



Reverse Employment Relationships

Goal 8 | Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all



The Direction of Our Efforts

As a result of the high-pressure characteristics of the realty agency industry, the turnover rates of employees is far higher than other industries. In order to effectively reduce the turnover rate, we have made unremitting with various innovative strategies. In addition to assisting new graduates, we aim to expand our opportunities to recruit talent without brokerage experience.



Our Goals

	2020 Performance	2030 Goal
Create job opportunities new hires / year	1,557 employees	→ 2,000 employees
Create safe working conditions Turnover rate	26.44%	→ 25% Lower than
Stand up for everyone's rights at work training hours on average	44.62 hours	→ 50 hours



What Did Sinyi Do to Achieve Goal 8?

Learn family finance skills

- We cultivated undergraduates with business ethic and real estate professional knowledge.
- We promoted financial knowledge and skills by project cooperation, such as "Sinyi Lecture Hall"

Create safe working conditions

- We enabled health promotion and workplace safety education, and also acquired the "Healthy Workplace Certification" health promotion label.
- We introduced sustainable terms and added to the contract to promote a good working environment for suppliers.

Support indigenous businesses

- Through our "Group Procurement Standards" we regulate the procurement principles and support local enterprises through green procurement and responsible consumption.

Check that no one was exploited to make what you buy

- We have signed sustainable terms and procurement work ethics guidelines with our suppliers to reduce any form of forced or compulsory labor.
- We established the "Sinyi Group Code of Conduct" and "Ethical Corporate Management Best Practice Principles" to ensure that there is no forced labor or exploitation in the process of rendering a service.

Stand up for everyone's rights at work

- We continue to provide a complete education and training system so that new hires can acquire professional knowledge and skills specific to real estate.
- Sinyi keeps cultivating talents by offering them for first six months a guaranteed salary of NT\$50,000 per month, also giving them a chance to learn the ropes without worry with providing one extra month salary for outgoing employees.

Second Highest Wage for New Hires among Taiwan

Sinyi provides the second highest salary for new hires among listed companies. It not only meets the international requirements for human rights, but also far exceeds the current salary level of university graduates. In order to cultivate employees' understanding of their own rights and maintain physical and mental health and work balance, we implement training for new hires.

Flexible benefits- Sinfu Coin

As benefits are indirect financial compensation which is crucial hygiene factor for supporting employees. It is overall planning mainly cares for employees' personal and family. It is an important part of improving the working environment. Sinyi strengthens the practice of business purpose "provides a good environment allows employees to get secure job and growth" to attract outstanding talents and create a friendly workplace.

