

Hermes-Epitek  
**Environment, Health and Safety**  
*2006-2007 annual report*

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Vision for the Future



**Single-seed Juniper**

A shrub or tree, procumbent, up to 5-10m in height, up to 1m in diameter, the branches long, decumbent, terete, the branchlets ascending. Leaves linear, 3-5mm long, 1mm broad, densely and ternately arranged, concave and whitish above, grooved and green beneath. Mature cones globose or ellipsoid, 6-8mm long, purplish black when mature, subtended by several bracts at the base.

## Chapter 1 The President's Declaration on the Environment, Health and Safety

With the semiconductor and flat panel display industries continuing to grow from strength to strength, Hermes-Epitek remains dedicated to the founding idea laid down thirty years ago – to become a world-class service provider for the semiconductor and flat panel display industries. This is why Hermes-Epitek does not rest on its laurels but continues to challenge itself even after all these years. Our success is not due purely to luck and perseverance. One of key factors is our pursuit of Partnership and Service.

Apart from focusing on developing and growing the business, Hermes-Epitek recognizes as a member of the global village, the importance of “not wasting external resources, but treasuring internal resources”. An accident-free workplace has, therefore, always been a priority at Hermes-Epitek to ensure the safety and health of employees, contractors and clients who use Hermes-Epitek products and services. To live up to our responsibility as world citizens, Hermes-Epitek is also an active proponent of green eco-friendly practices.

These principles are now defined in the following “Environment, Health and Safety “ (EHS) vision:

**“To create a safe and healthy work place and to conserve the limited resources of this wonderful world”**

To realize the preceding vision, we make the following

commitments:

- Management Commitment – To be proactive in realizing our commitment to environmental protection, health and safety;
- Regulatory Compliance – To actively comply with the relevant government regulations, meet customer requirements, reduce the number of accidents as well as improve the company image and customer satisfaction;
- Save Energy – To increase efficiency and lower costs by giving our full support to energy-saving initiatives;
- Promote Health – To take care of employee health and actively organize health promoting activities in the workplace;
- Continual Improvement – To make continual improvements on EHS issues to reduce environmental pollution and occupational safety & health hazards.

Beyond celebrating the 30th anniversary of Hermes-Epitek's founding and looking into the future, we must also treasure all of our achievements so far. Let “embrace change, stay flexible, stay up to date and constantly refine” be the values that guide us as we work together to realize the goal of being accident-free and pollution-free!



**Taiwan Quillwort**

Corns 3-4 lobed. Leaves widely spreading, 7 to 24cm long, in tufts of 15 to 90 or more, flattened on upper side, rounded on lower side, the base expanded with membranaceous margins, with scattered stomata near the tips, peripheral fibers absent; ligule elongate, triangular; velum rudimentary, only covering top of the sporangium.

## Chapter 2 Company Profile

Hermes-Epitek Corporation was established in 1977 and for thirty years has dedicated itself to providing customers in the semiconductor and flat panel display industries with a total range of value-added services including sales, installation, technical support, fabrication process development, training and plant relocation. Our dedication to service ensures that our customers can realize the maximum returns from their investments.

After a quarter of a century as a semiconductor equipment dealer with more than 10,000 units sold, Hermes-Epitek drew on its wealth of practical experience and technical expertise in the industry to set up the Advanced Ion Beam Technology, Inc. (AIBT) and the Hermes-Microvision Inc. (HMI). These two companies went on to develop the “iStar”, the first Chinese-developed ion implanter, and the “eScan” electron-beam inspection system. The two systems delivered world-leading state-of-the-art performance at the time. Hopefully these

accomplishments can satisfy the requirements of customers for pre-processing equipment and help take the global semiconductor industry to a new level.

Hermes-Epitek’s offices can be found in Taiwan, Singapore, Malaysia and China. With over 1,300 employees around the world, we provide our customers with the best localized service. We also operate a fully-equipped training center to enable our customers master the latest 200mm and 300mm wafer equipment and fabrication processes by leaps.

As the company enters its 30th year, Hermes-Epitek believes that a proactive and accountable approach to environment, health and safety (EHS) is indispensable to realizing our goal of becoming a world-class equipment vendor. By publishing the first edition of our EHS report, we demonstrate our commitment to realizing our EHS policy. We also welcome input from our colleagues, customers, suppliers and industry partners.





**Red-hairy Azalea**

This endemic species of Taiwan are common on sunny mountain slopes of the central range, at 1,000-3,000m. Branches of this shrub species often ascending, young branches slender, densely appressed gray to brown strigose. Leaves mostly crowded at tip of branches, chartaceous, polymorphic, ovate-lanceolate to oblong-lanceolate, 1-4cm long, 0.5-1.7cm broad

# Chapter 3 Internal and External Communications

Hermes-Epitek provides all EHS stakeholders, such as government regulators, customers, suppliers (including principle manufacturers and contractors) and company employees with an understanding of Hermes-Epitek’s efforts towards EHS through multiple channels of communication (both internal and external). For issues of internal or external interest, once the appropriate measures have been undertaken, the results are reported or communicated to the relevant parties. Below is an introduction to our internal and external channels of communication:

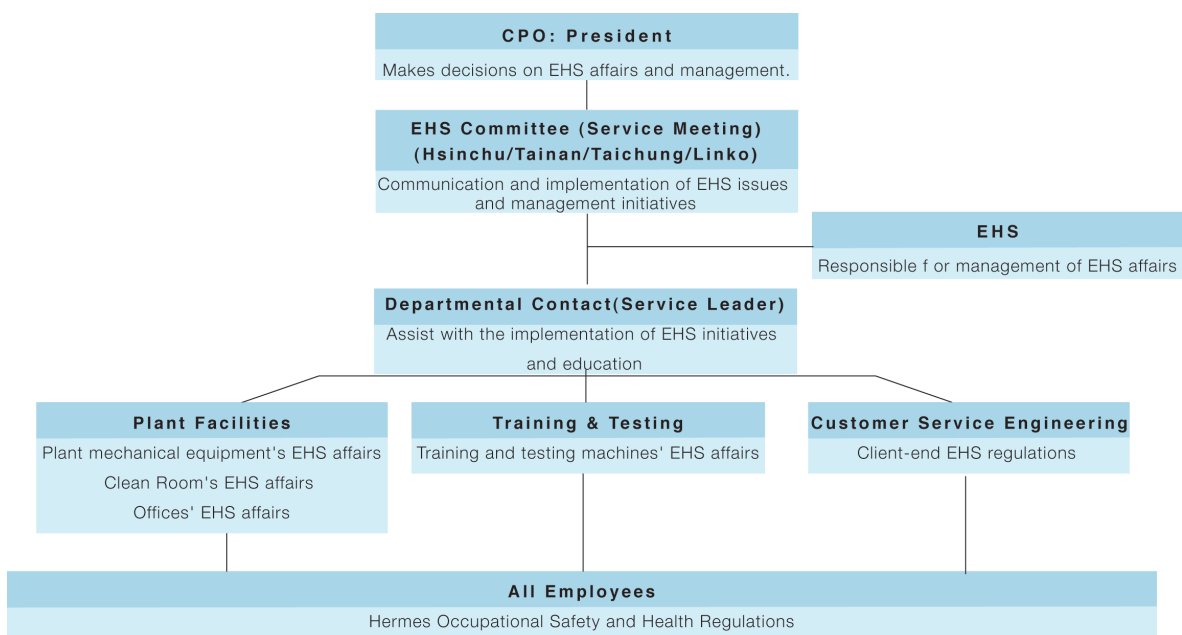
## 3-1 Internal Communication

### 3-1-1 EHS Committee

Each department and regional office has EHS personnel responsible for promoting EHS initiatives and convening monthly Service Meetings so as to establish communication channels and promote awareness of important issues as part of overall EHS management.

### 3-1-2 EHS Website and Bulletin Board

An internal “EHS website” and “EHS Bulletin Board” are established to provide related topics of “Safe Work System”, “Environmental Protection” and “Healthy Workplace.” It aims to convey internal and customer-side EHS information, such as pollution prevention measures, emergency response plans, contractor management, accident reports, EHS



EHS Committee Organization

teaching materials, personal protection instructions, accident case studies and environmental protection/energy-saving information. Hopefully it will provide employees with EHS information in a quicker manner.

### 3-1-3 EHS Training

The principle manufacturer's safety & health training system was introduced at Hermes-Epitek in 2000. A Safety & Health Training Component was also added to the recruit orientation program in the same year. This was conducted in two phases: Basic and Advanced. The content included policy, workplace safety, health management and operational safety training. All Hermes-Epitek employees must complete and pass a test for the Basic phase, while engineering personnel must also take and pass the Advanced phase test.

All employees must take Basic refresher training once every three years. Engineering personnel must take Advanced phase refresher training every year. Hermes-Epitek also applies digital learning to safety & health training. This method of learning helps to improve attendance, increase class frequency and reduce costs; consequently, from 2007 onwards the training program has been updated to online e-Learning.

## 3-2 External Communication

Hermes-Epitek believes in "putting safety first, giving back to the society and caring for the environment." Apart from being proactive about cooperating with customers' safety, health and contractor management related activities, Hermes-Epitek also involves in safety, health, environmental protection and energy-saving initiatives. In recent years, Hermes-Epitek has been actively engaged in many initiatives launched by the local and overseas semiconductor and panel industries. External communication deals mainly with customers, principle manufacturers, government bodies, contractors, suppliers and industry organizations. The main aim of external communication is to actively demonstrate Hermes-Epitek's performance in EHS and to realize the goal of mutual growth through the process of interaction. The methods for communication include:

### 3-2-1 Publication of EHS Report

Use publications and website to provide customers, the rest of the industry and the general public with an understanding of Hermes-Epitek's efforts and results in EHS.

### 3-2-2 Cooperation with Customers' EHS and Contractor Management Initiatives

Apart from internal EHS training, Hermes-Epitek also works

Course Name and Structure				
All employees	Basic Recruit Safety Training Safety2000_Basic			Refresher training every 3 years Refresh Training
Engineers	Basic Recruit Safety Training Safety2000_Basic	Advanced Recruit Safety Training Safety2000_Advance	Specialist Equipment Safety Training	Refresher Training
Deadline	2nd day on the job	2nd day on the job	Depends on equipment type	Once a year
Duration	3 hrs	4 hrs	Few hours ~ Few days	1+1 hr
Instructor	Qualified Hermes-Epitek EHS instructor	Qualified Hermes-Epitek EHS instructor	Qualified manufacturer instructor	Qualified Hermes-Epitek EHS instructor - e-Learning
Format	Instruction and discussion Multimedia education In-class test Certificate Issue upon qualification	Instruction and discussion Multimedia education In-class test Certificate Issue upon qualification	Instruction and practical Learn by example, On Job Training (OJT)	Instruction and discussion Multimedia education Class test - Online Registration upon qualification

safety & health training course name and structure

to boost employee awareness on customers' contracting or work regulations. Hermes-Epitek volunteers suggestions for improvement and discuss these with customers as well to realize the objectives of putting safety first and achieving a win-win outcome for all. Hermes-Epitek has been an active participant in customers' EHS activities for many years, garnering many outstanding contractor awards as a result (see Chapter 6 for a list of awards received).

### 3-2-3 Communication with the Principle Manufacturers

Every year Hermes-Epitek helps principle manufacturers organize EHS symposiums in the Science Park and also participates in various industry EHS conferences. Hermes-Epitek also holds internal EHS meetings at different intervals, attends annual global EHS conferences and raises EHS topics for discussion. At Hermes-Epitek, we treat our partners' employees and engineers like members of our own family. Apart from working together, we also take an interest in their everyday lives. Local and foreign partners are always invited to internal company events such as banquets, excursions, ball games and sports events.

### 3-2-4 Compliance with Government Regulations

Hermes-Epitek actively reports to regulatory agencies where required by law and cooperates fully with associated audits to ensure compliance with EHS regulations.

### 3-2-5 Implementation of Contractor Management and Training

All contractors and suppliers are required to follow Hermes-Epitek's contractor management regulations and set up hazard warnings to prevent accidents. In order to help the company work with reputable quality contractors, they are also evaluated and audited.

### 3-2-6 Hosting EHS Symposiums and Promotion of EHS Initiatives

To promote developments in EHS industry and the free

exchange of knowledge, since 2002, Hermes-Epitek has partnered with principle manufacturers to host the "Environment, Health and Safety Symposium" in Hsinchu every year, featuring local and foreign experts. The symposium's agenda covers research into energy-saving equipment, designs for ensuring safe usage of gases, discussion of advanced environmental protection topics and more.

At the beginning of 2007 Hermes-Epitek sponsored the institution of the "Safety and Health Technology Center (SAHTECH)". The SAHTECH has become an essential think tank of government agencies and hi-tech industry.

Hermes-Epitek also provides resources and recommendations through various EHS events and conferences to keep communication channels open among all stakeholders, including:

- Hosting of industrial and academic tours of the company.
- Cooperating with government agency tours (EPA, Fire Department, AEC... etc.).
- Participating in EHS conferences hosted by the Taiwan Semiconductor Industry Association and the Association of Allied Industries in the Science-Based Industrial Park.

Phase	Procedure	Documentation	Remark
The application prior to entering the plant	Document preparation	1.Labor Safety and Health Protocol of the Contractor <i>(The period of validity : one year)</i>	
	Supervisor approval	2.Labor Name List	
	Working area administrator approval	3.Labor Data	
	EHS member approval	a. Labor Insurance	
	ESH leader approval	b. Labor Safety Training Certificate	
	The application is completed	c. ID	
			4.Work Permit <i>(The period of validity : one month)</i>
		5.Risk Operation <i>(The period of validity : one week)</i>	
		a. Dangerous Machinery Work Permit	
		I. License of Dangerous Machinery	
		II. License of the Operator	
		b. Fire Work Permit	
Before the construction	Check in / Tools check	Hazard Information Registration	
	Hazard information		
	Badge check		

Implementation of Contractor Management and Training



**Yushan Azalea**

This endemic species of Taiwan can be found on high peaks of central range at about 3,000-3,900m, forming dense thickets. *Rhododendron pseudochrysanthum* is a 0.3-3m tall shrub species with many branches. Shoots relatively stout, gray or rufous floccose tomentose, glabrescent. Leaves crowded, numerous, coriaceous, elliptic-oblong to oblanceolate-oblong or lanceolate, 2-8cm long, 1.5-3.5cm broad

# Chapter 4 Environmental Protection Management

To strengthen our pollution prevention and management systems, Hermes-Epitek constantly implement a comprehensive environmental program. The love that we feel for the land and our responsibility to society drives us to do all we can for environmental protection to leave a better world for future generations. Continual improvement has made to our numerous energy conservation and environmental protection measures. These have yielded significant results as shown by the following performance indicators:

Environmental Protection Performance Indicator	Category	Regulatory Standard	Tainan Plant		Hsinchu Plant	
			2006	2007	2006	2007
Energy Conservation	Average power consumption per person per day (kWh/person · day)	-	47.30	49.20	50.89	48.06
Water Conservation	Average water consumption per person per day (ton/person · day)	-	0.20	0.14	0.25	0.34
	Average waste water volume per person per day (ton/person · day)	-	0.10	0.10	0.05	0.03
Compliance with Sewage Effluent Discharge Standards	Water Temperature (°C)	under 35°C	25.40	26.50	24.00	24.00
	pH value	5-10	7.50	7.70	7.60	8.40
	Suspended Solids (mg/L)	250	27.30	33.70	15.20	0.95
	Chemical Oxygen Demand (mg/L)	450	197.70	202.40	44.00	6.53
Waste Reduction	Waste weight per person per day (kg/person · day)	-	0.35	0.28	-	-

\*2007 statistics based on data from January to October

Waste: As garbage trucks for the Hsinchu plant are not weighed data will be collected through sampling.

## 4-2 Energy Conservation

To conserve energy and to mitigate the production of excess carbon dioxide and waste heat, Hermes-Epitek has taken energy efficiency and conservation into account in fab design and is continuing to promote energy improvement initiatives.

- Heat recovery chiller used for water chilling system (35°C).
- Water chilling system temperature increased from 6°C to 9°C
- Increased cleaning frequency of air-conditioning pre-filters to once a week.
- Installed power rectifiers in plant equipment, resulting in energy savings over 10%.
- General air-conditioning temperature set between 26°C

~28°C with multi-fan-speed adjustments.

- Use of energy-saving lighting, resulting in energy savings of over 30% as compared to standard light bulbs.
- Offices and warehouses fitted with solar control tinted glass and window blinds to keep fierce sunlight out.
- Communicate conserve energy to all employees through awareness campaigns and placards.
- Regular shuttle buses provided for engineers who need to travel to and from customers. This reduces the waste of energy from driving cars, carbon dioxide emissions and waste heat.



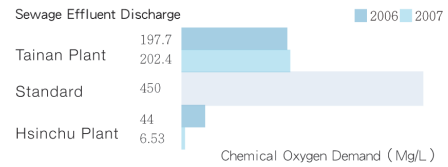
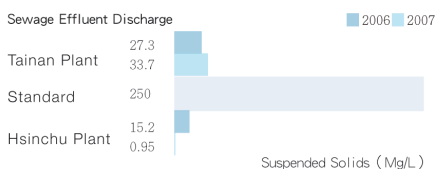
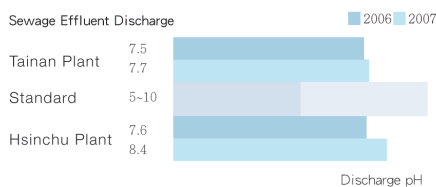
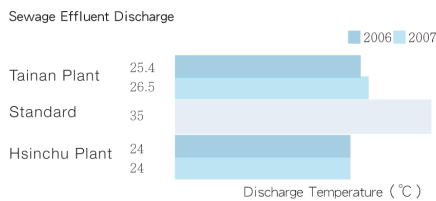
### 4-3 Water Conservation

Water resources in Taiwan are relatively limited. Water restrictions and shortages are not only the inconvenience in everyday life but impact on business operations and economic development as well. Hermes-Epitek has encouraged employees to save water and adopted the following measures to make the best use of water resources so as to conserve water:

- Increased cooling tower concentrations. Improved conductivity to decrease the water discharge volume.
- Rainwater recovered and filtered through sand then used for plant watering and sanitation.
- Taps fitted with sensors and flow regulators to reduce water flow rate.

### 4-4 Sewage Effluent Discharge Reduction

Though Hermes-Epitek does not have large and continuous manufacturing processes that produce industrial effluents, we have strict controls on domestic and cafeteria sewage. Grease traps were designed into the kitchen's sewage systems from the very beginning to remove the grease from sewage discharge. Water quality has been tested every week and the grease traps cleaned each month to ensure compliance with statutory standards for sewage discharge.



Sewage Effluent Discharge

### 4-5 Waste Reduction

The international trend in waste management has gradually evolved from “end-of-pipe management” to “front-end cleaner production.” The priority for Hermes-Epitek’s waste management is to reduce the amount of domestic waste produced per person and increase the recycling rate for general operational waste. Wastes in Hermes-Epitek are classified into domestic waste, plastic scrap, metal scrap, glass scrap and waste timber. Various waste reduction initiatives have also been launched:

- Reduce paper usage: E-mail is used as the company’s primary tool for internal communication; if printed document is necessary, double-sided documents are encouraged.
- Reduce disposable utensil usage: The staff cafeteria switched to the use of ceramic dishes instead of disposable dishes and chopsticks to reduce the use of disposable utensils and the amount of waste produced.
- Use of environmental friendly pallets: Eco-friendly pallets are introduced instead of wooden pallets at the warehouse. The new pallets are more durable and would reduce the amount of waste timbers.
- Reduce paper cup usage: New recruits are offered with ceramic cups to reduce the use of paper cups.
- Recycling: Waste sorting and recycling are practiced at all offices. Waste paper and recycling boxes have also been set up to centralize collection and recovery.



**Beech**

Large deciduous trees with trunks up to 13m high, 75cm across; crown flat topped; bark glabrous, gray-black; young leaves brown-hairy beneath, soon becoming glabrous. Leaves elliptic to ovate, 4-6cm long, 2.4-2.8cm wide, acute at apex, rounded at base, serrulate or rarely double-serrulate, nearly glabrous on both sides, midrib furrowed above and elevated beneath, sparsely hairy, lateral veins 7-10 pairs, sparsely hairy

## Chapter 5 Safety and Health Management

### 5-1 Disaster Risk Management

#### 5-1-1 Emergency Response Drill

A comprehensive emergency communication scheme is launched to ensure employee safety and mitigate consequence in the event of an accident. Any incident occurred in plant or on the customer side can be immediately responded through a 24-hour emergency hotline. Emergency response equipments are installed in all plants to deal with accidents on site or help neighbors and customers. Professional training and drills are also held at least once a year to familiarize employees with disaster response and damage control.

#### 5-1-2 Fire Safety Management

Hermes-Epitek recognizes the potential threat posed by fire is a major risk to employee safety and company operations. Fire safety management therefore emphasizes prevention. The key measures include:

- Outsourcing building safety audit to licensed inspectors every two years.
- Formulating an on-site fire protection plan and acquiring revisions every year.
- Annual overhaul of on-site firefighting equipment and facilities.
- Inspection, test and maintenance of firefighting equipment by professional service companies quarterly.
- Reducing the number of defects in firefighting equipment.
- Training and promoting awareness to enhance employee

capability on the prevention of fire and disaster.

- Enforcing hot work management system at all sites.
- Banning fire in high risks areas, such as chemical warehouses and paper recycling zones.
- Setting up own firefighting teams, and conduct training and drills every 6 months.

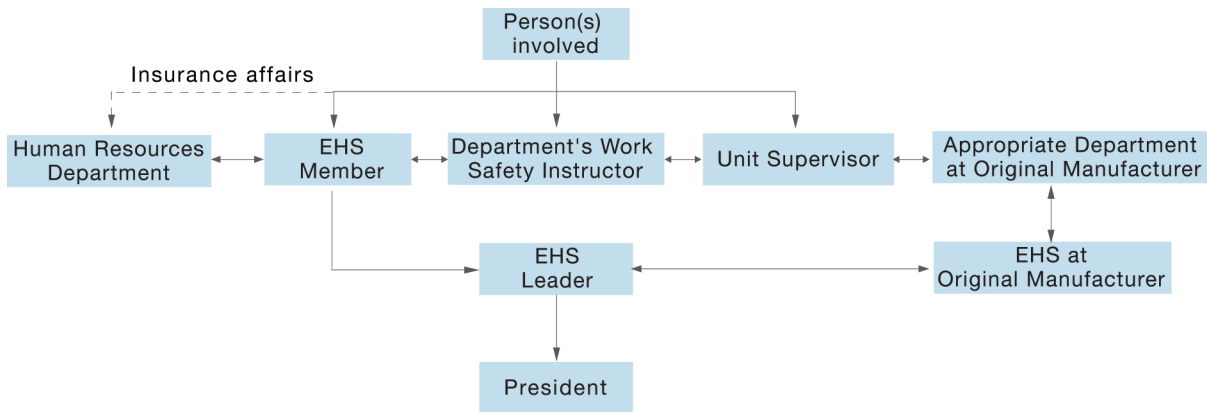
### 5-2 Chemical Substance Management

To provide customers with more effective training and process improvement services, training machines and simulators equipped with water, power, gases and chemical substances have been installed in Hermes-Epitek to facilitate experimental production processes. The machine work spaces are all equipped with necessary safety devices, such as gas cylinder cabinets, secure chemical storage lockers and gas detection systems.

An intranet system of material safety data sheets (MSDS), with extensive references on chemical accident response and chemical injury first-aid, is set up to facilitate hazard communication to employees and customers. For employees involved, using, handling and processing chemicals, general hazard education & training are monthly provided to enhance employees' capability of chemical safety.

### 5-3 Incident Investigation and Prevention of Recurrence

Hermes-Epitek has put into place an incident investigation & report scheme. Through EHS training, employees should report and mitigate any potential hazard, near-miss or accident during work or in working environment. An incident report



Incident Report Process

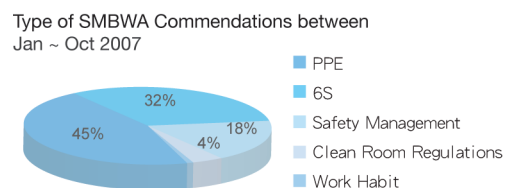
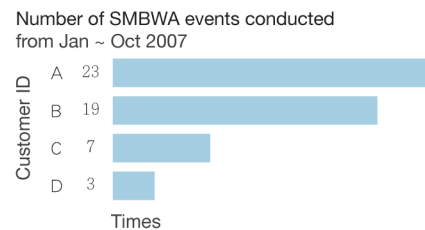
must be completed within 24 hours. Through incident reports, personnel interviews and incident site surveys, the direct and indirect causes of incidents are identified and improvement measures are devised to prevent reoccurrence.

### 5-4 Safety Inspection

Safety inspections are regularly practiced by Hermes-Epitek. A range of inspection types have also been defined depending on operation frequency, level of risk, environmental factors and work safety management requirements, such as "Routine Inspection," "New Plant Inspection," "Focus Inspection," "Department Inspection" and "Management Inspection." Through these on-site inspections, Hermes-Epitek hopes that unsafe environments and practices can be identified. Employees can then be counseled to correct unsafe practices and procedures to reduce the frequency and consequence of accidents and improve the safety of operations. Outstanding safety performance employees are recognized as role models to encourage other colleagues so as to create a total safety culture.

Hermes-Epitek has over the years expanded its safety inspection program to the customer side as well by proactively practicing "Safety Management by Walking Around" (SMBWA) on-site and inviting customers to participate. Safety inspection & management based around the theme of "People, Machine and Environment" provide an effective way of improving personal safety, workplace safety and health. The partnership with the customer can be established to achieve a win-win outcome. In the first

ten months of 2007, for instance, Hermes-Epitek conducted 53 SMBWA events with four customers and the principle manufacturer. Apart from checking on the operational and environmental safety of Hermes-Epitek and principle manufacturer personnel, these events also generated 28 safety related recommendations.



### 5-5 Use of Personal Protective Equipment

Apart from providing workers with personal protective equipment (PPE) as the last line of defense against

accidents, Hermes-Epitek is also dedicated to taking direct and effective measures for eliminating, isolating and substituting hazardous sources. In recent years, increased emphasis has been placed on developing a PPE management scheme for employees, with a particular focus on “Safety Helmet,” “Safety Goggles” and “Safety Footwear.” Employees are also trained to correctly use PPE at work to prevent potential injuries. In response to the limitations of a hard hat in narrow spaces, Hermes-Epitek has introduced, in collaboration with the principle manufacturer, inner shell type safety helmets from overseas. This provides both convenience and safety.

**Foot Protection**



- **Hazard Source**  
Damp, Static, Slipperiness, Falling Object, Sharp Metal Objects, Chemical Droplets, High Voltage Electricity
- **Protective Equipment**  
Safety footwear with metal reinforced toe/sole, leggings, leg guards

**Head Protection**



- **Impact/Penetration by falling/flying object**  
head trauma, hair caught in machinery, protection during falls, protection against electrocution
  - Use of safety helmets (bump caps) must comply with local laws and customer requirements
- Different types available depending on the circumstances

**Eye Protection**



- **Hazard Source**  
Chemicals, Metallic Powder, Dust, Missiles, Gases, Steam, Energy Emissions, Laser
- **Protective Equipment**  
Glasses, Goggles, Protective Face Mask

**5-6 Analysis of Occupational Injury Statistics**

Hermes-Epitek actively carries out EHS management to reduce the risk of occupational injuries. The occupational injuries ratio per 1000 people and the frequency rate (FR) of disabling injuries are used as statistical indicators and benchmarks for Hermes-Epitek’s EHS performance. For tasks and units where occupational injury statistics indicate a higher level of risk, cause analysis and improvements are executed.

Occupational injury statistics for the past 3 years indicate that Hermes-Epitek is far lower than the overall figures published by the Council of Labor Affairs. The emphasis on person-

al protection equipment and the setting up of the incident report scheme have delivered improvement to unsafe environments and practices so the numbers are continuing to decrease each year. Occupational injury prevention initiatives will continue in place at Hermes-Epitek to further reduce the rates of occurrence. Hermes-Epitek will continue to carry out off-job traffic safety measures, especially during peak hours to ensure the total safety of all employees.

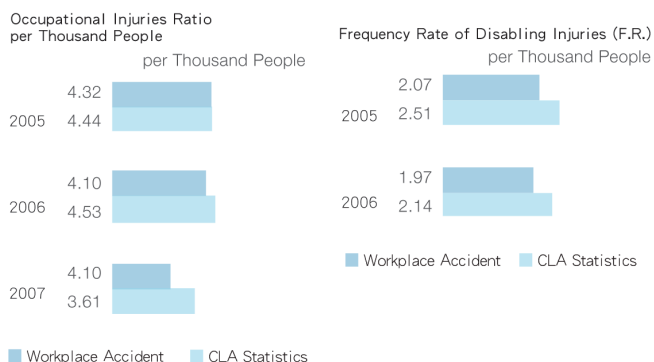
Frequency Rate of Disabling Injuries: The number of disabling injuries per million work hours. The frequency rate of disabling injuries is calculated based on the sum of all deaths, permanent total disabilities, permanent partial disabilities and temporary total disabilities during a given period. The

$$\text{Frequency Rate of Disabling Injuries} = \frac{\text{No. of Disabling Injuries} \times 1,000,000}{\text{Total Work Hours}}$$

formula is as follows.

Occupational Injuries Ratio per Thousand People: The average number of disabling occupational injuries per thousand workers. The number of disabling injuries is calculated based on the sum of all deaths, permanent total disabilities, permanent partial disabilities and temporary total disabilities

$$\text{Occupational Injuries Ratio per Thousand People} = \frac{\text{No. of Injuries, Illnesses, Disabilities and Deaths}}{\text{No. of all employees}} \times 1,000$$

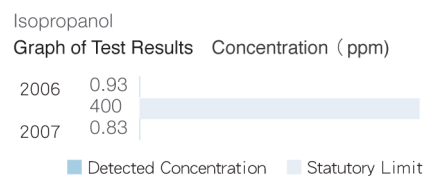
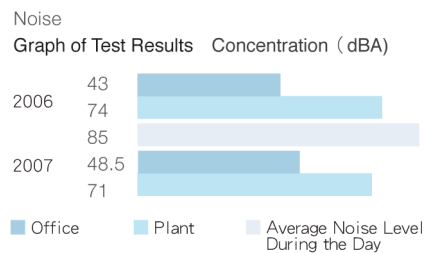
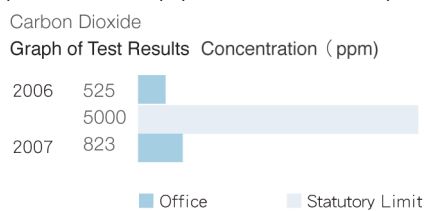


during a given period. The formula is as follows.

**5-7 Work Place Monitoring**

It is a basic responsibility of the company to provide employees with a sound and comfortable work environment. Beyond

the necessary safety measures, Hermes-Epitek also carries out work place monitoring every six months to ensure all employees have a healthy work environment. All monitoring results indicate that Hermes-Epitek falls within the threshold limits. To ensure employee safety and health, appropriate personal protective equipment is also provided for



employees depending on the potential hazards in their work.

### 5-8 Health Promotion

Employees are important assets to the company and it is the company's responsibility to maintain the health of employees. Hermes-Epitek goes beyond regulatory requirements in organizing health checkups for all employees in the fourth quarter of each year. Employees involved in some special activities, as defined by the regulatory agencies, are scheduled for more detailed checkups by qualified occupational disease specialists at Council of Labor Affairs (CLA) designated hospitals in the third quarter of each year to ensure a "Zero" occupational disease incidence rate. Employees can acquire their health profiles from professional hospitals. Status analysis and trend analysis are then conducted on individual, task and department to assess potential health problems or

diseases. In addition, health awareness seminars and health promotion programs are regularly organized.

As modern workers often have unbalanced diets or don't have enough exercise due to stress, Hermes-Epitek has introduced calorie tables in the employee cafeteria since 2005. It is believed that these along with health awareness posters, sporting equipment (basketball court and aerobic classroom), fitness equipment and massage facilities provided on-site will enhance our employee health.



**Flame Gold-rain Tree**

A tall deciduous tree up to 17m high. Leaves odd- or even-pinnate; petioles 2-2.5cm long; leaflets 10-13, oblong-ovate, 6-9cm long, 2.5-3cm broad, variable in shape and size, acuminate, oblique at base, serrulate, glabrous on both surfaces, the lateral veins 10-12 pairs, inconspicuous above, slender and raised beneath; petiolule 2-3mm long; Inflorescence of terminal panicle, glabrous, to 25cm long; flowers monoecious or polygamous, yellowish, about 5mm across

## Chapter 6 Awards

Over the past 30 years, Hermes-Epitek has grown together with the domestic semiconductor and flat panel display industries. As we provide customers with total solutions for equipment installation and production process development, we have always put “Safety First” to ensure the safety and continuity of all stakeholders. Hermes-Epitek’s dedication and performance in EHS have been recognized on many occasions by our customers and government agencies in recent years:

Date	Presented by	Award
1999	Science Park Administration	Excellence in Environment Greening and Beautification
2000	Macronix International Co.	Active Participation in the Industrial Safety and Health of the Central Satellite Factories System
2003	CTCI Foundation	Hermes Plant Air-Conditioning System Energy-Saving Project
2003	United Microelectronics Corporation	Excellent Contractor for 8AB Fab
2003	ProMOS Technologies	Excellence in Environment, Safety and Health Management, Hsinchu Plant
2004	United Microelectronics Corporation	Excellent Contractor for 8AB Fab
2005	Inotera Memories Inc.	1st Place in Environment, Safety and Health at Fab 1
2005	Inotera Memories Inc.	1st Place in the Individual Category for Environment, Safety and Health at Fab 1
2005	Chi-Mei Corporation	Excellence in Environment, Safety and Health Management as a General Plant Contractor
2005	ProMOS Technologies	Excellence in Environment, Safety and Health Management, Hsinchu Plant
2005	ProMOS Technologies	Outstanding Personnel in Environment, Safety and Health Management, Hsinchu Plant
2006	ProMOS Technologies	Excellence in Environment, Safety and Health, Hsinchu Plant
2006	ProMOS Technologies	Outstanding Personnel in Environment, Safety and Health Management, Hsinchu Plant
2006	Inotera Memories Inc.	1st Place in Environment, Safety and Health at Fabs 1 and 2
2006	Chi-Mei Corporation	Certificate of Appreciation from the FAb 2 and 3 Contractor Negotiation Organization
2006	Taiwan Semiconductor Manufacturing Company Ltd.	Outstanding ESH Contractor Personnel of the Year at Fab 14
2006	Taiwan Semiconductor Manufacturing Company Ltd.	Best Contractor Contribution to Safety Award of the Year at Fab 14
2007	Inotera Memories Inc.	1st Place in Environment, Safety and Health at Fabs 1 and 2
2007	Southern Taiwan Science Park Administration	Excellence in Labor Safety and Health

Recent Awards



#### Taiwan Pleione

Pseudobulbs erect or prostrate, conic-ovoid, 1-4cm tall, 0.8-2cm in diam., dark purplish or greenish. Leaves developed after anthesis, oblanceolate or elongate-oblong, 15-40cm long, 3-7cm wide, apex acute, base cuculate, nearly sessile, plicate, mainly 5-nerved. Peduncle arising with young leaves from base of old pseudobulb, ca. 6-10cm tall, with solitary flower or rarely with few flowers in raceme; bracts leaf-like, lanceolate, 2.5-4cm long; pedicel and ovary 2.2-3cm long, usually curved downward.

## Chapter 7 Vision for the Future

Hermes-Epitek has always committed to the principle of “To create a safe and healthy work environment and to conserve the limited resources of this wonderful world” in everything we do. In the future, we will continue working with our colleagues, customers and partners to make the following goals become reality:

Category	Explanation	Benchmark of 2006		Benchmark of 2008	
Regulatory Compliance	Complying with domestic and international environmental protection requirements, labor safety and health , and fire safety regulations			100% Compliance	
Open Communication	Continuing to be committed to EHS and publish EHS reports on a regular basis	<i>Hsinchu Plant</i>	<i>Tainan Plant</i>	<i>Hsinchu Plant</i>	<i>Tainan Plant</i>
Environmental Protection	Reduce power consumption (kwh/person day)	50.89 (kwh/person day)	42.5 (kwh/person day)	3% reduction in 2006	5% reduction in 2006
	Reduce water consumption (Ton/person day)	0.25 (Ton/person day)	0.19 (Ton/person day)	2% reduction in 2006	
	Reduce amount of sewage effluent produced (Ton/person day)	0.05 (Ton/person day)	0.104 (Ton/person day)	2% reduction in 2006	
	Reduce volume waste produced (kg/person day)	0.106 (kg/person day)	0.3 (kg/person day)	2% reduction in 2006	
Safety and Health	Reducing frequency of disabling injuries	1.97 (per 10 <sup>6</sup> work hour )		Below the standards published by the CLA	
Improvement of EHS	Increasing resources to improve environment, safety and health	NT\$500,000		Increased by 5% in 2006	
Improvement of EHS	Increasing financial support for EHS charity activities	NT\$500,000		Increased by NT\$400,000 or more in 2006	

Future EHS Performance Benchmarks



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