including recycling paper packing materials internally to reduce impact to the environment.(EN28)

   Requirements on packing materials:
   Packing materials should be in compliance with related regulations.
   a. Packing materials' categories should be limited: Less categories will increase recycling effect.
   b. Ink in compliance with related regulations is used on packing materials. Especially, installation guides are printed with soybean oil ink.
   c. Packing is designed to reduce weight: Weight and size re both reduced to facilitate

shipping. To ensure quality is not sacrificed, the company will conduct falling tests to ensure that products are well protected.

In addition, the company has established green product design procedures to ensure that when products are designed or manufacturing technologies selected, lower energy consumption; less components, higher recycling rate, and better product utilization rate are targeted.   At the same time, recycling is conducted to ensure products are fully utilized, which will not only enhance environmental protection but also product competitiveness as well as corporate revenue, and thus sustainability of the company.

4. **Environmental Management and Environmental Protection Activities**
   Onyx Healthcare takes environmental protection and labor safety/ sanitation seriously. It minimizes impacts to the environment, increase efficiency, and identify environmental risks through effective ISO 14001: 2004 environmental management system, so that it may comply with related regulations, reduce energy consumption and raw material waste, and continue to improve environmental performance, to meet its goals set in its environmental strategies.

   Onyx Healthcare's sustainable development is based on protection of the nature and on gaining balance between resource utilization and environmental protection. It seeks development with environmental protection as a presumption. Contamination control and environmental quality improvement are all measures to insure resources are used in a sustainable way. The company's products are with low energy consumption and high recycling rate; and are in compliance with international environmental protection decrees. The manufacturing process is with low pollution and low impact to the environment. It also complies with the authorities' regulations. In 2015, no major accident or incidents in violation of environmental protection laws is reported (EN29).
   The company's manufacturing process is mostly assembly and testing. No inspection of air pollution is required according to the related laws. No emission of nitrogen oxides, Sulphurdioxides and other controlled gas is reported. (EN22)
   Onyx Healthcare's manufacturing process complies with the following rules: contamination prevention, usage of less resources and materials, and reduction of wastes. Usage of materials in 2015 is 9,420 kilograms as indicated in the below graph (EN1). The company's manufacturing process is mostly assembly and testing. 43percent of materials used is packing materials, 25% metal materials, 18 percent PCB materials, and 14percent plastics

   No industrial waste is produced through the company's manufacturing process. It therefore is not required to report exports of industrial waste.
   Onyx Healthcare strives to reduce waste and recycling of waste. Through its raw material

19

reduction management, waste production is reduced. Recycling replaces traditional waste handling to turn waste into resources, which not only ensures resource recycling, but also helps reduce energy consumption and costs arising from waste handling.

Its waste management system is as below:

	Waste Type	Description	Handling method	Final destination
Waste type and handling in 2015	Resources	Scrapped iron, aluminum, copper, etc.	Recycled by appointed persons	Re-use
	Paper	Newspapers, magazines, copier paper, printing papers, carbons, paper boxes, etc.	Recycled by appointed persons	Re-use
	General plastics	Packing materials, etc.	Recycled by appointed persons	Recycling
	Other recyclable resources	Batteries, toner cartridge, lamps, etc.	Recycled by appointed persons/ Contractors	Recycling / Reuse
	Pallet	Non-usable pallets	Recycled by appointed persons	Recycling
	Consumer waste	Waste from offices	Subcontract licensed contractor to handle.	Incineration/ Sanitary Landfilling

The company's waste production in 2015 is around 18,050 kilograms. As indicated below, 17% of the waste is general waste, while 80% is recyclable:

	Weight(kg)	2015weight(Kg)	
General waste	20%	3600	
Resource recyclable	80%	14450	
Total weight	100.0%	18050	

Recyclable waste of Onyx Healthcare' s factory in 2015 is around 1,200 kilograms (EN23),99.7 percent of which is paper. As manufacturing process is mostly assembly, no special hazardous waste and recycling materials is produced.

Onyx Healthcare's factory use running water (EN8). No underground water or well water is used. Its water consumption produces no negative impact to surrounding water resources. Our factory's sewage is handled by Industrial Park's sewage treatment plant. It pays for handling by month (EN9). The head quarter also uses water-saving faucets, water recycling and reuse to reduce water consumption per person.

Its environmental protection related expenses are as below: (EN31)

No.	Item	Fee (NT$)
1	Eco management system and product certification	100,000
2	EPEAT green rules(including ISO14001)established	350,000
Total		450,000

Character-building Culture and Corporate Social Responsibility

1. **Disclosure of Social Performance Policies**

In consideration of corporate social responsibilities, local labor laws and Onyx Healthcare's corporate culture, we have laid out management plan regarding social performance, with international standards such as similar Electronic Industry Citizen Coalition (EICC) guidelines and Global Sullivan Principles, taken into consideration. We promote corporate social responsibility plan within the company first. In addition, Onyx Healthcare has complied with local laws and has never participated in formation of nor lobbied for public policies.

Labor Practices and Decent Work Performance Management Approach.

Onyx Healthcare's social performance policies include:

(1) Disclosure of labor enforcement and reasonable work management

We have strived to create a sound working environment. In addition to reasonable wages that are equivalent to market standards, comprehensive training program, various welfare plans and safe/ clean working environment, we also provide sound working environment so that all employees may enjoy work.

a. Safe and clean working environment

Onyx Healthcare expects zero labor accident. It complies with related regulations and actively promotes safety. It continues to train employees over labor safety and sanitation. It also encourages participation in related activities, and promotes employees' awareness.

Its safety and sanitation policies are as follow:
- Complying with labor safety regulations. Targeting for zero labor accident. Safety first.
- Ensuring safety with safety, sanitation, risk control and rescue techniques.
- Implementing management system to ensure safety of working environment and operation.
- Regulating personnel's responsibilities re labor safety and sanitation. Eliminating hazardous factors and preventing accidents from happening.

b. Employee health and activities

We strive to create a healthy working environment to assist employees managing and enhancing health. We also care for employees' families to enhance work spirit and quality.

c. Employee training and education

We emphasize on cultivating good staff. We also aim to enhance employees' sense of belonging and work satisfaction. We have established training plans to provide employees with an environment to learn, to grow, and to enhance employees' professional competitiveness.

(LA11)

The company's training program consists of the following categories:

a. New staff training: This is a program for new staff, which allows new employees to get familiar with the company's system and environment.

b. Professional skill training: This training program aims to enhance employees' professional skills and knowledge.

c. Management skill training: The program aims to enhance management's problem solving skills and management know-hows.

d. Quality control training: All employees are required to attend basic quality control system and quality assurance training program. For employees whose job functions are directly related to quality control, advanced programs will be provided.

(2) Human rights (Human Rights Performance Management Approach)

It helps maintain talents and productivity enhancement for a corporation to protect employees' labor rights. Onyx Healthcare complies with human right protection regulations of local governments and similar EICC's spirits.

The company's labor equality policies are as below:
● Prohibition of discrimination
● Establishment of communication channels
● Enhancement of wages and welfare
● Continuous improvement

(3) Community (Stakeholders)

Onyx Healthcare acknowledges its responsibility as a public instrument. It not only works to increase revenues, but also contributes to the society. Its contribution is through education, charitable events and environmental protection activities. (Social Performance Management Approach)

a. Cultivating talents for high tech industry: Talents are the foundation of a

sustainable industry. We continue to provide staff with required training and environment for them to cope with the industry's development.

b. Encouraging healthy leisure activities: We encourage staff to participate in healthy leisure activities and sports. Employees may form clubs to participate in the above activities. We also arrange tours for employees from time to time.

c. Holding charitable and volunteering activities: Onyx Healthcare donates computing equipment to schools in distant areas and participates in other charitable events as well as volunteering activities in hopes of making the society better.

(4) Responsible product

Onyx Healthcare provides customers with full scale services. It provides comprehensive solutions from users' aspects. It also protects customers' privacy and intellectual property rights. The company conducts environmental protection audits itself and requests suppliers to cope with related requirements to comply with international decrees and customer demands regarding translucent information of hazardous materials.

2. **Employee Care**

The company pays attention to character building and employee training. It complies with local labor laws and regulations, as well as the International Labor Organization's Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy. The company has never hired child labor, nor reports any discrimination, forced labor and other complaints concerning violation of employee's rights. (LA16)

Number of employees (LA1, EC6)

Category	Sex		Aboriginal	Disabled	Native		Percent of native employees
	Male	Female			Male	Female	
Management	18	7	1	0	15	7	23%
Non-management	49	23		0	38	21	61%

Age and sex groups of the management level (LA12)

Age group	Number
20-40	31
41-50	32
51-60 and over	6
Total	69

According to the company's policies, human right related training so provided to all new

employees (HR2). In addition to public announcement of anti-bribery policy and human right related requirements on the company's internal website (SO3), work rules are also established and integrated in the training program for new employees (SO4).

Between 2014 and 2015, number of and hours of training received by indirect employees are as follow: (LA10)

Training program	2014	2015
Training numbers for male employees	56	46
Training hours for male employees	129	701
Training numbers for female employees	13	23
Training hours for female employees	65	362
Total number and hours	69	69
Internal training	194	1063

To accomplish the company's overall goals as well as the respective department's and personal goals, and to fully understand employees' performance, which is the foundation of promotion, training and salary assessment, Onyx Healthcare requires performance review each year with all employees. Reviews cover performance over the past and goals for the future. The management shall work out development plans with staff. In 2014 and 2015, reviews are conducted for the following indirect employees (LA11):

2014	Male direct employees	Female direct employees
Number of employees	56	13
Percentage of employees under review	81%	19%

2015	Male direct employees	Female direct employees
Number of employees	67	30
Percentage of employees under review	69%	31%

Note: Direct employees are also reviewed periodically by the factory management.

a. Onyx Healthcare's Code of Conduct for employees
   Onyx Healthcare is devoted to seeking integrity, quality, innovation and respect. It expects employees to meet the highest ethical standards. Its code of conduct outlines principles employee shall adhere to in interactions with Onyx Healthcare, customers, suppliers, coworkers, government and the general public. The code of conduct applies to all individuals working with Onyx Healthcare, including

directors, supervisors, managers, regular employees and temporary workers, regardless of their ranking and title.

b. Human rights

Onyx Healthcare complies with local laws, regulations and EICC codes on child labor, among others. It follows rules set forth in the Universal Declaration of Human Rights when establishing its own labor and human right protection policies:

(1) Prohibition of child labor is expressly set forth in its employment policy. It not only forbids child labor, but also avoid any action that may lead to child labor usage. (HR6)

(2) Prohibition of forced labor. (HR7)

(3) No discrimination is stated in its employment policy that no discrimination against race, sex, age, marital status, political position, or religion is allowed when employing or reviewing for promotion. It only works with suppliers in compliance of this rule.

3. Employee Welfare and Work Environment

Onyx Healthcare expects to attract, retain, cultivate and inspire talents through good welfare and work environment. (LA2)

Wage and welfare policy is as follows: (EC3)

- Providing employees with wage higher than the minimum requirement set forth in the Labor Standard Act (EC5). It also provides good welfare program, ensuring that employees' wages are determined on their education, work experiences, instead of sex, race, religion, political stance, or marital status.(LA13)

    The company's welfare includes:
- Annual wage adjustment
- Labor insurance, national health insurance and regular health examination
- Birthday, wedding and funeral subsidies
- Mid-Autumn Festival and Dragon Boat Festival subsidies
- Regular employees' travel, with employees' families covered
- Employee clubs' subsidies and department parties
- Free parking lots for employees who drive to work
- Discounted movie tickets
- Maternity leave, paternity leave, family care leave, and nursing room.

In order to ensure smooth communication among employees so that problems may be solved effectively, we irregularly hold internal meetings and department meetings to

provide face-to-face communication channels. Operational directions are regularly disclosed. Mail boxes for employees to provide comments, and sexual harassment complaints, are also established to promptly and effectively solve problems employees may have.

Onyx Healthcare expects zero discrimination and work conditions in conformance to employees' demand. Through communications, employees' right to work may be fully protected and their talents developed. According to Onyx Healthcare records, no complaints, nor human right violation reports have been filed through the above mentioned channels in 2015. (HR3)

Coping with labor safety and sanitation regulations, the company has retained qualified professionals to supervise related matters:
- Publishing, amending and executing safety/ sanitation related rules.
- Supervise safety/sanitation related works.
- Schedule and enforce inspections re safety/sanitation.
- Supervise contractors and suppliers' works re safety/sanitation.
- Regular examination and report re safety/sanitation.
- Arrange related trainings.
- Planning for automatic examination and prevention of job hazards.
- Enforcement of fire prevention.

Although Onyx Healthcare has yet to introduce OHSAS18001 system,

it has established protocols and procedures to prevent occupational hazards. It has also implemented spontaneous inspections on its equipment, enforce safety/sanitation and fire prevention education. In 2015, no occupational injury has been reported. (LA6)The company also enforces inspections on quality of operations to protect employees from unhealthy environment. (LA8)

Onyx Healthcare forbids smoking in working environment and identifies non-smoking areas in compliance with anti-smoking law. Smoking is prohibited in indoor areas in our company. Anti-smoking slogans and posters are posted. Education against smoking is provided to smoking employees, to encourage them quitting, which will provide themselves and others better life quality and health.
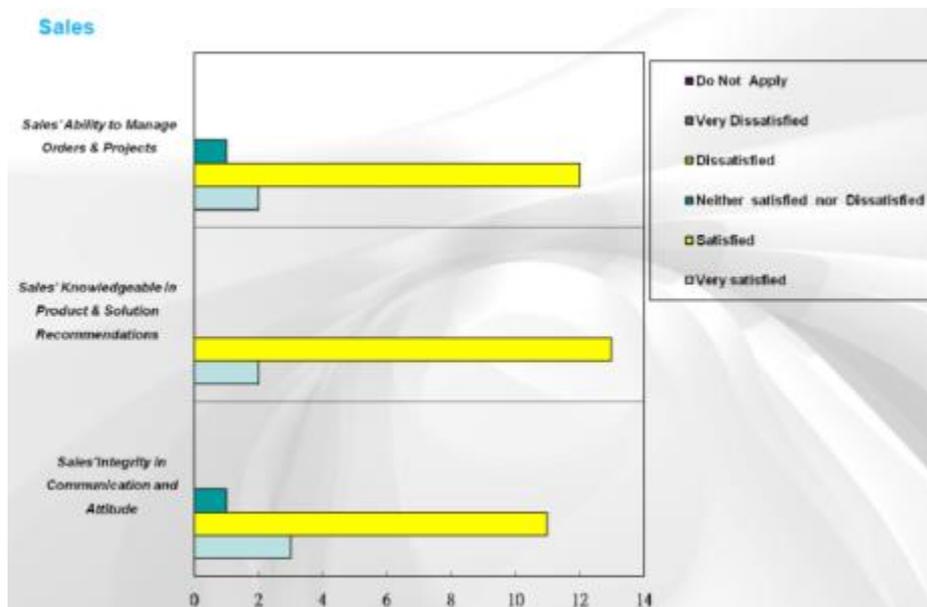
In addition to occupational safety and sanitation, the company is concerned with safety of contractors' operations. Contactors are all required to confirm information of its personnel and operation with the company in advance. On-site observation is also conducted.

To implement its safety rules, routine inspections and audits, as well as 5S protocols are performed to ensure a better working environment.
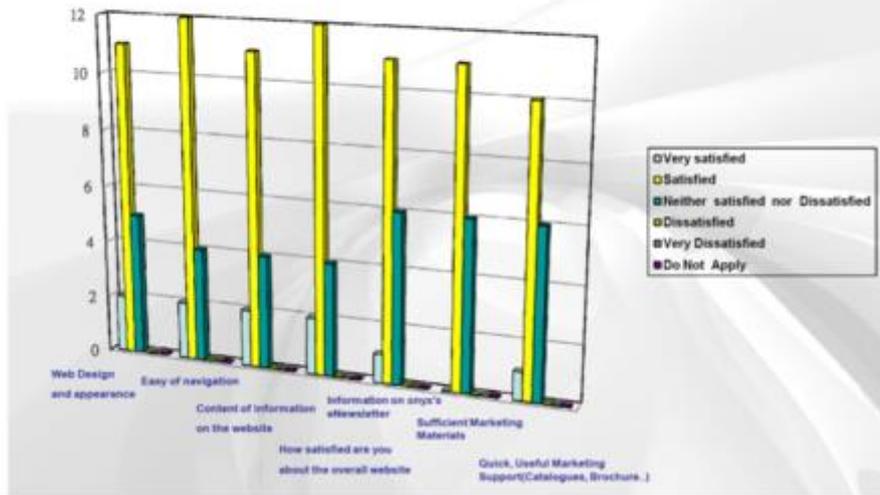
4. Customer Service and Partner Care

Onyx Healthcare implements ISO 9001:2008/ISO13485:2003 system and labor right equality policy to comply with customers' demands for human right protection. In 2015, no complaints about violation of customers' privacy or loss of customer information have been protected. Survey on customer satisfaction is also conducted regularly. Onyx Healthcare surveys on customers'satisfaction with its product and service regularly, to promote product quality, professionalism and service quality.

As indicated in the above chart, most of customers are satisfied with products and services. Onyx Healthcare will continue to provide products and services that are even closer to customers' demands.

Marketing

Product

Logistic

Legend:
- Do Not Apply
- Very Dissatisfied
- Dissatisfied
- Neither satisfied nor Dissatisfied
- Satisfied
- Very satisfied

Categories: Packing Quality, Assembly Quality, Lead time of Delivery

Customer Service

Legend:
- Do Not Apply
- Very Dissatisfied
- Dissatisfied
- Neither satisfied nor Dissatisfied
- Satisfied
- Very satisfied

Categories: Problem Solving Process, Expertise in Technical knowledge & Service Attitude, Reply Service Request in 24 hours

RMA

Onyx Healthcarehas integrated its environmental protection principles into its supplier management system, and requested suppliers to sign the company's environmental pr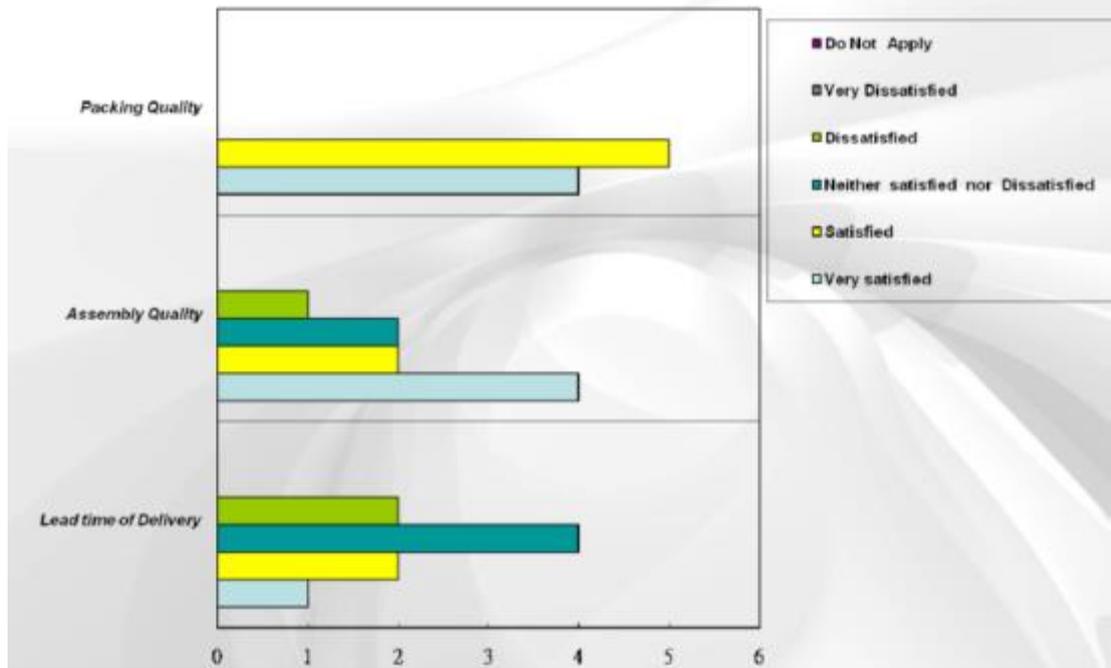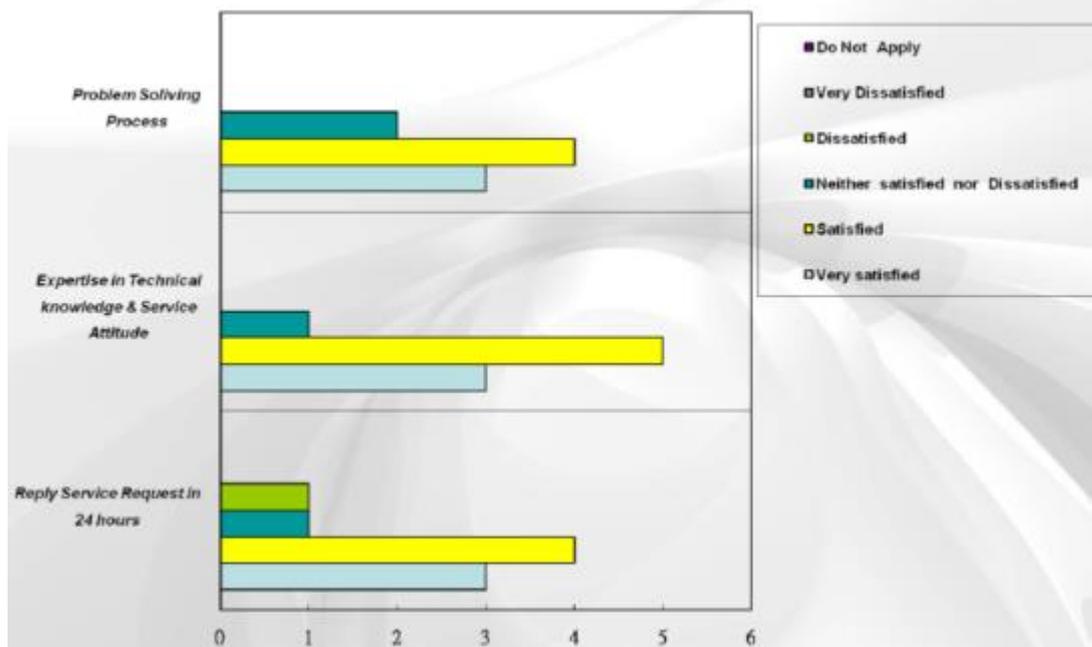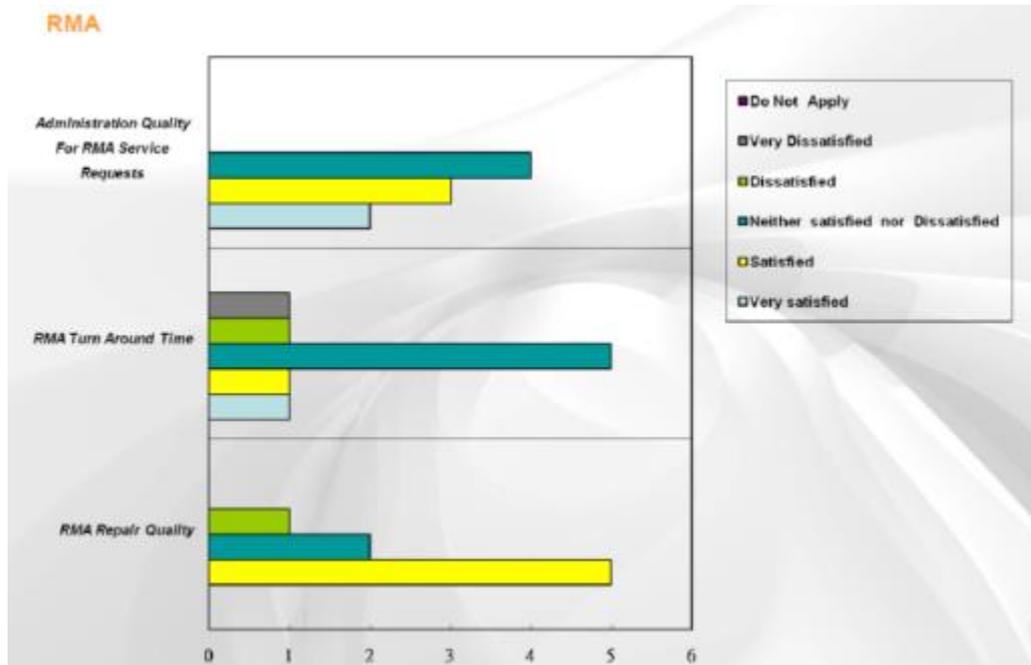otection declaration, with hopes that suppliers acknowledge the company's expectations over environmental protection. It has introduced EICC system and encouraged suppliers to pay attention to and to perform corporate social responsibilities, such as the policy against use of conflict minerals.

Onyx Healthcare has established benchmarks on supplier selections which include corporate social responsibilities such as RoHS compliance, ISO 14001 standards and localization of supplier (SO9). Onyx Healthcare demands suppliers to respect employees' freedom of association, to forbid use of child labor and to prevent forced labor, so that basic human rights are protected. The benchmarks are identified in the review of suppliers' performance (HR4,HR5,HR6).(LA14, LA15)

Onyx Healthcare has taken domestic purchase of materials as its priority over the past years, to build up long term relationship with local suppliers, which help reduce energy waste through transportation, and thus reduction of greenhouse gas emission. In 2015, 80% of its annual purchase is from local purchase.(EC9)

一、GRI Index (G4-32)

The Global Reporting Initiative's Sustainability Reporting Guidelines Version G4.("GRI G4")

Direction	GRI Index	Page(s)	Explanation
Strategy and Analysis	G4-1 Provide a statement from the most senior decision-maker of the organization	P4	
	G4-2 Description of key impacts, risks, and opportunities	P8	
Organizational Profile	G4-3 Report the name of the organization	P3	
	G4-4Report the primary brands, products, and services	P7	
	G4-5 Structure of operating	P8	
	G4-6 Report the location of the organization's headquarters	P3	
	G4-7Report the number of countries where the organization operates, and names of countries	P4	
	G4-8 Report the nature of ownership and legal form	P4	
	G4-9Report the markets served	P8	
	G4-10 Report the scale of the organization	P4	
	G4-11Report the percentage of total employees covered by collective bargaining agreements		All employees will communicate through the Character building monthly seminars.
	G.4-12 Describe the organization's supply	P13,P14	

	chainv		
	G.4-13Report any significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain		There were no significant changes in 2014.
Proponents of External Commitment	G4-14Report whether and how the precautionary approach or principle is addressed by the organization	P6	
	G4-15 List externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses		None
	G4-16 List memberships of associations (such as industry associations) and national or international advocacy organizations in which the organization:		Membership in the Taipei Computer Association
Identified Material Aspects and Boundaries	G4-17List all entities included in the organization's consolidated financial statements or equivalent documents	P4.P12	
	G4-18a. Explain the process for defining the report content and the Aspect Boundaries. b. Explain how the organization has	P4	

	implemented the Reporting Principles for Defining Report Content.		
	G4-19 List all the material Aspects identified in the process for defining report content	P11,P12	
	G4-20 for each material Aspect, report the Aspect Boundary within the organization	P3	
	G4-21 Report any specific limitation regarding the Aspect Boundary outside the organization	P3	
	G4-22Related to subsidiary and cooperative entity for Purchase affairs		No transaction
	G4-23 與以往報告的重大分別 Report significant changes from previous reporting periods in the Scope and Aspect Boundaries		The report is the first version.
Stakeholder Engagement	G4-24Provide a list of stakeholder groups engaged by the organization	P12,P13	
	G4-25Report the basis for identification and selection of stakeholders with whom to engage	P10	
	G4-26Report the organization's approach to stakeholder engagement	P12,P13	
	G4-27 Report the stakeholder groups that	P12,P13	

	raised each of the key topics and concerns		
Report Profile	G4-28Reporting period	P4	
	G4-29Date of most recent previous report		The report is the first version.
	G4-30Reporting cycle		Biennial
	G4-31Provide the contact point for questions regarding the report or its contents	P3	
	G4-32 GRI Report the GRI Content Index for the chosen option	P35	
	G4-33 Report the reference to the External Assurance Report		We disclosed this report by myself.
Governance	G4-34governance structure of the organization	P6	
	G4-35Report the process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees	P6	The board determined Chief commissioner of Corporate Social Responsibility Committee.
	G4-36whether post holders report directly to the highestgovernance body	P5	
	G4-37 If consultation is delegated, describe to whom and any feedback processesto the highest governance body.	P13,P14	
	G4-38 Report the composition of the highest governance body and its committees	P8	
	G4-39 Report whether the Chair of the highest	P8	

	governance body is also an executive officer		
	G4-40 Report the nomination and selection processes for the highest governance body and its committees, and the criteria used for nominating and selecting highest governance body members		The board determined nominating and selecting of Corporate Social Responsibility Committee.
	G4-41Report processes for the highest governance body to ensure conflicts of interest are avoided and managed	P8	
	G4-42the highest governance body's and senior executives' roles, and goals related to economic, environmental and social impacts	P5	
	G4-43Report the measures taken to develop and enhance the highest governance body's collective knowledge ofeconomic, environmental and social topics.		We had not the related measures.
	G4-44a. Report the processes for evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics. Report whether such evaluation is independent or not, and its frequency. Report	P5	

	whether such evaluation is a self-assessment. b. Report actions taken in response to evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics, including, as a minimum, changes in membership and organizational practice.		
	G4-45a. Report the highest governance body's role in the identification and management of economic, environmental and social impacts, risks, and opportunities. Include the highest governance body's role in the implementation of due diligence processes. b. Report whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental and social impacts, risks, and opportunities.		The Board be held regular meetings.
	G4-46Report the highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental		The Board be held regular meetings.

	and social topics		
	G4-47Report the frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities	P5	
	G4-48Report the highest committee or position that formally reviews and approves the organization'ssustainability report	P5	
	G4-49Report the process for communicating critical concerns to the highest governance body	P5	Chief commissioner informs Chairman about this report.
	G4-50Report the nature and total number of critical concerns that were communicated to the highest governance body and the mechanism		The Committee was communicated 0 times in 2014.
	G4-51Report the remuneration policies for the highest governance body for the below types of remuneration:		According to the Articles of Incorporation, the company shall, after its losses have been covered and all taxes and dues have been paid and at the time of allocating surplus profits, first set aside ten percent of such profits as a legal reserve, and then distribute 0.1% of the remaining of surplus as the compensation of directors and supervisors.
	G4-52Report any other relationships which the remuneration consultants have with the organization.		Articles of Incorporation
	G4-53Report how		The approval of Board

	stakeholders' views are sought and taken into account regarding remuneration		
	G4-56Describe the organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics		Through the culture of character building and internal control systems.
	G4-57Its internal and external mechanisms for seeking advice on ethical and lawful behavior		We will be provided mailbox on the CSR website.
	G4-58Report the internal and external mechanisms for seeking advice on ethical and lawful behavior, and matters related to organizational integrity	N/A	We will be provided mailbox on the CSR website.
Management Approach (DMA)	Economic Performance Management Approach	P7	
	Labor Practices and Decent Work Performance anagement Approach	P23	
	Environmental Performance Management Approach	P14	
	Human Rights Performance Management Approach	P23	
	Social Performance Management Approach	P23	
Economic Performance	EC1 Direct Economic Value Generated and Distributed	P9	
	EC3 The Organization's Defined Benefit Plan Obligations	P26	
	EC4 Financial Assistance Received from Government		We wasn't received government financial assistance in 2014/2015.

	EC5 Local Minimum Wage VS Ratios of Standard Entry Level Wage	P26	
	EC9 Proportion of Spending on Local Suppliers at Significant	P31	
Environmental Performance	EN3 Direct Energy Consumption	P16	
	EN4 Indirect Energy Consumption	P17	
	EN10 Percentage and total volume of water recycled and reused		0%
	EN11 Operationa sites owned, Leased, Managed in, or Adjacent to, Protected areas and Areas of High biodiversity value outside protected areas		Our factory in Guishan Ind. Park is compliant with the Environmental Impact Assessment. We aren't in a preservation area, and no significant impacts to biodiversity.
	EN12 Report the nature of significant direct and indirect impacts on biodiversity with reference		Our factory in Guishan Ind. Park is compliant with the Environmental Impact Assessment.
	EN13 Report the size and location of all habitat protected areas		Our factory in Guishan Ind. Park is compliant with the Environmental Impact Assessment. We aren't in a preservation area, and no significant impacts to biodiversity.
	EN14Total number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk		We aren't in a preservation area. There is no national conservation list species with habitats in areas affected by our operation.
	EN20Emissions of ozone-		We don't use Montreal Protocol

	depleting substances (ODS)		Class I & II ODS.
	EN21NOx, SOx, and other significant air emissions	P18	
	EN22Total water discharge by quality and destination	P19	The process at Onyx Healthcare which is the assembly of the electronics parts. All wastewater discharged is from domestic sewage.
	EN23Total weight of waste by type and disposal method	P20,23	
	EN24Total number and volume of significant spills		Onyx Healthcarehad no significant spills in 2014.
	EN25Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention		We didn't have any project about the transboundary movements of hazardous wastes. We were compliant with the Basel convention.
	EN26Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the organization's discharges of water and runoff		Our factory in Guishan Ind. Park is compliant with the Environmental Impact Assessment. We aren't in a preservation area, and no significant impacts to biodiversity.
	EN27Extent of impact mitigation of environmental impacts of products and services	P17	
	EN28Percentage of products sold and their packaging materials that are reclaimed by category	P18	
	EN29Monetary value of significant fines and total number of non-	P19	

	monetary sanctions for non-compliance with environmental laws and regulations		
	EN34 Environmental impacts filed, addressed, and resolved through formal grievance mechanisms		No environmental impacts filed in 2014.
Social Performance-Labor Practices and Decent Work	LA1 Total number and rates of new employee hires and employee turnover by age group, gender and region	P24	
	LA2 Benefits provided to full-time employees	P26	
	LA4Minimum notice periods regarding operational changes, including whether these are specified in collective agreements		According to "Labor Standards Act" and related laws stipulate.
	LA10Programs for skills management and lifelong learning	P25	
	LA11Percentage of employees receiving regular performance and career development	P25	
	LA12Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	P24	
	LA13Ratio of basic salary and remuneration of women	P14,26	Our total compensation is not differential by gender.

	to men		
Sicual Performance-Human Rights	HR8Total number of incidents of violations involving rights of indigenous peoples		None
	HR9Total number and percentage of operations that have been subject to human rights		All employees will communicate through the Character building monthly seminars.
	HR12Human rights impacts filed prior to the reporting period that were resolved during the reporting period		There have been no complaints at Onyx Healthcarein 2014.
Social Performance-Society	SO1 Implemented local community engagement, impact assessments, and development programs	P15	Environmental Aspects Assessment.
	SO7 Anti-competitive behavior		None
	SO9Percentage of new suppliers that were screened using criteria for impacts on society	P31	
	SO10Significant actual and potential negative impacts on society in the supply chain and actions taken		None
	SO11Report the total number of grievances about impacts on society filed through formal grievance mechanisms during the reporting period.		None
Social Performance-Product	PR2Total number of incidents of non-compliance with regulations		None

Responsibility	PR3Type of product and service information required by the organization's procedures for product and service information and labeling, and percentage of significant product and service categories subject to such information requirements	44	None
	PR4Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling		None
	PR5 Customer Satisfaction	P28-30	
	PR8 Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data		None
	PR9 Monetary value of significant fines for non-compliance with laws and regulations		None