Self-Assessment Form for Occupational Health and Safety Performance Disclosure in Corporate Sustainability Reports (Applicable to the Financial and Insurance Industry)

Assessment Indicators	GRI 403 Guidelines	Assessment Results	
		Implementation Status (Single choice)	Bonus Items (Multiple choice)
1. Systematic Management			
1-1. Establishment of an Occupational Health and Safety Management System	403-1 403-8	☐ Not Established (0%) ☐ Partially Established (25%) ☐ Established (50%)	☐ The staffing quantity or ratio of OHS directors and personnel (engineers, officers, administrators) exceeds regulatory requirements. (20%) ☐ Obtained ISO 45001, CNS 45001, or TOSHMS certification and updated it regularly. (10%) ☐ Publicly disclosed the system's scope and employee counts, including reasons if coverage is incomplete. (10%) ☐ Publicly disclosed the number of covered non-employees (e.g., contractors, dispatched workers) and stated reasons if coverage is incomplete. (10%)
2. Risk Assessment and Management			
2-1. Identification, assessment, and control have been completed for each type of occupational safety hazard (such as contact with hazardous substances and transportation incidents).	403-2	☐ Not completed (0%) ☐ Partially Completed (30%) ☐ All Completed (60%)	☐ Establishment of a Systematic Method (10%) ☐ Implemented control improvements and follow-up tracking for high-risk targets. (20%) ☐ Publicly disclosed quantitative data. (10%)
2-2. Completed hazard assessment/control, physician interviews, risk management, and work fitness arrangements for female workers with potential maternal health hazards.	403-2	☐ Not Completed (0%) ☐ Partially Completed (30%) ☐ Completed (60%)	☐ Established a friendly work environment for maternal protection targets (e.g., dedicated lactation rooms, childcare measures, return-to-work assistance). (10%) ☐ Provided benefits exceeding regulatory requirements (e.g., pregnancy check-up/maternity leave, childbirth subsidies, flexible work arrangements). (10%) ☐ Publicly disclosed the number of female workers under maternal health protection (childbearing age, pregnant, or <1 year post-childbirth). (10%) ☐ Publicly disclosed practical management measures to enhance case satisfaction in maternal protection. (10%)
2-3. Conducted risk assessment and management for	403-2	☐ Not Completed (0%) ☐ Partially Completed	☐ Conducted musculoskeletal hazard prevention training, muscle strengthening courses, and fitness

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preventing workers' musculoskeletal disorders.		(30%) ☐ Completed (60%)	club activities. (10%) ☐ Provided occupational therapist consultation services. (10%) ☐ Publicly disclosed risk level classification status (e.g., levels or proportions). (10%) ☐ Publicly disclosed practical management measures for mitigation or prevention. (10%)
2-4. Executed abnormal workload assessments, and completed workplace hazard investigation reports and corrective action ratios.	403-2	☐ Not Completed (0%) ☐ Partially Completed (30%) ☐ Completed (60%)	☐ Provided work-from-home or flexible work models to enhance employees' work-life balance. (10%) ☐ Provided counseling psychologist consultation services. (10%) ☐ Publicly disclosed risk level classification status (e.g., levels or proportions). (10%) ☐ Publicly disclosed practical management measures for mitigation or prevention. (10%)
2-5. Executed workplace unlawful infringement assessments, and completed hazard investigation reports and corrective action ratios.	403-2	☐ Not Completed (0%) ☐ Partially Completed (30%) ☐ Completed (60%)	☐ Provided unlawful infringement training (covering psychological, verbal, physical violence, sexual/stalking harassment), with an annual coverage rate of 95%+ for tier-2 supervisors or above. (10%) ☐ Installed fully operational hardware (video recorders, warning signs, manual panic alarms) in high-risk areas for unlawful infringement. (10%) ☐ Publicly disclosed risk level classification status (e.g., levels or proportions). (10%) ☐ Publicly disclosed practical management measures for mitigation or prevention. (10%)
2-6. Enhanced middle-aged/elderly workers' productivity and work ability through hazard identification, risk assessment, and control measures.	403-2	☐ Not Completed (0%) ☐ Partially Completed (30%) ☐ Completed (60%)	☐ Provided individual health risk assessments (exams, musculoskeletal, cardiovascular) for employees aged 45+. (10%) ☐ Provided work ability assessments for employees aged 45+. (10%) ☐ Established flashing warning lights, clear routes, emergency lighting, distinct workflows, dedicated guides, and drill plans for emergency response. (10%) ☐ Publicly disclosed practical management measures for mitigation or prevention. (10%)
2-7. Implementation of Workplace	403-2	☐ Not Conducted (0%) ☐ Partially Conducted	☐ Executed exposure assessment projects for high-risk work

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Environmental Monitoring		(30%) ☐ Conducted in Accordance with Regulations (60%)	environments. (10%) ☐ Indoor office CO2 concentration at the 95th percentile is below 1000 ppm. (10%) ☐ Publicly disclosed quantitative data on implementation frequency and results. (10%) ☐ Publicly disclosed practical management measures for mitigation or prevention. (10%)
2-8. Establishment of Procedures for Investigating Occupational Accidents	403-2	☐ Not Established (0%) ☐ Partially Established (30%) ☐ Established (60%)	☐ Publicly disclosed occupational accident investigation, handling, and statistical results in accordance with the OHS Management Plan. (10%) ☐ Publicly disclosed near-miss incident investigation, handling, and statistical results in accordance with the OHS Management Plan. (10%) ☐ Publicly disclosed quantitative data on corrective action ratios. (10%) ☐ Publicly disclosed practical management measures for mitigation or prevention. (10%)
2-9. Established emergency prevention, preparedness, and response plans, and regularly conducted drills.	403-2	☐ Not Established (0%) ☐ Partially Established (30%) ☐ Established in Accordance with Regulations (60%)	☐ Publicly disclosed quantitative data on drill frequencies and participant counts. (10%) ☐ Designed, planned, and drilled emergency response plans for employees aged 45+. (10%) ☐ The satisfaction rate of drill participants reaches 80% or higher. (10%) ☐ Publicly disclosed practical management measures for enhancement and refinement. (10%)
2-10. Strategies and Measures for Building and Strengthening Corporate HSE Risk Culture	403-2	☐ Not Established (0%) ☐ Partially Established (30%) ☐ Established (60%)	☐ Executive Commitment to Measurable Workplace Health and Safety Culture Goals (10%) ☐ Establish incentive measures to motivate employees to proactively propose occupational safety and health management recommendations. (10%) ☐ Conduct Training to Enhance Workplace Health and Safety Culture (10%) ☐ Publicly disclosed at least one of the above strategies and its concrete results. (10%)
3. Worker Participation			
3-1. Provided in accordance with regulations	403-4	☐ Not Established (0%) ☐ Partially Established (20%)	☐ Publicly disclosed the committee's composition and operational mechanisms (20%)

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		☐ Established in accordance with regulations (40%) ☐ Exceeds regulatory requirements (60%)	☐ Publicly disclosed quantitative data on meeting frequency (20%)
3-2. Worker participation in the formulation and revision of OSH policies, discussions on related proposals, and consultation and communication	403-4	☐ Not Participated (0%) ☐ Partially Participated (30%) ☐ Participated (60%)	☐ Publicly disclosed the participation rate of non-management workers (20%) ☐ Publicly disclosed quantitative data such as the achievement rate of related proposals (20%)
4. Education and Training			
4-1. Provide workers with relevant occupational health and safety education and training	403-5	☐ Not Provided (0%) ☐ Partially Provided (20%) ☐ Provided in accordance with regulations (40%) ☐ Exceeds regulatory requirements (60%)	☐ A mechanism is in place to identify training needs and content, such as through questionnaires and worker communication. (20%) ☐ Publicly disclosed quantitative data such as the number and frequency of training sessions conducted, as well as worker participation numbers and total training hours. (20%)
4-2. Evaluate the effectiveness and satisfaction of education and training implementation.	403-5	☐ Not Evaluated (0%) ☐ Partially Evaluated (30%) ☐ Evaluated (60%)	☐ Evaluate methodologies for training effectiveness, results, or the percentage of awareness improvement. (20%) ☐ Publicly disclosed quantitative data on participating workers' satisfaction. (20%)
5. Health Services and Promotion			
5-1. Provide workers with general and special health (physical) examinations.	403-3	☐ Not Established (0%) ☐ Partially Established (20%) ☐ Provided in Accordance with Regulations (40%) ☐ Exceeds Regulatory Requirements (60%)	☐ The frequency or items of general and special health (physical) examinations exceed regulatory requirements. (10%) ☐ Health examination data has been systematically managed to track and grasp historical trends. (10%) ☐ A high-risk watch list has been established, with improvement and control measures implemented. (10%) ☐ Publicly disclosed quantitative data or information regarding any of the above items. (10%)
5-2. Plan health service strategies and deploy appropriate medical and nursing personnel.	403-3	☐ Not Planned (0%) ☐ Partially Planned (30%) ☐ Planned (60%)	☐ The deployment quantity or service frequency of labor health service personnel exceeds regulatory requirements. (10%) ☐ Has compiled statistics on budgeted targets and actual implementation ratios for providing labor mental and physical health services. (10%) ☐ Publicly disclosed quantitative data such as budgeted targets and actual

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			implementation ratios for labor mental and physical health services. (20%)
5-3. Conduct health service activities such as labor health education, health guidance, and workplace health promotion activities.	403-6	☐ Not Implemented (0%) ☐ Partially Implemented (30%) ☐ Implemented (60%)	☐ Design diverse health promotion activities tailored to the physiological characteristics of different groups within the enterprise (e.g., age, gender, maternal protection targets, and employees aged 45 and above). (10%) ☐ Employee Care Programs: Medical Referral Services and Follow-up Management for Specific Health Conditions (20%) ☐ Publicly disclosed quantitative data such as the number of events held, frequency of health services provided, and satisfaction rates. (10%)
5-4. Establish worker mental and physical health consultation and assistance programs.	403-6	☐ Not Established (0%) ☐ Partially Established (30%) ☐ Established (60%)	☐ Provide appropriate health management measures, such as health guidance or fitness-for-duty work accommodations, based on health examination data and health service records. (10%) ☐ Establish a Fitness-for-Duty Accommodation Committee to accept and discuss individual employees' applications for work accommodations. (10%) ☐ Publicly disclosed quantitative data such as the number of consultations provided and the percentage of assistance programs implemented based on consultation results. (10%) ☐ Continuously enhance internal expertise in promoting Employee Assistance Programs (EAPs) through diverse approaches, such as educational training and on-site expert consultations. (10%)
6. Supply Chain Impact Management			
6-1. Establish a systematic evaluation and selection mechanism for suppliers and contractors.	403-7	☐ Not Established (0%) ☐ Partially Established (30%) ☐ Established (60%)	☐ Incorporate occupational safety and health into the evaluation and selection mechanism for suppliers and contractors. (20%) ☐ Publicly disclosed evaluation criteria, screening conditions for critical suppliers, or quantified assessment results. (20%)
6-2. Conduct relevant awareness campaigns and education training for suppliers and contractors.	403-7	☐ Not Established (0%) ☐ Partially Established (30%) ☐ Established (60%)	☐ Allocate resources to guide and support suppliers/contractors in occupational safety and health management. (20%) ☐ Publicly disclosed quantitative data

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			such as the number of supplier awareness and education training sessions conducted, and the supplier participation rate. (20%)
6-3. Indirectly mitigate the negative OSH impacts of other enterprises through credit policies or investment and financing assessment criteria.	403-7	☐ Not Implemented (0%) ☐ Partially Implemented (30%) ☐ Implemented (60%)	☐ Assessment criteria incorporate OSH leading indicators rather than solely considering negative impacts. (20%) ☐ Conduct OSH-themed lectures, educational training, or forums as engagement activities aimed at elevating the occupational safety and health standards of portfolio companies. (10%) ☐ Publicly disclosed any of the aforementioned relevant actions. (10%)
7. Occupational Injuries and Work-Related Illnesses			
7-1. Analyze Disabling Injury Frequency Rate (FR), Disabling Injury Severity Rate (SR), and annual occupational injury rate per thousand workers, and implement elimination or preventive controls.	403-9	☐ Not Analyzed (0%) ☐ Partially Analyzed (30%) ☐ Analyzed (60%)	☐ Publicly disclosed the occupational injury rate for the entire enterprise, as well as the number of occupational injury casualties for contractors and subcontractors related to the enterprise's workplaces. (10%) ☐ Publicly disclosed the statistical number of near-miss incidents. (10%) ☐ Preventive control measures have been implemented, and the index has decreased year by year. (10%) ☐ Monetize the positive impacts of mitigating occupational injuries or preventing work-related accidents. (10%)
7-2. Compile the number of cases confirmed as occupational diseases by occupational medicine specialists and recorded as suspected work-related injuries or illnesses, and implement elimination or preventive controls.	403-10	☐ Not Compiled (0%) ☐ Partially Compiled (30%) ☐ Compiled (60%)	☐ Publicly disclosed quantitative data such as prevention management processes, statistical analysis results, and the number of recorded cases for work-related illnesses. (20%) ☐ Preventive control measures have been implemented, and the quantity has decreased compared to the previous year or remained at zero. (10%) ☐ Monetize the positive impacts of occupational disease prevention. (10%)
8. Workplace Health and Safety Commitment and Performance Voluntary Declaration			
8-1. Declare the corporate commitment and target performance for promoting workplace health and safety. ☐ Occupational health and safety commitments have been publicly disclosed. (20%) ☐ Publicly disclosed the link between director remuneration structures and occupational health and safety performance. (10%) 8-2. The corporate sustainability report utilizes diverse methodologies to identify the materiality of occupational health and safety issues.			

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☐ Identified and explained the corresponding response methods (management approach). (15%) ☐ Publicly disclosed (15%) 8-3. Quantitative targets for the next fiscal year or mid-to-long term have been established. ☐ Formulated (25%) ☐ Publicly disclosed (15%)			

- End of Assessment -