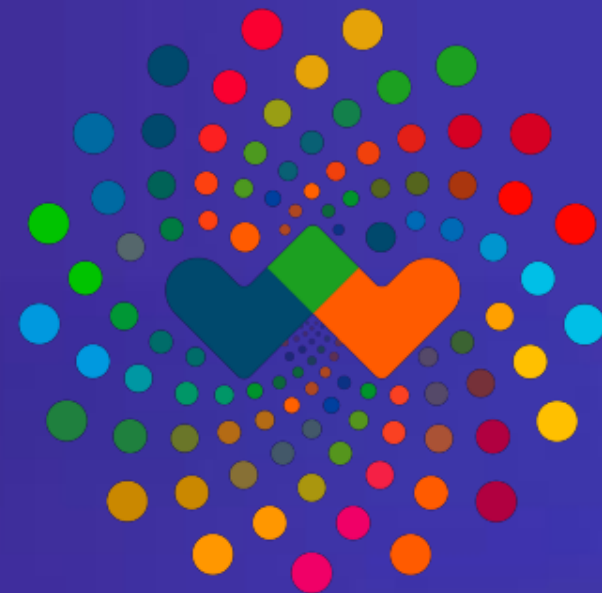




113年「健康勞動力永續領航企業」
頒獎典禮暨成果分享會

新興楷模獎成果分享 一 非製造業

台灣愛立信股份有限公司 代表



健康勞動力永續領航企業

新興楷模獎成果分享

台灣愛立信股份有限公司

Ericsson Taiwan Ltd.

2024-11-05



Ericsson in Taiwan

Established in 1987, advancing Taiwan's telecommunications journey from 1G to 5G

Employees

300+

5G traffic carried over
Ericsson's radio networks

50 %

HR Asia

Best Companies
to Work





“Sustainability and corporate responsibility are integral to Ericsson’s strategy and initiatives in this area are underpinned by our strong focus on responsible business across the value chain.”

Börje Ekholm
Ericsson President and CEO

Key milestones



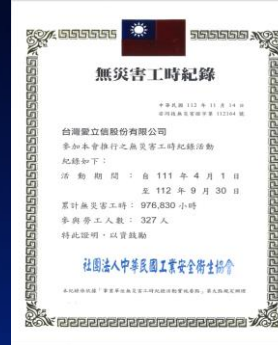
"Best Companies to Work" by HR Asia



Badge of Accredited Healthy Workplace by HPA



Record of accident-free work hours



Win NEW Taipei City OHS Award



2nd Win NEW Taipei City OHS Award



2021

2022

2023

2024

Supplier Sustainable Carbon Reduction Award from CHT, FET and TWM



CDP recognizes Ericsson as leader in climate performance, reporting



Ericsson named among the world's most sustainable large corporations



Ensure health, safety and well-being



We work together to ensure a safe and healthy work environment for all.

We'll do everything we can to keep you safe and well at work and we expect you to do everything you can to look after yourself and anyone else working with or alongside you. Our goal is zero work-related fatalities, injuries, and illnesses. We all need to work together to achieve Target Zero, and Ericsson Care is our holistic approach to achieving this.

You must:

- Always work responsibly and safely, use the right tools and personal protective equipment, complete assigned safety training, and follow health and safety rules (including Lifesaving Rules) to ensure no harm comes to our employees or suppliers
- Proactively help to create an environment that promotes health, safety, and well-being for all
- Identify, raise and mitigate health and safety risks

- Promote a psychologically safe speak-up culture, where everyone can report the factors that are a barrier to safety and well-being
- Prevent psychosocial risks and poor work design by promoting healthy workloads and role clarity and avoiding conflicting demands
- Not work under the influence of alcohol or illegal substances
- Not work under the influence of medication if doing so could jeopardize anyone's health or safety
- Report any health and safety incidents via the [Global Incident Reporting Tool](#) to prevent recurrences
- Speak up and stop working if you are concerned about your or your colleague's or supplier's health, safety, or well-being. If the situation is not corrected, you must contact your line manager and local health and safety representative and report the issue in the [Global Incident Reporting Tool](#).



Leadership commitment



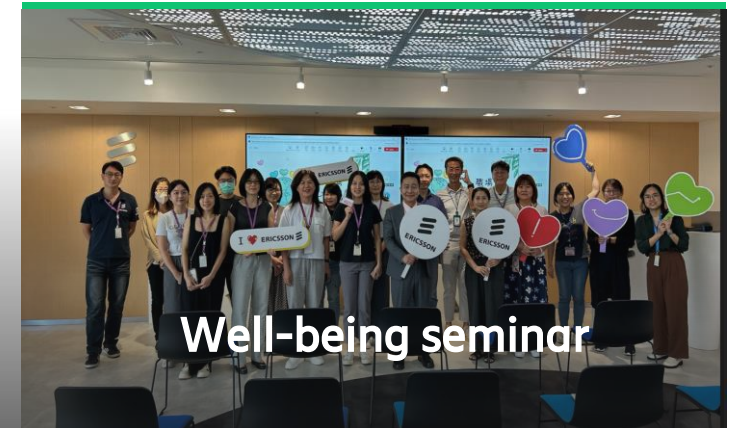
Fundamental to reaching Target Zero is that you as the leaders of the company show a genuine interest in the daily realities faced by our people.



Leadership site visit



OHS committee



Well-being seminar



Safety and well-being walks



OHS topic in town hall



OHS seminar

Employee participation

As an employee you have the responsibility to actively contribute to a good work climate and environment



OHS Day



Simulation vehicle



CPR & AED Training



OHS VR Training



Traffic Safety Seminar



2022 ERT Self-Care Goal Setting

Name: Nicholas Yeh

Role: Quality HK & TW

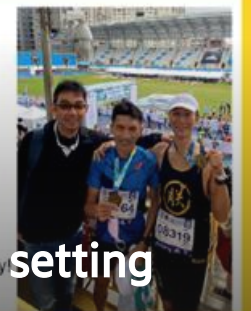
Organizational Unit: MNEA NEW Quality

What safety/well-being means to me:
Keep working, keep running, team work,
Be positive, work & life balance!

My 2022 ERT Self-Care Goal:

All of my ERT activities will be focused on

Yammer page: ERT
Hashtag: #EricssonCareWeek2022 #EricssonTaiwanSelfCare

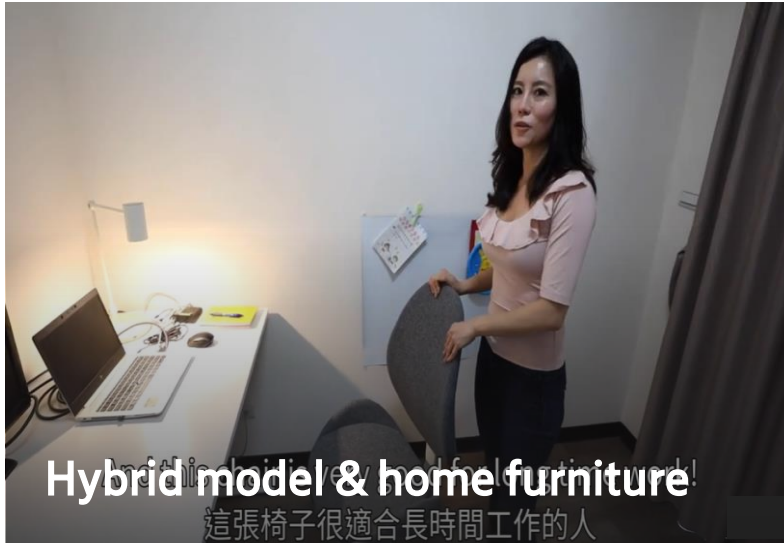


Self-care goal setting

Human capital highlights



Ericsson is committed to creating a diverse and inclusive organization, as this is core to the Company's values and helps ensure that it attracts the best global talent, fosters innovation.

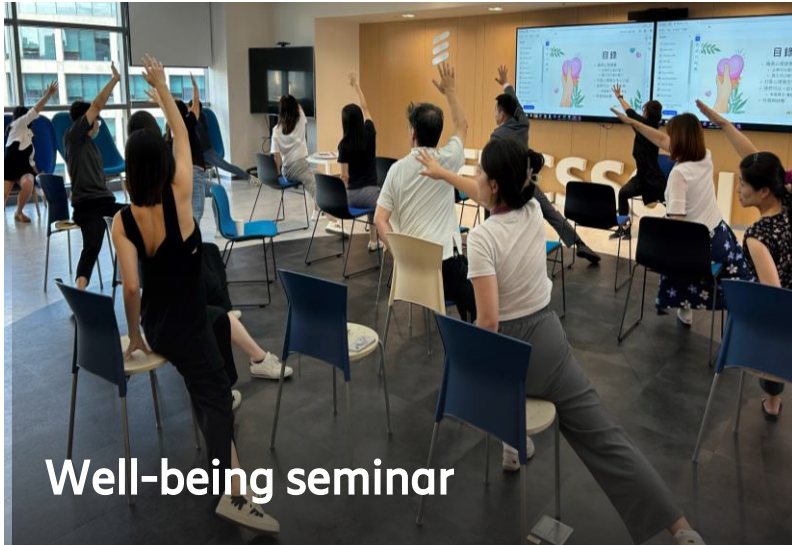


- Ericsson allows for hybrid and flexible working arrangements, which facilitates greater autonomy for employees on where and when they perform their work.
- A home furniture package is provided to improve ergonomics for hybrid working employees, aimed at preventing musculoskeletal ill-health caused by poor posture.
- Surveys are carried out regularly to understand how employees are experiencing work and their perceptions of the Company, its leadership and strategies.
- Concerns can be raised via the Ericsson Compliance Line, either through a secure website or by telephone at any time
- Ericsson is committed to creating a diverse and inclusive organization, as this is core to the Company's values and helps ensure that it attracts the best global talent, fosters innovation, and brings greater value to customers.
- Each business area, market area and Group function has a dedicated diversity and inclusion lead responsible for driving strategy execution and performance.

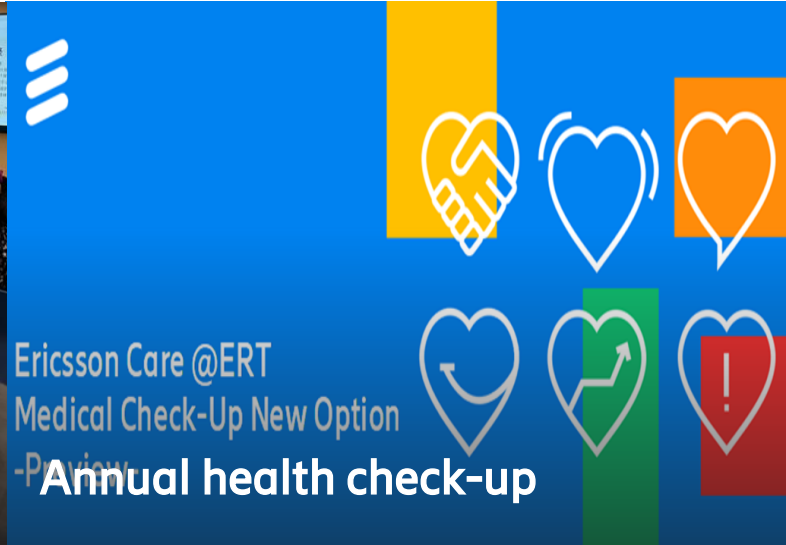
Health and well-being highlights



Ericsson Care is committed to safeguarding the company's workforce, customers, and partners by providing access to a range of health and well-being related resources.



Well-being seminar



Annual health check-up



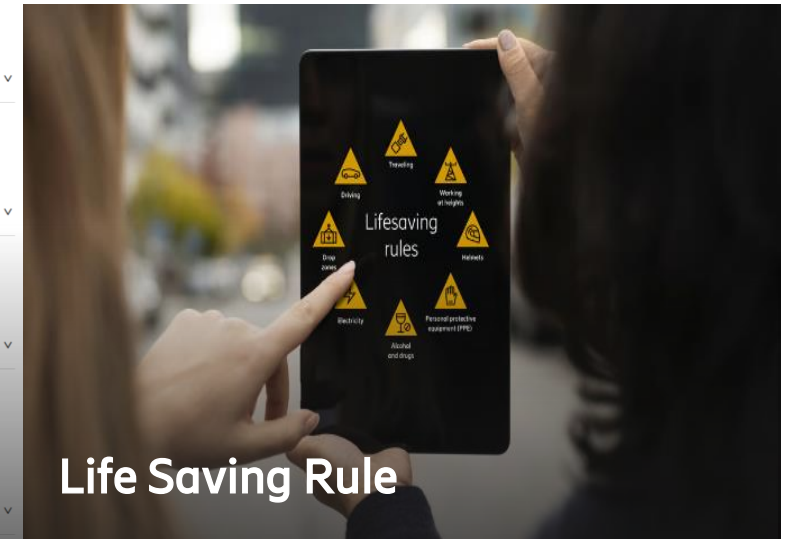
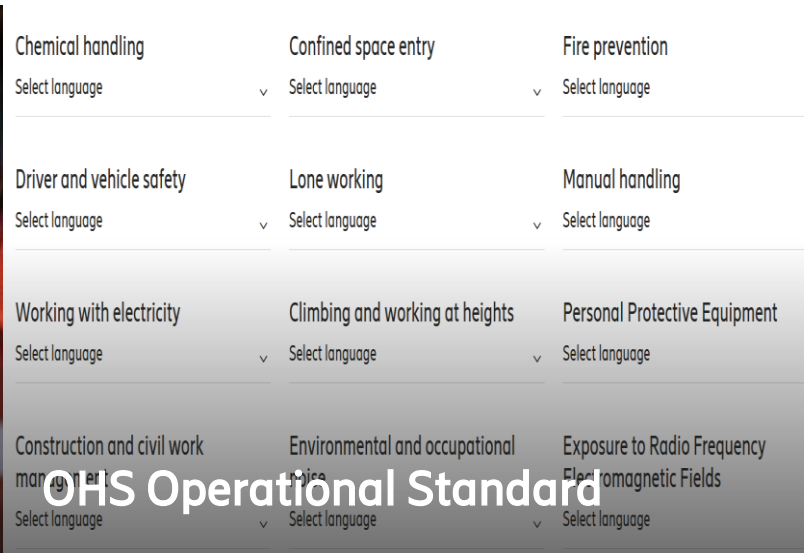
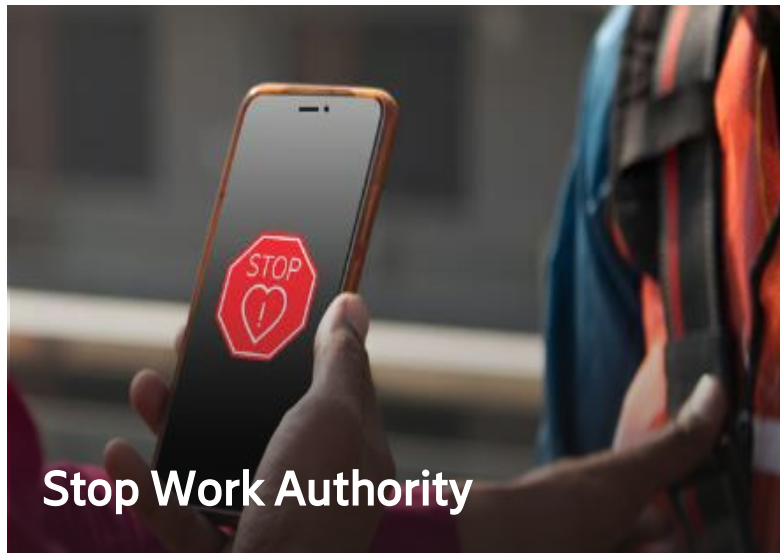
Health consultation

- Annual well-being plan is established with a designated budget for implementation.
- In 2023, health promotion activities included wellness lectures, hands-on workshops, and aromatherapy sessions, each attended by over 50 employees.
- Annual health check-up is conducted for all employees, with an analysis of health examination and survey results to identify high-risk individuals.
- A list of employees requiring attention is created, and doctors or nurses are scheduled for consultations and follow-ups. A health care record form is also prepared for employees' reference.
- For the protection of middle-aged and senior employees, advanced health check-ups related to common cancers and cerebrovascular and cardiovascular diseases are added.
- On-site health consultation be arranged to visit high-risk middle-aged and senior employees.

Safety highlights



Ericsson has strengthened processes and governance and has continued embedding safety in its company culture.



- All people working for Ericsson are provided with the authority, responsibility and obligation to stop their own work or intervene in other's work in situations where there is a belief that there is imminent danger of life-threatening injury or serious illness.
- Ericsson does not accept any form of retaliation toward a person stopping their work or reporting a related case
- The operational procedures describe the systematic and proactive controls that are used to prevent incidents within certain important OHS areas. Any person working for, or on behalf of Ericsson shall comply with OHS operational procedures and statutory regulation.
- At Ericsson, we care about everyone working for us and want to make sure everyone returns home safely every day. The basics of safety are captured in eight Lifesaving rules that apply to everyone. The Lifesaving rules cover driving, seatbelts, wearing helmets, alcohol and drug use, personal protective equipment, drop zones, working at heights, and electricity while working for Ericsson.

EHS Digital Transformation

Enhance the efficiency, accuracy, and effectiveness of EHS programs.



Remote Safety Assurance

Verify a pre-determined set of controls are in place before any High-Risk Activity begins

Incident Reporting Tool

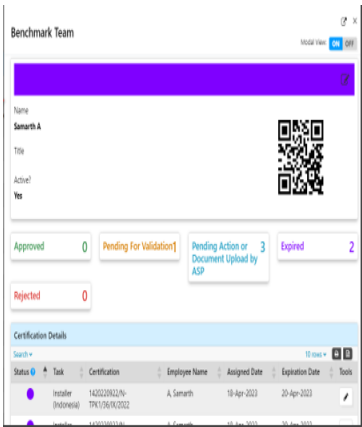
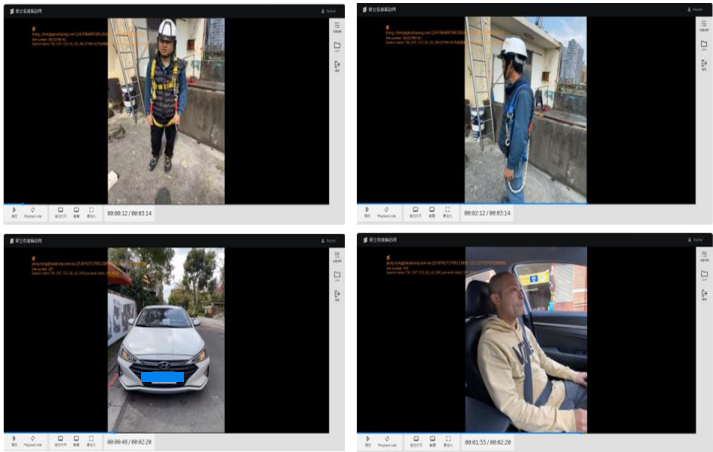
OHS incidents reported in Global incident reporting Tool to identify the root causes and prevent reoccurrence.

Virtual Learning Environment Platform

Offers a consolidated view of a users training history and certification

Contractor management module

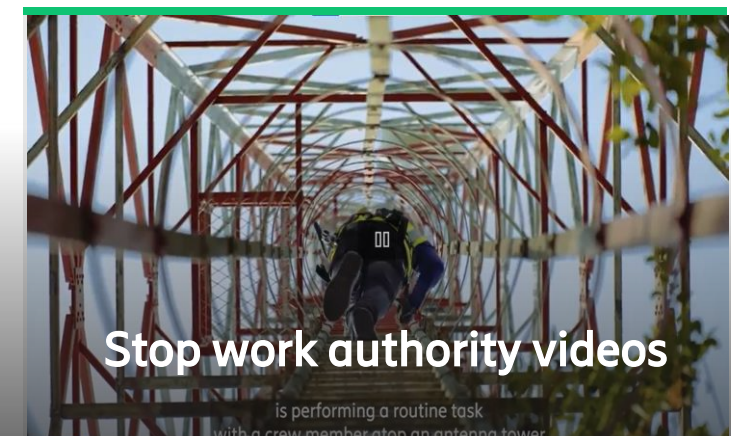
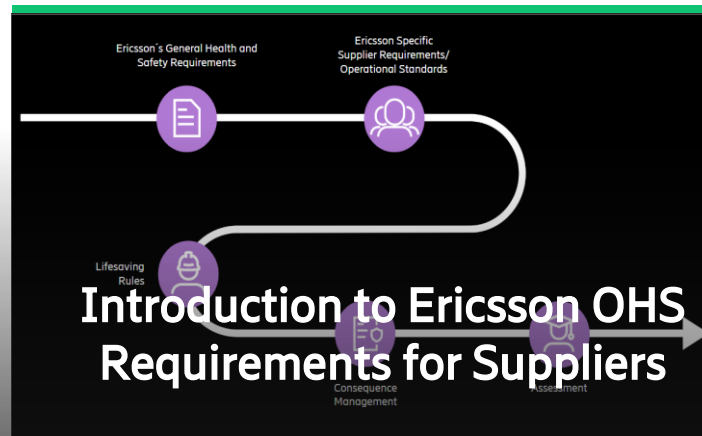
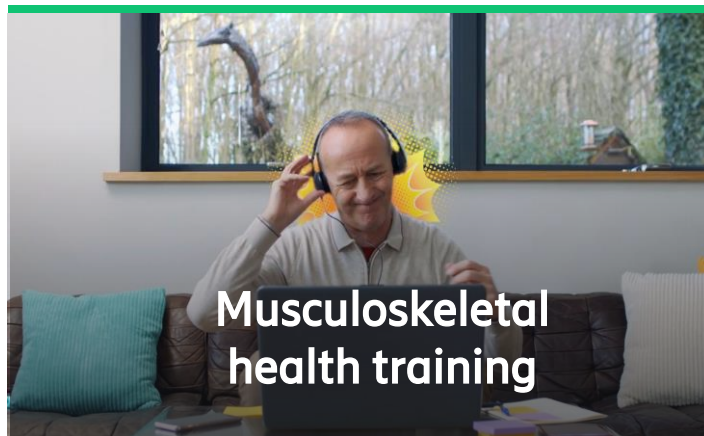
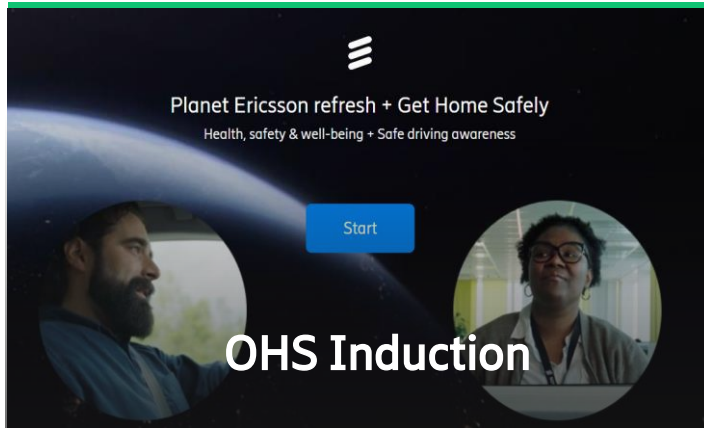
Manage Contractor Projects and Safety Performance



Health, safety and well-being learning cadence



Offer a cadence of learning experiences through the Ericsson Care program to ensure necessary up- and re-skilling is built into the long-term plan towards achieving and sustaining Target Zero



Supplier management



Ericsson has specific OHS requirements for suppliers that are part of contracts, and it is continuously strengthening its processes to improve safety performance in its supply chain.



Supplier safety maturity assessment

- As a prerequisite of commencing or continuing business with Ericsson, all site service suppliers performing high-risk activities must complete and pass the Ericsson Supplier Safety Maturity Assessment including addressing and resolving any identified non-conformities.



Specific occupational health and safety requirements

- In addition to the general Occupational Health and Safety requirements for suppliers, specific OHS requirements are mandatory for suppliers of construction, field maintenance, and network roll-out services, as well as for all other suppliers for whom this document is contractually binding. These requirements are recommended for all other suppliers.



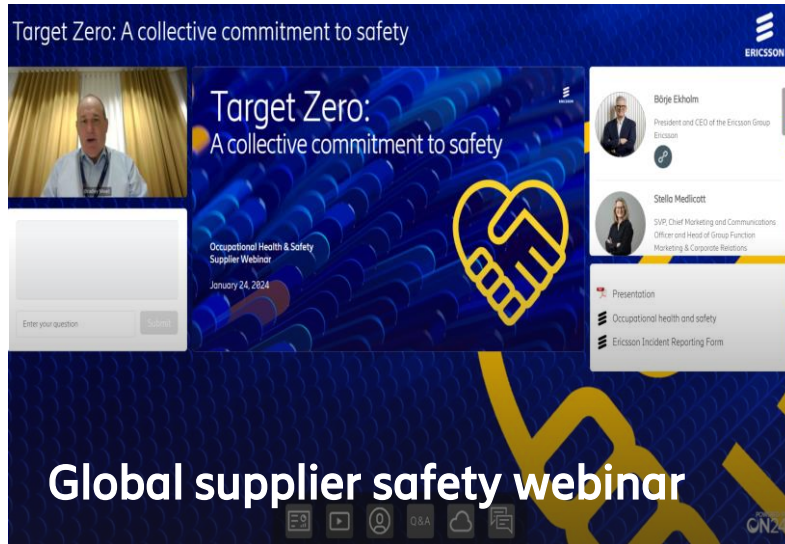
OHS mandatory training

- There are four mandatory courses for our site services suppliers.
 - Introduction to Ericsson OHS requirements for supplier managers
 - Introduction to Ericsson OHS requirements for supplier employees
 - Lifesaving rules
 - Safe driving awareness

Supplier Safety Engagement



Transform the approach with suppliers from “transactional” to “partnership,” enhancing safety awareness and clearly communicating Ericsson’s requirements. Support the growth of safety capabilities and culture.



- Ericsson executives speak about our commitment and journey towards Target Zero and introduce new global safety programs for 2024.
- Continue to deliver on our ambition to conduct business responsibly and create a positive health, safety, and well-being culture.
- Delve into the principles of Target Zero and Ericsson's commitment to ensuring the safety of everyone delivering work on our behalf. Together, we will explore strategies to align our efforts, identify improvement opportunities, and pave the way for a safer, more productive work environment.
- At Ericsson we believe promoting right behaviors is essential to create the safety culture. Our supplier safety recognition programs consist of three different recognition categories: safe behavior, best practice and top improvement suggestion.
- This program aims to motivate suppliers to be aware and mindful of hazards, risks and be proactive to exceed current practices.

