

HARASSMENT, INCLUDING SEXUAL HARRASMENT

Formosa is committed to providing a work environment that is free of discrimination and unlawful harassment. Actions, words, jokes, or comments based on an individual's sex, race, ethnicity, age, religion, sexual orientation or any other legally protected characteristic will not be tolerated.

If you believe you have been the victim of harassment, or know of another employee who has, report it immediately. Employees can raise concerns and make reports without fear of reprisal. Any supervisor who becomes aware of possible harassment should promptly advise their supervisor who will handle the matter in a timely and confidential manner.

It is the policy of Formosa to promote a productive work environment and not tolerate verbal or physical conduct by anyone, including members of management, employees, guests or suppliers, that harasses, disrupts or interferes with another's work performance or that creates an intimidating, offensive or hostile environment. Employees are expected to maintain a productive work environment that is free from harassing or disruptive activity. No form of harassment will be tolerated, including harassment for the following reasons: race, religion, color, sex, age, national origin, pregnancy, disability, military status or other factors protected by federal, state or local law. Special attention should be paid for the prohibition of sexual harassment.

With respect to harassment, the conduct prohibited includes:

1. Unwelcome sexual advances; requests for sexual favors; and all other verbal or physical conduct of a sexual or otherwise offensive nature, especially where:
 - a. Submission to such conduct is made either explicitly or implicitly a term or condition of employment;
 - b. Submission to or rejection of such conduct is used as the basis for decisions such as promotion, discharge, performance review, pay adjustments, corrective action, work assignments or any other condition of employment or career advancement; or
 - c. Such conduct has the purpose or effect of unreasonably interfering with the individual's work performance or creating an intimidating, abusive, hostile or offensive working environment, even if it leads to no adverse job consequences.
2. Offensive comments, jokes, innuendoes and other sexually oriented statements.

Examples of the types of conduct expressly prohibited include, but are not limited to, the following:

- Touching, such as rubbing or massaging someone's neck or shoulders, stroking someone's hair or brushing against another's body.
- Lewd, off-color or sexually oriented comments or jokes.
- Offensive e-mail or voice-mail messages.
- Sexually suggestive touching, grabbing, groping, kissing or fondling.
- Foul or obscene language.
- Leering, staring or stalking.
- Suggestive or sexually explicit posters, calendars, photographs, graffiti or cartoons.
- Unwanted or offensive letters or poems.
- Sexually oriented or explicit remarks, including written or oral references to sexual conduct, gossip regarding one's sex life, body or sexual activity.
- Repeated requests for dates.

If you experience or witness sexual or other unlawful harassment in the workplace or anywhere where employees do business on behalf of Formosa, please report the conduct in accordance with the company's Dispute Resolution Program.

Formosa prohibits retaliation against anyone for reporting harassment, assisting in making a harassment complaint or cooperating in a harassment investigation. Retaliation can include disparaging comments, uncivil behavior or any

other negative treatment of an employee by members of management, employees, guest or suppliers or others resulting from the harassment complaint of the employee or the cooperation of the employee in a harassment investigation.

Any manager who becomes aware of possible sexual or other unlawful harassment should immediately report the conduct pursuant to the company's Dispute Resolution Program so it can be investigated in a timely and confidential manner.

Anyone engaging in sexual or other unlawful harassment or inappropriate behavior will be subject to disciplinary action, up to and including termination of employment. Formosa shall investigate all allegations of sexual or other unlawful harassment thoroughly and promptly. To the extent possible, your confidentiality and that of any witnesses and the alleged harasser will be protected against unnecessary disclosure. When the investigation is completed, you will be informed of the outcome of the investigation.