



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. We will encourage and embrace diverse populations both within workplace and communities.



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 mandatory workshops on the prevention of sexual harassment for new hires.

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 embedded equal concepts in "Sinyi Group Code of Conduct" for promoting diversity and inclusion. With this mindset, workers in Sinyi will turn it into respectful behaviors.

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 conduct protections for female workers who work late specifically.

Respect workers who care for their families

- We provide workers with levels of leave and assistance for pregnancy, childbirth, and parenting as needed. Such parental leave is available for all genders, 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 workers.

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 which received an "Excellent Lactation Room" certification, and have in place measures to protect maternal health to ensure that mothers would have physical and mental wellbeing.

Our Goals

2030 Goals

Promoting sense of equality
The percentage of female employees

▶ 40%

Promoting equality
The percentage of female management

▶ 20%

Maternity protection
Received applications for Second-child Grants

▶ Accumulated
1,000 teachers

We are ONE Project – women power year



We are ONE Project is the longest-running and largest corporate-supported project for building communities. In 2021, it received over a thousand proposals issued by female were twice more than male. The phenomenon resulted from many new immigrants take responsibility for taking care elders or cooking for family. As we can see that these strong women are not just empowered, they showed their capability to

create rich and unique communities. The jury made selections based on engagement, creativity, impact, and project sustainability. The quality and quantity of proposals generally went well. Seeing local women participating in community building, founding social enterprises in innovative ways, and even helping to train new residents in community building, shows a diversity of the movement.