



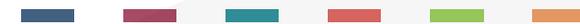
ELKA INTERNATIONAL LTD.

ELKA INTERNATIONAL LTD. 2022 Sustainability Report





Table of Contents



■	Commitment to Sustainable Business Operation	01
■	About Elka	02
■	Material Topics Analysis and Identification	05
■	Corporate Governance	06
■	Environmental Protection	18
■	Social Inclusion	20

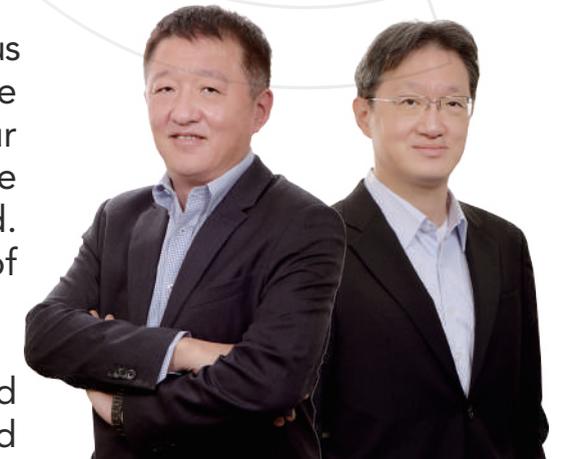
Commitment to Sustainable Business Operation

We are delighted to announce that Elka International Ltd. (hereinafter referred to as "Elka") is on the verge of celebrating its momentous 50th anniversary since its establishment in 1974. Throughout the years, Elka has adeptly navigated the ever-evolving market dynamics, experiencing both triumphs and setbacks. We owe our accomplishments to the unwavering support of our esteemed clients and valued suppliers, coupled with our relentless pursuit of excellence. Thus, we extend our boundless gratitude for their continued support.

Over the past few decades, Elka has consistently invested in pioneering product development and cutting-edge technologies, thereby establishing a robust footing in the realm of connectivity technologies, including cables and connectors. Our comprehensive range of product offerings and bespoke solutions have positioned us as the preferred partner for renowned global manufacturers. Moreover, Elka has achieved significant milestones in the domain of industrial cables, encompassing home automation, video systems, projectors, surveillance systems, airport ground systems, among others. These accomplishments have fortified our resilience in the face of challenges.

Aligned with our core principles of quality, reliability, honesty, and responsibility, we recognize our role as conscientious global citizens, diligently working towards the sustainable existence and progression of our planet. We are acutely cognizant of our responsibilities and obligations to our stakeholders, and we remain unwavering in our commitment to social welfare, contributing meaningfully to society. Our endeavor is to cultivate an inclusive work environment where talent is nurtured, and employees' well-being, both physical and mental, is prioritized. Additionally, we actively engage in environmental conservation, energy-saving initiatives, and the reduction of carbon emissions, aiming to attain sustainability objectives through concerted efforts.

We would like to express our sincere appreciation for the trust and support each stakeholders have bestowed upon Elka over the years. Our steadfast dedication to our core values of "Quality, Reliability, Honesty, and Responsibility" remains unyielding. Building upon our solid foundation, the Elka team shall perpetuate the entrepreneurial spirit that has driven our success thus far. In addition to further investment in the development of new products and technologies, we pledge to advance sustainable practices and contribute meaningfully to society. Our paramount objective is to treat each stakeholders with utmost sincerity, fostering mutual growth and prosperity. We extend our heartfelt promise and deepest gratitude to everyone who has contributed to our journey.



Chairman
Eric Ting

President
Roy Ting





Established in 1974, Elka International Ltd. is one of the world's leading cable manufacturers specializing in audio, video, communication, electronic cable assembly, and wire harnesses for automotive, medical, and industrial equipment. In this highly competitive industry, Elka has made its name through strong engineering, technical support, customer-oriented services, and high-performance products.

As a major supplier of computer and electronic components, Elka continues to find new solutions that allow us to meet the needs of our customers. Elka is committed to a green (environmental) policy and invites our suppliers to be part of the industrial value chain, making products produced at Elka all RoHS compliant. Starting from 2004, all Elka factories have been SONY Green Partners. Our excellent quality and trustworthiness have earned us a global reputation for quality products. Elka enhances our commitment to our customers and suppliers to provide high-quality products. Elka has become not merely a manufacturer but also a lifelong partner to our customers and suppliers.



About ELKA



China

Dongguan Yungtay Electronics Co., Ltd.
No. 28, Siyuan Road, Yuan Shan Bei Village, Chan-Ping ,Dongguan City, Guangdong Province,China
Phone : +86 769 8333 9366



Taiwan

Elka International Ltd. (Headquarters)
8F, No. 131, Sec. 2, Tatung Road, HsiChih Dist.,New Taipei City 221, Taiwan R.O.C.
Phone : +886-2-8692-6600



Malaysia

Elkat Electronics (M) Sdn. Bhd.
Lot 4994, Jalan Chui Chuk, 36700 Langkap, Perak, Malaysia
Phone : +60 5 659 1939

Our three operating bases of the Elka Group are in Taiwan, China, and Malaysia. The headquarters is in Taiwan, with production bases in Malaysia and China. The Elkat Electronics (M) Sdn. Bhd. founded in Malaysia in 1991 and the Dongguan Yungtay Electronics Co. Ltd. was established in Guangdong, China in 1999 to meet Elka's growing business.

Elka's customers are located in the USA, Canada, Japan, Singapore, Germany, Belgium, France, etc. Our clients primarily operate in the automotive, electronic, medical, and industrial sectors.

There have been no major changes in the organizational scale and supply chain during this reporting period, nor were there any products that were banned from sale or recalled by law.



Participation in Public Associations

Elka is committed to sustainability and aims to reduce carbon emissions to zero. The company plans to explore new business models and opportunities by connecting various industries and value chains to achieve this goal. Elka will also actively participate in domestic and foreign initiatives and associations to facilitate sustainable development and product technology innovation and establish cooperative relationships. In 2022, Elka participated in eight public associations and organizations to promote sustainable development.

Memberships



USB IF
(USB Implementers Forum)



VESA
(Video Electronics Standards Association)



HDMI LA
(HDMI Licensing Administrator, Inc.)



IPC
Association Connecting Electronics Industries



WHMA
(Wiring Harness Manufacturer's Association)



Material Topics Analysis and Identification

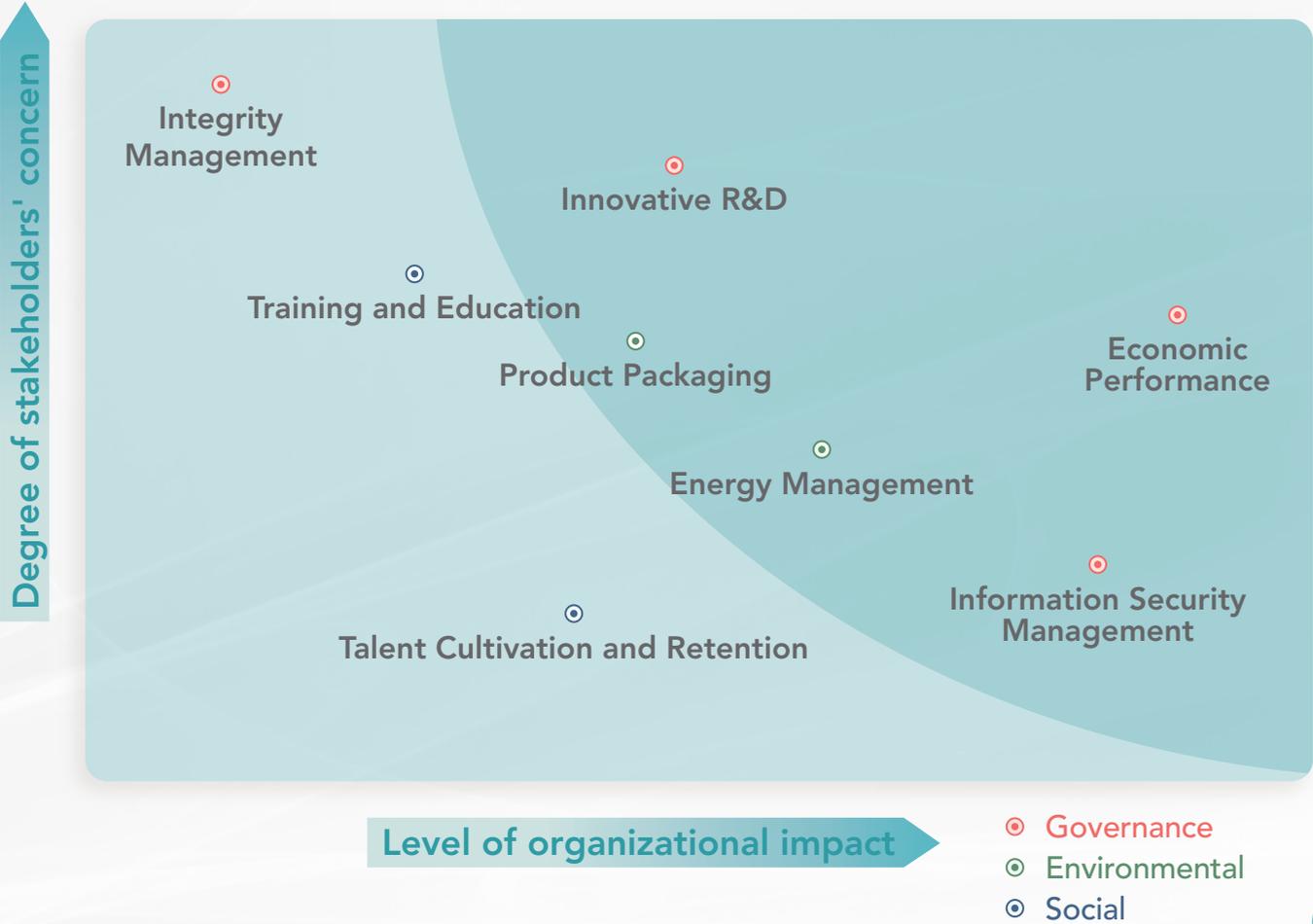


Elka identified the material topics that the stakeholders showed concern about following GRI standards and through a systematic analysis model. The topics identified were used for the compilation of this Report, while at the same time, serving as the reference base for the Company to develop sustainable development goals and strategies.

The materiality analysis of this Report was conducted in five major steps, including Identification of Stakeholders, Summary of ESG Topics, Survey on Topics of Concern, Identification of Material Topics, and Review and Discussions. These topics were the basis for discussions among the senior executives of the Company, and the sustainability report editorial team before the determination of the eight major topics for the 2022 Sustainability Report and disclosure of their management approaches.

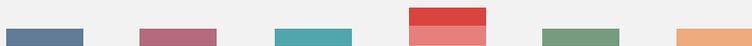
Matrix diagram of material topics

The matrix diagram of Elka’s material topics of 2022 is as follows (40 corporate sustainability topics and 8 material topics were identified).





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Elka is a leading pioneer in the manufacturing of cables and connectors. We adhere to the core principles of quality, reliability, honesty, and responsibility, offering comprehensive solutions and integrated services to maximize value for our customers and suppliers.

In the future, Elka will not only continue to invest in pioneering product development and cutting-edge technologies, to provide our customers with a variety of product choices and solutions, but also to commit to the path of sustainability.

Corporate Visions



Risk Management

Elka follows the current management system and internal control of the Company and actively faces and controls all the risks that should be put into consideration in the operation process. The control measures taken are as follows:

Weekly: Executive meetings are held to discuss daily operational risks and develop corresponding measures.

Monthly: The Finance Department reports the overall financial status and operating results which are discussed with the management team.

Quarterly: Business meetings are held to assess future risks, monitor progress, and establish strategies for improving operations.



Risk management, impact, and countermeasures:

Type of Risk	Risk Assessment	Countermeasures and Actions
Financial Risk	Exchange rate changes	Control strategy for exchange rate changes: To effectively lower the impact of exchange rate changes on revenues and profits, the Company adopts natural hedging and pays close attention to changes and information in the foreign exchange market every day, adopting conservative principles for exchange currency hedging by undertaking forward exchange with spot foreign exchange transactions to carry out hedging operations.
Financial Risk	Interest rate changes	Control strategy for interest rate changes: 1. Monitor the changes in the market interest rates, control borrowing positions and grasp real-time capital status, evaluate financing tools and amount based on the annual budget needs, and reduce capital costs. 2. Maintain good relationships with banks to capture the best interest rate.
Operational Risk	Shortage of raw materials, causing the inability for Elka to make delivery to customers	Part of the raw materials Elka purchases are supplied by a single supplier, and risks that the supplies may not meet the demand or that alternative source cannot be found in time may occur. If Elka cannot obtain sufficient necessary raw materials in time or when the raw material prices rise significantly and the increased costs cannot be passed on the customers, Elka's revenues and profits will be impacted. To reduce the risk of material shortage, in addition to developing new suppliers, Elka also continues to ask customers to improve their accuracy of demand forecasts to ensure that the Company can maintain sufficient inventory levels.
Operational Risk	Attainment of operational goals	The annual policies and attainment of goals are managed through regular business performance meetings.
Talent Risk	Personal cultivation and education & training	Initiate multi-faceted talent cultivation programs, such as 1. ELKA COLLEGE: Internal and cross-departmental education and training held by the Company 2. ELKA SUBLIMATION PLAN: A training plan encouraging employees to improve themselves. The Company provides a fixed amount of subsidy to foster talents for both Elka and the society. 3. Language training: The Company hires professional teachers to improve employees' business English skills.
Information Safety Risk	Maintain business secrets, transaction security, customer and employee privacy management, and information security management	When using information technology and the internet for the improvement of the production efficiency and management effectiveness, it also means exposure to information security risks. If information security management is not conducted, the Company may face penalties in relevant laws and regulations in the future. Comprehensive and sound information security management can also reduce the company's cost risk. To effectively manage the information security and the customer privacy regulations, all the employees of the Company have signed a confidentiality statement before entering the Company to avoid the leakage of sensitive information. The Company has updated information security equipment in 2021 and will continue the investment to maintain information security and customer privacy in the future.
Regulatory Risk	Associations of HDMI, DP, USB, and Mfi conduct market product verification and survey.	Currently, relevant certifications of HDMI, USB, DP, and Mfi are being carried out. There are relevant definitions for the management of incoming material inspection and output products to assure that the products can meet the specifications.



Product Safety

Elka is dedicated to abiding by relevant laws and regulations at home and abroad and pays close attention to the orders of the competent authorities, domestic and foreign laws, and regulations that would have a significant impact on the company, identifying financial, cyber security, intellectual property rights, and various commercial laws and regulations for proper and timely revision of the company's internal management procedures and operating specifications. The company also publicizes various laws and regulations to avoid the possibility of the employees violating laws and regulations by accident due to unfamiliarity with the contents.

Elka has been devoted to innovation, R&D, and excellent quality for years. Complete hazardous substance process management and quality management systems have been established from the R&D of products to the production transfer, including ISO 9001, ISO 14001, ISO 13485, and IATF 16949.



ISO 9001

ISO 14001

ISO 13485

IATF 16949

AS9100D

ISO 9001

ISO 14001

ISO 13485

IATF 16949



Product Safety

The R&D, Quality Assurance, Sales, and Production Departments review every process under the Regulations on the Management of Environmentally Prohibited and Restricted Substances for each stage of the product life cycle, from the design verification to the production materials. We follow international regulations and standards and customers' requirements, such as CE, REACH, RoHS, and UL, and spare no effort in green products and environmental protection.

From the confirmation and recognition of sample specifications in the proofing stage to the back-signing of drawings before mass conduction, packaging labels, packing requirements, the distinction of shipping areas, and product labels for sale, all the procedures are strictly compliant with the regulations, laws, statutes, rules, and mandatory national standards.

In addition to compliance with government regulations for the planning and execution of marketing communication activities, Elka also strictly abides by all the requirements of technical associations for trademarks, patents, certification, and royalties payment.

In 2022, there were no violations of health and safety regulations and voluntary regulations, nor were there any violations of relevant laws and regulations on trademarks and marketing communication.



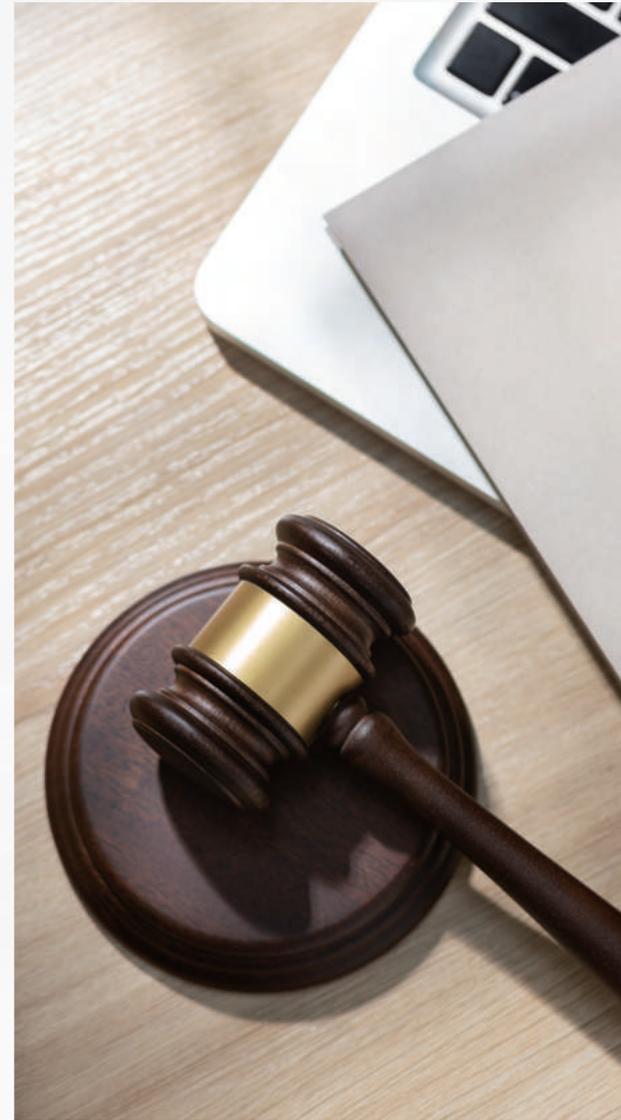
Compliance

Compliance is the basic principle for business operations. Only by complying with regulations can an enterprise grow steadily and operate sustainably. The headquarters and overseas bases of Elka attach great importance to local environmental regulations and labor laws. We are deeply aware that when any environmental or socio-economic disputes occur, the business operations and company reputation would be immediately impacted.

There is dedicated personnel to oversee affairs regarding environmental protection, occupational safety, and labor policies in the headquarters and other operating bases. Information concerning environmental and socio-economic regulations is gathered and forwarded to relevant personnel to review the regulatory operating regulations for the revision of the Company's regulations governing operations. In case of major changes in regulations, the dedicated personnel will propose revisions of relevant policies, goals, and objectives of the Company whenever necessary.

In the face of increasingly stringent domestic and international environmental laws and regulations. Elka will gradually establish, manage, and implement environmental management systems, including obtaining ISO management system certification to effectively track and control various environmental performances, actively reduce waste, and provide various grievance channels to provide continuous and stable products and services our stakeholders recognize. All production processes and products shall be compliant with environmental requirements, and Elka makes continuous improvements and conducts effective management oversight to meet that end.

There were no punishments imposed by competent authorities to Elka's headquarters in Taiwan and its overseas bases for violations of integrity management or anti-corruption related laws or regulations, nor were there any punishments due to environmental or social-economic violations.



Anti-corruption

Elka has a strict policy against corruption, bribery, or blackmail to ensure fair trade and prevent unethical practices. All employees are informed upon employment that they must conduct transactions without showing any preferential treatment to related parties. They are also not allowed to receive gifts, entertainment, kickbacks, or bribes that might benefit themselves or others while performing their duties.

The Company has established a Letter of Commitment outlining the commitment of transaction counterparties to comply with all ethics and integrity management regulations strictly. They are forbidden from requesting, promising, or conducting any bribes that may provide improper benefits or seek to benefit employees of Elka, their related parties, or their designees, either directly or indirectly.

Policy

- Elka maintains a strict policy of zero tolerance towards bribery, corruption, and acceptance of bribes.
- We are steadfast in our dedication to consistently conduct our business transactions and cultivate relationships with the utmost professionalism, fairness, and integrity. Central to this commitment is the unwavering implementation and enforcement of a robust and efficient anti-corruption system.
- Our senior management has fully authorized and endorsed this policy.

Publicity

- Internal publicity: New employee orientation and training (anti-corruption+information security, environmental and occupational safety)
- External publicity: New suppliers shall sign the Supplier Letter of Commitment with stipulations governing anti-corruption-related matters.

• Anti-corruption Hotline: 8692-6600 Ext123
Anti-corruption Mailbox: esg@elka.com.tw



Supplier Evaluation

Regular audit of qualified key suppliers

1. Regular audit :

- (1) Schedule an annual audit of critical suppliers by the Supplier Quality and Environmental System Assessment Summary Report and determine whether the scoring standard qualifies them. The QA Department will report the results to the president for approval. Once the president approves, the unqualified manufacturers will be removed from the qualified supplier list.
- (2) The 12 audit items include quality assurance, training, incoming material control, manufacturing process control, shipment control, design control, reliability verification, instrument calibration, non-conforming product control, batch management, 4M change management, warehouse management, delivery, and environmental substance management. The audit is considered unqualified when there is a "major" unconformity.

2. Irregular Audit :

When qualified suppliers relocate or change the manufacturing process, an on-site audit is required in the same year, or when three (and above) "quality abnormality correction sheets" are issued within three months, the QA Department will make an irregular on-site evaluation or ask the supplier to the company to report the analysis of reasons for abnormality and the validated effect of improvement.



Product audit
and
investigation



Listed in
the qualified
supplier list



Procurement



Quality
Control



Regular
audit

Cyber Security

Elka is diligent regarding the important issues of customer privacy and confidential information. Therefore, it is the most important goal of information security management to protect customer privacy and information to safeguard customers' rights and interests.

All employees of Elka are required to sign a confidentiality statement before joining the Company. In addition, Elka continues to invest in and strengthen network security equipment to prevent unauthorized users from accessing the system and network. There is an access control mechanism for all the systems and information can only be accessed by authorized personnel.

To ensure the correctness of all the company's business information and the importance of protecting personal data, the Company takes regular inventory of the information systems of all units and ranks as well as evaluates factors including level of risks, the urgency of risk treatment, the availability of others to determine the acceptable level of risk and their corresponding mitigation, implementation, and review of the effectiveness of such plans.

There were no reports of violations of data privacy from customers and employees in 2022.



01 Server exception < 3 times

FY 2022 Zero times

02 Occurrence of information security issues = zero times



Intelligent Property Management Measures

Patent

We have established a Patent List to document our R&D achievements. Obtaining 14 patents in 2022, the goal of reaching 200 patents by 2040 reflects our strong commitment to innovation and technological advancement.

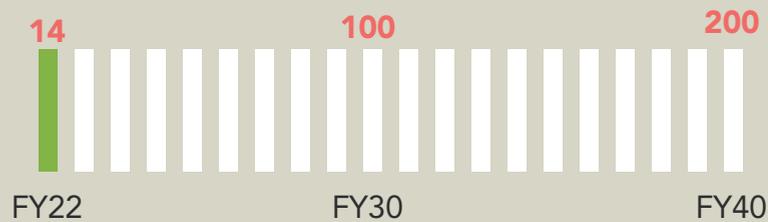
Trademark

We have established a Trademark List to monitor and evaluate the utilization of trademarks.

Business Secret

Employees must sign documents and abide by confidentiality clauses. The company implements access control, setting permissions for personnel entry and exit.

Number of Patents obtained



Intelligent Property Management Measures

Elka's AGRES solution, the "HDMI 2.1 Active Cable," enables seamless 8K gaming and immersive audio at a 120Hz refresh rate, revolutionizing entertainment and technology. This innovative technology is bringing unprecedented advancements to the global entertainment and technology industries.

Innovative

An intelligent cable with built-in smarts designed to deliver a step change in technology, form factors, and style.

Technology

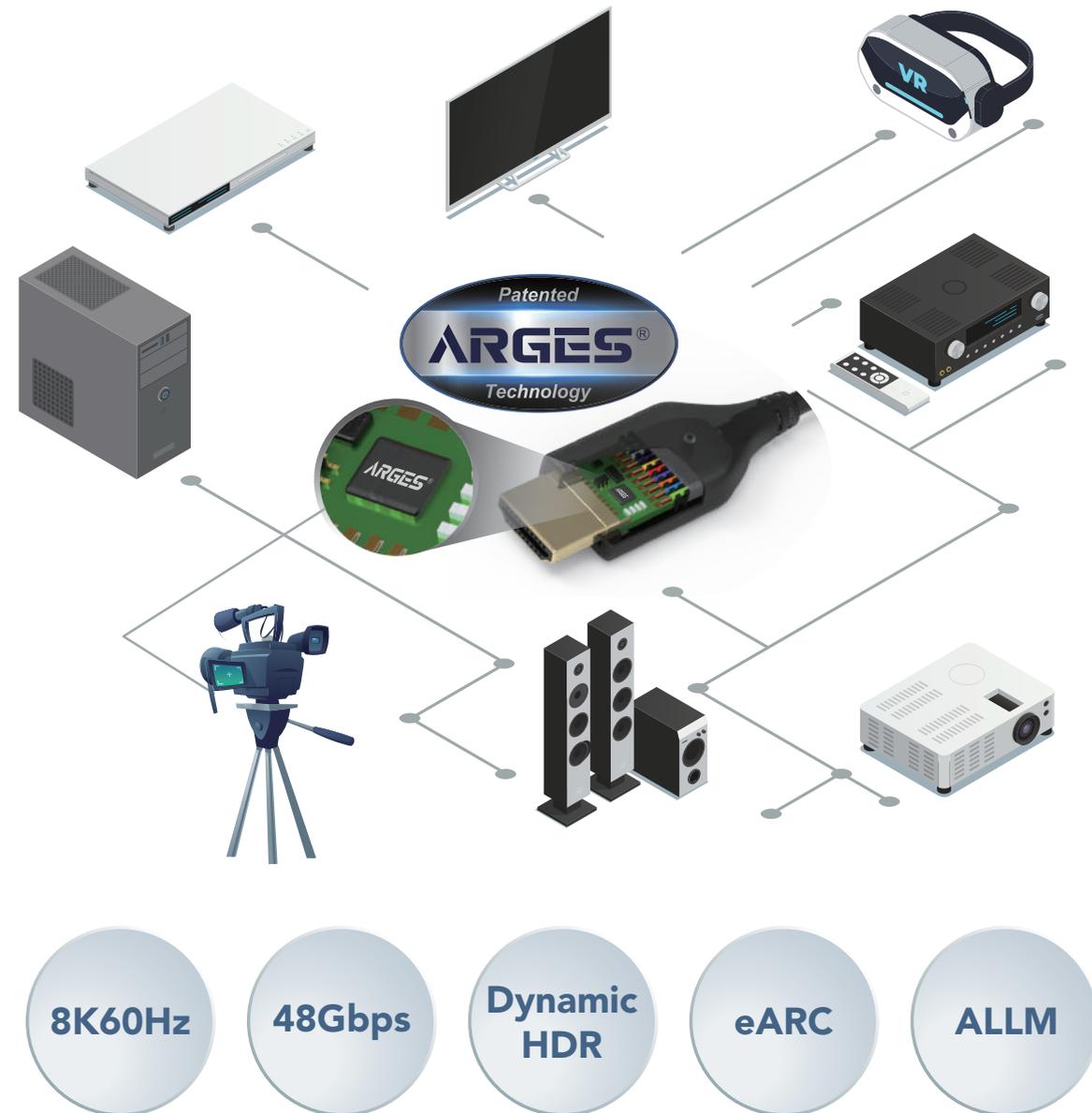
Technologically, data speeds continue to increase, accompanied by the addition of multimedia and video features to enhance product connectivity.

Form factors

Reducing the use of copper to make the product smaller, lighter, and thinner, enhancing portability.

Style

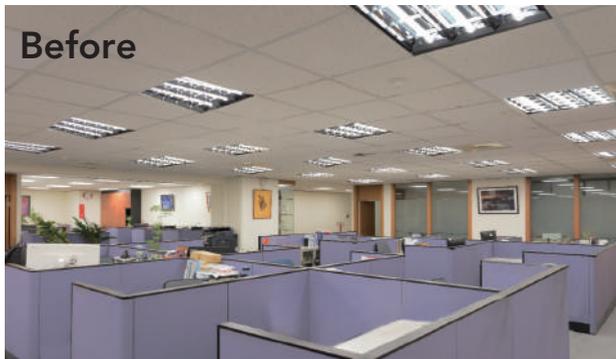
Image and design characterized by a modern and chic style.



Energy Management

Replaced lamps

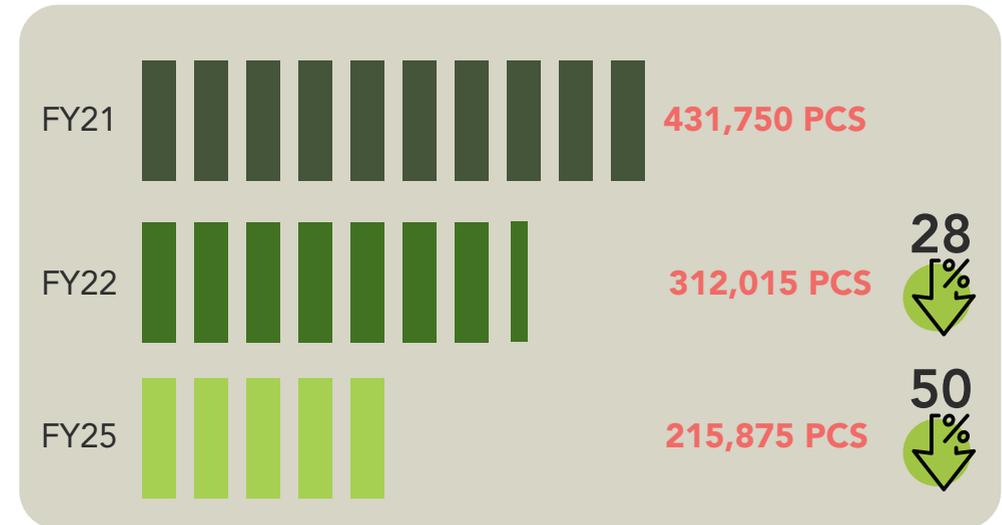
Elka replaced lamps with energy-saving lamps. In 2022, 438 lamps were replaced, estimated to save 34,214W.



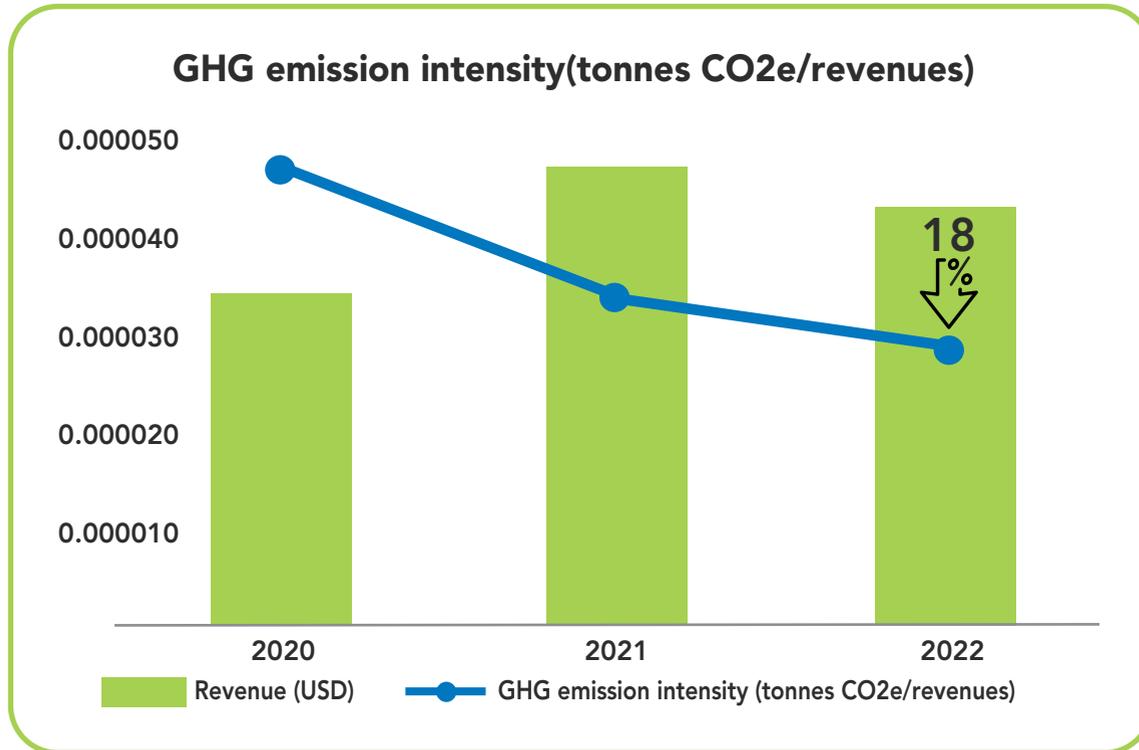
Paper Resources Management

We have implemented an electronic process to replace paper applications, with a focus on paper conservation, waste categorization, and the reuse of wastepaper. Our objective is to minimize environmental impact and actively promote sustainable practices.

By 2025, Reduce paper usage by 50%



By 2044 , Net Zero Emissions



YEARS	2020	2021	2022
GHG emission intensity (tonnes CO2e/revenues)	0.000046	0.000034	0.000028

Product Packaging

By 2025 , 100% of our package recyclable and reusable packaging.



Waste Management

The company will manage hazardous waste generated during manufacturing by local government policies. This involves restoring or entrusting waste to legal, qualified disposal operators for recycling and proper clearance to ensure effective disposal. Any non-recyclable waste will undergo incineration.

Training and Education



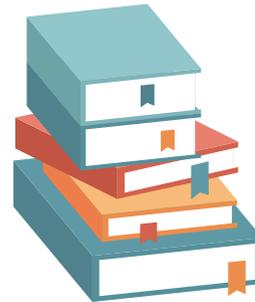
Talent Cultivation

43hours
(per person)

FY2022



Talent Cultivation



Business English

186hours
(per year)

FY2022



Retention



Lower turnover rate

< 10%

FY2022



Talent Development

Talent Retention

The company values diversity in its workforce and is committed to providing an equal and friendly workplace. We aim to create an environment where employees can learn, grow, and utilize their abilities to the fullest, enabling personal growth and career development.

Performance Management

Elka conducts performance appraisals every six months to evaluate and review employees' ability development and working conditions. The appraisal covers bonus distribution, salary adjustment, and job promotion. Elka provides timely feedback to employees to ensure their rights and interests are not affected by gender differences.

Talent Cultivation

The company has established regulations governing the education and training of employees to incentivize our associates to participate in educational programs and training activities aimed at enhancing their professional knowledge and workplace skills. This initiative facilitates enriching their knowledge, wisdom, abilities, and potential. The company offers a comprehensive learning environment and a robust educational training framework, encompassing orientation programs for new hires, specialized training sessions, mandatory statutory education, and occasional symposiums. Moreover, the company actively supports employees pursuing on-the-job degrees by providing financial assistance for tuition and credit fees. The education and training programs cover financial accounting, management, internal audit, and recruitment-specific training.



Employee Care

Employees are an enterprise's most valuable assets. Elka's biggest goal is to pursue employee satisfaction. The company provides good working conditions and emphasizes employee benefits to meet their needs. The company complies with the provisions of the Labor Insurance Act and National Health Insurance Act, and all employees are enrolled in insurance plans, including injury benefits, disability benefits, maternity benefits, and death benefits. National health insurance is provided as a fundamental employee right and interest. In addition, the company has a comprehensive leave system and incentive measures in place to provide various employee benefits. Cash gifts are delivered to employees on Lunar New Year and their birthdays.

The company has established a set of regulations to determine the salaries of its employees. Additionally, it considers the salary levels and market conditions to hire and retain excellent employees.

Business performance and employee compensation are closely connected in our company. To show our appreciation for our employees' dedication and hard work, Article 25 of the Articles of Incorporation states that "If there are profits at the end of each fiscal year, a maximum of 3% of the current year's profits will be allocated as remuneration for directors and supervisors, and a minimum of 1% will be allocated as employee compensation. However, the Company's accumulated losses must be covered first." Additionally, we have established a comprehensive performance appraisal system and Work Rules that set standards for compensation, rewards, and disciplinary action. The employee performance evaluation is the reference basis for promotion, transfer, compensation, bonus distribution, education and training, and career planning.



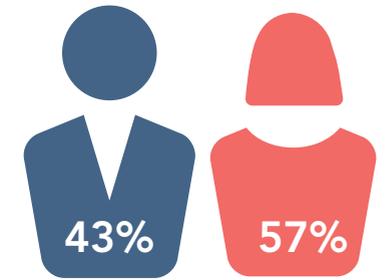
Personnel Structure

Elka regards its employees as business partners, striving to create a healthy, safe, diverse, and compatible working environment. Elka implements the cultivation of employee functions and employee care for the creation of a diverse and equitable workplace with growth potential and creativity.

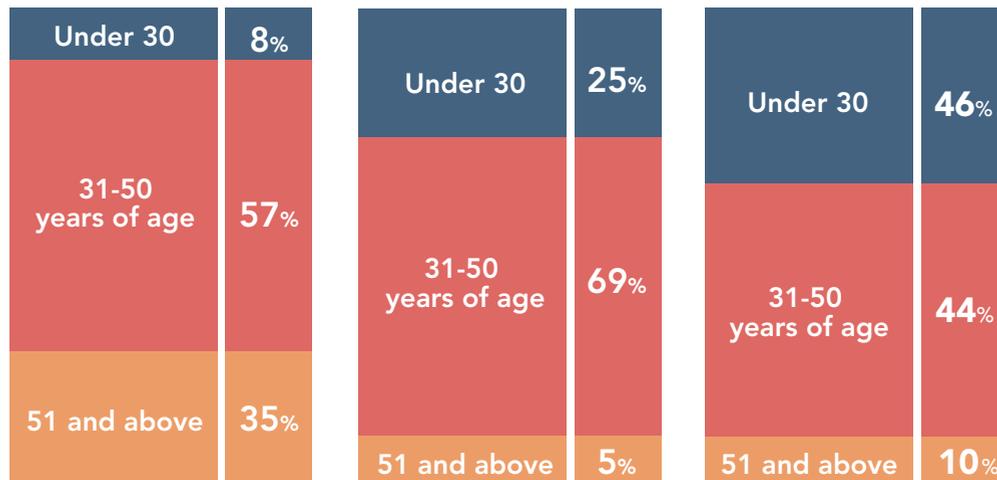
To facilitate a workplace of LOHAS, Elka attaches great importance to harmonious labor relations, shows due respect and care for its employees, provides competitive compensation and welfare system, and establishes an open communication mechanism, reducing any forms of forced or compulsory labor. In addition, various kinds of recreational activities are also held to enable our associates to have a work-life balance.

There were no incidents of labor disputes during the reporting period.

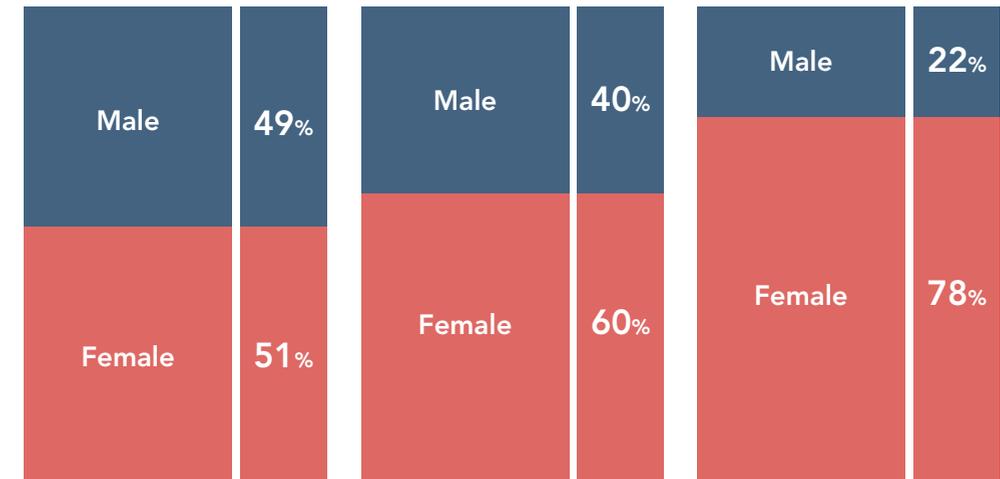
The Company complies with national labor-related laws and the Act of Gender Equality in Employment. Our starting salary for our recruits exceeds the minimum statutory wage. The salaries are determined per the job responsibility, work experience, seniority, and the criteria of recruitment depending on their professional ability. There is no preferential treatment or discrimination due to differences in gender, age, race, nationality, religion, or political affiliation. Regarding equal employment opportunities for disadvantaged groups, the Company employed 1 person with a disability (1.35%), meeting the 1% quota prescribed in Article 38 of the People with Disabilities Rights Protection Act.



Gender Ratio of Management Position of the Group



Age Distribution of Employees in Each Base



Gender Distribution of Employees in Each Base



Workplace Safety

To create a healthy and safe working environment and to protect employees from occupational accidents, Elka's headquarters in Taiwan and the factories in China and Malaysia all comply with the occupational safety and health laws promulgated by the governments where the factories are, in the handling of employee-related safety and health work. In addition, the Company also continues to make improvements in terms of personnel health and well-being, environmental protection, risk management, compliance with laws and regulations, contract requirements, and full participation to provide all employees with a safe and secure workplace (occupational safety and health-related measures are mainly implemented in our production bases of Yungtay Electronics in Dongguan and Elka Electronics in Malaysia).



Prevention and Mitigation of Occupational Accidents

Working sites

1. Publicity at regular morning meetings.
2. Supervise the wearing of PPE (personal protective equipment)
3. Establish soldering fume extractor in the workshop as prescribed for environmental protection.
4. Post safety signs advocating masks wearing or maintenance of ventilation in the workshop.

There are fool-proof designs in certain processes in the production lines to lower the hazards and risks for accidents, such as:

1. Add a baffle plate to the wire stripping machine and the terminal machine to prevent the hands from being pinched.
2. Add sensors to the inner and outer of the molding machines.
3. Most of the machines have safety instructions.

Compliance

1. Establish safety and health policy covering all employees.



Occupational Injury

There were no occupational injuries in 2022.



Occupational Health Services

1. Regular employee health examination
2. Air quality and noise detection in the workplace
3. Employee group insurance for the protection of health and safety of employees



Hazard Identification and Risk Assessment

Establishment of Labor Safety and Health Committee

1. Risk Identification (hazard identification and risk elimination)
2. Health protection plan (employee safety awareness cultivation and hazard prevention)
3. Action plan (fire drills)

Hazardous Workplace Assessment

Each factory area reviews the management methods following the risk of the process, and the process safety assessors oversee the safety and health education for the training of qualified personnel to operate this process.

Using FMEA for the Identification of Engineering Risk

Failure Mode & Effect Analysis (FMEA) is used for the identification of engineering risk to grasp the engineering hazards beforehand and conduct communication with relevant personnel.

Based on the results of the health examination of occupational disease every year, employees with potential risks are transferred to other positions, along with regular physical examinations. For employees with occupational diseases, we make timely reports to the local health and safety supervision unit.



Health Promotion

Establishment of first-aid room facilities

1. Provide relevant personnel with first aid training.
2. Include the training in the annual training plan.

The medical allowance for employees

If employees do not feel well, they can go to designated clinics for health examination and enjoy free checkup or get a discount of 50% off as the medical allowance.

Publicity of occupational diseases

Regular publicity of occupational disease is made to employees.

Health and epidemic prevention measures

Due to the COVID-19 epidemic, health and epidemic-prevention measures were implemented. Facial masks and rapid screening agents were distributed for the protection of employee health. In addition, anti-epidemic products were also purchased to maintain hygiene and safety in the workplace (such as large-scale disinfection machines, UV light disinfection spray guns, alcohol sprayers, forehead thermometers, and isolation gowns).

Compliance with government laws and regulations

1. Keep records of all accidents in the factories and report to the government agencies.
2. Pay relevant expenses as prescribed by law to protect employees so that they can obtain claims in case of any accidents during work.



Occupational Safety and Health Training

Safety and Health Education and Training

To enhance the workers' safety awareness and prevent disasters, the Company provides continuous education and training and publicity to cultivate the workers' emergency response capabilities and safety awareness and strengthen their cognitive abilities to lower the chances of accidents caused by unsafe behavior.

Provide operators with occupational injury and hazards related education and training

1. Waste management training
2. Chemical spill training
3. Personal protective equipment training
4. Fire drill training
5. First aid training
6. Forklift training

Training for new recruits

On-the-job training for new recruits is conducted at the production line, and the line leader will give guidance at the same time. When the employee is familiar with the process, the line leader will renew the employee training card, which shows that the employee has passed the training.



COVID-19 Prevention Measures

In response to the significant impact of the COVID-19 pandemic, our company has instituted a series of anti-pandemic measures to safeguard our associates' well-being.



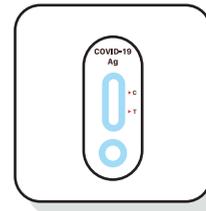
We have installed temperature measuring kiosks at the entrance and exit of the Company. Alcohol spray is provided for disinfection purposes.



We have implemented work-from-home depending on the epidemic status to reduce the chances of infection.



Our employees must always wear masks during work and avoid unnecessary meetings. If needed, physical meetings are changed to video conferences.



We have purchased rapid screening reagents and masks and distributed them to our employees.



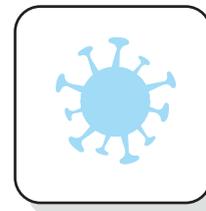
The entire company undergoes dual daily alcohol disinfection, administered in the morning and afternoon, for thorough sanitization.



All goods and materials must undergo disinfection before warehousing at a designated location.



We have extended flexible working hours to reduce the risk of infection among our employees during rush hour commutes.



Epidemic prevention knowledge has been implemented to better inform employees of proper prevention techniques.



Elka Group has been upholding the belief of “Taking it from society and using it in society”, and engaging in various social welfare activities to fulfill its responsibility as a social citizen.

Caring for the disadvantaged groups

We make regular donations to the Mennonite Social Welfare Foundation , The Taiwan Healthcare Reform Foundation, Abounding Life Foundation, Taiwan Fund for Children and Families, Hualien Anders, and New Dawn Special Education Center , and Asia Pacific Psycho-Oncology Exchange Foundation.

Education Promotion

- Elka makes regular donations to the NCCU Griffins to promote basketball, looking forward to bringing the sports culture and atmosphere to a new level in Taiwan.
- Elka makes regular donations to Ming Chuan University and Fu Jen catholic university for the cultivation of outstanding talents in the future.



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