



# Gender Equality and Non-Discrimination

**Goal 5** | Achieve gender equality and empower all women and girls



## The Direction of Our Efforts

Sinyi Realty has always adhered to a diverse and inclusive talent strategy, placing great importance on diversity in all aspects of hiring and development, emphasizing work-life balance, and striving for equality of opportunity across genders. Our goal is to enable our workers to build their own dream homes and lives at the same time.



## Our Goals

	2020 Performance	2030 Goal
<b>Promoting sense of equality</b> The percentage of female employees	38.14%	→ 40%
<b>Promoting equality</b> The percentage of female management	18.76%	→ 20%
<b>Maternity protection</b> Received applications for Second-child Grants	Accumulated 597 employees	→ Accumulated 1,000 employees



## What Did Sinyi Do to Achieve Goal 5?

### Learn and share ways to end gender discrimination

- In line with regulations such as the Sexual Harassment Prevention Act and the Act of Gender Equality in Employment, we created the “Sinyi Realty Sexual Harassment Prevention, Complaints, and Investigation Guidelines.” We also organize workshops on the prevention of sexual harassment.

### Promoting sense of equality

- Adhering to a diverse and inclusive talent strategy, while placing great importance on diversity in all aspects of hiring and development.
- We standardize equal opportunities under the “Sinyi Group Code of Conduct.”

### Eliminate all forms of violence against all women and girls

- We set the “Sinyi Realty Sexual Harassment Prevention, Complaints, and Investigation Guidelines,” and standardized the harassment appeal line. Also, we established a complaint mailbox and other related procedures to process complaints of sexual harassment.

### Respect workers who care for their families

- We provide employees with levels of leave and assistance for pregnancy, childbirth, and parenting as needed. Such parental leave is available for all employees, and applicants can retain their job without pay for a set period.
- We provide varying levels of leave and assistance for pregnancy, childbirth, and parenting supporting such as parenting lessons and cooperation with an international education group HESS for employees.

### Maternity protection

- A nation crisis results form low birth rate, we provide “Second-child Grants” (including having two children or more) of NT\$ 120,000 to encourage childbirth.
- We provide breastfeeding time and lactation room (received an “Excellent Lactation Room” certification), and have in place plans and measures to protect maternal health to ensure that mothers would have physical and mental wellbeing.



## Sinyi cooperates with the Garden of Hope Foundation to interact with the communities

With the pandemic, issues in these sectors saw an unprecedented rise in workload, health risk and challenges to work-life balance. We would like to turn this risk into an opportunity, so Sinyi invited The Garden of Hope Foundation to the community, and through DIY activity we advocate the women and children right issues. Through company resources and community joint efforts, we brought warmth to the society in the pandemic times.