Policy on Protection and Fairness for Employees who Inform on or disclose of Wrongful Conduct or Non-Compliance with the Laws, Rules, and Regulations, the Company’s Articles of Association, SCG Code of Conduct, and Anti-Corruption Policy (Whistleblower Policy)

Under the Whistleblower Policy, in 2015, a total of 39 complaints have been filed, 11 of which are still undergoing investigation, and 28 of which have already been investigated and categorized as follows:

- 5 complaints fall into the category of non-conformance with Code of Conduct;
- 12 complaints fall into the category of non-compliancy with the Company’s regulations;
- 11 complaints have no ground for any disciplinary action and yet are not persecution or defamation.

No complaint based on violation of the Anti-corruption policy or the Antitrust Guidelines has been filed.

The financial impact of the complaints was insignificant and caused no damage to the Company. The wrongdoers were expelled in accordance with the Human Resources Regulations.

The Company stresses the importance of compliance and punishment and has communicated and raised awareness among its employees. The Internal Audit Office is responsible for monitoring, presenting, and reporting the results to the Audit Committee at every meeting.