



# TSMC Human Rights Policy

TSMC abides local laws and regulations in all countries and regions where we operate, as well as upholds the human rights of workers, including regular, contract and temporary employees, interns, etc. We treat them with dignity and respect as understood by the international human rights standards such as The International Bill of Human Rights, The International Labour Organization's Declaration on Fundamental Principles and Rights at Work, and Ten Principles of The United Nations Global Compact. We also align our actions with the RBA and its Code of Conduct.

## Guiding Principles

- Provide a safe and healthy work environment
- Eliminate unlawful discrimination to ensure equal employment opportunity
- Abolish child labor
- Eliminate forced labor
- Support the physical and psychological well-being of employees; ensure the balance between work and personal life
- Review and assess relevant practices regularly

A handwritten signature in black ink, appearing to read 'Morris Chang', written over a light grey rectangular background.

---

Morris Chang  
Chairman  
June, 2016