

Uni-President Enterprises Corp.
Regulation to encourage staffs to protect food safety

Last Amended on 22 June, 2015

- I. Objectives: Food safety is the important commitment to our consumers. We formulate the regulation to request all staffs to take the absolute responsibility to ensure the food safety.
- II. The regulation is suitable for all current employees.
- III. Concrete regulation is as follows:
- (1) If the employee has doubts about the ads, labeling and contents or composition of our products in markets, or thinks them irritate the related law, he could contact Tel: 06-2536789 ext 6487, email 6487@mail.pec.com.tw or mail to the director of the auditing division.
 - (2) The employee should give clear explanation why he has doubts or thinks the above items irritates the law.
 - (3) The employee should choose if his feedback is anonymous or named.
 - (4) For the named reactor:
 - i) The identity information of the reactor shall be kept in confidential.
 - ii) The Company should tell the result to the reactor after the whole dealing process ends.
 - iii) If the feedback verified to be true, the Company would decide the importance to give the reward from NTD 0.4million to NTD 5 million.
 - iv) After vice convener convened all related departments' meeting including food safety center, central R&D institute, technical group and related business BU, if the feedback decided without meeting the reward standard but with positive value would receive NTD 1,000 reward. If the feedback adopted by the Company and treated with importance to the Company, its reactor would get NTD 10,000 reward.
 - (5) If the employee who is responsible for checking the supplier finds the supplier with the first class risk of food safe and response the Company with the concrete reason. Then the Company checks it is true and stop the supplier transaction. He will get NTD 5 million reward.
- IV. The following procedure for the Company receive the feedback
- (1) Report the feedback to vice convener of food safety commission.
 - (2) The vice convener should ask the staffs to verify the feedback and deal with it according to our internal regulation.
 - (3) If the feedback is anonymous, the company could not give the concrete result

to the reactor; If the feedback is named, the Company should tell the result and decide the class to give the reward.

(4) The reward standard after vice convener reports to the convener of food safe commission are as follows,

1. The first class: NTD 5million
2. The second class: NTD 2 million
3. The third class: NTD 0.6 million
4. The fourth class: NTD 0.4 million

(5) If the feedback is true identified, those related staffs with their careless behavior should be fined by our disciplinary committee of the company according to our employee codes of conduct.

V. The rule and any amendments hereto, shall be implemented after declared by our CEO.