

Greater Changhua Southwest Offshore Wind Farm in Taiwan

Human Rights Impact Assessment

May 2025

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Executive summary

Greater Changhua Offshore Wind Farm SW Ltd., or the Project Company, is a special purpose vehicle established by Ørsted Wind Power TW Holdings A/S (Ørsted) to develop an offshore windfarm (OWF) in Taiwan (herein referred to as the “Project” or “Greater Changhua 2”). The Project comprises of two phases, namely:

- Phase 2a consists of 36 wind turbine generators (WTGs), each of 8MW capacity. All Phase 2a WTGs are in operational phase, having received an updated EBL for all its WTGs on 6 February 2024. The electricity bill license (EBL) expires on 9 May 2043.
- Phase 2b is currently under planning to commence the construction phase for its OWF components. The offshore construction is expected to commence in Q1 of 2025, alongside Greater Changhua 4. This phase will comprise of 24 WTGs, each of 14MW capacity.

The planned aggregated capacity for the Project is 632MW (ie from a total of 60 WTGs), with Phase 2a generating 294.8MW and Phase 2b aiming to generate 337.1MW. Each phase has its own grid connection point, connecting to two different OnSS then two different Taiwan Power Company (TPC) onshore substations (OnSS).

The Project is adjacent to other OWF developments which are also owned by Ørsted. These OWFs are namely:

- East of the Project – Greater Changhua South East, comprising of 75 WTGs, with a capacity of 605.2MW. This OWF development is known as “Greater Changhua 1”. Greater Changhua 1 is currently operational, having obtained its electricity business license (EBL) covering all WTGs with the last batch obtained in Q3 2024.
- North of the Project – Greater Changhua North West, comprising of around 42 WTGs, with a capacity of 582.9MW. This OWF development is known as “Greater Changhua 4”. Greater Changhua 4 is currently planning construction of its OWF components. The offshore construction is expected to commence in Q1 of 2025.

The Project, along with Greater Changhua 1 and Greater Changhua 4, are hereinafter referred to as the “Precinct”.

As part of the transaction process undertaken for obtaining project financing from an Equator Principle Financial Institute (EPFI), the Project requires Equator Principles (EP) compliance. Therefore, Mott MacDonald has been commissioned by Ørsted to undertake a Human Rights Impact Assessment (HRIA), alongside other environmental and social services.

This document presents the HRIA that consolidates the primary data from across the Precinct as well as from publicly available up-to-date (ie as based on most current information released/published) secondary data. This HRIA aims to identify and assess the Project’s potential human rights impacts and assist in improving the social management and mitigation measures. It also provides measures to safeguard and facilitate meaningful engagement with affected communities and workers.

1 Introduction

1.1 Overview

Greater Changhua Offshore Wind Farm SW Ltd. (herein referred to as “Project Company”) is a special purpose vehicle established by Ørsted Wind Power TW Holdings A/S (Ørsted) to develop an offshore windfarm (OWF) in Taiwan (herein referred to as the “Project” or “Greater Changhua 2”). The Project is located approximately 50km offshore from the coast of Changhua County, Taiwan.

The Project is planned in compliance with the “Offshore Wind Farm Site Application Regulation”, stipulated by the Energy Administration¹, Ministry of Economic Affairs (EA, MoEA) on 2 July 2015. The regulation gives endorsement to offshore wind energy development for developers to promote nuclear-free homeland by the year of 2025.

In 2022, the National Development Council (NDC) published Taiwan’s Pathway to Net-Zero Emissions by 2050. The plan is to decarbonise the electrical sector and targeted 60% renewable energy come 2050². As of 2023, the electricity generation comprised of 42.2% coal-fired, 39.5% liquefied natural gas (LNG)-fired, 6.3% nuclear, 9.5% renewable energy and 2.4% of other types of energy.

As part of the Project’s project financing approach, the Project may be required to demonstrate adherence to the Equator Principles (EP). Therefore, Mott MacDonald have been commissioned by Ørsted to undertake a human rights impact assessment (HRIA), alongside other environmental and social (E&S) services.

1.2 Aims and objectives

This HRIA will identify and assess the Project’s potential human rights impacts and assist in improving the social management and mitigation measures. It will provide measures to safeguard and facilitate meaningful engagement with affected communities and workers. Those whose human rights may be infringed include:

- Project and supply chain workers;
- Local onshore communities who may be impacted by construction and transport activities;
- Coastal and offshore fishers; and
- Other sea users whose offshore activities and livelihoods may be disrupted.

Marginalised and unprotected affected workers and communities can, and do, slip through typical safety nets. This HRIA will seek to assist the Project to avoid this, and instead deliver more socially inclusive outcomes by assessing and mitigating impacts through a human rights lens.

The focus will be on the Project’s salient human rights risks and impacts, meaning those human rights issues that stand out because they are at risk of the most severe negative impact through the company’s activities or business relationships. Emphasis will be placed upon impacts to

¹ Formerly known as Bureau of Energy (能源署); renamed the Energy Administration in 26 September 2023.

² Lau, Hon Chung and Steve C. Tsai (9 July 2022). A Decarbonization Roadmap for Taiwan and Its Energy Policy Implications. *Sustainability*. [Sustainability | A Decarbonization Roadmap for Taiwan and Its Energy Policy Implications \(mdpi.com\)](#). Retrieved 30 July 2024.

rights-holders, not to the business or the Project and efforts will be focussed on understanding the risks and impacts to the most vulnerable people, for example unskilled daily-wage labourers who often do not have employment contracts and are unaware of their human and labour rights.

1.3 Project background and location

The Project is being developed on the 14th Zone of Potential in Changhua County according to the Offshore Wind Farm Site Application Regulations announced by the EA MoEA on 2 July 2015³. The Project's offshore windfarm area will be approximately 126.3km² in size and located 50km offshore from Xianxi Township (線西鄉), Changhua County, on the western coast of Taiwan (see Figure 1.1).

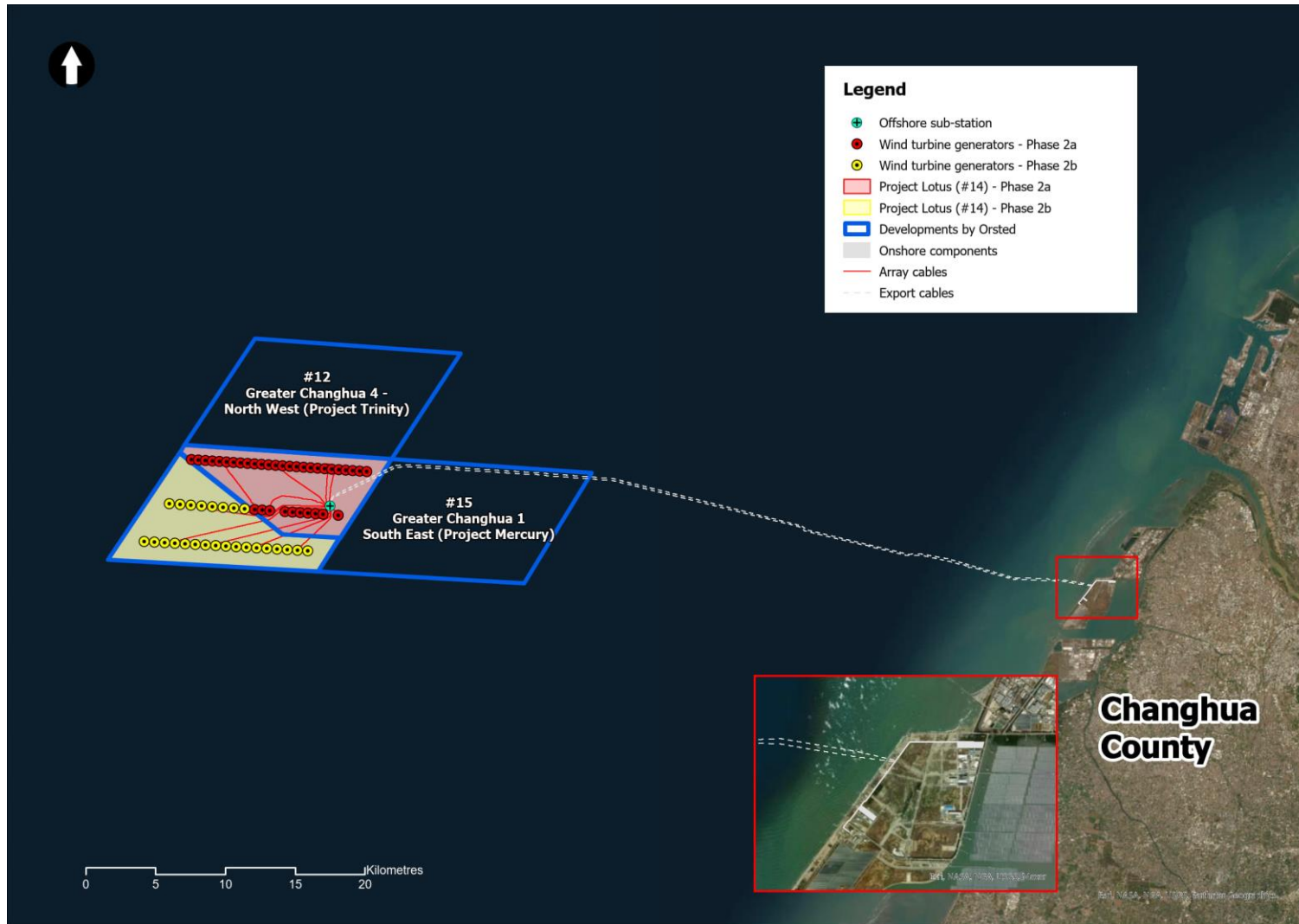
The Project is adjacent to other OWF developments which are also owned by Ørsted. These OWFs are namely:

- East of the Project – Greater Changhua South East, comprising of 75 WTGs, with a capacity of 605.2MW. This OWF development is known as “Greater Changhua 1”. Greater Changhua 1 is currently operational, having obtained its electricity business license (EBL) covering all WTGs with the last batch obtained in Q3 2024.
- North of the Project – Greater Changhua North West, comprising of around 42 WTGs, with a capacity of 582.9MW. This OWF development is known as “Greater Changhua 4”. Greater Changhua 4 is currently planning construction of its OWF components. The offshore construction is expected to commence in Q1 of 2025.

The Project, along with Greater Changhua 1 and Greater Changhua 4, are hereinafter referred to as the “Precinct”. The Project's location is illustrated in Figure 1.1 and Figure 1.2.

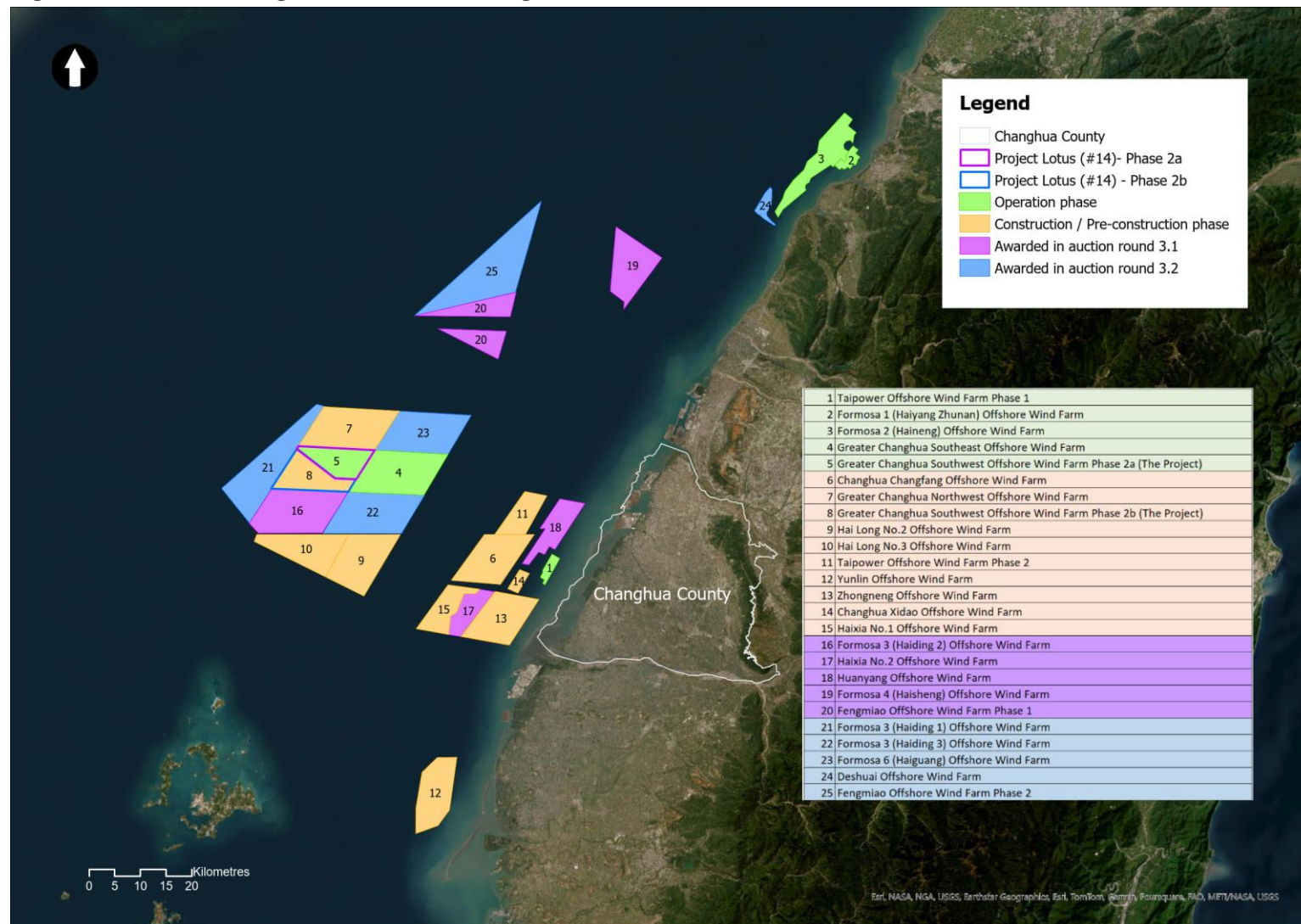
³ Energy Administration, Ministry of Economic Affairs (2 July 2015). Offshore Wind Farm Site Application Regulations (離岸風力發電規劃場址申請作業要點). Retrieved 30 July 2024.

Figure 1.1: Location of Greater Changhua 2 and proximity to Greater Changhua 1 and Greater Changhua 4



Source: Mott MacDonald, 2024

Figure 1.2: Greater Changhua 2 and surrounding windfarms



Source: Mott MacDonald, 2024

As seen in Figure 1.1, the Project comprises of two phases, namely:

- Phase 2a consists of 36 wind turbine generators (WTGs), each of 8MW capacity. All Phase 2a WTGs are in operational phase, having received an updated EBL for all its WTGs on 6 February 2024. The EBL expires on 9 May 2043.
- Phase 2b is currently under planning to commence the construction phase for its OWF components. The offshore construction is expected to commence in Q1 of 2025, alongside Greater Changhua 4. This phase will comprise of 24 WTGs, each of 14MW capacity.

The Project had successfully obtained regulatory approval for its EIA report (ie covering both phases) on 23 March 2018.

The planned aggregated capacity for the Project is 632MW (ie from a total of 60 WTGs), with Phase 2a generating 294.8MW and Phase 2b aiming to generate 337.1MW. The WTGs will be located at water depths approximately 23.8m to 42.2m below mean sea water level (MSWL). Each phase has its own grid connection point, connecting to two different OnSS then two different Taiwan Power Company (TPC) onshore substations (OnSS).

Other project components include inter-array and export transmission cabling to connect to TPC's electrical grid, as well as various operational support vessels and ancillary facilities. The anticipated operation period is 20 to 25 years⁴ following the end of construction activities in 2025.

1.4 Project components

The details of each Phase are presented in Table 1.1 below.

Table 1.1: Summary of Greater Changhua 2 Phases' components and schedule

Aspect	Greater Changhua 2 Phase	
	Phase 2a – operation phase	Phase 2b – construction phase
Project components		
Windfarm capacity	294.8MW	337.1MW
Number of WTGs (and capacity)	36 WTGs (8MW each)	24 WTGs (14MW each)
Offshore substation (OSS)	600MW high voltage alternating current (HVAC) offshore substation shared between the two Phases.	
Onshore substation (OnSS)	294.8MW HVAC OnSS, located in Lukang Township, Changhua County.	920MW OnSS shared with Greater Changhua 4, located in Lukang Township, Changhua County.
Transmission	66kV / 230kV / 161kV HVAC	66kV / 230kV / 345kV HVAC
Export cables	Offshore: One (1) 230kV export cable with approximate length of 57km to the landing point Onshore: One (1) 161kV export cable with approximate length of 3.5km from OnSS to grid connection point	Offshore: One (1) 230kV export cable with approximate length of 57km to the landing point Onshore: One (1) 345kV export cable with approximate length of 1.85km from OnSS to grid connection point

⁴ The designed operational lifetime of Greater Changhua 2 is intended to be 35 to 37 years.

Aspect	Greater Changhua 2 Phase	
	Phase 2a – operation phase	Phase 2b – construction phase
Grid connection point	Chang One A (TPC), located in Lukang Township, Changhua County.	ChangKong (TPC), located in Lukang Township, Changhua County.
Project schedule		
Construction commencement	Onshore: Q3 2019 Offshore: Q1 2021	Onshore: Q2 2023 Offshore: Q1 2025
Construction completion	Onshore and offshore: Q2 2023	Onshore: Q2 2025 (targeted) Offshore: Q2 2025 (targeted)
Commercial operation date (COD)	13 September 2023	Targeting Q3 2025

Source: Ørsted and Mott MacDonald

1.5 Implementation schedule

The key milestones for the Project's implementation, with current assumptions for Phase 2b, are summarised in Table 1.2 below. Phase 2a's construction schedule is not shown as it has been operational since 13 September 2023.

Table 1.2: Greater Changhua 2 Phase 2b implementation schedule

Project milestone	2023			2024				2025		
	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3
Phase 2b										
Onshore construction										
Offshore construction										
COD										

Source: Ørsted and Mott MacDonald

1.6 Summary of land acquisition and access to marine areas

Phase 2a has its own onshore substation and Phase 2b shares onshore substation with Greater Changhua 4. All Greater Changhua 1, Greater Changhua 4 and Greater Changhua 2 have or will require leasing of state-owned land (ie reclaimed industrial land) for the construction and operation of their onshore substation. No physical or economic displacement is expected for onshore works.

In order to gain access to marine areas and commence offshore works, two separate fishery compensation agreement (FCA) for Phase 2a and Phase 2b were signed with Changhua Fisheries Association (CFA) on 7 September 2020. This FCA is noted to cover the marine access and rights as associated with Greater Changhua 1, Greater Changhua 4 and Greater Changhua 2 (ie this project).

The access and activity restrictions as defined within the FCA with CFA are as follows:

Construction Phase – Phase 2a and Phase 2b:

It should be noted that Phase 2a's onshore and offshore construction has already completed since Q3 2023. The access/activity associated with Phase 2a's construction is no longer currently applicable, and only presented here for information/reference.

- Wind farm area:
 - All fishing vessels are temporarily restricted to access the wind farm areas. This is whereby Phase 2a would have access restriction on its windfarm area for two (2) years during its construction. Phase 2b is expected to be completed within a shorter construction timeline, which is expected to restrict access to its windfarm area for a duration of six (6) months (ie the planned offshore construction period). However, the vessels engaged in bottom trawling and bottom gill net fishing are permanently prohibited within the wind farm areas from construction to operation phase (ie permanent loss of fishing ground).
- Cable alignment:
 - Bottom trawling and bottom gill net fishing are temporarily prohibited within the full offshore cable route during construction phase.
 - Apart from the vessels engaged in bottom trawling and bottom gill net fishing, all other fishing vessels are temporarily restricted from the cable segments under construction
 - The width of the construction exclusion zone is 600m wide along the cable corridor alignments. Given the Project's Phase 2a and Phase 2b export cable routes are both approximately 57km, therefore the total construction exclusion zone for the cable laying route during each phase is 34km² (ie which will take place at different times, since Phase 2a's construction is already completed).
- All vessels may pass the cable laying route given they have a minimum distance of 500m from the construction vessel conducting cable laying work.

Operation and Maintenance (O&M) Phase- Phase 2a and Phase 2b:

- Wind farm area:
 - The vessels engaged in bottom trawling and bottom gill net fishing are permanently prohibited within the wind farm area during operation phase (ie permanent loss of fishing ground). The total area of restriction once both Phase 2a and Phase 2b are in O&M phase will be 126.3km² with operation phase expected to be between 20 to 25 years.

- Apart from the vessels engaged in bottom trawling and bottom gill net fishing, all other fishing vessels are restricted by 50m radius exclusion zones around the WTGs and offshore substation. When under maintenance or an emergency, the exclusion zones extend to 500m radius.
- Cable alignment: Within the FCA, fishing is *suggested*⁵ to be done only outside of a buffer/safety zone of 50m during non-maintenance. Fishing is temporarily restricted from cable segments undergoing maintenance or emergencies.
- All fishing vessels must keep a minimum safety distance of 500m in all directions from Project-related vessels during maintenance or emergencies

It is not expected that offshore access restriction will result in any physical displacement. This will cause temporary economic displacement, however, as fisher folk will be restricted from fishing in those areas.

Table 1.3 provides a summary of the land acquisition progress and access to marine areas. As mentioned above, Phase 2a is already operational and therefore, any construction phase activities applicable for Phase 2a are largely presented here for information/reference only (ie since construction is already completed).

Table 1.3: Summary of land acquisition and access to marine area

Location	Component	Phase applicability	Description/access restriction
Onshore component	Onshore cables	Phase 2a and Phase 2b	Total (permanent) area leased for cable is around 35,096m ² .
	Onshore substations	Phase 2a	The total area leased for Phase 2a's onshore substation is around 24,422m ² .
		Phase 2b	The total area leased for Phase 2b's onshore substation shared with Greater Changhua 4 will be around 29,075m ² .
Offshore component	Offshore cable during construction phase	Phase 2a and Phase 2b	<ul style="list-style-type: none"> • Fishing vessels conducting trawling and bottom gill net fishing will be temporarily restricted from the full offshore cable routes (ie 34km² during each phase⁶). • All other fishing vessels will be temporarily restricted from cable segments under construction. Ørsted will announce the area under construction to CFA 14 days prior to start of construction. • All fishing vessels may pass the cable laying construction area provided that they maintain a minimum distance of 500m from the working vessel
	Offshore cable during operation and maintenance (O&M) phase	Phase 2a and Phase 2b	<ul style="list-style-type: none"> • All fishing vessels are recommended to stay a safety distance of 50m from the cable area • All fishing vessels are restricted from the cable segment under maintenance. Ørsted will announce the area under maintenance to CFA three days prior to the start of maintenance.

⁵ The use of the term 'suggested' here is as based on the wording of the FCA whereby it is stated (and can be interpreted) as 'suggested' or 'recommended' ('建議'). The clause is based on negotiations and agreement between the Project and CFA. In terms of how this clause is to be interpreted and implemented on the ground, this is likely required to be a mutual/specific discussion between the Project and CFA (and potentially, the Fishery Agency, where relevant/appropriate).

⁶ Calculated based on 57km of total export cable route length for each phase, and both with a width of construction exclusion zone being 600m.

Location	Component	Phase applicability	Description/access restriction
			<ul style="list-style-type: none"> All fishing vessels may cross the cable segment provided that they maintain a minimum distance of 500m from the working vessel. Under emergencies (eg cable burial depth or position changes, cable exposed), vessels conducting trawling and bottom gill net fishing will need to pause fishing activities.
	Windfarm area during the construction phase	Phase 2a and Phase 2b	<ul style="list-style-type: none"> All fishing vessels will be temporarily restricted from fishing or crossing the windfarm area during construction.
	Windfarm area during the O&M phase	Phase 2a and Phase 2b	<ul style="list-style-type: none"> Long-term restricted access to the whole windfarm area is only applicable for vessels doing trawling and bottom gill net fishing during the operation phase. The total area of restriction once both Phase 2a and Phase 2b are in O&M phase will be 126.3km². For all other fishing vessels, 50m radius exclusion zones are set around the WTGs, underwater foundations and offshore substations during non-maintenance or non-emergencies. During maintenance or emergencies, the exclusion zone radius increases to 500m.

Source: Summarised from the FCA and latest project description received on 24 July 2024

In relation to the human rights impacts associated with the information presented above, further commentary and assessments are as elaborated in sections 5 to 7 below.

1.7 Project alternative analysis

Alternatives for this Project were proposed and reviewed in the EIA. Alternatives included the termination of the Project, site alternatives and technology alternatives.

The Project is designed to align with Taiwan's energy policy and its goal to be nuclear-free by 2025. It accelerates Taiwan's growth of offshore wind farms, promoting diverse energy sources, self-sufficiency, and environmental conservation. The Project aims to bring global insights to Taiwan's wind power industry through comprehensive exchange and collaboration. The Project also seeks to unite industry, government, and academia resources under a common goal. Once executed, it positions Taiwan to spearhead renewable energy development in the Asia-Pacific region. Thus, the termination of the Project is deemed to be disadvantageous. In conjunction, there are no site alternatives available for this Project.

In terms of technology alternatives, this Project allows for the installation of a wind turbine using either a jacket structure or a gravity seabed foundation. The latter is constructed from reinforced concrete or steel, to which the wind turbine's pillar is attached. It is further stabilised with ballast made of sand, iron ore, or rocks. This method is less disruptive to marine life as it does not require piling. However, it necessitates a solid geological seabed. The proposed wind farm site is in an area with sediment deposits from the Zhuoshui River in the Taiwan Strait. If gravity seabed foundations are used here, seismic activity could cause soil liquefaction, leading to a loss of ground shear stress and load-bearing capacity. Therefore, the Project is unable to adopt a gravity seabed foundation.

1.8 Document structure

The HRIA that follows is structured as follows:

- **Section 1** (this section) outlines the aims and objectives of the HRIA and presents the Project background and key features
- **Section 2** introduces the relevant human rights requirements considered within this Project
- **Section 3** presents on the methodology used to undertake the information gathering and review, as well as the assessment for this HRIA
- **Section 4** outlines a summary of the consultation activities undertaken to date and the associated participation outcomes
- **Section 5** presents the human rights baseline as associated with this Project⁷
- **Section 6** covers the assessment of human right impacts of the Project
- **Section 7** lists the mitigation and benefit enhancements which the Project aims to undertake in order to address the human rights impacts
- **Section 8** summarises the monitoring and reporting requirements to be implemented by the Project in relation to human rights issues

⁷ The primary data for the baseline presented in this section was collected by Project CHW01 (Greater Changhua Southeast windfarm) from September 2020 to January 2021 and Project CHW04 (Greater Changhua Northwest windfarm) from December 2023 to January 2024).

2 Human rights requirements

2.1 Overview

The purpose of this section is to set out the human rights requirements for the Project and to explain the standards (eg Equator Principles) this HRIA is measuring the Project against.

In general, international human rights treaties do not impose direct legal obligations on business enterprises. It is the duty of States to translate their international human rights law obligations into domestic law and to enforce those laws. States include various protections against human rights abuse by business in their laws and constitutions, including labour laws, non-discrimination laws, health and safety laws, environmental laws and similar⁸.

However, national laws may not address all internationally recognised human rights. They may be weak, they may not apply to all people, and they may not be enforced by governments and the courts. The United Nations Guiding Principles on Business and Human Rights (UNGPs) make clear that where national laws fall below the standard of internationally recognised human rights, companies should respect the higher standard; and where national laws conflict with those standards, companies should seek ways to still honour the principles of those standards within the bounds of national law.

Internationally recognised human rights are, therefore, relevant for business beyond mere compliance with the law. The actions of business enterprises can affect people's enjoyment of their human rights either positively or negatively. Enterprises can infringe human rights where they are not paying sufficient attention to this risk. The purpose of this HRIA is to analyse the project's actual and potential human rights impacts to avoid this scenario.

The international human rights standards that the Project must comply with are discussed in the next section. Taiwan operates under civil law, with the Labor Standards Act (LSA) being the primary legislation governing employment terms and conditions. The LSA, which covers nearly all occupations and industries (with a few exclusions), applies to the vast majority of workers. Occupations not covered by the LSA, such as civil servants and medical staff working for state-run agencies, are governed by other statutes. Relevant Taiwanese human rights laws and ratifications of international human rights treaties are outlined in Appendix A.

2.2 International Standards

2.2.1 Equator Principles IV

EP IV specifies that human rights should be assessed by the Project as part of the environmental impact assessment or other documentation and should refer to the UNGPs, particularly paragraphs 17-21. These are outlined in more detail in section 2.2.2 below.

2.2.2 United Nations Guiding Principles on Business and Human Rights

The UNGPs require project companies to respect human rights through a process of human rights due diligence, which identifies, prevents, mitigates and accounts for how they address

⁸ The UN Guiding Principles on Business and Human Rights: <https://www.ungpreporting.org/resources/the-ungps/>, accessed 15 July 2024.

human rights impacts with which they are involved. Human rights impact assessment is a key component of human rights due diligence.

The UNGPs state that when a business is assessing its human rights impacts it should⁹:

- Draw on internal and/or independent human rights expertise
- Undertake meaningful consultation with potentially affected rights-holders and other relevant parties
- Be gender-sensitive and pay particular attention to any human rights impacts on individuals from groups that may be at heightened risk of vulnerability or marginalisation
- Assess impacts from the perspective of risk to people rather than risk to business
- Repeat its risk and impact identification and assessment at regular intervals (ie before entering into a new activity, prior to significant decisions about changes in activities, and periodically throughout the project-cycle)

According to the UNGPs, the minimum reference point for 'internationally recognised human rights' is made up of the International Bill of Human Rights and the eight core conventions of the International Labour Organisation (ILO) (those relating to freedom of association and the right to collective bargaining; the elimination of compulsory labour; the abolition of child labour; and the elimination of discrimination in respect of employment and occupation). In addition, the UNGPs state that depending on circumstances, the project company may need to consider further standards. For example, the project company should respect the human rights of individuals belonging to specific groups or populations that require particular attention, where they may have adverse human rights impacts on them. Several UN core human rights treaties have elaborated further on the rights of indigenous peoples; women; national or ethnic, religious and linguistic minorities; children; persons with disabilities; and migrant workers and their families. These treaties are discussed further below in section 2.2.5.

Ørsted's Global Human Rights Policy commits Ørsted to respect internationally recognised human rights under all circumstances, including where State laws to protect human rights are absent, weak or unenforced. The remainder of this section discusses the meaning of human rights in the international context and the international requirements placed on the Project regarding human rights and this HRIA.

2.2.3 International Bill of Human Rights

The International Bill of Human Rights, which underscores all 30+ human rights and fundamental freedoms, is comprised of several international covenants and declarations. The term 'human rights' refers to all of the rights listed in this Bill and some are more applicable to the Project than others. The 'International Bill of Human Rights' is the informal name given to the UN main provisions on human rights and is comprised of the following:

- Universal Declaration of Human Rights (UDHR)
- International Covenant on Economic, Social and Cultural Rights (ICESR)
- International Covenant on Civil and Political Rights (ICCPR)
- Optional Protocol to the International Covenant on Civil and Political Rights
- Second Optional Protocol to the International Covenant on Civil and Political Rights (focussed on the abolition of the death penalty)

⁹ As highlighted in HRIA guidance and toolbox, Danish Institute for Human Rights, 2020

The UDHR contains 30 articles setting forth the human rights and fundamental freedoms to which all people are entitled without discrimination, all over the world. The first article sets out the declaration's philosophy, as follows:

'All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood.'

The second article sets out the principle of equality and non-discrimination as regards the enjoyment of human rights. Article three is a pre-requisite for enjoyment of other rights; it proclaims the right to life, liberty and security and introduces articles four to 21 which set out other civil and political rights such as freedom from slavery and the right to own property. Article 22 introduces articles 23 to 27 which identify economic, social and cultural rights such as the right to work, rest and leisure. The final articles, 28-30, recognise that everyone is entitled to social and international order in which their other human rights may be realised.

The ICESR and ICCPR provide for many of the same human rights as the UDHR, with a few key additions, including regarding the rights of minorities.

2.2.4 Five core labour standards and other key conventions of the ILO

The ILO has 10 core labour conventions which cover five core principles (the right to collective bargaining (ILO conventions 87 and 98), elimination of forced or compulsory labour (ILO conventions 29 and 105), elimination of child labour (ILO conventions 138 and 182), non-discrimination and respect in employment (ILO conventions 100 and 111)) and safety and health at work (ILO conventions 155 and 187). These conventions are referenced as minimum requirements in IFC PS2 and because they relate to five specific principles, they are sometimes referred to as the five core labour standards, or fundamental principles. The conventions comprising the five core labour standards are:

- ILO Convention 87 on Freedom of Association and Protection of the Right to Organise
- ILO Convention 98 on the Right to Organize and Collective Bargaining
- ILO Convention 29 on Forced Labour
- ILO Convention 105 on the Abolition of Forced Labour
- ILO Convention 138 on Minimum Age (of Employment)
- ILO Convention 182 on the Worst Forms of Child Labour
- ILO Convention 100 on Equal Remuneration
- ILO Convention 111 on Discrimination (Employment and Occupation)
- ILO Convention 155 on Occupational Safety and Health Convention
- ILO Convention 187 on Promotional Framework for Occupational Safety and Health

The ILO Declaration on Fundamental Principles and Rights at Work, adopted in 1998 and amended in 2022, makes it clear that these rights are universal, and that they apply to all people in all States - regardless of the level of economic development and regardless whether or not the States have ratified the applicable conventions. It particularly mentions groups with special needs, including the unemployed and migrant workers.

2.2.5 Other core UN human rights treaties

In addition to the International Bill of Human Rights, there are a further set of human rights treaties which may be of relevance according to the UNGPs. For example, in certain circumstances where project companies are identified to have human rights impacts on individuals belonging to specific groups or populations, the project company should respect the

human rights of those individuals and groups. UN instruments have elaborated further on the rights of indigenous peoples; women; national or ethnic, religious and linguistic minorities; children; persons with disabilities; and migrant workers and their families. The specific conventions are:

- Convention on Indigenous and Tribal Peoples
- Convention on the Elimination of All Forms of Discrimination against Women
- International Convention on the Elimination of All Forms of Racial Discrimination
- Convention on the Rights of the Child
- Convention on the Rights of Persons with Disabilities
- International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families

The most relevant of these for the Project are the convention on the elimination of discrimination against women and the convention for the protection of migrant workers.

3 Methodology

3.1 Overview

This section details the methodology used for this HRIA, including outlining the data gathering methods, spatial and temporal scope and process for assigning severity to potential and actual human rights impacts.

According to the Guide to Human Rights Impact Assessment and Management¹⁰, the scope of a human rights risks and impact assessment should consider, at a minimum:

- The key human rights risks associated with the country of operation
- The human rights risks of key business relationships, including associated facilities and third-party organisations
- The human rights risks and impacts relating to the business activity itself
- The range of stakeholders (potential and actual) who are directly or indirectly affected by the business activity
- The nature and level of the risks and impacts, at different key stages of the project's lifecycle

The approach described below has been developed to meet the scope outlined above.

3.2 Data gathering methods

3.2.1 Primary data

Across Ørsted's offshore wind farm projects, or the Precinct, a range of primary and secondary data has been collected to inform the assessment, management and ongoing monitoring of potential human rights impacts across a number of years. With this in mind, the data used to develop the HRIA for Greater Changhua 2 seeks to:

- Build on the knowledge and experience from across the Precinct over the last four years
- Use primary data from duty-bearers and rights-holders to support insights and assessments, without risking consultation fatigue and good will from stakeholder who have already participated in recent consultation for the Precinct on the same topics
- Collect data which seeks to validate and confirm Human Rights Impacts risks and impacts from the Precinct to date; and validate any foreseen, new or additional risks as a result of this Project (eg cumulative impacts).

The data sources and collection methods are detailed in Table 3.1 below, with further elaboration in section 4.

¹⁰ Guide to Human Rights Impact Assessment and Management, World Bank Group. - United States of America., 2023

Table 3.1: Primary data collection summary

Tool	Respondents and the selection process	Date(s)	Data source
Self-assessment questionnaires	Project Company's internal managers in key topic areas. Findings from Greater Changhua 1's FGDs referenced as relevant for contextual/comparative purposes	October 2023 and February 2024	Greater Changhua 4
	Key contractors and suppliers for key project worker topics	August 2024	Greater Changhua 2
Key informant interviews (KIIs)	Identification of the main rights-holders and workers, including community representatives, representative of fisher folk groups, government officials and other community leaders. Findings from Greater Changhua 1's FGDs referenced as relevant for contextual/comparative purposes	December 2023 to January 2024	Greater Changhua 4
	None conducted due to recency and relevancy of Greater Changhua 4's KIIs.	-	Greater Changhua 2
Focus group discussions (FGDs)	Identification of the main rights-holders and workers, including coastal and offshore vessel crew members and vessel owners, women in local communities. Findings from Greater Changhua 1's FGDs referenced as relevant for contextual/comparative purposes	December 2023 to January 2024	Greater Changhua 4
	None conducted due to recency and relevancy of Greater Changhua 4's FGDs.	-	Greater Changhua 2

Each data gathering method for the Precinct is bespoke for each projects' status and considers the need to engage directly with duty-bearers¹¹ and rights-holders¹² as endorsed by the Danish Institute for Human Rights' Human Rights Impact Assessment Guidance and Toolbox (2020)¹³.

Most primary baseline data used in this HRIA has been extracted from:

- Self-assessment questionnaires (SAQs), focus group discussions (FGDs) and key informant interviews (KIIs) conducted for Greater Changhua 4 between December 2023 to January 2024 due to recency and relevancy of the data
- Additional SAQs to be conducted for Greater Changhua 2 between August to October 2024 to support assessment relating to project workers

The Greater Changhua 1 and more specifically, Greater Changhua 4, developments are nearly identical in physical scope and impacts with the Project. This is whereby:

- For offshore WTG location - These developments have comparable offshore WTG locations (ie adjacent to each other at a distance of 48km off the coast) with the Project,
- For the nearshore components - The affected fishery right zone and its impact by the (nearshore portion of) export cable alignment is identical whereby all of the Precinct's export cables run through the Changhua Northern Common Corridor with the same cable landing point.
- For onshore components – The Project's Phase 2b shares the same OnSS as Greater Changhua 4, and Project's Phase 2a's OnSS is adjacent to Greater Changhua 1's OnSS.

Furthermore, it should be noted that there is limited or no significant change in the number of CFA members with registered fishing vessels from 2020 to 2024. Taking into consideration with a considerable known number¹⁴ of wind farms proceeding in the concession area off the coast of Changhua County, there is risk of lack of coordination in research and engagement, over-consultation, and consultation fatigue. This could add negative community perceptions and impacts for all offshore windfarm developments in the area. As such, building on previous research from Greater Changhua 1 and Greater Changhua 4, avoiding duplication, but responsively picking up key changes over time is the Project's current strategy.

The KIIs and FGDs ierecently carried out between December 2023 to January 2024 for Greater Changhua 4 is suitably representative and relevant with the socio-economic surveys (ie household surveys, KIIs and FGDs) conducted for Greater Changhua 1. To facilitate the participation of women in these KIIs and FGDs for Greater Changhua 4, the following steps were undertaken:

- A separate key informant interview with a female representative of affected communities, to help understand women's views and potential impacts

¹¹ Duty-bearers are those actors who have a particular obligation or responsibility to respect, promote and realise human rights and to abstain from human rights violations.

¹² Rights-holders are those individuals or social groups that have particular entitlements in relation to duty-bearers.

¹³ The Danish Institute for Human Rights (25 August 2020). [Human rights impact assessment guidance and toolbox](#).

¹⁴ Wind farm developments currently in progress include the Project Phase 2b, Greater Changhua 4, Hai Long No. 2 and No. 3, Changhua Changfang, Changhua Xidao, Taipower Phase 2, Zhongneng, Haixia No. 1, Yunlin offshore wind farms.
Taipower Offshore Wind Farm phase 1, Formosa 1 (Haiyang Zhunan), Formosa 2 (Haineng), the Project Phase 2a and Greater Changhua 1 are completed wind farms off the coast of Changhua.
Wind farm developments planned to begin include Formosa 3 (Haiding 2), Haixia No. 2, Huanyang, Formosa 4 (Haisheng), Fengmiao, Formosa 3 (Haiding 1), Formosa 3 (Haiding 3), Formosa 6 (Haiguang) offshore wind farms.

- A separate focus group discussion with women to give space to hear women's views and designed to fit with their daily routines to facilitate maximum attendance

SAQs were also undertaken for Greater Changhua 4 from the end of 2023 to early 2024 to evaluate potential and actual human rights issues associated with Greater Changhua 4. Each questionnaire was tailored to address specific topics relevant to the respective duty-bearers. The internal key duty-bearers interviewed for Greater Changhua 4 and Greater Changhua 2 are to be the same (ie internal Ørsted staff) and thus the SAQs for Greater Changhua 4 are considered to be recent and holds relevancy for Greater Changhua 2. However, Greater Changhua 4's primary data was collected during its developmental phase. Yet, the Project's Phase 2a is already in operational phase, with Phase 2b underway to construction. Thus, additional SAQs had been conducted in August 2024 to cover duty-bearers of project workers (including both construction, operation and supply chain workers).

All the information described above and as summarised in Table 4.1 has been incorporated into Section 6 and 7. Details of each primary data respondent is elaborated in Section 4.

3.2.2 Secondary data

A review of documents, including those from Ørsted and publicly available sources, has been carried out to help understand contextual and Project-specific human rights issues. The main documents and resources reviewed are listed below.

- US Department of State Report on Taiwan, 2022
- National Statistics, Republic of China (Taiwan)¹⁵
- Statistical Yearbook of Interior, Ministry of Interior (Taiwan)¹⁶
- Organisation for Economic Co-operation and Development (OECD) Social Institutions and Gender Index (SIGI) index for Taiwan
- Taiwan 2023 Human Rights Report, American Institute in Taiwan
- 'Human rights at sea baseline study - On the awareness and application of human rights in Taiwan's fishing industry', Human Rights at Sea, 2019
- CIA World Factbook – Taiwan, dated 7 August 2024
- Council of Indigenous Peoples, Taiwan¹⁷
- International Work Group for Indigenous Affairs (IWGIA) for Taiwan, 2022
- Guidance Note on Implementation of Human Rights Assessments under the Equator Principles, September 2020
- Ørsted Taiwan Employee Handbook ('Employee Handbook') dated March 2023
- Ørsted Taiwan Work Rules ('Work Rules') approved by the Ministry of Labour on May 2018
- Ørsted Code of Conduct (COC) for Business Partner, dated October 2022
- Ørsted Good Business Conduct Policy, October 2019
- Ørsted Human Rights Policy, dated August 2023
- Ørsted Global Diversity & Inclusion Policy, approved by Board 14 December 2018
- Ørsted Global Bullying, Discrimination and Harassment Policy, dated 22 March 2022
- Ørsted Global Policy for Quality, Health, Safety and Environment, dated April 2024

¹⁵ National Statistics, R.O.C. Taiwan, [Population Statistics \(stat.gov.tw\)](https://stat.gov.tw)

¹⁶ Ministry of Interior. [Statistical Yearbook of Interior \(moi.gov.tw\)](https://moi.gov.tw)

¹⁷ Council of Indigenous Peoples. [The web site of Council of Indigenous Peoples \(cip.gov.tw\)](https://cip.gov.tw)

- Ørsted Working Hours Policy
- Ørsted Global Security Policy, dated June 2024
- Ørsted 2023 Modern Slavery Act Statement, dated 26 June 2024
- Ørsted Global Labour and Employment Rights Policy, dated February 2024
- Ørsted Stakeholder Engagement Policy, dated May 2022
- Ørsted Just Transition Policy, dated September 2022

3.3 Temporal and spatial scope of assessment

The HRIA considers potential and actual human rights impacts in the construction and installation phase (including compensation and livelihood restoration planning), as well as in the operations phase of the Project.

The human rights area of influence (Aol) of the Project includes:

- Physical components – onshore and offshore areas and Project components (see section 1.4)
 - Onshore components include cable alignment, substation site and the Taichung Port assembly site and are situated in Changhua Binhai Industrial Zone, which is reclaimed land, managed and owned by the government for industrial growth. The onshore components are generally expected to cause limited human rights impact, whereby:
 - Land acquisition – Cable laying is primarily within roads or road alignment, while the substation is constructed on government owned land (ie leased)
 - Land use/livelihood – As the onshore components are located within (terrestrial) reclaimed industrial areas, the local communities do not utilise these areas for livelihood.
 - Community health and safety – The works associated with these onshore elements are considered typical construction activities for (relatively) minor construction works. These would/could be well-managed with typical construction site management measures. The location of these elements (ie within an industrial area) also implies that these activities are not in close proximity to community/residential areas in general.
 - However, it is recognised that the provisions of security (by the Project or associated contractor) at these onshore sites do still need to be appropriately managed to avoid human rights risks. This is further elaborated within section 6.2.6.
 - For offshore components, additional exclusion zones are also considered part of the Aol. See section 1.6 on how fishing will be affected during the construction and O&M of the wind farm, based on the FCAs (for Phase 2a and Phase 2b of the Project) with CFA.
- Affected fishers communities – includes villages/townships where affected fishers, their workers and households conduct fishing activity, as well as specific fishing ports with associated fish sector value chain workers. As such, these areas include:
 - Fishers located in general Changhua County, primarily consisting of fishers who are members of Changhua Fishermen Association (CFA). This is whereby the CFA have administrative oversight and access to the exclusive fishing rights zone along the coastline of Changhua.

- Fishers, workers and their associated household members (who participate/support in fishery business/activities), whose fishing operations are based out of the following coastal townships¹⁸:
 - Lukang Township (鹿港鎮) (with Lunweiwan fishing harbour 崙尾灣漁港)
 - Xianxi Township (線西鄉) (with Wenzi fishing harbour 塭子漁港)
 - Fangyuan Township (芳苑鄉) (with Wanggong fishing harbour 王功漁港)
- Besides holding all of the fishing ports (ie home ports of fishing vessels), the above townships are also where the physical ‘onshore footprint’ (ie landing point, onshore substation, and onshore cables) are located.
- Supply chain/supplier companies, including their workforces and communities in which they operate

3.4 Assigning severity

In accordance with the UNGPs, Principle 14, human rights impacts have been assessed according to their severity which is determined by considering the scale, scope and irremediability of the impact.

Identifying severity helps to define the priority in which human rights impacts and risks should be addressed. The key difference between severity and significance – the concept used in social impact assessment – is that severity does not consider probability, rather it focuses on the potential severity of the consequences of the impact on human rights. This HRIA addresses all human rights impacts, both actual¹⁹ and potential²⁰. Actual impacts must be remedied as a matter of urgency and potential impacts must be mitigated.

According to the UNGPs:

- All human rights impacts need to be addressed
- Where it is not possible to address all impacts simultaneously, the impacts should be addressed in order of their severity
- Severity is determined by the scope (number of people affected), scale (seriousness of the impact) and irremediability (any limits to restore the individual impacted to at least the same as, or equivalent to, her or his situation before the adverse impact occurred)

While it is not necessary for an impact to have more than one of these characteristics to be considered ‘severe’, it is often the case that the greater the scale or the scope of an impact, the less it is ‘remediable’.

¹⁸ It is recognised that there are other coastal townships within Changhua country. As mentioned above, in terms of the Project’s physical ‘onshore footprint’, these are limited to the three (3) townships listed. From the aspect of community and economic/livelihood impacts, these are not scoped/based geographically but rather covered through assessment of the affected fisher group(s). These are assessed as pertaining to fishers within the CFA (ie the primary fishers operating within/along Changhua) and the home ports of fishing vessels (ie within the above identified townships). Hence, the location of the physical residences of these fisher households (ie which could be located in other coastal townships or even inland and/or in Changhua city) is not considered a material/relevant aspect for assessment associated with economic/livelihood aspects.

¹⁹ “Actual” impacts, as referenced in the UNGPs, are those impacts that have already occurred. These can relate to impacts that occur as a result of a Project or, as will be most applicable to the current phase of the Project, impacts that are pre-existing as a result of the current human rights climate in the area of impact.

²⁰ “Potential” impacts are those that have some likelihood of occurring in the future.

Table 3.2 shows the parameters used for evaluating the severity of human rights impacts in this HRIA.

Table 3.2: Parameters for evaluating actual and potential impact severity

Parameter	Description	Score
Severity:		
Scale	Life- or long-term health threatening	A
	Non-life or health threatening, but tangible infringement of access to basic life necessities or freedoms including education, livelihood, etc.	B
	All other impacts	C
Scope	Estimated approximately >50% of identifiable group (most)	A
	Estimated approximately 11-50% of identifiable group (less than half)	B
	Estimated approximately <10% of identifiable group (a few)	C
Irremediability	High – complex technical requirements, little acceptance of remediation by the identified group, low capacity of implementation partner, no viable replacement for loss caused by impacts	A
	Moderate – simpler technical requirements, acceptance by the identified group of remediation, implementation partner can deliver remediation with some capacity development	B
	Low – simple technical requirement, acceptance by the identified group, implementation partner has capacity to deliver remediation measures	C
Vulnerability of Affected People:		
Very limited capacity to absorb change		High
Limited capacity to absorb change		Medium
Some capacity to absorb change		Low

Source: Danish Institute of Human Rights and Community Insights Group, based on UN Guiding Principles

Impacts will be scored between A-C for scale, scope and irremediability as identified in Table 3.2 above. An impact that scores mostly A for scale, scope and irremediability which affects individuals or groups with a high level of vulnerability will be given an overall severity assessment score of 5, for 'high severity', as shown in Table 3.3 below. Impacts scoring mostly C for scale, scope and irremediability affecting individuals or groups which are not vulnerable will receive a severity score of 1, for 'not severe'. Professional judgement is also used when considering and determining overall assessment ratings.

Table 3.3: Overall impact severity classification criteria

		Scale, Scope and Irremediability		
		Mostly A	Mostly B	Mostly C
Vulnerability	High	5 (priority)	4 (priority)	3
	Medium	4 (priority)	3	2
	Low	3	2	1 (least severe)

3.5 Assign priority

Where it is challenging to address all identified human rights impacts at once, the most severe and imminent impacts must be prioritised and addressed first. Based on the Guide to Human Rights Impact Assessment and Management, the definition of "priority" refers to those that are both actual and severe, which offers a comprehensive and practical tool for companies to assess and manage the human rights risks and impacts of their business activities. Therefore,

we have assigned the highest priority to those impacts which are actual and most severe, and a lower priority to those actions designed to address potential and less severe impacts.

3.6 Uncertainty and limitations

Primary data (where referenced from Greater Changhua 1, Greater Changhua 4 or Greater Changhua 2), including stakeholder engagement activities or KIIs and surveys of local communities, have been provided as samples of the wider population, and can at most represent inferences of the wider affected communities or areas. The additional FGDs undertaken during Greater Changhua 4 range from a minimum of 10 participants to a maximum of 35. Most FGD participants were selected or introduced through the CFA, either being CFA members or those who engage in CFA community activities. Thus, it should be noted that results or inferences to the additional FGD may be limited in its representation of the wider affected communities.

Assessment of impacts to the Project's construction, O&M or supply chain workers are based on SAQs completed by Ørsted's contractors or suppliers, as well as some reference from previous worker survey from Greater Changhua 1 and SAQs of Ørsted's internal staff conducted for Greater Changhua 4. SAQs are acknowledged to have potential response bias and depend on the respondent's awareness and honesty towards the questions. Seven (7) additional SAQs undertaken for this Project's HRIA have selected contractors and suppliers of varying risk ratings (ie rated previously during Greater Changhua 4 through Ørsted's Responsible Business Partner Programme's due diligence initiatives) to holistically collate risks and mitigation measures across the Project.

This impact assessment has sought to quantify potential risks and impacts across the Project's lifecycle, as can be predicted at this point in time and with the information available. Notwithstanding this, it is expected that this information and risk may shift and change as the Project progresses, and accordingly, the risk assessment would be revisited on a regular, on-going basis as part of an ongoing management and monitoring programme (as outlined in Section 8).

4 Consultation and participation outcomes

4.1 Overview

According to UNGP 18 the process of identifying human rights impacts should involve meaningful consultation with potentially affected groups and other relevant stakeholders. Businesses and projects should consult with potentially affected stakeholders by consulting them directly, considering language and other potential barriers to effective engagement in a bid to understand their concerns. Where such consultation is impossible, businesses should consider reasonable alternatives, such as consulting credible, independent expert resources, including human rights defenders and others from civil society.

The development of the HRIA should focus on participation of rights-holders, duty-bearers and other human rights stakeholders²¹, to ensure meaningful participation in the impact assessment process. The human-rights based approach emphasises ensuring engagement occurs at times suitable to each stakeholder group, ensuring the level of information shared enables meaningfully informed participation, and empowerment and capacity building of individuals to participate in the impact assessment process.

4.2 Identification of right-holders, duty-bearers and other relevant parties

The key stakeholders identified are the main rights-holders likely to be impacted including fishers, women in affected communities who will be asked to comment from their own and their children's perspectives and Project workers. Duty-bearers are also considered among the key stakeholders and were consulted for the HRIA through self-assessment questionnaires which include persons in key roles with interactions with human rights for Ørsted. Supply chain workers and communities affected by supply chain impacts are also important stakeholders, but they will not be directly consulted or surveyed for the HRIA. Impacts on them will be considered through questionnaires from duty bearers and through the analysis of secondary data.

Table 4.1 shows the key stakeholders identified for the HRIA process, who have been approached as respondents using various survey methods to conduct the assessment. Details of the key stakeholders identified for the HRIA process (encompassing stakeholders from Greater Changhua 1, Greater Changhua 4 and Greater Changhua 2) are elaborated in the proceeding sections.

Table 4.1: HRIA stakeholders

No.	Key stakeholders	Category	Communication method	Most recent date of HRIA communication
1	Coastal vessel crew members	Rights-holders	Focus group discussion	December 2023 to January 2024
2	Offshore vessel crew members	Rights-holders	Focus group discussion	December 2023 to January 2024

²¹ "Other" is considered as indirect right holders of other relevant parties, where those stakeholders may be indirectly affected by the project's activities and/or may provide valuable information related to human rights and the potential impacts of the Project.

No.	Key stakeholders	Category	Communication method	Most recent date of HRIA communication
3	Coastal fisher/vessel owners within CFA	Rights-holders	Focus group discussion	December 2023 to January 2024
4	Offshore fisher/vessel owners within CFA	Rights-holders	Focus group discussion	December 2023 to January 2024
5	All local communities including vulnerable members (eg women)	Rights-holders	Focus group discussion	December 2023 to January 2024
6	Participants in the fishing value chain	Rights-holders	Focus group discussion	December 2023 to January 2024
7	Workers and host communities of supply chain goods and materials	Rights-holders	–	Not directly consulted ²² .
8	Project construction and operation phase workers (to include females and migrant workers if possible)	Rights-holders	–	Not directly consulted ²² .
9	Phase 2b primary construction phase suppliers	Duty-bearer	Self-assessment questionnaire	August 2024 ²²
10	Phase 2b construction phase offshore contractors	Duty-bearer	Self-assessment questionnaire	August 2024 ²²
11	Phase 2a and Phase 2b construction phase onshore contractor	Duty-bearer	Self-assessment questionnaire	August 2024 ²²
12	Phase 2a and Phase 2b primary O&M contractor	Duty-bearer	Self-assessment questionnaire	August 2024 ²²
13	Ørsted's relevant internal staff	Duty-bearer	Self-assessment questionnaire	October 2023 and February 2024
14	Community representatives	Other	Key informant interviews	December 2023 to January 2024
15	Representative of fisher folk groups	Other	Key informant interviews	December 2023 to January 2024
16	Governmental officials	Other	Key informant interviews	December 2023 to January 2024
17	Other relevant community leaders	Other	Key informant interviews	December 2023 to January 2024

Indigenous Peoples are not identified as stakeholders and is scoped out of this HRIA as none of the Indigenous communities within Changhua County overlap with the Project area. As presented within the Livelihood Restoration Plan (LRP), the vulnerable groups identified by survey respondents include:

- Those who are poor in health, are mentally disabled or are living with congenital/acquired disabilities, particularly in the context of conducting fishing activities
- Those who live in poverty (ie the local poverty line is considered to be a monthly income below 14,230 NTD³⁰)
- Single-parent families

²² Our assessment to the Project's supply chain workers, construction and O&M workers will be based upon self-assessment questionnaires completed by Ørsted's main contractors or suppliers, as well as from previous construction phase supplier survey from Project Mercury and SAQs of Ørsted's Procurement Manager and Occupational Health and Safety (OHS) Manager for Project Trinity.

Other potential vulnerable groups identified during the stakeholder engagement activities for the HRIA include:

- Boat crew members (ie deck-hands and family members of vessel owners)
- Vessel owners that are not registered and/or are not CFA members
- Elderly within the Project affected area (ie Xianxi, Lukang and Fangyuan townships)
- Migrant workers
- Illegal workers on fishing boats

Further discussion around these groups are presented in the baseline Section 5 below.

4.3 Primary consultation data inputs

The Project engages stakeholders through different programmes and events. A number of stakeholder engagement activities, public consultation meetings, and public hearings were conducted as part of the national EIA to communicate with local communities during the Project development stage and before entering the construction stage. Topics discussed generally included the Project plan, potential impacts, and mitigation measures. During the consultations, the participants generally commented on their primary concerns related to environmental impacts including potential impacts from offshore works during the construction phase, as well as economic implications for the local fishers.

Following the EIA stakeholder consultation activities, Ørsted has identified and implemented various programmes and initiatives for each stakeholder group. The Project is implementing different programmes for each stakeholder group according to their specific needs. Through stakeholder engagement activities as well as their grievance mechanism, Ørsted has been able to determine and collate the concerns and feedback from the stakeholders relating to environmental and social impacts of the Project. Specific details, events and dates of consultation carried out for the Project to date can be found in Section 5 of the Project's stakeholder engagement plan (SEP), which is a stand-alone document.

4.3.1 Self-assessment questionnaires for duty-bearers

A series of self-assessment questionnaires (SAQs) were designed for Greater Changhua 4's HRIA and this Project's HRIA to investigate potential and actual human rights issues. Key duty-bearers were targeted for response and each questionnaire was designed specifically by topic to be addressed by the duty-bearer in question. Upon SAQs conducted for Ørsted's internal duty-bearers at the beginning of 2024, SAQs were further conducted in August 2024 targeting suppliers and contractors for the construction and O&M phase of the Project.

Ørsted stakeholder SAQs were received in October 2023 and February 2024. Contractors and suppliers SAQs were received in August 2024. Details of the engagements are outlined in Table 3.1 above. Assessment of impacts to the Project's construction, O&M or supply chain workers are based on SAQs completed by Ørsted's contractors or suppliers, as well as some reference from previous worker survey from Greater Changhua 1 and SAQs of Ørsted's internal staff conducted for Greater Changhua 4. The five (5) SAQs undertaken for this Project have selected contractors and suppliers of varying risk ratings (conducted by Ørsted's internal auditing programme) to holistically collate risks and mitigation measures across the Project.

4.3.2 Key informant interviews of other relevant stakeholders

KIIs were conducted with relevant parties of the Precinct. Key Project information from Greater Changhua 4 was disclosed to KII participants via a short Project information leaflet in advance

of key informant interviews so that participants could take part based on accurate and up to date knowledge of Ørsted's Precinct.

The objective of the KIIs were to collect the information from the selected stakeholders, including community representatives, representatives of fisher folk groups, government officials and other community leaders. Greater Changhua 4's KIIs captured insights into any updates from the baseline socio-economic survey results from Greater Changhua 1. A set of interview guidelines were prepared by the Project Company to ensure that all relevant information needed was discussed during the KIIs.

4.3.3 Focus group discussions with rights-holders

The aim of FGDs are to obtain socio-economic information and feedback of rights-holders. As such, Greater Changhua 4's FGDs obtained updated socio-economic information and feedback in January 2024 to compare against Greater Changhua 1's FGDs from November 2020 to January 2021. Relevant groups that were invited for FGDs, as required by IFC PS 5, were PAPs, women groups, and vulnerable groups. Relevant parties during Greater Changhua 4's FGDs included:

- Coastal vessel crew members (ie local workers)
- Offshore vessel crew members (ie local workers)
- Offshore vessel crew members (ie migrant/foreign workers)
- Coastal fisher/vessel owners within CFA
- Offshore fisher/vessel owners within CFA
- Women of impacted coastal townships (eg Lukang Township, Xianxi Township or Fangyuan Township)

Details of the engagements are outlined in Table 3.1 above.

Coastal fishing is defined by Taiwan's Fisheries Agency as fishing being undertaken within 12 nautical miles (nm) from the coast, while offshore fishing is defined as fishing undertaken between 12 to 200 nm, or up until the Taiwanese territorial water borders. Far sea (遠洋) fishing occurs beyond the Taiwanese territorial water borders. As based on secondary data, no far sea vessel owners were identified to be active within the Changhua County area. Therefore, a far sea fisher folk FGD group was not conducted.

Since the interview period coincided with the peak fishing season for mullet (and mullet roe), there were less fisher folk available as most were out at sea. Most FGD participants were selected through the introduction or support from the CFA, whereby they were either CFA members or those who engaging in CFA community activities coinciding with the FGD dates/timings. These include the vessel owners and women's group. Crew vessel members (whether local or migrant) were chosen based on whether their vessel owner did not have work due to fishing gear or equipment repair or due to hiatus in fishing.

A set of FGD guidelines and questionnaires were prepared by the Project Company for each group identified prior to undertaking the FGDs. Questions covered topics relevant to the groups' human rights, their understanding of the Project and its grievance mechanisms, as well as any current or predicted impacts to their community.

The consultation results presented above are incorporated into Section 5.

5 Human rights baseline

5.1 Overview

This section includes the primary data collection (ie SAQs, KII and FGD surveys) collected for this Project as well as secondary data available online. No significant difference was discovered between the Greater Changhua 4's primary data and Greater Changhua 1's socio-economic baseline data. Both data are generally in line with the updated secondary data collected for Greater Changhua 2.

5.2 Population

Changhua County is located in the central region of Taiwan. As of July 2024, Changhua County has a resident population of 1,231,000, with more males than females (624,041 males, 606,959 females)²³. The population density across the County is 1,146.9 persons per km²²⁴. Xianxi Township and Lukang Township are the townships where the Project's offshore cable connects with onshore facilities and they are host ports for local fishing boats. As of June 2024, the populations of Xianxi Township, Lukang Township, and Fangyuan Township are about 16,176, 84,187, and 30,853 respectively. In all three townships, the number of male residents (n. 8,317 in Xianxi Township, n. 42,574 in Lukang Township and n. 16,335 in Fangyuan Township) is higher than female residents (n. 7,859 in Xianxi Township, n. 41,613 in Lukang Township and n. 14,518 in Fangyuan Township)²⁵. As of July 2024, Changhua County has 6,666 indigenous residents. None of these indigenous communities are present in the Project area²⁶.

There are 12,700 fishers registered with the Changhua Fishing Association (CFA) for the whole of Changhua County, with a portion being vessel owners²⁷.

5.3 Economy

According to the Fisheries Annual Statistical Report of 2022 from Fishery Agency²⁸, fishery production was nearly 976,000 tons, with a total output value of 77.9 billion. Of which, exports accounted for 70%, approximately 680,000 tons, yielding an output value of 51.7 billion. Exports to China constituted about 22% of this output, approximately 148,000 tons, contributing an output value of 9 billion. However, General Administration of Customs of the People's Republic of China (中華人民共和國海關總署) set a ban on various food exports into China from Taiwan on 8 December 2022, directly affecting key exporters like the squid, grouper, and larvae industries, leading to an output value loss ratio of nearly 80%²⁹ across Taiwan, noting these

²³ Changhua County Government (August 2024). [Monthly population reports for 2024 \(chcg.gov.tw\)](https://www.chcg.gov.tw/). Retrieved 22 August 2024.

²⁴ National Statistics, R.O.C. Taiwan, [Population Statistics \(stat.gov.tw\)](https://stat.gov.tw/). Retrieved 23 July 2024 from 'Number of Villages, Neighborhoods, Households and Resident Population'

²⁵ Changhua County Health Bureau (data from June 2024), [Changhua County statistics \(chphs.tw\)](https://chphs.tw/), retrieved 22 July 2024

²⁶ National Statistics, R.O.C. Taiwan, [Population Statistics \(stat.gov.tw\)](https://stat.gov.tw/). Retrieved 4 September 2024 from 'Number of Indigenous Peoples'

²⁷ Data from CFA, 2024

²⁸ A governmental agency under Ministry of Agriculture, Executive Yuan, Taiwan

²⁹ Taiwan News (8 December 2022). [China bans fish exports from Taiwan, approves only 1 application](#). Retrieved 15 August 2024.

species are not main fish sources within the Changhua region. It is estimated that the potential impact on an output value could be more than 7 billion in 2023.

Despite the export ban from China in 2022, there was no notable difference reported between the average income found in Greater Changhua 4's KII/FGD surveys (conducted between end of 2023 to 2024) and Greater Changhua 1's socio-economic baseline data (conducted between 2020 to 2021). Based on the KIIs conducted with various community and fisher folk representatives, it is understood that the socio-economic baseline status of the potentially impacted fishery households of the Precinct have not shown strong/clear signs of significant shifts.

Furthermore, this ban is not expected to be linked to or be in the control of the Project or even Taiwan's wind energy sector. The Project Company does not hold obligation/capacity to address these economic impacts (eg international trade or develop market strategy) stemming from the ban. The export ban also only affected the market demand and in turn, the market pricing/value of the fishery products. This does not directly affect the actual productivity (ie fishery catch amount) or operational costs of fishing activities. Therefore, its impacts on fisher's income could be complex and dominated by principles of market economy. However, it is acknowledged that this ban, albeit not in their control, may influence Taiwan fishers' overall vulnerability to windfarm developments.

Taiwan uses a relative poverty line as a proxy to determine low-income households. Households whose income is less than 60% of the median disposable income per capita are considered to be in poverty. The poverty line of Taiwan established by the Department of Social Welfare (DOSW) is at 14,230 NTD³⁰ per month for year 2024 (approximately USD\$585), which translates to an average cost of living per day at US\$19.5³¹. For comparison purposes, the updated global poverty lines prepared by the World Bank in September 2022 is USD\$2.15 per day³².

Generally, the unemployment rate in Taiwan is approximately 3.39% as of June 2024³³ and the percentage of the total population living in the low-income households (ie population living below the poverty line) in 2022 was low, at 1.25% (n. 288,703)³⁴.

The incomes from the townships, as shared by various KIIs, are well above the stated national poverty line for 2024, however, the economic situation of the fishers may still be challenged by the depletion of fishery resources, labour shortages and long-term low fish prices.

The KII with a representative of fisher folk group during Greater Changhua 4 revealed that local workers on board fishing vessels (eg captains and crew members) receive fixed, basic contracted salary plus dividends, or 'fishing bonuses'³⁵. The KII with a governmental official

³⁰ Minimum living expenses and real estate limits for each municipality and county (city), [113-income-limit.pdf \(gov.taipei\)](#), retrieved 22 July 2024

³¹ Calculated based on a 30 days per month

³² [March 2024 global poverty update from the World Bank: first estimates of global poverty until 2022 from survey data](#) (26 March 2024), retrieved 22 July 2024

³³ Unemployment Rate (2024), National Statistics (most recent published), [National Statistics, Republic of China \(Taiwan\)-Unemployment Rate](#), retrieved on 22 July 2024

³⁴ Statistical Yearbook of the Republic of China 2022 (September 2023), [yearbook2022.pdf \(dgbas.gov.tw\)](#), retrieved 22 July 2024

³⁵ Fishing bonus is the money earned by the boat and workers based on their catch. The fishing bonus works out as a percentage of the gross profit (ie deducting a 10% management fee, any direct and indirect costs of the voyage, and depreciation from the total selling price of the catch).

during Greater Changhua 4 further elaborated that the agency stipulates these fishing bonuses are to be dispersed under the following two methods:

1. Borrowing in advance under contract: This contract is based upon a system of workers borrowing a lump sum money in advance to support their families while away at sea. The 'loan' is then subsequently deducted from the worker's fishing bonus
2. Guaranteed benefits (安家費): This fee is a set allowance paid monthly by the fishing company in the form of a salary to the workers' family. This fee varies depending on tonnage of the fishing vessel and the position of the worker.

According to Greater Changhua 4's FGD with local vessel workers, the participants mentioned their fishing bonuses fluctuate with the revenue from the vessels. They cited instances of receiving lower incentives due to decreased fish catches and lower fish prices. Migrant workers receive fixed, basic contracted salary; however, they do not receive fishing bonuses. Further details of migrant workers' economic, labour and livelihood baselines are presented in Section 5.11.

The contractual base salary varies based on the fishing vessels tonnage and the crew members' position. Additional allowances are provided during the sea-going periods. When comparing the current general fishery company salary standards and addition of annual fishing bonuses to the poverty line, vessel workers in Changhua County are not considered to be living in poverty.

5.4 Workers' rights

The Project's main contractors/suppliers for both Phase 2a (ie O&M phase) and Phase 2b (ie construction phase) have been appointed by Ørsted. These include onshore substation's EPC contractor, wind turbine generators (WTG), foundation, cable suppliers, maintenance and service contractors for different components and more. Contractors/suppliers for Phase 2b's O&M phase are still undergoing the selection and discussion process, however it is expected that the human rights profile will broadly be similar across suppliers. Further information on migrant workers is provided at the end of this subsection.

Ørsted conducts due diligence initiatives with selected suppliers via desktop assessment or onsite engagement through the Responsible Business Partner Programme (RPP). A SAQ from Ørsted's internal staff listed materialised workers' human rights risks and improvement areas with suppliers from the Precinct as identified through the RPP due diligence initiatives. egAny improvements and or mitigation measures undertaken are also discussed in Section 6.2.1.

Workers with disabilities

According to the law established by Workforce Development Agency, Ministry of Labour, at least 3% and 1% of the workforce in the public and private sectors, respectively, should be persons with disabilities³⁶. In 2021, 4.2% of the public sector workforce consisted of persons with disabilities, however, the private sector continued to fall short of the mandated target as it had in previous years³⁷. Private companies with workforce of more than 67 employees failing to meet the target percentage face the potential to be liable for small fines. Government

³⁶ People with Disabilities Rights Protection Act (20 January 2021), [People with Disabilities Rights Protection Act - Laws & Regulations Database of The Republic of China \(Taiwan\) \(moj.gov.tw\)](#), accessed 22 July 2024

³⁷ 2022 Country Reports on Human Rights Practices: Taiwan (20 March 2023). [Taiwan - United States Department of State \(www.state.gov\)](#), retrieved 22 July 2024

employees of a public company with workforce of more than 34 employees may also face small fines if failing to meet the target percentage³⁶.

Migrant workers

Several topics related to migrant workers are covered within Ørsted's supplier due diligence activities as well as the SAQ conducted in February 2024. The topics covered included:

- Whether there was unequal treatment of migrant workers as the other workers (eg in terms of wages, working hours, accommodation, benefits, disciplinary actions, terms and conditions)
- Whether there were instances of withholding of passports or other documents necessary for travel
- Whether workers' right to change employment was respected
- Whether or not migrant workers were subject to discrimination/harassment and whether they have equal ability to raise concerns/ grievances
- Whether or not migrant workers were allowed to join unions and be part of collective bargaining agreements
- Whether or not dormitories were used for housing migrant workers and what standards they live up to.
- Whether or not the supplier has a procedure for ensuring the recruitment and placement of workers are aligned with international standards, fair & ethical recruitment.

The SAQ findings noted there were previous non-compliances on working overtime, this could potentially be a recurring issue. Another instance noted a requirement of employer to provide a letter to change employment. Ørsted does have in place code of conducts and continues to undertake audits and due diligence upon their business partners and contracted workers or suppliers. The mitigation measures in relation to these instances are discussed in Section 6.2.1.

5.5 Gender and gender-based violence

As Taiwan is not a member State of the United Nations (UN), it is not featured in indices such as the gender inequality index (GII), produced annually by the UN. The GII measures gender inequalities in three important aspects of human development – reproductive health; empowerment; and economic status³⁸. In 2021, Taiwan measured itself using the same criteria and found that it would be ranked 7th in the world on the GII if it were included³⁹, with the number one ranking indicating the least amount of gender disparity in the country. Data is shown in Table 5.1 below. The Domestic Violence Prevention Act was promulgated in 1998, (and since updated in December 2023), stating that domestic violence is illegal and sets out steps to protect survivors⁴⁰. President Tsai Ing-wen became Taiwan's first female president in 2016 and was successfully re-elected in 2020. She has since stepped down in 2024 after two presidential terms.

³⁸ Reproductive health is measured by maternal mortality ratio and adolescent birth rates; empowerment is measured by proportion of parliamentary seats occupied by females and proportion of adult females and males aged 25 years and older with at least some secondary education; and economic status is measured by labour force participation rate of female and male populations aged 15 years and older. The higher the GII value (up to 1), the more disparities between females and males and the more loss to human development.

³⁹ Gender Equality Committee of the Executive Yuan (28 September 2022). [Gender Inequality Index, GII \(ey.gov.tw\)](https://ey.gov.tw), retrieved 22 July 2024

⁴⁰ Domestic Violence Prevention Act (6 December 2023), [Domestic Violence Prevention Act - Laws & Regulations Database of The Republic of China \(Taiwan\) \(moj.gov.tw\)](https://www.moj.gov.tw) accessed 22 July 2024

Table 5.1: Gender inequality index data for Taiwan

Dimension	Indicator	Data year	Value
Reproductive health	Maternal mortality ratio (deaths per 100,000 live births)	2017	10.0
	Adolescent birth rate (births per 1,000 women aged 15–19)(%)	2021	3.4
Empowerment	Share of seats in parliament (%)	2021	Women: 42.0 Men 58.0
	Population with at least some secondary education (aged 25 and older) (%)	2021	Women: 83.7 Men: 91.7
Labour market	Labour force participation rate of persons aged 15 and older (%)	2021	Women: 51.5 Men: 66.9

Source: '2024 Gender at a Glance in R.O.C. (Taiwan)' Department of Gender Equality, Executive Yuan

A separate index developed by Organisation for Economic Co-operation and Development (OECD) in 2009, namely the Social Institutions and Gender Index (SIGI)⁴¹ measures discrimination in social institutions against women and girls across several major areas in lives namely:

- Discrimination in the family
- Restricted physical integrity
- Restricted access to productive and financial resources
- Restricted civil liberties

In 2023, SIGI measured and ranked 179 countries, where Taiwan is placed ninth globally⁴², with the number one ranking indicating the least amount of discrimination in the country. Figure 6.1 illustrates SIGI score of Taiwan against the world, OECD countries and Asia, which reveals that the discrimination against women and girls are significantly lower in comparison, even on a global scale.

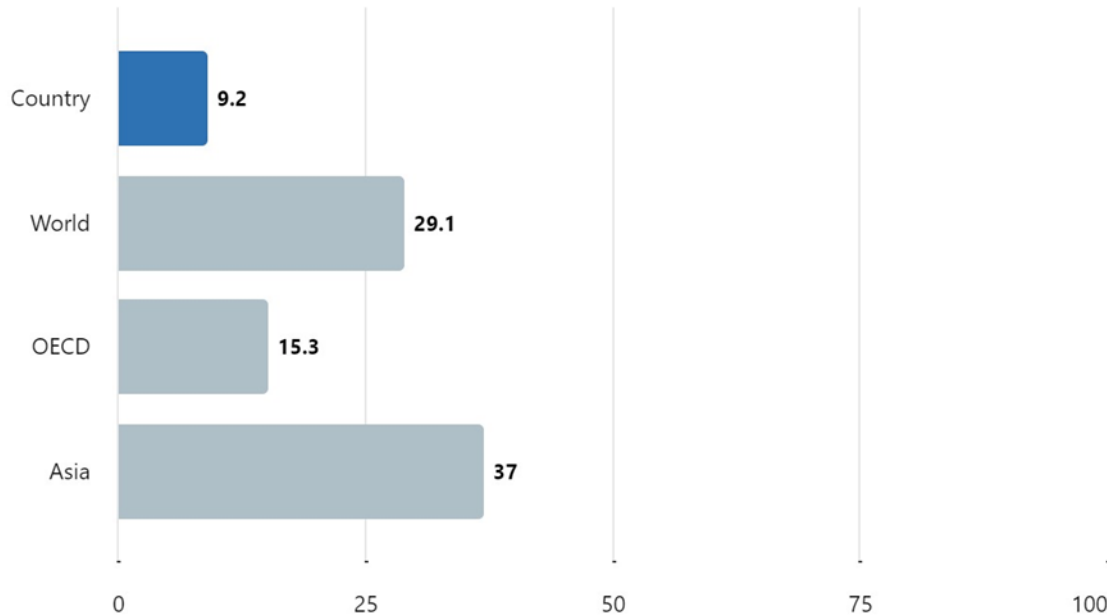
⁴¹ Organisation for Economic Co-operation and Development (OECD), [Social Institutions and Gender Index \(SIGI\)](#) (oecd.org), retrieved 22 July 2024

⁴² OECD (2023), SIGI 2023 Global Report: Gender Equality in Times of Crisis, Social Institutions and Gender Index, [SIGI 2023 Global Report](#) (oecd-ilibrary.org), retrieved 22 July 2024

Figure 5.1: 2023 social institutions and gender index for Taiwan

Social Institutions and Gender Index

0 = no discrimination; 100 = absolute discrimination



Source: OECD social institutions and gender index, 2023

Despite this, Taiwanese women experience high rates of domestic violence⁴³, with numbers of cases rising⁴⁴. According to the US State Report, many sexual assault cases go unreported by survivors due to social pressure to not to disgrace their families. The total number of sexual assaults is estimated to be seven to 10 times higher than is reported³⁷.

Taiwan is a member of Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) since 2007 and has been conducting regular reviews every four years. In the latest review in December 2022⁴⁵, the report findings include:

- 28 laws and regulations are still to be revised in order to be compliant with CEDAW
- A comprehensive anti-discrimination legislation including gender equality is currently underway
- Recommended the government to amend the Act of Gender Equality in Employment to include a proper independent mechanism for filing complaints concerning sexual harassment
- Recommended the Government to incorporate ILO Convention No. 189 on Domestic Workers into domestic law to provide robust legal protection for domestic workers
- Recommended the Government to adopt comprehensive and coordinated policies to identify and combat the root causes and different forms of violence as well as develop measures to prevent all forms of violence, including domestic violence against women

⁴³ Including physical violence, emotional abuse, intimidation, coercion, threats and isolation

⁴⁴ [Domestic violence cases up: national report - Taipei Times](#), retrieved 2 November 2023

⁴⁵ [Review of the Taiwan's Fourth Report on the Implementation of CEDAW – Conclusions and Recommendations of the International Review Committee](#) (1 December 2022), retrieved 22 July 2024

The wind energy industry remains largely male-dominated. Women represent 21% of global wind energy workforce. For the Asia-Pacific region, women represent 15% of the wind energy sector. Some main barriers to female entry, retention and advance in the wind energy sector include perception of gender roles, cultural and social norms, glass ceiling⁴⁶, and lack of fairness and transparency in internal policies. However, perceived wage inequalities are lower in the wind energy sector (40%) compared to the overall economy (68%)⁴⁷.

Men in Taiwan's fishing households are typically responsible for fishing at sea, while women participate in household chores or support in selling of fishery produce. Children and the elderly play a role in helping to replenish and repair fishing nets. There are prescribed gender roles in relation to decision making in Aol community households. During Greater Changhua 4's FGD with vessel workers, it was estimated by participants that men were 50% responsible for expenditure decisions, 70% responsible for care of dependants and 80% responsible for earnings within the households. The same questions posed during Greater Changhua 4's FGD with women derived figures of 32% women responsibility for expenditure decisions, 65% responsibility for care of dependants and 25% responsibility among female household members for earnings within household. The FGD surveys with men and women within fisher households show that there are some differences in perceptions of gender roles in relation to earnings.

According to the Taiwan Association for Human Rights, the landscape for gender equality is improving in Taiwan, including legislation provisions and the associated implementation of the Gender Equality in Employment Act, Gender Equity Education Act, Sexual Harassment Prevention Act, and Domestic Violence Prevention Act.

5.6 Water and sanitation

By the end of 2022, ninety-four percent of Taiwan's population has access to safe drinking water via the public supply system. Usage of public supply water is generally in rural areas where people may use private wells and incentive to connect to the paid-for public water supply system is low^{48,49}.

Traditionally, water has been cheap for consumers in Taiwan and as a result, consumption has been high. In an attempt to stem demand in the face of water scarcity which can impact businesses, prices have been increased in 2018 by the State's water utility company, Taiwan Water Corp, but usage remains high⁵⁰. Although the country had experienced its worst drought in 2021 (or within 56 years to 2021), water consumption continued to rise in 2021. The upward trend in water consumption may be attributed to increased hand washing and sanitisation practices during the COVID-19 pandemic⁵¹. No other major drought has occurred since.

No significant difference was discovered between Greater Changhua 4's primary data and Greater Changhua 1's socio-economic baseline data. Greater Changhua 4's FGDs also

⁴⁶ An intangible barrier that prevents marginalised/minority groups from rising beyond certain levels of workforce positions.

⁴⁷ International Renewable Energy Agency (IRENA) (January 2020). Wind Energy: A Gender Perspective. [Wind energy: A gender perspective \(irena.org\)](https://www.irena.org/en/energy/a-gender-perspective). Retrieved 16 August 2024.

⁴⁸ Taiwan Water Corporation (9 August 2023). [TAIWAN WATER CORPORATION-Message from Chairman](#). Retrieved 23 July 2024

⁴⁹ Stantec. [Connecting Rural Taiwan to the Public Drinking Water Supply](#), retrieved 23 July 2024

⁵⁰ Chang, Yen-Ming (28 December 2018). [Price hikes are not the only way to save water](#), Taipei Times. Retrieved 23 July 2024

⁵¹ Huang, Pei-Chung and Kayleigh Madjar (12 March 2021). [Water consumption rises despite record drought: WRA](#). Retrieved 23 July 2024

indicated that most residents including fishing communities in the Changhua area along the coast have access to acceptable quality with regard to water and sanitation.

5.7 Housing and food

As of June 2024, the number of persons per household in Changhua was 3.02⁵², and the floor area per housing unit is 180.3 square metres.

The overall prevalence of undernourishment in Taiwan is measured by the Food Agency Organisation (FAO) at 3.0% from 2020 to 2022, as compared to 4.3% from 2004 to 2006⁵³, however the data for Taiwan is disputed by Taiwanese academics⁵⁴.

Greater Changhua 4's FGDs conducted between December 2023 to January 2024 indicated that residents, including most fishing communities in the Changhua area along the coast, have access to acceptable quality housing and food. Amongst the households interviewed for Greater Changhua 1, on average, 19% of household expenditure goes towards food and daily commodities and 2% is spent on a mortgage. No significant difference was discovered between Greater Changhua 4's primary data and Greater Changhua 1's socio-economic baseline data.

5.8 Health and education

The healthcare system in Taiwan is based on a compulsory social insurance plan and a centralised system disburses healthcare funds. It is designed to provide equal access to healthcare for all citizens and reduce health disparities. In general, there is good accessibility to healthcare, comprehensive population coverage as well as short waiting times and low costs. However, quality of care can vary⁵⁵. Taiwan Ministry of Health and Welfare annual reports for 2023 revealed that there were 33.4 physicians and 73.0 hospital beds per 10,000 of Taiwan's population (equating to 3.3 physicians and 7.3 hospital beds per 1,000 population)⁵⁶. For Changhua County, there were 2.7 physicians and 6.5 hospital beds per 1,000 of Changhua County's population. In 2023, the mean age in Taiwan was 74.96 years, with females generally having a higher mean age than their male counterparts (females 78.22; males 72.59). The crude birth rate is very low at 5.81% in 2023⁵⁷, with similar rate as Republic of Korea (5.56%) and slightly lower than Japan (6.6%)⁵⁸. Taiwan's crude death rate stood at 8.80% in 2023⁵⁷, which is similar to other developed nations such as Republic of Korea. Like other developed countries, key health issues include heart disease, cancers and diabetes⁵⁹.

⁵² National Statistics, R.O.C. Taiwan, [Population Statistics \(stat.gov.tw\)](https://stat.gov.tw). Retrieved 23 July 2024 from 'Number of Villages, Neighborhoods, Households and Resident Population'

⁵³ FAO, IFAD, UNICEF, WFP and WHO (2023). [The State of Food Security and Nutrition in the World 2023](#). Retrieved 23 July 2024

⁵⁴ Yeh, Chih-Yang et al. (July 2010). [An empirical study of Taiwan's food security index](#). Public Health Nutrition. Retrieved 23 July 2024

⁵⁵ Wu, Tai-Yin, Azeem Majeed and Ken N. Kuo (December 2010). [An overview of the healthcare system in Taiwan](#), London J Prim Care. Retrieved 23 July 2024

⁵⁶ Directorate-General of Budget, Accounting and Statistics (12 January 2023). [National Statistics Report 國情統計通報 \(dgbas.gov.tw\)](#). Retrieved 23 July 2024

⁵⁷ Ministry of Interior (10 July 2024). [List of Statistics 列管統計項目 \(moi.gov.tw\)](#). Retrieved 23 July 2024 from 'Number of Rates of Birth, Death, Marriage and Divorce'

⁵⁸ UN Data. [World Population Prospects: The 2022 Revision - Crude birth rate \(births per 1,000 population\)](#). Retrieved 24 July 2024

⁵⁹ Ministry of Health and Welfare (22 March 2024). [Health and Welfare Statistics \(mohw.gov.tw\)](#) Retrieved 23 July 2024 from 'Number of medical institutions and hospital beds' and 'number of medical practitioners'

As of March 2024, 1,215,021 people in Taiwan were registered with a disability, with mental functions & structures of the nervous system (n. 371,702) and neuromusculo-skeletal and movement related functions and structures (n. 334,121) as the two highest disability types⁶⁰. As of March 2024, Changhua County's disabled population was 71,117 (6% of Taiwan's total disabled population). 20,593 of those disabled in Changhua County have disabilities relating to mental functions and structures of the nervous system⁶⁰.

The education system in Taiwan mandates compulsory education for twelve years since 2014. Public primary education lasts for six years, junior high for three years and senior secondary education for three years. Access to the public education system is free of charge. At the end of 2023, almost all (99.24%) of the population over the age of 15 could read and write, with a slightly lower percentage for females (98.65%) than males (99.87%)⁶¹. For Changhua County, 98.21% of the county population over the age of 15 could read and write, with females (96.64%) lower than males (99.75%).

Amongst the households interviewed for Greater Changhua 1, on average, 6% of expenditure goes towards education and 4% is spent on healthcare.

5.9 Access to electricity

The price of electricity to domestic users in Taiwan is TWD 2.94 (or USD 0.089) per kWh which includes all components of the electricity bill such as the cost of power, distribution and taxes. This is lower than the average price of electricity in the world for the same period (2023), which is USD 0.157 per kWh for households⁶². Taiwan has experienced short term power outages in the recent past (most recent major outage in 2022). Taiwan's move towards renewable energy is thus aimed, in part, to address this, as well as to move away from non-renewable power (eg nuclear, oil and coal). Upgrades to the national grid will be required so that it can manage the variability of wind and solar power, which may need to be paid for by business consumers^{63,64}. Supply and pricing of power to consumers is managed by the State-owned Taiwan Power Company and price rises are limited by national legislation. As such, non-discriminatory supply of electricity to consumers, which could occur if prices are prohibitively high for consumers living under the poverty line, is scoped out of further assessment.

Amongst the households interviewed for Greater Changhua 1, on average, 12.5% of expenditure goes towards energy, transportation and communications.

5.10 Ethnicity, Indigenous Peoples and religion

Han Chinese (comprising diverse subgroups with mutually unintelligible languages and different customs) makes up more than 95% of the population of Taiwan whilst indigenous Malayo-Polynesian peoples comprise approximately 2.5% (n. 603,605 people by July 2024²⁶). The remaining 2.5% (over 570,000) of the population are new immigrants into the country, especially

⁶⁰ Ministry of Health and Welfare (26 July 2024). [Disability Statistics \(mohw.gov.tw\)](https://mohw.gov.tw). Retrieved 16 August 2024 from '1.1.1 disability population by type and county'

⁶¹ Gender Equality Committee of the Executive Yuan (26 March 2024). [National indicator - literacy rate of population over 15 years old \(ey.gov.tw\)](https://ey.gov.tw). Retrieved 25 July 2024

⁶² Global Petrol Prices (June 2024). [Taiwan electricity prices](#). Retrieved 25 July 2024

⁶³ Horwitz, Josh (17 August 2017). [Taiwan, at the heart of the world's tech supply chain, has a serious electricity problem](#), QUARTZ. Retrieved 25 July 2024

⁶⁴ Chang, Chris (27 February 2020). [Taiwan to boost renewable energy to 20% by 2025, introduce trillion-dollar investment](#), Taiwan News. Retrieved 25 July 2024

in recent years⁶⁵. As of July 2024, Changhua County has 6,666 indigenous residents, which make up 1% of all Indigenous peoples in Taiwan⁶⁶. None of these communities are within the Project area.

There are 16 officially recognised Indigenous groups⁶⁶: Amis, Atayal, Paiwan, Bunun, Pinuyumayan, Rukai, Cou, Saisiyat, Yami, Thao, Kavalan, Truku, Sakizaya, Sediq, Hla'alua and Kanakanavu. As of June 2024, Amis is the largest group and accounts for 37.3% of the indigenous population⁶⁷. In addition, there are around nine (9) main Pingpu peoples groups: Kavalan, Ketagalan, Taokas, Pazeh, Papor, Babuza, Hoanya, Siraya and Makatau⁶⁸. The Pingpu peoples groups have been petitioning to be officially recognised and categorised as Indigenous Peoples under Taiwan's legislation and Constitution so to receive the same Indigenous rights and protections. On 17 August 2017, the Executive Yuan passed a draft amendment to consider the Pingpu peoples groups as 'Pingpu indigenous persons' within the "Indigenous Peoples Status Act"⁶⁹. However, this amendment has still not been officially done within the Act, and thus how Pingpu peoples' recognition as Indigenous Peoples is to be reflected in legislation and the Constitution is making headway within the national government but is still an ongoing issue⁷⁰. Due to Pingpu peoples not being officially recognised by the national government until recent years, as well as not being formally recognised internationally, there is limited information on the various groups. However, to the Project's best knowledge, and through socio-economic surveys and interviews conducted during Greater Changhua 1 and Greater Changhua 4, Pingpu peoples are not within the Project area⁷¹.

Traditionally, most of Taiwan's Indigenous Peoples originally lived in the central mountains as well as on the east coast and in the south of the country. More recently, up to half of the Indigenous population resides in urban areas of Taiwan (eg for employment opportunities). Key challenges for Indigenous Peoples in Taiwan include rapidly disappearing cultures and languages, encroachment on traditional domains, receiving official recognition by the government and protection of indigenous rights⁷².

Amongst the households interviewed for Greater Changhua 1, 99.5% of the 200 respondents identified themselves as Minnan, a subgroup of the Han Chinese people and the main ethnic group in Taiwan, whilst the remaining 0.5% identified as being from outside of Taiwan. None of participants interviewed or surveyed during Greater Changhua 1's socio-economic surveys or Greater Changhua 4's FGDs identified as being indigenous or minority ethnic, including self-identifying as Pingpu peoples.

Topics of Indigenous Peoples and ethnic minorities (including Pingpu peoples) were discussed during the data gathering and consultation process, and IFC PS7 is thus deemed not to be applicable. The groups or communities of Indigenous Peoples are not affected by the Project

⁶⁵ Taiwan.gov.tw. [PEOPLE - Taiwan.gov.tw](https://www.taiwan.gov.tw/EN/PEOPLE). Retrieved 25 July 2024

⁶⁶ Council of Indigenous Peoples. [The Tribes in Taiwan \(cip.gov.tw\)](https://cip.gov.tw/). Retrieved 25 July 2024

⁶⁷ Council of Indigenous Peoples (22 July 2024). [June 2024 Indigenous Peoples population statistics \(cip.gov.tw\)](https://cip.gov.tw/). Retrieved 25 July 2024

⁶⁸ Council of Indigenous Peoples (4 June 2024). [What is Pingpu Peoples? \(cip.gov.tw\)](https://cip.gov.tw/). Retrieved 25 July 2024

⁶⁹ Executive Yuan (12 September 2017). [Revision of the Indigenous Peoples Status Act - Pingpu Peoples reinstated as Plains indigenous persons](https://www.eyp.gov.tw/). Retrieved 16 August 2024

⁷⁰ The News Lens (14 January 2022). [The Siraya's Fight for Recognition in Taiwan - The News Lens International Edition](https://www.thenewslens.com/). Retrieved 16 August 2024

⁷¹ Institute of Ethnology Academia Sinica. [Pingpu peoples categorisation and distribution \(sinica.edu.tw\)](https://sinica.edu.tw/). Retrieved 19 August 2024

⁷² International Work Group for Indigenous Affairs (29 March 2023). [The Indigenous World 2023: Taiwan](https://www.iwgia.org/). Retrieved 25 July 2024

primarily because the main impacts to fishing and the onshore works are within an industrial zone 3km from the nearest residential areas.

Taiwan has approximately 22 religions. The main religions in Taiwan are Buddhism and Taoism, which makes up 35.3% and 33.2% of the population, accordingly⁷³. As of 2022, there were 12,288 temples, 9,723 (or 79.1%) of which were for Taoism and 2,280 (or 18.6%) for Buddhism. There were also 2,877 churches⁷⁴.

5.11 Migrants

Foreign workers engaged in the fishing industry in Taiwan are at risk of mistreatment and poor working conditions⁷⁵. Taiwan has the world's second largest distant water fleet, with the majority being migrant workers among the 22,000 crew⁷⁶. Foreign fishers recruited offshore are not entitled to the same labour rights, wages, insurance, and pensions as those recruited locally. Based on the FGD conducted with foreign vessel crew members during Greater Changhua 4, migrant crew members receive fixed, basic contracted salary. They do not receive fishing bonuses compared to local workers. However, vessel owners may pay additional of their base salary for experience and well-performing foreign crew members.

The numbers of foreign workers are increasing as the industry becomes less attractive to native Taiwanese workers⁷⁷. Employment of migrant fishing workers in Taiwan can be divided into two categories, namely overseas employment and domestic employment. Overseas employment of foreign fishers conforms with the "Regulations on the Authorisation and Management of Overseas Employment of Foreign Crew Members", while domestic employment observes the relevant provisions of the Employment Service Act⁷⁸. As of July 2020, 12,097 foreign fishers (approximately 55% of the total foreign fishers) were employed under Taiwan's domestic employment scheme, most of them in the coastal and offshore fishing⁷⁹, as opposed to far seas fishing⁸⁰ (which is not considered relevant to the Project). In terms of percentage, this group of workers are the majority and the main human rights issues for migrant workers in coastal and offshore fishery sectors are sub-standard living conditions, lack of safety and sanitation provisions and mistreatment by employers and managers. It is important to note that human rights issues prevail in this sector because it helps to understand the existing levels of vulnerability amongst some of the people who may be impacted by the Project, including migrant deck-hands and fishing workers.

Based on the FGDs with foreign vessel crew members during Greater Changhua 4, employers (ie vessel owners) are obligated by international labour laws and contracts to respect various human rights of foreign workers, including ensuring the safety of their workers (ie vessel crew

⁷³ CIA.gov. [Taiwan - The World Factbook \(cia.gov\)](https://www.cia.gov/library/publications/the-world-factbook). Retrieved 25 July 2024

⁷⁴ Executive Yuan (29 March 2024). [Religion and faith in Taiwan \(ey.gov.tw\)](https://ey.gov.tw). Retrieved 25 July 2024

⁷⁵ American Institute in Taiwan (6 June 2024). [Taiwan 2023 Human Rights Report \(ait.org.tw\)](https://ait.org.tw). Retrieved 31 July 2024

⁷⁶ Global Labor Justice (12 March 2023). [Migrant Fishers in Taiwan Take Wi-Fi Now For Fishers' Rights Campaign International](https://www.glj.org). Retrieved 25 July 2024

⁷⁷ Human Rights at Sea (October 2019). [Human Rights at Sea Baseline Study: On the Awareness and Application of Human Rights in Taiwan's Fishing Industry](https://www.hrsa.org). Retrieved 25 July 2024.

⁷⁸ Tseng, Huan-Sheng, Hsin-Hua Tsai and Po-Hsing Tseng (26 January 2023). [The Labour Rights Protection of Migrant Fishing Workers in Taiwan: Case Study of Nan-Fang-Ao Fishing Harbor](https://www.mdpi.com). MDPI. Retrieved 25 July 2024

⁷⁹ Coastal fisheries as fishing activities within three nautical miles from the coast, whereas offshore fisheries refers to fishing activities between three to 12 nautical miles from the coast

⁸⁰ Far seas fishing means using any fishing vessel to conduct fishing in the high seas or in internal waters, territorial seas and the exclusive economic zones of other countries

members) whether on board or when docked in foreign countries. They are also to cover all costs for equipment for fishing equipment as well as when accidents or injuries occur.

5.12 Children

Vulnerability for children in the Project's area of influence manifests through their rights not to be subjected to slavery, servitude or forced labour, rights to adequate standard of living (eg poor healthcare and poverty) and rights to education.

The legal minimum age for employment in Taiwan is 15. An exception is made to allow children younger than 15 to work, if they have completed junior high school and appropriate authorities have determined the work will not harm the child's mental and physical health. Taiwanese law prohibits children younger than 18 from carrying out heavy or hazardous work and the maximum working hours for children is eight hours per day. Children are also not allowed to work overtime or work on night shifts⁸¹. In the fishing households of the Project area, children may help out the family business in an unofficial capacity by replenishing and repairing fishing nets. Based on the FGDs conducted from Greater Changhua 1 and 4, no child labour was identified as present in the fishing community.

Child labour is one of the potential human rights risks for supply chain of offshore windfarm, primarily through raw materials and mining of minerals. Child labour has been documented for specific forms and locations of mining activities, particularly locations with high levels of poverty in surrounding communities⁸². Child labour is confirmed in cobalt mines in Democratic Republic of Congo (DRC) with potential occurrences reported in mines in China and South Africa⁸³.

Based on the SAQs received from the Project's contractors and suppliers, as well as internal Ørsted duty-bearers conducted during Greater Changhua 4, no cases of child labour were flagged or reported within the Project's workforce or supply chain. No risk where employee under 18 has been employed under hazardous conditions or that inhibits their right to education had materialised. Some partners have policies and procedures in place regarding human rights, human resources or health and safety to cover topics of child labour. Ørsted also communicates expectations and audits suppliers to confirm their compliance to COC business partners, which condone child labour and other human rights impacts.

5.13 Potentially affected groups

The key rights-holders whose rights may be affected by the Project are:

- Project workers including Ørsted's employees and contracted workers
- Households, including children, affected by impacts to fishing
- Communities living in the Project's area of influence who may be affected by movement of vehicles, emergencies, discrimination with regard to employment, participation or access to remedy
- Indirectly affected groups
 - CFA

⁸¹ American Institute in Taiwan (6 June 2024). [Taiwan 2023 Human Rights Report \(ait.org.tw\)](https://ait.org.tw). Retrieved 31 July 2024

⁸² UNICEF (2022). [Eliminating Child Labour: Essential for Human Development and Ensuring Child Well-being. Unicef - eliminating child labour \(unicef.org\)](https://www.unicef.org/eliminating-child-labour). Retrieved 17 August 2024.

⁸³ Actionaid (January 2018). [Human rights in wind turbine supply chains: towards a truly sustainable energy transition. Final-ActionAid_Report-Human-Rights-in-Wind-Turbine-Supply-Chains.pdf \(somo.nl\)](https://www.somo.nl/publications/2018/01/01/human-rights-in-wind-turbine-supply-chains). Retrieved 17 August 2024.

- Other community organisations within the Project's AoI
- Community members of the fishing communities (eg boat or net repairers, sellers of catches at markets)
- Supply chain workers and surrounding communities

Within each of these groups, there may be people who are affected more severely than others including migrants, women, ethnic minorities and children. Impacts on the identified groups and differential effects are discussed in Section 6.

6 Human right impact assessment

6.1 Overview

This section describes the actual and potential human rights impacts that have been identified through this HRIA. Impacts have been assessed using the methodology outlined in section 3.4 whereby vulnerability of the affected rights-holders has been considered alongside the scale, scope and irremediability of the impact. An overall severity score has been assigned which informs the priority for addressing the impact through mitigation and management measures outlined in section 7.

Table 6.1 identifies the relevant human rights that the Project is required to respect as outlined in the UNGPs (see sections 2.2.2 to 2.2.5) and categorises them according to topic. The following sections have been arranged according to topic area as outlined in the table for ease of reading and concision. Where human rights impacts are not foreseen, for example where Ørsted has comprehensive management and mitigation measures already in place, some topic areas (access to remedy for community rights-holders and data privacy and security) are addressed in section 8 where the measures are described.

Table 6.1: Human rights topic areas

Topic area and section number	Most relevant human rights
Labour rights	Right not to be subjected to slavery, servitude or forced labour UDHR 4; ICCPR 8; ILO No.29; ILO No.105
	Right to equality before the law, equal protection of the law, non-discrimination UDHR 7; ICCPR 26; ILO No. 100; ILO No.111 and International Convention on the Elimination of All Forms of Racial Discrimination
	Right to access to effective remedies UDHR 8; ICCPR 2
	Right to life UDHR 3; ICCPR6
	Right to freedom of movement UDHR 13; ICCPR 12
	Right to freedom of association UDHR 20; ICCPR 22; ILO No.87
	Right to social security, including social insurance UDHR 22; ICESCR 9
	Right to work UDHR 23; ICESCR 6
	Right to enjoy just and favourable conditions of work (including rest and leisure) UDHR 23 and 24; ICESCR 7
	Right to form trade unions and join the trade unions, and the right to strike UDHR 23; ICESCR 8; ILO No.98
	Right to access to effective remedies UDHR 8; ICCPR 2
	Right of protection for the child UDHR 25; ICCPR 24; ILO No. 138; ILO No.182 and Convention on the Rights of the Child

Topic area and section number	Most relevant human rights
	Right to health UDHR 25; ICESCR 12
	Right to freedom of thought, conscience and religion UDHR 18; ICCPR 18
	International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families; Dhaka Principles for Migration with Dignity
	Convention on the Elimination of All Forms of Discrimination against Women
	Convention on the Rights of Persons with Disabilities
Livelihoods	Right to an adequate standard of living (housing, food, water & sanitation) UDHR 25; ICESCR 11
Community health and safety	Right to life UDHR 3; ICCPR 6
	Right to health UDHR 25; ICESCR 12
	Right to an adequate standard of living (housing, food, water & sanitation) UDHR 25; ICESCR 11
	Right to marry and form a family UDHR 16; ICCPR 23; ICESCR 10
Participation	Right to freedom of opinion, information and expression UDHR 19; ICCPR 19
	Right to freedom of assembly UDHR 20; ICCPR 21
	Convention on the Elimination of All Forms of Discrimination against Women
	The Convention on the Rights of Persons with Disabilities
Access to remedy	Right to access to effective remedies UDHR 8; ICCPR 2
Security	Right to liberty and security (including freedom from arbitrary arrest, detention or exile) UDHR 3 and 9; ICCPR 9
	Right not to be subjected to torture, cruel, inhuman and/or degrading treatment or punishment UDHR 5; ICCPR 7 and Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment
Privacy and data security	Right to privacy UDHR 12; ICCPR 17
Indigenous Peoples and minority groups	Right to self-determination (held by a people, not an individual) UDHR 21; ICCPR 1; ICESCR 1
	Rights of minorities ICCPR 27
Supply chain	All rights listed above

Source: Mott MacDonald

In addition to the categorisations listed above, the Convention on the Rights of the Child and the Convention on the Elimination of All Forms of Discrimination against Women are considered to cut across most if not all potential areas of impact. Particular attention has been paid to impacts to women and children where applicable.

6.2 Pre-construction and construction phase

6.2.1 Labour rights

Consideration of labour rights impacts and mitigation has been carried out primarily using the definitions of 'project workers' and 'supply chain workers' set forth in the International Finance Corporation's Performance Standard 2 (IFC PS2) on labour and working conditions. Project workers are employees of Ørsted and contracted workers engaged by third parties to perform work related to core business processes of the Project for a substantial duration. Supply chain workers are those engaged by primary suppliers which, on an ongoing basis, provide goods or materials essential for the core business processes of the Project. As such, Project workers are deemed to be those engaged directly by Ørsted.

For Phase 2a, this includes O&M contractor and its sub-contracted workers. For Phase 2b, this includes the EPC contractor and its sub-contracted workers working at the Taichung harbour site as well as the onshore substation site. They also include those working at the offshore WTG and cabling sites which are anticipated to commence in 2025.

In the context of PS2, supply chain workers include those working at companies supplying goods and services during operations on an ongoing basis. The human rights-based approach requires a more holistic view of supply chain issues and as such, supply chain workers will also be considered to include workers in the construction phase supply chain, such as those working at fabrication sites and companies supplying essential products for construction of the wind farm.

Consideration is also given to the potentially high-risk supply chain for the key product needed for the wind farm, ie the turbines themselves, which may require mining in under-regulated contexts. Ørsted has an internal supplier due diligence programme (ie, Ørsted's responsible business partner programme) to increase the transparency of workers' labour rights in the supply chain. This programme while not specific to the Project, operates on a global level which would cover the Project's suppliers as well. While this programme might not specifically target suppliers at the project level, it is important to note that Ørsted has prioritised detailed audits for suppliers with higher risks across their entire global portfolio (ie which might or might not include the Project suppliers). For these high-risk suppliers identified, further actions such as a more detailed audit and investigation are undertaken. Where applicable/appropriate, immediate rectification or mitigation measures will be prescribed or undertaken. Supply chain impacts are considered in section 6.2.7.

In the SAQ conducted in February 2024, there were instances in the past that noted policy violations for working hours, insufficient termination clauses, monetary fines and overtime by the third-party suppliers. A reported instance includes one occurrence where a contractor was asked by the project company to work beyond their regular working hours and mandatory rest days in order to support in vessel approach and access to turbine foundations. The contractor was able to raise it to SGRE's management and it was established that workers did not have to comply with the Project company's request outside of working hours. Additional focus has been emphasised by Ørsted to comply with stricter requirements and alignment with international expectations in the latest Code of Conduct 2023. The measures enforced by Ørsted includes ongoing engagement, training for suppliers and inclusion of termination clause for the business relationship in the Code of Conduct for violations.

In relation to occupational health and safety (OHS), the Project EIA identified weather conditions as primary risks during the construction and decommissioning stages. These conditions have the potential to impact the practicality and safety of the offshore works. Some

incidents were raised where workers suffered heat-related stress or exhaustion during their work. In all incidents, the workers received immediate medical attention and was allowed to rest.

Additionally, the EIA stated that during the operational stage, the main risk would be equipment damage, which can pose safety hazards offshore. Typical incidents during this stage include exposure of submarine cables, oil spills, fires, collisions, or grounding of the operation vessels. According to the SAQs, no issues or risks relating to working conditions had been materialised or raised. Workers on Ørsted's projects have been provided with the necessary personal protective equipment (PPE) to safely perform their tasks over the past three years. The projects have also conducted regular safety inspections, and any incidents have been reported by the workers and observed by the Ørsted project team/Quality, Health, Safety, and Environment (QHSE) advisors. In the case of incidents, communication with the worker and their team lead on-site is carried out to address the identified issues and to ensure that the workers are provided with the correct PPE for their assigned tasks, before resuming their work.

Potential impact – labour rights infringements could occur amongst Project workers, particularly supplier project workers, relating to contracts and working hours. There could be potential areas of discrimination, potential for workers not to be provided contracts, to be expected to work long working weeks and the potential for excessive working hours. There could also be some dissatisfaction with working conditions, and lack of understanding of the grievance mechanism.

Vulnerability: The possible vulnerability of subcontracted and sub-subcontracted construction workers, which will make up most of the Project workforce, is considered to be high as they may have limited understanding of and ability to advocate for their rights. Also, migrant workers might unknowingly find themselves in forced labour situations when working on the Project, or they may be subjected to mistreatment by their employer.

Scale: B – Most labour rights infringements realised to occur for the Project are unlikely to be life or health threatening, but do amount to infringements on basic life necessities or freedoms such as education or livelihood.

Scope: B – without monitoring of Project workers' working conditions it is difficult to understand how many will be impacted by infringements. However, based on assessment of workers' grievance logs of the Precinct (since Greater Changhua 1 until Greater Changhua 2) and raised risks from the SAQs of the Project's suppliers and contractors, this impact is unlikely to involve more than half of all Project workers.

Irremediability: B – some simple adjustments are needed to remedy lack of contracts, poor knowledge of the grievance mechanisms and even underpayment of overtime if it is found to occur through monitoring. There are other risks that are harder to adjust and mitigate, such as payment of recruitment fees by migrant workers or excessive overtime in supply chains (eg from China).

Severity: 4

6.2.2 Livelihoods

Rights to adequate standard of living

As identified in Table 6.1, rights to an adequate standard of living (housing, food, water & sanitation) is the most relevant human rights impact relating to livelihoods. In Taiwan, States

must provide access to basic needs ie water and sanitation, housing, food, health and education which need to be available, accessible, acceptable and of sufficient quality (AAAQ)⁸⁴. Businesses must not infringe on these rights or on the State's provision of them. An infrastructure project could in theory infringe on these rights by impacting livelihoods to such an extent that services are no longer economically accessible or by causing an environmental impact (such as a spill or abstraction) which infringes on quality or availability of basic needs.

Two separate community grievances were raised relating to construction phase pollution. The first grievance was raised in 2019 regarding concerns of potential dust pollution caused by vehicles entering and leaving the onshore substation. Traffic and air pollution monitoring and mitigation measures were presented, and the grievance was closed out shortly after. The other grievance was raised in 2020 with concerns about the pollution caused by offshore windfarms. Ørsted presented their EIA and other relevant environmental protection actions, and the grievance was closed out shortly after. No other grievances relating to impact to standard of living have been raised since.

In addition, there is the potential for the health of fish stocks to be impacted by environmental spills, noise or habitat disturbance which could in turn impact the safety or quantity of food available to affected communities. Some minor fuel or oil spill accidents that had leakage to seawater had occurred during the construction phase for Phase 2a. All accidents were immediately responded to and spills were cleaned up.

Based on the local vessel crew member FGDs conducted in January 2024, most members voted that their standard of living were moderately negatively impacted by Greater Changhua 4. When asked what the expected or potential impacts they anticipate to their standard of living (ie housing, food, water and sanitation) in terms of availability, accessibility, acceptability and quality, most crew members voted either "unsure" or "disagree" that there will be impact. No one voted "agreed" that they expected impacts upon their standard of living. Foreign crew members interviewed for the FGDs in January 2024 showed similar results. Majority of foreign crew members voted Greater Changhua 4 had minor to moderate negative impacts on their standard of living but commented that the standard of living is better than their country of origin (ie Indonesia). Furthermore, they deem their overall quality of living to be adequate as the government's labour authorities conduct health and safety checks on their foreign workers' housing conditions as well as and water sanitation conditions.

Potential impact to adequate standard of living: The right to an adequate standard of living through environmental pollution, including food sources/fish stock being temporarily impacted by noise, spills, habitat disturbance, leading to affected access to food or livelihood source.

Vulnerability: Vulnerability of community members is deemed **medium** as members have limited capacity but still may have resources in place to absorb impacts relating to environmental pollution or impacts to fish stock.

Scale: **B** – non-life or health threatening, but tangible infringement of access to basic life necessities or freedoms including livelihood

Scope: **C** – It is expected that if any pollution impacts, including those that may affect fish stocks, are likely to be short-term and localised in nature limiting the proportion of people potentially affected. While it is likely that the fisher folks might utilise some of their catch for

⁸⁴ Using the example of water: availability – water supply should be continuous and sufficient in quantity; accessibility – physically and economically accessible in a non-discriminatory manner; acceptable to consumers, culturally acceptable and sensitivity to marginalised groups; quality – water must be safe, water related diseases must be prevented by the state, facilities and services must be of sufficient quality.

food, as based on the information gathered to date, there is no evidence that this is a main/considerable source of their subsistence. It should also be noted that unless large-scale industrial accident occurs, the extent of areas (ie fish stocks) affected would be small.

Irremediability: B – For most likely of incidents it is expected that the impact may be temporary (eg noise) and/or utilise accepted, straightforward management. It is expected that there would be enough resilience in the fishing industry and local food supply to be resilient to potential shocks and stresses as a result of the Project. In the worst case that a large-scale industrial accident does occur, irremediability would likely rely on the ecosystem regenerating which would not necessarily occur immediately.

Severity: 4

Physical and economic displacement

According to the FCAs between the CFA and Ørsted, fishing will be affected during the construction and O&M phase of the wind farm due to exclusion zones. Exclusion zones are outlined in section 1.6 above. Access to or lease/purchase of privately owned land is not required for the Project. Impacts of physical displacement is scoped out of further assessment in the HRIA.

In terms of monetary compensation, only fisher folks with fishing vessels registered with CFA or non-CFA member vessel owners that have signed fishery access agreements to the exclusive fishing rights (EFR) area are eligible for compensation. Women working in the fishing industry, who do not own vessels, are not entitled to monetary compensation. This is identical for both men and women. Monetary compensation is primarily based on vessel ownership/registration, whereby women vessel owners are similarly compensated as men counterparts.

Women, both for those who own or do not own vessel, will be eligible for livelihood restoration activities. Ørsted and the CFA have finalised the amount of compensation to be paid for the impacts to fishing arising from the Project. As of 8 November 2023, the CFA has distributed cash compensation to most of the eligible and registered fisher folk members. Compensation covers impacts from Greater Changhua 1 and Phase 2a's construction and operations as well as Greater Changhua 4 and Phase 2b's construction and operations. The remaining members have yet to receive compensation from the CFA due to personal reasons. The Project Company follows up quarterly with CFA to confirm all compensations are received. The starting basis for the compensation amount was based on the Government released guidelines for impacts to fishing arising from offshore wind projects but the final exact amount of compensation was subject to negotiated agreement between the parties.

The compensation has been wired from the Project Company to CFA, who has distributed amongst the fishers who include CFA registered vessel owners. The compensation fund from the Project Company has been managed by a Designated Accounts (DA) management committee under CFA and supervised by a competent authority in accordance with applicable laws and regulation⁸⁵.

According to Greater Changhua 4's FGD with coastal and offshore vessel owners, the majority of the participants observed a decrease in fishing resources and income over the past three years. There are concerns that the Project's WTG and submarine cables might affect their livelihoods. This concern arises from the possibility of restricted access to current fishing

⁸⁵ Fisheries Agency, Ministry of Agriculture (22 March 2024). Offshore Wind Power Fishery Industry Compensation Guidelines. https://www.fa.gov.tw/view.php?theme=FisheriesAct_RULE&subtheme=&id=470. Retrieved 14 August 2024.

grounds, the need to explore alternative areas, or possibly longer routes to reach their existing fishing locations. However, participants also highlighted non-project-specific impacts that could affect their livelihood. These include the presence of unlicensed fishing vessels, reduced fishing areas, industrial wastewater discharges harming the marine environment, and the influence of fluctuating fish prices and Chinese fish products on the market.

In terms of the Project's impacts on livelihood, the Project's installation of Phase 2b's submarine cables may potentially result in fishery activities located within the submarine cable route to be temporarily affected. The submarine cable route runs from the coast to the Project's wind farm area, and also runs through the Changhua Northern Common Corridor, which overlap with the EFR area. It is expected that these limitations will mainly impact the coastal fisher folk (ie fishing within the 12 nm zone from the coast). The installation of cables during the construction phase would primarily affect coastal fisher folk due to the segmented exclusion zones, as detailed above. The cumulative impacts from cable installation are also likely to be observed as other wind farm Projects, including Hai Long and Formosa 3, will also utilise the Changhua Northern Common Corridor as their submarine cable route. The area of the Changhua Northern Common Corridor (ie utilised by the Project, other Greater Changhua projects, Hai Long and Formosa 3) for submarine cable installation does overlap with the fishing ground, but the spatial and temporal overlap will be limited to the construction phase. Potential impact of shifts in livelihood of fishery are anticipated during construction of cable trenches and laying of submarine cables. Nevertheless, the impact will be short-term and localised as the construction activities (ie cable laying) will be conducted in sections with the completed area being reinstated.

In addition, the FCA prohibits bottom trawling and bottom gill net fishing within the entire cable route during construction phase. Based on Taiwan's Fishery Agency's coastal fishery management and responsibility practice, no trawling is to be conducted three (3) nm from shore or between three (3) to 12 nm from shore for vessels over 50 tonnes. It is thus understood that these restricted fishing methods are mostly utilised in offshore fishing.

As the range of offshore fishing is between 12 to 200 nm, this overlaps with the Project's WTG area. Offshore fisher folks are affected both during the construction phase. Also, there will be a need to maintain a no-access area for the Project's working activities around each WTG installation location.

Based on Greater Changhua 4's KII with a representative of fisher folk group, during construction phase, offshore fishers will no longer be able to use their original fishing methods around the cable laying area as well as the Project's WTGs. While offshore fishing vessels have the capability to access other fishing grounds, there still may be some limitations due to the other wind farms being developed around the Project.

Other than vessel owners, the aquacultural or oyster farmers in Changhua County (mainly concentrated in Wanggong village of Fangyuan Township) are not likely to be impacted by the Project as their farms are not in proximity to the offshore portion of the Project, particularly for the cable laying (ie Lukang Township, two townships north of Fangyuan Township). This is whereby the Project plans to utilise the Changhua Northern Common Corridor for cable laying, whereas the oyster farms in Changhua are solely situated in the southern export cable corridor. Furthermore, the cable routes of the Project do not intersect with any marine aquaculture areas. Therefore, the construction of the Project will not pose any direct impacts to oyster farms or aquaculture farms. No grievances from oyster farmers had been raised to the Project during construction of Phase 2a either.

In addition, there are other people who are engaged in fishing and in the fishing value chain or supply chain who may be negatively impacted, such as migrant or local deck-hands or

employees on boats, non-registered fishers, land-based employees (ie fishmongers, boat sales/repairs and fishnet makers), or women (or other family members, excluding children) in fishing families providing support or ancillary work which is generally unpaid. The impacts to the other impacted people will all be livelihood related, but to a varying degree depending on their proximity in the value chain to the fishing vessels and may be unrecognised either within the household or by the compensation payment. Their right to an adequate standard of living (housing, food, water and sanitation), and other associated rights such as the right to health could be negatively affected through a sudden loss of income (a health determinant) and its consequences. From the FGD for women conducted during Greater Changhua 4, most participants were far from the wind farms and did not feel that their standard of living was impacted by the wind farms developments. Some female participants were concerned about accessibility and availability of housing and food being affected by the Greater Changhua 4 Project though.

Catches which in part determine the income of deck-hands and labourers⁸⁶ on fishing vessels (eg the groups who are considered vulnerable⁸⁷ in the LRP) may be negatively affected during construction, so losses are likely to be felt since they are not entitled to monetary compensation. As such, some vulnerable people engaged in the fishing industry may be differentially affected and their right to an adequate standard of living may also be impacted.

Good practice in the distribution of resettlement and livelihood compensation dictates that women's and men's contributions to household income and workload should be recognised separately and that provision should be made for payment of compensation that both parties can access. Livelihood restoration should be tailored to women's and men's differential needs. In the case of the Project, compensation is paid to the fisher folks, whether male or female, who have vessels registered under the CFA. The Project Company had provided training and employment opportunities for marine mammal observer (MMO)⁸⁸ and guard vessels as livelihood restoration programmes for Greater Changhua 1 and Phase 2a as well. However, the female participants of the women's FGD for Greater Changhua 4 did reflect that most of the livelihood restoration opportunities were less suitable or accessible for women. As such, the Project is to reconsider livelihood programmes that are more suitable for all genders.

Potential impact to livelihood: The right to an adequate standard of living through environmental pollution, including food sources/fish stock being temporarily impacted by noise, spills, habitat disturbance, leading to affected access to food or livelihood source. Livelihoods are also impacted through failure to compensate all persons affected by fishing impacts as a result of a non-inclusive compensation agreement. Additionally, there are concerns amongst those who are included in compensation that there will be negative livelihood impacts.

Vulnerability: Employees of vessel owners and unregistered individuals like illegal fishers might be underrepresented by the CFA. This could potentially lead to uneven representation of the livelihood status within CFA. Also, women in affected fisher households involved in sales and other related activities do not seem to have their interests or livelihood impacts fully represented by the CFA and accommodated by the Project Company's existing livelihood restoration measures. Since those vulnerable groups would have little capacity to absorb the impact, the vulnerability is deemed to be **high** when the CFA could not adequately represent their interests.

⁸⁶ Who may include ethnic minorities or individuals belonging to indigenous groups (0.49% of Changhua county's population)

⁸⁷ Refer to Section 5.2 or the LRP for other identified minor groups

⁸⁸ It is noted that MMO will not be an applicable job opportunity for the Project as foundation work will utilise the suction bucket method rather than the piling/hammering method.

Scale: **B** – non-life or health threatening, but tangible infringement of access to basic life necessities or freedoms including livelihood

Scope: **B** – Vessel owners of trawling and bottom gill net fishing method will experience long-term fishing restrictions. Crew members may indirectly experience livelihood impacts due to reduced fishery catches as well. The remaining affected fishers or workers and those related to supply chain will only be temporarily impacted.

Irremediability: **B** – Project Company is aware of these risks and is already working to remedy them via the development of a LRP.

Severity: **4**

6.2.3 Community health and safety

Impacts to the health and safety of individual community members could occur if there are traffic accidents or collisions on land or at sea, if there are infrastructure design or construction faults or if there are spills, pollution events, explosions or other industrial accidents. During Greater Changhua 4's KII, the interviewees expressed concerns that the offshore wind development could compromise safety at sea. The development of offshore wind farms could reduce navigation channels, thereby limiting fishing areas. If fishing boats have to navigate through the wind farm, the risk of collision increases. Should any of these issues occur, the rights to health and life of one or more community members could be infringed in a variety of ways, ranging from minor injury or health complaints to catastrophic effects including loss of life or life-changing injuries.

It is understood from the Project's EIA that marine density around the Project area is low (ie one to 25 vessels), whereas the nearshore area has a high marine vessel density (ie 25 to 75 vessels). The nearshore area is where most fishers conduct fishing activities, and hence are already exposed to higher levels of marine traffic. The Project's EIA further states that 31 vessels are expected to be utilised as working vessels during the construction phase. Although other offshore wind farm projects are likely to increase marine traffic, it should be noted that most of the working vessels⁸⁹ of the Project (and other windfarm developments) will mainly only be transiting through the coastal area en-route (ie from either Taichung or Anping port, not from/at ports or harbours within Changhua) to the offshore wind farm area. Furthermore, most of the Project's neighbouring windfarms are likely to have staggered offshore construction periods. This is due to Taiwan's Bureau of Energy's (BOE) tiered approach of awarding licensed areas for offshore wind farm development. Hence, marine traffic is likely to increase temporarily for certain overlapping construction periods and potentially in coastal areas (ie since the offshore WTG areas of the windfarm are relatively far apart). Based on the HSE incident reports, no collisions between vessels occurred during the construction phase of Phase 2a.

As identified within the EIA and the Environmental and Social Management System (ESMS), service standards at road sections and intersections, and the availability of other public infrastructure for use by the general public are assessed to be generally unaffected by the presence of a Project workforce. From a cumulative perspective, considering the Project Phase 2b's construction start date to COD is aimed to be Q1 to Q3 2025, based on spatial and temporal overlap, Hai Long No. 2 and No. 3, Greater Changhua 4 and various other Changhua

⁸⁹ With exception of:

- Cable laying vessels which would work within and near to the coast of Changhua (ie to lay the export cable)
- Guard vessels, which some could depart from harbour/ports within Changhua

nearshore OWFs are likely to cause cumulative impact of workers' influx. From Hailong's publicly disclosed social impact assessment (SIA)⁹⁰, the estimated total peak construction workforce for Hailong in 2025 is 216 persons. Conservatively considering Hailong's figure to be entirely as onshore workers, the total cumulative influx of onshore workers is 0.26% of the total population of the Project's AoI (ie Lukang Township with a population of 84,187 people as of June 2024) for the construction phase. It should be noted that similar to the Project, Hailong's SIA also states that there are no dedicated onshore workers' accommodations expected. Overall, influx of onshore workers for the construction of the various offshore projects is unlikely to overwhelm the infrastructure and services.

Potential impact to the rights to health and life: environmental or industrial accidents, poor design or construction of Project infrastructure, equipment failure or other types of accidents could cause loss of life for mariners, fishers, workers, road users or other community members in the worst-case scenario. Accidental spills or collision leads to pollution to the environment (eg water and marine aquatic life) could harm the safety and quantity of affected communities.

Vulnerability: the vulnerability of any rights-holder in the above scenario is **high** – they would have little to no capacity to absorb the change brought about by a serious accident.

Scale: **A** – the impact could be life threatening

Scope: **C** - Unless and large-scale industrial accident occurs, the number of affected people would be small.

Irremediability: **A** – in the worst case, there is no remedy of loss of life and very little opportunity to remedy life-changing injuries in a meaningful way.

Severity: **5**

6.2.4 Access to remedy

Workers and communities need to have access to effective remedy if their human rights are breached in the course of the Project. According to the SAQ response from Ørsted's Chief Resettlement Negotiator, there is a dedicated Ørsted team for local stakeholder engagement including a Marine Affairs Officer. They have been in place since the construction phase of Greater Changhua 1 and Phase 2a to address grievances from the fisheries communities and vulnerable groups, and to maintain the relationship with the CFA. Any impact to the stakeholders will be resolved via the community grievance mechanism process, and/or by providing opportunities for local fisheries communities to be part of relevant Ørsted community programmes.

According to Greater Changhua 4's FGD results, most community participants, from coastal and offshore vessel owners to local workers and women, understand how to use the grievance mechanism and procedure. The usual process is to share their concerns with the CFA, who then pass these issues onto the appropriate project developers. Migrant workers working on offshore vessels can express their grievances through the IPIT⁹¹ or the Department of Labour Affairs in Changhua County. Ørsted's Whistleblower Hotline is also open for external members, including community members, suppliers and others, to raise confidential reports regarding inappropriate and illegal conduct observed relating to Ørsted.

⁹⁰ Hai Long Offshore Wind (1 August 2023). Social Impact Assessment. [0599176 Hailong SIA Rev5 \(hailongoffshorewind.com\)](https://hailongoffshorewind.com). Retrieved 15 August 2024.

⁹¹ Ikatan Pekerja Indonesia di Taiwan, an association for Indonesian workers working in Taiwan.

As of June 2024, the Project had resolved all/any reported community grievances. There are no active grievances in the whistle-blower hotline system relating to the Project and there have been no grievances reported in this system from 2018 to August 2024.

Based on the sampled SAQs received from contractors and suppliers of the Project, all contractors and suppliers had some form of grievance portal or procedure in place for workers to raise concerns. Contractor/supplier own grievance mechanisms act as the first line of raising complaints. Workers of contractors and suppliers are also allowed to raise grievances through the Project's whistle-blower hotline found on their website, which has been available since the construction of Greater Changhua 1 and Phase 2a. As highlighted earlier in section 6.2.1, an instance was highlighted by the supplier where a worker did not feel comfortable in raising their injury and an unsafe working condition to their supervisor due to concerns of the negative impacts to their job. The risk was resolved and corrective actions were taken. Knowing about the grievance mechanisms, who to contact and how they work is the first step to providing access to remedy. However, this incident highlights that possible infringement of access to remedy may still occur even if grievance portals or procedures are in place. This infringement arises if workers or community members do not feel safe in raising concerns or do not find the portal or avenues accessible.

Potential secondary human rights impact: failure to effectively provide access to remedy for project impacts affecting human rights

Vulnerability: vulnerability is assessed as **high** because the human rights impact is assumed to occur in the future.

Scale: B – the impact is not life or health threatening but ongoing failure to provide remedy would amount to a further tangible infringement on human rights.

Scope: B – project workers seemed more unaware of how to access project grievance mechanisms (based on Greater Changhua 1's workers surveys). In terms of the potentially affected communities (vessel workers, workers on the vessels, and women), the majority of them are aware of the access to remedy (based on Greater Changhua 4's FGDs). Therefore, it is expected that less than half of the impacted community will be affected.

Irremediability: C – improving distribution of information about grievance mechanisms to raise awareness is a simple measure.

Severity: 4

6.2.5 Participation

Without careful planning, the needs of women and vulnerable groups can be overlooked leading to consultation that is not participatory and not representative of all those who will be impacted by a project. For example, venue selection, event timing (day of the week, time of the day), choice of advertising method and locations, separate forums for women where there is gender inequality, or for ethnic minorities where there is pervasive marginalisation, etc) should all be carried out to ensure maximum attendance and inclusivity. It is not clear whether the needs of women and vulnerable groups were considered in the planning of consultation activities and public hearings required for the EIA. However, timing and consideration of women's routines were taken into account for the September 2022 pre-construction meeting. The SEP stipulates that all consultation activities will be planned to encourage the active participation of women and vulnerable groups in public meetings and mentions how these groups will be identified. For the Precinct, women had been identified as a target group to be approached for the KIIs and FGDs, and interviews were conducted in the beginning 2024.

Greater Changhua 4's FGD survey conducted with women revealed that despite the fact that project information and environmental survey data are published on Project Company's website and there has been public consultation for the Precinct, only one third of the women participants participating in the Greater Changhua 4 FGD reported as being prior informed about Greater Changhua 4. Although majority of the participants were far from the wind farms and therefore did not feel impacted or influenced by the wind farms, some participants were concerned about accessibility and availability of housing and food being affected. They consider the main potential impacts caused by Greater Changhua 4 would be construction nuisance, such as damage to road surfaces, noise impacts during construction on local residents, as well as fishery resource and oyster growth reduction⁹².

In terms of their experience of the job opportunities from Greater Changhua 4, one of the participants knew that MMO⁸⁸ and maintenance roles were job opportunities but noted that both of those needed training and hence were not very accessible jobs. Considering their age, participants suggested jobs in areas like cleaning and kitchen work could increase their chances of employment for Greater Changhua 4. As these participants are considered to be the same impacted persons for this Project, it is assumed that these concerns are also applicable for the Project.

The concerns mentioned above may stem from anxieties or hearsay rather than information presented by the Project Company to stakeholders and rights-holders. The misunderstanding may reflect that information about the Precinct has not reached all rights-holders, particularly women, and that further dissemination of information is needed for stakeholders' understanding. When comparing these survey results with Greater Changhua 1, there do not appear to be significant changes in participants' perception of offshore wind farms/the Precinct. However, it is noticeable that they have gained a better understanding of the offshore wind farms, awareness of accessible remedies (eg the grievance mechanism), and the benefits provided by the offshore wind farms to the community.

It is acknowledged that consultations have not been directly conducted with rights-holders within the supply chain, including supply chain workers and the surrounding communities of the supply chain. This may indicate an impact on these rights-holders' rights to participation to raise awareness of any human rights impacts. The Project has conducted two (2) SAQs upon their suppliers in August 2024, which assess whether risks or impacts on different human rights topics had occurred or materialised for the supplier. Ørsted also conducts audits of their business partners, including direct suppliers or contractors that utilise suppliers⁹³. These are primary data collected from duty-bearers of the supply chain rights holders, providing indirect feedback.

Actual human rights impact: the needs of women, vulnerable groups and supply chain workers and communities may have been overlooked in past consultation activities carried out for the Precinct and their rights to freedom of opinion, information and expression may have been infringed.

Vulnerability: vulnerability is assessed as **high** because the affected rights-holders have little to no capacity to absorb that they were overlooked, and the impact has already occurred.

⁹² The Project Company has confirmed that oyster farmers will not be impacted.

⁹³ The detail of each partners' audit is dependent on a progressive, risk-based approach. The partner's country risk and overall risk rating are considered to determine whether extended risk screenings, additional questions relating to the contract, desk-top analysis of their policies and procedures, or even onsite assessment covering their procedures and practices are to be undertaken.

Scale: **C** – the impact is not life or health threatening and basic needs have not been impacted

Scope: **A** – over half of the vulnerable group can be assumed to be affected

Irremediability: **C** – although nothing can be done to change past activities, it is straight-forward to change the way consultation is conducted in the future to ensure the participation of vulnerable groups. The consultations conducted in 2023 to 2024 during Greater Changhua 4 goes some way towards rectifying the impact.

Severity: **3**

6.2.6 Security

In general, provision of private or public security for projects' onshore and offshore components presents risks to the human rights of nearby communities who may inadvertently trespass on Project facilities, or who may wish to protest against the Project. Risks include hiring of security guards who have records of past abuse, inadequate security risk assessment and planning, and ultimately inappropriate use of force by security guards against community members or Project workers which may lead to infringements on the right to liberty and security and the right not to be subjected to torture, cruel, inhuman and/or degrading treatment or punishment. In the worst case, the rights to health and life could be impacted resulting in serious injury or death.

The Project's Phase 2a construction phase utilised Taichung International Port and its marshalling yard for assembly and storage of project components. Unarmed guard vessels were also deployed around the construction area. No grievances or incidents were reported since Phase 2a construction phase relating to security. No violations have been noted with respect to use of security arrangement or personnel for the Precinct either.

The Project's Phase 2b will also utilise Taichung International Port and its marshalling yard for assembly and storage of project components. The port and yard are situated in Changhua Binhai Industrial Zone, which is reclaimed land managed and owned by the government. The site security is thus managed by the government and prohibits entry for individuals without necessary permissions. The marshalling area within the port will additionally have hired security guards at the entrance but will be unarmed.

For the Project's Phase 2b offshore work, guard vessels will also be deployed around the construction area. Similar to Phase 2a's construction phase, guard vessels will be unarmed, and their main role is to inform and deter vessels from entering the construction area. The guard vessels and the Project Company in general do not have legal rights/provisions to physically enforce site restrictions on-site. If vessels still wish to enter the construction site, the guards can only escalate to maritime authorities (ie Taiwanese Vessel Traffic Centre) for help, they will not physically stop the vessels from entering. The Project has a Guard Vessel Procedure in place to outline this information to onboarded guard vessel workers.

The Project's Phase 2a (ie operation phase) has a Taichung office within the Taichung International Port, thus site security is also managed by the government in prohibiting access into the port without necessary permissions. As based on standard industry practice, the Project will not deploy guard vessels around the WTG area (ie exclusion zone) to patrol and enforce access physical 'on-site' access restriction during the O&M phase. Any intrusion into the exclusion zone is monitored via remote systems. Thus, potential for human rights impacts in relation to security are not expected in the operation phase.

Potential human rights impact: infringements on several human rights including the right to liberty and security, the right not to be subjected to torture, cruel, inhuman and/or degrading treatment or punishment, the right to health, the right to life and the right to privacy.

Vulnerability: vulnerability of potential community protestors is assessed to be **high to medium** which is a reflection of the power imbalance between security guards and community members.

Scale: B – the impacts of physical security are unlikely to result in life or death-changing injuries. Taiwan is generally not known for mistreatment of human rights-defenders by security guards (ie not armed) or government forces³⁷ (). It is also in procedural writing that offshore guards are not to engage in any physical acts.

Scope: C – this impact, if it were to occur, would affect only a small number of people.

Irremediability: B –The Project security provisions will be unarmed and cases mostly will be escalated to authorities. However, in the worst case where physical or aggressive interactions occur with Project's security personnel leading to serious injury or death, the impact would be completely irremediable.

Severity: 3

6.2.7 Privacy

The Project has potential risks to the confidentiality of all workers regarding personal data such as identity numbers, bank accounts, family data or more, which can be used by other parties for certain interests. This applies to all levels of business including corporate, business activity and the supply chain. There is also potential breach of personal data gathered from the community through the primary data collection or grievance/whistle-blowing mechanism process. The Project windfarm or office sites may also require extensive monitoring and data collection, particularly during the O&M phase. The use of cameras (ie closed-circuit television or surveillance camera) may inadvertently capture images or data of community members, workers and vessels.

Sensitive information of community members had also been captured for the primary data collection of the Precinct to support the assessment of social impacts. This information is accessible and used by a third-party (ie owner's E&S advisor consultants). Potential sensitive information that may be leaked include economic conditions, compensation arrangements, family data, disability status and more. Since Phase 2a construction up until this now, no data or privacy breaches have been noted for the Precinct.

Potential impact: infringements the right to privacy through data breaches or leaking of data

Vulnerability: Vulnerability of community members and workers impacted by privacy breaches are assessed as **medium to high**, as impacted persons have limited ability to absorb, alter or right this change.

Scale: C – the impacts of data security are unlikely to result in life or death-changing injuries or drastically impact basic life necessities or freedoms

Scope: A – this impact, if it were to occur, may impact various groups of people, including some community members and all employees and project workers. Some may hold highly sensitive information that may compromise their human rights.

Irremediability: A – In the case that privacy or data is breached, and information is leaked, it is difficult to recall or delete that information, depending on the preparedness and response of the Project Company. It may be difficult to trace and recall all the information completely.

Severity: 4

6.2.8 Supply chain

Human rights issues that affect supply chain for the windfarm industry occur in the full supply chain from the mining of raw materials to construction of components at suppliers' sites⁸³. Ørsted has a Code of Conduct for business partner in place, outlining that the Project's suppliers shall follow OECD's due diligence requirements⁹⁴ with respect to the sourcing, extraction, and handling of minerals and metals used in the supply chain. Ørsted collaborates with significant suppliers, following the OECD due diligence guidance on responsible mining. This collaboration aims to comprehend whether and how the suppliers develop robust management systems, evaluate supply chain risks, and devise strategies for response. Also, the suppliers shall establish grievance mechanisms accessible to all workers, right holders, and stakeholders that may report any alleged breaches. Contractors and suppliers for the construction phase of Phase 2a had undergone risk-based audits covering topics such as child labour, forced labour and human rights. Questionnaires were utilised for conducting the audit of the suppliers and a final audit report is produced at the end of every assessment. As of this report writing, projects' main suppliers or contractors for Phase 2b's construction phase and Phase 2a's operation phase have also undergone or will undergo the risk-based audits.

According to Ørsted's sustainability report (2023), the lack of supply chain transparency is a key challenge to improve the situation of responsible mining. Ørsted has been cooperating with first-tier suppliers and industry partners (ie Initiative for Responsible Mining Assurance) and explore technological opportunities for increased traceability. Ørsted had also completed a pilot project applying block-chain technology to enhance transparency of copper usage at one of their UK wind farms. Ørsted is further joining forces with windfarm developers, industry partners, governmental stakeholders and more in promoting the international responsible business conduct (IRBC) to address impacts on workers in minerals and metals supply chain. Ørsted has ongoing commitments to evaluate their results of the blockchain pilot in 2024 and explore the reporting of origin of steel for foundations and WTGs with selected suppliers. Although general goals are set for 2024, Ørsted does not provide a clear timeline of their goal as well as auditing programmes in addressing adverse impacts in its supply chain.

A bottom-up approach to considering human rights in the wind turbine supply chain indicates that there are human rights impacts in the mining of copper and other minerals. Copper mined in Chile and Indonesia have been identified to have human rights risks based on Ørsted's block-chain pilot project. Typical human rights issues within the mining supply chain include water pollution, contaminated effluent discharge, health problems, reduced food security and loss of income⁹⁵.

Actual human rights impact: it is widely acknowledged that there are human rights impacts in the supply chain of wind turbines and it seems likely that this includes the supply chain of suppliers of the Project. Rights impacted range from workers' rights, environmental effects leading to impacts on the rights to health and impacts on the right to an adequate standard of living.

Vulnerability: vulnerability of people impacted at the bottom of the supply chain for the windfarm industry is considered to be **high**.

⁹⁴ OECD. OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. Retrieved 26 August 2024

⁹⁵ Action Aid (November 2019). Human rights in wind turbine supply chains – update 2019. Retrieved 18 September 2024.

Scale: **B** – impacts may affect the long-term health and livelihoods of workers and communities.

Scope: **B** – the scope of those impacted is challenging to define and visibility of data is limited. It seems reasonable to suggest that between 11-50% of workers and communities may experience human rights infringements, but this will vary according to the exact context and management systems of the mine owners.

Irremediability: **A** – irremediability is deemed to be high because despite the best efforts of organisations such as Ørsted, the supply chain consists of many tiers and positive changes that are being implemented at the top of the supply chain will take time to reach the lower tiers.

Severity: **4**

6.3 Operation phase

6.3.1 Labour rights

In general, there will always be risks related to labour rights on projects. The key risks lie within the construction phase when the largest numbers of subcontracted construction workers are employed. Construction work also tends to be hazardous and so occupational health and safety risks are higher in general in the construction phase. Despite this, there are categories of workers for onshore and offshore components who, during operations, may be at risk, such as those in jobs which tend to be paid at minimum wage including office cleaners, and those who work in shifts such as security guards and catering staff. These risks also apply to the contracted workers for repair and maintenance work of the Project's offshore and onshore components, however their work is per an as-needed basis.

The Project is currently finalising the procurement of O&M phase contractors and suppliers for operation phase work for Phase 2a, including monitoring, maintenance and repair. O&M phase contractors and suppliers for Phase 2b are still under internal discussion and selection process. Based on the SAQ received in August 2024, no human rights risk cases relating to labour rights or working conditions were reported through the Project's grievance channels in the last three years. There is a risk that no grievances received from the Worker's grievance channel is an indication that the channel is either not properly disseminated, it is not accessible, or workers do not feel comfortable in raising grievances.

Potential impact: labour rights infringements could occur in the operations phase, particularly for lower paid and subcontracted workers, and those undertaking shift work. Failure to effectively provide access to remedy for project impacts affecting human rights.

Vulnerability: The vulnerability of subcontracted and sub-subcontracted construction workers is considered to be **high** as they may have limited understanding of and ability to advocate for their rights.

Scale: **C** - labour rights infringements are unlikely to amount to infringements of basic life necessities or freedoms such as education or livelihood.

Scope: **B** – infringements on labour rights are likely to involve less than half of operational sub-contracted workers.

Irremediability: **C** – simple adjustments can be made to remedy issues that are identified through routine monitoring.

Severity: **3**

6.3.2 Livelihoods

The main impacts to fisher folk's livelihood during the operation phase is expected upon offshore fisher folk who conduct bottom trawling and bottom gill net fishing. Vessels conducting these two fishing methods are restricted from accessing the Project's wind farm area during the whole operation phase (ie up to 20 to 25 years). In addition, the FCA prohibits bottom trawling and bottom gill net fishing within the entire cable route during operation phase, and these restricted fishing methods are mostly utilised in offshore fishing.

As the range of offshore fishing is between 12 to 200 nm from the coast, this overlaps with the Project's WTG area. During operations, an exclusion zone of 50m radius around each WTG will be established and might limit fishery activities. This impact will be cumulative when other wind farm projects complete construction and enter operation phase.

Based on Greater Changhua 4's KII with a representative of fisher folk group, he notes that during operation phase, offshore fishers will no longer be able to use their original fishing methods around the Project's WTG area. While offshore fishing vessels have the capability to access other fishing grounds, there still may be some limitations within the region due to the other wind farms being developed around the Project. The Project's wind farm area is 126.3km², however, this impact accumulates up to around 1,300km² from the coast to offshore fishing area when the other known wind farm developments in the nearshore and outer Changhua seas⁹⁶ begin construction and enter operation phase. As an estimate, the total Changhua County fishing area from the coast to the offshore seas is approximately 28,120km². The currently known wind farm developments will thus take up 4.6% of the total fishing area that may be accessed by trawling and bottom gill net fishing vessels during their construction to operation phase.

This impact of access restriction will be cumulative when other wind farm projects enter their operation phase as well. It is expected to impact fishing vessels conducting trawling and gill net fishing. Crew members are typically only expected to be hired for fishing vessels that conduct operational fishing methods like gill net fishing or trawling. Hence crew members for these fishing methods may also experience livelihood impacts if their fishing vessel owners' fishery catches decrease or they decide to switch to fishing methods requiring less labour.

Potential impact: the right to an adequate standard of living through failure to compensate all persons affected by fishing impacts as a result of a non-inclusive compensation agreement. Additionally, there are concerns amongst those who are included in compensation that there will be negative livelihood impacts.

Vulnerability: Employees of vessel owners and unregistered individuals like unlicensed fishers might be underrepresented by the CFA. This could potentially lead to uneven representation of the livelihood status within CFA. Also, women in affected fisher households involved in sales and other related activities do not seem to have their interests or livelihood impacts fully represented by CFA and accommodated by the Project Company's existing livelihood restoration measures. Since those vulnerable groups would have little capacity to absorb the

⁹⁶ Wind farm developments currently in progress include the Project Phase 2b, Greater Changhua 4, Hai Long No. 2 and No. 3, Changhua Changfang, Changhua Xidao, Taipower Phase 2, Zhongneng, Haixia No. 1, Yunlin offshore wind farms. Taipower Offshore Wind Farm phase 1, Formosa 1 (Haiyang Zhunan), Formosa 2 (Haineng), the Project Phase 2a and Greater Changhua 1 are completed wind farms off the coast of Changhua. Wind farm developments planned to begin include Formosa 3 (Haiding 2), Haixia No. 2, Huanyang, Formosa 4 (Haisheng), Fengmiao, Formosa 3 (Haiding 1), Formosa 3 (Haiding 3), Formosa 6 (Haiguang) offshore wind farms.

impact, the vulnerability is deemed to be **high** when the CFA could not adequately represent their interests.

Scale: **B** – non-life or health threatening, but tangible infringement of access to basic life necessities or freedoms including livelihood

Scope: **B** – estimated to be 11-50% of fishing vessels (and associated group)

Irremediability: **C** – Project Company is aware of this risk and is already working to remedy it.

Severity: **4**

6.3.3 Community health and safety

The WTGs will be operated under a wholly automated monitoring system and there would not be a need for on-site operators except for maintenance personnel during maintenance works. As such, provision of services by local public facilities such as health care are not expected to be impacted during operations and human rights impacts are not expected during operations in this regard.

Traffic movements during operations will be very limited. There will be some risks with regard to potential for structure failure and collision of vessels with turbines during operations. As described in the EIA and ESMS, significant impacts are not expected in relation to habitat disturbance, noise or spills during operations.

Potential impact to the rights to health or life: environmental or industrial accidents, poor design or construction of Project infrastructure leading to failure structural or other types of accidents could cause loss of life for mariners, workers, road users or other community members in the worst-case scenario.

Vulnerability: the vulnerability of any rights-holder in the above scenario is **high** – they would have little to no capacity to absorb the change brought about by a serious accident.

Scale: A – the impact could be life threatening

Scope: C - unless a large-scale industrial or extreme weather accident occurs, the number of affected people would be small.

Irremediability: A – in the worst case, there is no remedy of loss of life and very little opportunity to remedy life-changing injuries in a meaningful way.

Severity: 5

6.3.4 Potential for discrimination in community-related funds distribution

The Project Company has established an Electricity Development Fund (EDF) in compliance with Article 65 of the Electricity Act. A portion of the EDF is to assist competent authorities at the municipal government or county government level in promoting development of electric power and improve relations with local communities. Per the Electricity Act, the competent authorities are to disclose the use of assistance funds in quarterly reports online.

The Project Company intends to allocate the remaining EDF to fund local non-profit community projects. An independent committee has been established to review proposals and award the funds. Lack of thought or understanding of the community context may also lead to funds not reaching certain vulnerable groups that face underlying disadvantages or impacts, particularly impacts stemming from the Project. However, there is a potential with any selection process, if

not carefully managed, to result in discrimination (including through arbitrary selection) or for it to nullify or impair equality of opportunity which amounts to discrimination.

The committee members are obligated to review all proposals fairly and do not and should not have any conflict of interests with either the Project Company or applicants.

Potential impact to the right to non-discrimination and equal opportunity: lack of standardised review process from independent committee resulting in discriminatory selection of recipients of EDF funds, or funds not allocated to address underlying impacts or disadvantages of certain vulnerable groups; management of the process by untrained individuals could result in unintentional discrimination against applicants.

Vulnerability: the vulnerability of any rights-holder in the above scenario is **low** – they would have some capacity to absorb the change.

Scale: **C** – the impact would not be life-threatening or relating to a basic life necessity.

Scope: **A** – there could be discrimination against more than half of applicants for funding, assuming that funding applications are reasonably large in number compared to funds available.

Irremediability: **C** – simple changes could be made to the selection process to ensure equality of opportunity.

Severity: **1**

6.4 Decommissioning phase

Based on the Project Company's Decommissioning Cost Assumptions (dated 8 July 2019) for Greater Changhua 1 and the Project's Phase 2a, the decommissioning process will largely be a reversal installation process for the WTGs and offshore substation, with potentially less precision as the structures have served its purpose. The decommissioning process is projected to use a decommissioning vessel, with remote operating vehicles (ROVs) to perform most underwater activities. As such, during decommissioning, it is anticipated that many of the same impacts that would have been experienced during construction will also occur. The Project aims to conduct survey and inspection activities in the preparation phase of decommissioning. A thorough assessment of the potential impacts should be conducted closer to the decommissioning phase, considering the changes in baseline conditions that have occurred throughout the lifespan of the Project. The possibility or process of repurposing, recycling and waste disposal of the project components are expected to be considered in the decommissioning phase. As such, corresponding social and environmental impacts on workers and communities should also be given specific consideration.

7 Mitigation and management measures

7.1 Overview

Ørsted provides an annual report on its environmental, social, and governance (ESG) performance. This report covers a range of social and human rights topics, including gender diversity, safety, and environmental incidents. Ørsted also submits a separate annual sustainability report to the UN Global Compact⁹⁷, of which it is a member⁹⁸. The following sub-sections delineate the existing and new measures that will be implemented to effectively address the human rights impacts identified in section 6. A final summary table of the predicted actual and potential impacts to human rights during construction and operations of the Project, as well as the priority to address the impacts are outlined in Table 7.1 of section 7.11.

7.2 Labour rights

Ørsted has developed the following core policy documents and systems for managing labour rights:

- Ørsted Taiwan Employee Handbook
- Ørsted Taiwan Work Rules
- Ørsted Code of Conduct (COC) for Business Partner
- Ørsted Good Business Conduct Policy
- Ørsted Human Rights Policy
- Ørsted Global Diversity & Inclusion Policy
- Ørsted Global Bullying, Discrimination and Harassment Policy
- Ørsted Global Labour and Employment Rights Policy
- Ørsted Global Security Policy

The Employee Handbook and COC state that all policies within apply for all employees in Ørsted Taiwan, which includes business partners (ie joint venture partners, agents, suppliers, contractors and other intermediaries). Contract agreements with contractors and suppliers since Greater Changhua 1 and the Project's Phase 2a to Greater Changhua 4 and the Project's Phase 2b have shown that Ørsted's COC are embedded as an integral part of the contracts. Within Ørsted's labour rights documents, policies can be found on topics including terms and conditions, workers' organisations, non-discrimination and equal opportunity, child labour, forced labour, and occupational health and safety, as detailed in the following sections. SAQs further confirms that all expectations within Ørsted's COC are communicated to business partners, and that these expectations are to be cascaded down to partners' sub-tier 2 suppliers.

In addition, Ørsted operates a Responsible Business Partner Programme (RPP) which enables the company to collaborate with suppliers and partners to improve the social, environmental and ethical performance of its supply chain. The Responsible Partner Program entails supply chain screening and due diligence. Ørsted expects its contractors and suppliers to adhere to a wide

⁹⁷ The UN Global Compact is a sustainability initiative for the private sector and its first two principles are derived from the Universal Declaration of Human Rights. The Global Compact calls on companies to respect and support internationally proclaimed human rights, and to ensure they are not complicit in human rights abuses.

⁹⁸ UN Global Compact. [Ørsted A/S](#). Retrieved 18 September 2024.

range of international and national standards, including many which are particularly relevant for human rights⁹⁹. The RPP team takes a risk-based approach and thereby screening suppliers based on category risk and country risk. Ørsted's due diligence is progressive, meaning varying risk ratings determine whether extended risk screenings where additional questions related to the contract is asked, over desk-top analysis (assessing the suppliers policies and procedures through a questionnaire process) or an onsite assessment covering policies, procedures and practices are undertaken. All business partners (ie including contractors and suppliers) which are considered higher risk are required to fill out a questionnaire (hereinafter referred to as the 'business partner questionnaire') that assesses the partners' background information, and the policies and procedures in place. Particularly, a section in regard to human rights and labour rights are covered, where partners are prompted to note whether policies and procedures are in place for different human rights or labour rights topics (eg child labour, discrimination, freedom of association, harassment, security guards, working hours, wages etc.). A separate section regarding supplier due diligence to cover the above topics is also within the questionnaire.

Separate of the RPP, Ørsted also conducts QHSE gap analysis report and forms risk picture of suppliers during the tender phase. QHSE Requirements or development plans deemed required for suppliers from the gap analysis report are included in contracts with contractors and suppliers.

A human resources policy and associated procedures incorporating the requirements of IFC PS2 and Taiwanese Labour Laws have been developed for the Project. The COC that is issued to business partners outlines requirements to comply with applicable laws and standards, respect for labour and human rights and comply with anti-corruption measures. The COC is included in the contracts with contractors to ensure compliance. The Project Company has an RPP Escalation procedure in place where approval is required from Head of Business and Compliance Officer to work with high-risk suppliers and business partners. Where significant findings of non-compliance or non-cooperation is observed (eg non-compliance to the COC), this issue also escalates to the Head of Procurement and Compliance Officers to discuss actions to be taken. For business partners that fail to comply with requirements or show repeated negligence, Ørsted reserves the right to pursue termination of the business relationship.

Any accommodation provided by subcontractors will meet the joint IFC/European Bank for Reconstruction and Development (EBRD) Guidance on workers' accommodation¹⁰⁰. The Project requires all chartered working vessel, including on-board accommodations, to adhere to the Maritime Convention 2006 when deployed.

7.2.1 Labour management plan

As an outcome, some issues have been identified with labour rights through the course of the HRIA. To proactively address these issues, a labour management plan (LMP) has been developed by Ørsted to guide the management and improve the oversight of its subcontractors working on Project sites in Taiwan. The LMP outlines standards and expectations for labour and working conditions, summarise the companies working on the Project in sites in Taiwan and

⁹⁹ Including, inter alia: UNGPs, Universal Declaration of Human Rights, OECD Guidelines, Convention on the Rights of the Child, the eight ILO conventions comprising the four core labour standards, SA8000 Social Accountability International (certification programme providing a framework for fair treatment of workers), OHSAS 18000, SO 26000 Social Responsibility, ISO 20400 Sustainable Procurement Guidance, UK Bribery Act, UK Modern Slavery Act, SEC Dodd-Frank Section 1502: Conflict minerals, Wind Europe Industry Principles for Supply Chain Sustainability

¹⁰⁰ Workers' Accommodation: Processes and Standards. A guidance note by IFC and the EBRD, dated August 2009. Retrieved from: <https://www.ifc.org/en/insights-reports/2000/publications-gpn-workersaccommodation>

how many workers they are expected to have during construction. Accommodation provision and usage will be described when contractors and suppliers are confirmed for both phases. Staffing and systems for monitoring and reporting on labour rights including human resource provisions and systems (recruitment, contracting, remuneration and benefits, leave, working hours, training, performance review, contract completion and dismissal, disciplinary procedures, etc.) OHS, worker transportation, and welfare facilities on site will be described alongside key performance indicators, monitoring frequency, methods for identifying non-conformances and how corrective actions will be followed up on.

The monitoring section of the LMP details:

- Identification of roles and responsibilities for monitoring
- Timetable of monitoring and reporting frequency
- Monitoring checklists stating what each subcontractor (including security contractor) will be monitored on including:
 - Description of the labour profile (how many workers for each contractor/subcontractor, expected peaks, worker origin, worker gender, worker ethnicity)
 - Recruitment, contracts of employment, remuneration and benefits, leave, working hours (also considering health, safety and wellbeing of workers exempt from national law on working hours), breaks, rest, overtime payments, training (health and safety, skills, labour rights), performance review, contract completion and dismissal, disciplinary procedures, health and safety records (incidents, accidents, near misses), next-of-kin records, timesheet keeping, child labour, worker transportation, accommodation, welfare facilities¹⁰¹
 - Payroll inspections should be undertaken to check working hours and overtime is not excessive and is in line with legal limits and good practice outlined by the ILO
 - Assessment of the above parameters against the requirements of national law and international standards for individuals, as well as consideration of discrimination against individuals or vulnerable groups (women, migrants, ethnic minorities) when compared with the working and living conditions of the majority.
- Assessment of indicators of forced labour, including but not limited to confirmation that workers have not paid to access employment (for instance to third parties in their country of origin), that conditions in their contract are the same as had been discussed during the recruitment process, and that companies are not retaining originals of passports and other identification/travel documents.
- Worker interviews (direct, contracted and sub-contracted workers including women and ethnic minorities will be interviewed as part of monitoring to understand issues and conditions)
- Guidelines for identifying non-compliances and differential treatment of workers of different nationality, gender or ethnicity
- A template for regular monitoring reports¹⁰² that will be submitted to management and lenders
- A template for a corrective action plan for non-compliances and guidance on how these will be followed up on.

¹⁰¹ These will be assessed by visiting the offices of subcontractors and physically checking timesheets against payslips to review correct and timely payments, payment of overtime worked, personnel files and other relevant data sources.

¹⁰² Quarterly and annual labour monitoring reports will be made available to Finance Parties during construction

7.2.2 Reasonable working conditions and terms of employment

The Work Rules and Employee Handbook details employee terms and conditions including recruitment, salary, bonus, allowance calculations and payment methods, leave arrangements, retirement, welfare and insurance benefits, sexual harassment policy, and safety and health policy. Ørsted staff sign individual contracts of employment and the Employee Handbook prior to joining the company. Ørsted does not restrict workers who need time to pray or to wear specific clothing associated with their religion.

The COC requires Ørsted's business partners to provide safe and healthy working conditions and take appropriate precautionary measures to protect employees from work related hazards and anticipated dangers in the workplace. It states that business partners shall abide with all wage and benefit laws and regulations, including those pertaining to minimum wages, overtime wages, sick leave, piece rates¹⁰³ and other elements of compensation.

Ørsted also has ongoing engagement with suppliers to identify, mitigate and remediate issues where human rights infringement may have taken place (eg delayed wages). Suppliers are also trained to communicate about risks and to comply with the requirements stated in COC, in which failure to comply may result in termination of the business relationship.

In addition, the Project has monitoring of labour rights in place to verify¹⁰⁴:

- Contracts are in place
- Working hours are not excessive
- Workers are paid correctly and timely
- Rest and fatigue management measures are in place
- Training is provided
- Labour grievances are investigated and resolved
- Worker representatives are engaged
- Accommodation and welfare facilities are inspected

7.2.3 Migrant workers

The Project's LMP, where its intent is to set out responsibilities and management practices to the management of labour during the Project's lifecycle, is applicable to all Project's employees, including migrant workers. As such, all labour provisions and management measures as presented in 7.2.1, including accommodation provisions and monitoring measures, are applicable for migrant workers. Within the LMP, Ørsted will also conduct specific human rights impact assessment on the management of potential migrant workers employed by third parties. This is under the conditions of agreement with contractors and suppliers, as well as the Project having a significant number of migrant workers.

In Ørsted's business partner questionnaire, the number of migrant workers and their countries of origin are to be provided. Furthermore, the questionnaire prompts the business partner to confirm if procedures are in place to ensure that migrant workers, amongst others:

- Receive copies of their employment contract before departure for employment, which contain provisions indicating conditions of work

¹⁰³ According to ILO's definition, piece rate pay occurs when workers are paid by the unit performed (eg the number of tee shirts or bricks produced) instead of being paid on the basis of time spent on the job.

¹⁰⁴ Adopted from the Project's focused social impact assessment (FSIA) report

- Indication that migrant workers understood their employment contract
- Employment contract terms for migrant workers are equivalent to local workers
- Personal documentation/government issued identifications are not held by recruitment agency or company

7.2.4 Workers' organisations

The Work Rules detail that regular labour-management meetings shall be convened once every three months, which aims to allow communication between the employees and the employers. As confirmed by Ørsted, all staff can join and share their opinion/topics of concerns in the labour management meetings.

Ørsted's COC states that business partners shall respect employees' and other workers' rights to join or refrain from joining any lawful workers' association or collective bargaining association of their choice, and that no discrimination shall occur against those who choose to affiliate or not affiliate. Ørsted confirms the compliance of business partners regarding the topic of workers' organisations through the business partner questionnaire. The questionnaire prompts the business partner to confirm policies and procedures in place regarding freedom of association and right to collective bargaining for both the partner as well as its suppliers. Based on the SAQs received from the Project's partners in August 2024, it is understood that some contractors have human rights policies in place covering workers' rights to unions and organisation. Furthermore, some contractors do have labour unions in place, and union representatives are invited to new employee orientations to provide information about union membership. Some labour unions conduct direct check-ins and inspections or audits of their subcontractors.

7.2.5 Non-discrimination and equal opportunity

The Employee Handbook and the Work Rules cover the sexual harassment and discrimination policy, and the non-discrimination and equal opportunity policy, as well as the prevention of mobbing. The policy indicates that all employees must be treated equally in recruitment and termination, for employment, promotion and access to training. In support of this, Ørsted also has a dismissal policy.

The COC expects business partners to treat employees fairly and provide a workplace which supports diversity and is free from discrimination in hiring, compensation, access to training, promotion, termination, retirement, working conditions, job assignments, benefits and discipline based on personal characteristics. Policies and procedures of the business partners covering these COC expectations are verified through Ørsted's business partner questionnaire. The questionnaire prompts the business partner to confirm policies and procedures in place for hiring practices, fair and non-discriminatory recruitment and more.

7.2.6 Child labour

The COC has included requirements for Ørsted's business partners, which include contractors and suppliers, to prohibit the use of child labour and ensure that no person shall be employed at an age younger than 15 or 14 where specific national laws permit. It requires that business partners shall protect young workers of legal working age, up to the age of 18, from any type of employment or work which is likely to jeopardise their health, safety or morals, or interfere with their schooling needs. Ørsted's business partner questionnaire prompts business partners to confirm whether policies covering child labour for the partner and their suppliers are in place. Furthermore, procedure checks on whether there are age checks for job applicants, as well as training for managers managing young workers are within the questionnaire.

Furthermore, Ørsted's human rights policy includes a commitment to ensure compliance with child labour regulations and no employment of anyone under the legal minimum working age. The policy strictly adheres to minimum age dictated by national laws and regulations, and where national law is less stringent, Ørsted's policy defers to the requirements of international standards¹⁰⁵.

7.2.7 Forced labour and modern slavery

Ørsted's COC has included requirements for Ørsted's business partners to apply appropriate measures for preventing direct and/or indirect involvement in human trafficking and modern slavery and prohibit all forms of forced, bonded or indentured labour, and involuntary prison labour. This applies to all workers, whether hired directly, by a contractor or recruited through a labour broker. The COC also states that employees shall enjoy the freedom of movement during their employment. Employees shall be permitted to terminate employment after reasonable notice and business partners shall not retain original identification documents, deposits or financial guarantees or withhold wages outside of a legal contractual agreement. Ørsted's business partner questionnaire verifies policies and procedures in place regarding forced labour (eg commitments in the COC) for both the partner as well as its suppliers.

Ørsted 2023 Modern Slavery Act Statement (dated 26 June 2024) states that their approach to business integrity is guided by the United Nations Global Compact, of which they have been a signatory for more than 13 years. The statement indicates that Ørsted has established systematic due diligence and screening procedures of their operations and supply chains. Ørsted provides annual modern slavery act statements, and also present findings in their annual reports, both of which are disclosed on their website.

7.2.8 Occupational health and safety

Ørsted has developed the Global Policy for QHSE (dated April 2024) as a core policy document for managing health and safety of workers. The Project also has specific and separate HSE management plans for both Phase 2a (ie Greater Changhua Wind Farm 01&02a – O&M HSE Plan) and Phase 2b (ie Greater Changhua CHW2204 Project HSE Plan). The Phase 2a HSE plan is applicable to the Project's O&M activities, while the Phase 2b HSE plan is applicable to the Project's construction activities. Both plans cover their designated HSE teams. A detailed commentary on the responsibilities, tasks and deliverables of the key HSE roles are provided within the respective HSE management plans. Transition between construction phase HSE plans to O&M phase HSE plans will be conducted through a controlled change management process and proper hand-off between the EPC/construction team to the O&M main contractor. In terms of practical implementation, it is expected that the distinction would be evident whereby the construction team/contractor carrying out construction activities would follow Phase 2b and vice versa for O&M activities/team.

The responsibilities for managing HSE aspects for various Project components are distributed between Ørsted and the contractors/suppliers, wherein Ørsted will coordinate overall HSE management related to the offshore and intertidal components while the contractor will coordinate overall HSE management for the onshore components.

Ørsted submits a training matrix to tenderers to ensure that the right skills are available, and workers are trained to work safely. For offshore works where the Ørsted HSE management

¹⁰⁵ ILO: International Labour Standards on Child labour

system applies there are strict access requirements that require all individuals to submit evidence of appropriate training which is used to generate a permit/access identity card.

All buildings and infrastructure designs in Taiwan have been carried out by established local designers (in the case of the onshore substation and operations building) or by reputable designers in Europe, or by in-house engineers. In addition, all designs are checked and signed off by designated Professions Engineers from Taiwan before construction is permitted to commence. Ørsted's HSE team has a sub-team dedicated to the review of designs prior to construction.

The Project Company has a system in place to carry out risk assessments for special cases (pregnancy, young workers, those returning after illness) to enable them to work safely. In light of the COVID-19 pandemic, the Company has put a task force in place to manage and communicate virus related risks, as well as a COVID-19 management plan. Ørsted has also made it a requirement of all contractors on the Project to carry out risk assessments and implement appropriate controls and procedures to address the virus itself as well as controls required to ensure safe passage of personnel across borders.

7.2.9 Gender

Ørsted's Global Diversity & Inclusion Policy (dated 2018) which sets employment targets for women in top positions. This policy also includes a commitment to provide equal opportunities irrespective of ethnic background, race religion, age, gender, disability, sexual orientation, outlook or social status. Based on Ørsted's 2023 Annual Report, from 2022 to 2023, Ørsted had raised the people leaders' gender balance from 31% women to 69% men to 33% women and 67% men. The percentage of women senior directors stayed the same at 22%. As of September 2024, 23.9% of senior directors (and above) are female, while 31.8% of people leaders are female. The overall company now has 34.1% women. Ørsted strives to have a gender distribution of 40% women and 60% men by 2030 for its entire workforce. To achieve this, Ørsted had piloted a women in leadership programme for women senior leaders, where over 50% of sponsored participants achieved promotions thereafter. Ørsted has also relaunched a Global Talent Acquisition process in April 2024 where equity, diversity and inclusion is at the core of the process to reduce bias, remove unfair practices and attract a wider range of candidates. There are also plans to improve data collection and track progress of groups that face discrimination, including women and women of colour.

The Project does have in place its Global Diversity & Inclusion Policy as well as Global Bullying, Discrimination and Harassment Policy, which cover discrimination based on gender. Ørsted's Employee Handbook also states that a sexual harassment and discrimination policy as well as non-discrimination policy are in place to cover procedures and disciplinary considerations for these types of cases. The Project's contractors have in place harassment and discrimination-related policies, measures or trainings. Impacts relating to gender-based violence have not been predicted nor materialised in the past three years within the SAQs from August 2024 and although the baseline data suggests that gender-based violence and harassment are prevalent within Taiwan and male-dominated sectors, Ørsted intends to take the opportunity during the Project to improve worker understanding on the topic through these policies during induction trainings, thereby creating a positive impact on this and future Ørsted workforce and potentially in the offshore wind sector in Taiwan which is growing rapidly.

7.3 General health and safety

In order to manage environmental risks and impacts which relate to the health, safety and wellbeing of workers, communities and the fish stocks upon which they rely, the Project has developed an ESMS which presents the overarching framework by which environmental, social, health and safety aspects are managed for the Project. The ESMS is supported by various Project documents (policies, detailed management plans, procedures and responsibilities) which contain details on the Project's commitments, actions and measures to be undertaken throughout the Project lifetime. Those relevant to environmental aspects which interrelate with human rights as discussed in section 6.2.3 include:

- QHSE policy
- Documents as relating to identification of risks and impacts, such as the approved environmental impact assessment (EIA) and supporting assessments/documents, including
 - Cumulative impact assessment (CIA)
 - Focused social impact assessment (FSIA)
 - Critical habitat assessment (CHA) and biodiversity action plan (BAP)
- Documents detailing the management programmes to be implemented, such as:
 - O&M HSE Plan for Greater Changhua 1 and Phase 2a
 - Project HSE Management Plan for Greater Changhua 4 and Phase 2b
 - Marine and Helicopter Coordination Procedure (MHCP)
 - Navigation Aids Plan
 - Local Level Emergency Response Plan (ERP) for Greater Changhua 1 and Phase 2a
 - Local ERP for Greater Changhua 4 and Phase 2b
 - Offshore works construction phase HSE plan
 - Onshore substation HSE plan
 - Offshore Access – Training and Medical Requirements for Contractors
 - Ørsted Electrical Safety Rules
 - Employer HSE requirements
 - Maternity Protection Management Plan
 - Offshore Operations Manual
 - Contractors' Traffic Management Plan (land-based)

Separate HSE and ERP documents are in place for Phase 2a and Phase 2b. When the phase is still under construction, and prior to handover to the O&M team, the HSE and ERP documents of the EPC contractors (ie 'Project HSE management Plan for Greater Changhua 4 and Phase 2b' and 'local ERP for Greater Changhua 4 and Phase 2b') covering the construction phase apply. Once the windfarm is handed over to the O&M team, the O&M HSE and ERP plans (ie 'O&M HSE Plan for Greater Changhua 1 and Phase 2a' and 'Local Level ERP for Greater Changhua 1 and Phase 2a') are applied. The plans to be followed depend on which team (ie EPC or O&M) oversees the HSE work at time, and it is not expected that the phases of the project would be under both teams at the same time. Again, transition between construction phase plans to O&M phase plans will be conducted through a controlled change management process, with proper hand over between the EPC/construction team to the O&M main contractor.

To manage safe navigation and movement of vessels around the wind farm, Ørsted has a Navigation Aids Plan (NAP) in place which has been approved by the Maritime Port Bureau and

the Civil Aviation Authority as required under the relevant Taiwanese legislation. The NAP includes lighting of WTGs so they are clear to fishing and other vessels and aircraft. It will be implemented throughout construction and operation by Ørsted and all contractors are made aware through distribution of the plan and toolbox talks. Ørsted also requires that all people working on the Project undertake Global Wind Organisation training that teaches valuable lifesaving skills. The NAP is communicated to local sea users through the Notice to Mariners.

Ørsted also works with Marine and Helicopter Coordination Centre (MHCC) which monitors remotely and coordinates the movements of vessels and offshore wind farm personnel. The coordinators monitor the situation around the clock and is the first point of contact in case of an emergency. MHCC directs the vessels according to the emergency response plan, to provide assistance/support accordingly, and notify the Coast Guard Administration if necessary. A MHCP is in place to cover these responsibilities, and how the local teams and relevant personnel would interact with the MHCC.

Ørsted maintains communication at sea with Taiwan's authorities including national security officials. Ørsted also conducts pre-construction meetings and ongoing engagement activities with community stakeholders, including CFA and impacted fishers, to familiarise them with the project and capture any concerns. Detailed list of stakeholder engagement may be found in Ørsted's SEP, section 5. The Taiwanese Authorities are also discussing the installation of an automatic identification system (AIS) with the fisheries to help avoid collisions at sea. Ørsted is aware of the dialogue and is willing to participate.

Land-based traffic has been assessed as part of the EIA and mitigation has been identified within the EIA requirements to ensure traffic is managed with as low as reasonably practicable impact to local users and communities. All contractors are required to produce environmental management plans and traffic management plans (where relevant) to demonstrate that they are aware of the requirements and show how they will adhere to them.

All contractors are required to provide a risk assessment to evaluate the risks associated with the Project works and put in place any mitigation actions if required. In the event of any hazard, workers will follow the offshore HSE management plan and emergency response plans and equivalent operations plans during operations which detail the actions to adhere to in case of an emergency such as a spill, extreme weather or an industrial accident. Contractors also provide their own management plans, such as Marine Pollution Management plans, to demonstrate they have understood the Ørsted plans and how they will adhere to them.

Mitigation to address actual and potential environmental impacts to fish stocks which could in turn affect community health and safety has been set out in the EIA and ESMS to manage or mitigate them to extent possible. Measures include restricting locations of cables to a designated corridor, piling one WTG at a time and progressive pile driving from low strength to high strength, as well as communications with and compensation for fishing communities (for more detail, refer to ESMS, Section 5). The CIA, BAP and LRP also address these impacts and provide appropriate mitigation.

7.4 Livelihood restoration

Two separate Fishery Compensation Agreements (FCAs) for Phase 2a and Phase 2b were signed with CFA on September 2020. Under the FCAs, the same fishers were entitled for compensation. Compensation has been paid to most of the affected fishers via the CFA in accordance with the compensation agreed in the FCA in September 2020. The remaining fishers have yet to receive compensation due to personal reasons. The Project Company will follow-up quarterly with CFA to confirm all compensations are received.

In addition to the FCA and to meet the requirements of IFC PS5 on land acquisition and involuntary resettlement, an LRP has been developed to meet the following objectives:

- Provide a description of the socio-economic setting and livelihood impacts based on secondary information
- Describe entitlements based upon prevailing Taiwanese regulations, the draft FCA between the Project Company and CFA, and PS5 eligibility criteria
- Develop livelihood restoration measures to supplement those already being proposed through the draft FCA. These include:
 - Assisting affected people in their efforts to improve, or at least restore, their livelihoods to pre-economic displacement levels
 - Implementing livelihood restoration activities as sustainable development programmes and providing sufficient investment resources to enable affected people to benefit from the Project
 - Allowing access around the turbines for certain fishing activities
- Provide an overview of implementation processes, schedules, budgets and monitoring and evaluation mechanisms
- Ensure that LRP activities are planned and implemented with appropriate disclosure of information, meaningful consultation, and informed participation of those affected

The LRP also documents how the Project engages with the fishers to determine the appropriateness and likely effectiveness of the measures proposed. It also covers roles and responsibilities, and the monitoring, evaluation and completion audit that will be carried out by the Project.

The LRP is designed to consider and mitigate human rights issues by including:

- Participation of vulnerable groups in consultation activities
- Grievance redress
- Entitlements for affected fishing vessel owners
- Entitlements for those not recognised or compensated under the FCA (such as migrant or local or minority ethnic deck-hands and workers on fishing vessels, onshore employees, unlicensed fishers, supply chain workers, women in fishing households)
- Further support for vulnerable groups, including ethnic minorities

The various livelihood restoration programmes currently being proposed or considered include vocational training, community support fund, local recruitment programme, and patrol/guard vessel programme. These programmes or funding are to help provide different streams of income, facilitate career change of fisher folk, provide sustainable development and improvement to local community. eg Taiwanese regulations require the Project to announce the construction schedule at a public hearing before the construction permit can be authorised. This process will help to mitigate any sudden or unexpected changes to fishing livelihoods which could amount to income shocks and human rights impacts. In addition, Ørsted will serve notices in the community and to local fishing and marine user groups (Notice to Mariners) in advance of work, as follows:

- Work commencement notices thirty days' notice prior to the start of construction and operations, respectively
- Exclusion zone notices fourteen days prior to the commencement of works to the submarine cables, specifying the area of the exclusion zone and the duration of the exclusion period

- Exclusion zone notices three days prior to urgent maintenance and repair works during operations, specifying the area, the vessels conducting the maintenance and the exclusion period.

7.5 Grievance mechanisms and access to remedy

As Ørsted's general policy, the Greater Changhua Project¹⁰⁶ will work proactively towards preventing grievances through the implementation of impact mitigation measures and community liaison.

Anyone will be able to submit a grievance to the Project if they believe a practice is having a detrimental impact on the community, the environment, or on their quality of life. People may register grievances by submitting official letters, contacting the Changhua Representative Office, or reporting to their community leader, or other community representative. Specific details on the Project's grievance resolution process can be found in Section 8 of the Project's SEP.

The grievance mechanism in the SEP will be adapted by Ørsted to take account of grievances which amount to human rights abuses with which the Project is or may be associated. The community liaison officer will screen grievances and request support from outside bodies such as human rights NGOs to handle sensitive cases where appropriate.

Ørsted has appointed a community liaison officer (CLO) who carries out regular engagement with the local communities as well as informing them of Ørsted's contact number for direct communication. Ørsted may look into promotion of the grievance mechanism through local media platforms to widen the public outreach.

Ørsted's Global labour and employment rights policy establishes the internal grievance process and platforms for employees to raise grievances or complaints, including:

- Reach out directly to people leaders, including manager, manager's manager or business unit Compliance Officer
- Contact People & Development organisation via an HR business partner or their local/regional People & Development experts

Ørsted also has a Whistle Blower Hotline which is available online. It can be accessed and used by employees, business partners and their employees, suppliers, customers, community stakeholders, and other stakeholder groups with affiliation to Ørsted. This hotline is designed for workers to quickly and easily report concerns about actual or suspected misconduct to help protect Ørsted's integrity and reputation. The reporting system allows for the reporter to remain anonymous. All reports will be 1) kept confidential to the extent permitted by law, and 2) received and investigated by internal audit. Internal Audit is an independent function in Ørsted, reporting directly to the Ørsted Board of Directors. The reporting system can be used by employees, business partners, suppliers, customers and any affected community. Whistle blowers are informed they will experience no retaliation or other negative repercussions from their decision to come forward and speak up. Detailed instructions and explanation on what can be reported, anonymity and case handling are also provided.

¹⁰⁶ The Greater Changhua offshore wind projects are being developed by Ørsted in the Taiwan Strait. These projects consist of four sites located between 35km to 60km off the coast of Changhua County, Taiwan. Figure 1.2 highlighted the four sites in green boundary.

Further disclosure of the Whistle Blower Hotline as well as the subcontractors' own grievance mechanisms will be carried out to improve knowledge of the systems amongst Project workers. This can be done through additional information sessions with project workers, and provision of posters in strategic areas across all Project sites. Disclosure and use of the grievance mechanisms will be monitored by Ørsted as part of the labour auditing procedures, which will be outlined in the labour management plan.

If existing worker grievance mechanisms fail to resolve and remediate worker complaints, Ørsted commits to communicating with workers' unions to identify alternative means of recourse such as mediation by the county (city) government or the Foreign Workers 24-hour Consultation and Protection Hotline.

7.6 Communications and engagement

The SEP, LRP and HRIA have been designed to acknowledge the needs of vulnerable groups and have created separate forums for women and vulnerable groups. For example, for Greater Changhua 4's HRIA, community representatives for women and human rights were consulted separately and given the opportunity to receive and provide information and views on the Project and its human rights, livelihoods and other impacts. Key Precinct information was disclosed to participants in advance of focus group discussions and key informant interviews so that they could take part based on accurate and up to date knowledge about the Precinct.

To improve general awareness about the Project and understanding of impacts, Ørsted's CLO will undertake a review of previous information disclosure and develop plans to increase the scope and outreach. The review will consider the methods used, type of information disclosed, when and to whom. Examples of increasing disclosure of information could be to widely distribute the non-technical summary (NTS) through appropriate channels which will include women and fishing households, or to develop a concise brochure to provide information on the Project as well as its associated key impacts and mitigations. The SEP will be updated to reflect the outcomes of the review and planned actions.

Throughout 2024, Ørsted has undertaken and has planned a series of stakeholder meetings with the Changhua County Government, Taichung City Government, the CFA, the Taichung Fishery Association, fishery community, local Township offices and the media.

Prior to operations, an awareness campaign will be mounted to brief fishers and mariners on what they can and cannot do in the vicinity of the operational wind farm to remind them of safety measures in place. The objective is to better inform fishers and mariners about operations and to therefore reduce safety risks around the wind farm. All the abovementioned plans and outcomes are reflected in the Project's SEP.

For project workers, initial induction trainings are conducted covering the Project as well as HSE procedures. Regular toolbox meetings are also undertaken prior to work to raise awareness of various different HSE topics including zero tolerance policy for alcohol and drugs. Every month, a different training or initiative relating to HSE is conducted for workers or internal staff not only for refreshers of safety awareness, but also to maintain engagement with project workers.

7.7 Management of community-related funds

The competent authorities that receive portions of the Project Company's EDF are to disclose the use of assistance funds in quarterly reports online, per the Electricity Act. Funds are to be used to promote the development of electric power as well as improve relations with local communities.

The remaining EDF to fund local non-profit community projects is overseen by an independent committee chosen by Ørsted. The committee members are obligated to review all proposals fairly and do not and should not have any conflict of interests with either the Project Company or applicants.

Ørsted has appropriately chosen qualified and independent committee members to manage oversee the proposal selection process for the remaining EDF funds, which are to be used to support local non-profit community projects. The committee members are to be in line with corporate policies on non-discrimination and equality of opportunity for Ørsted's Precinct. The corporate code of business conduct applies to the selection process as well, which details a 'sponsorship policy' which commits Ørsted to never give sponsorships or donations to individuals or to satisfy the private interests of government officials or other parties with whom they are dealing with. The diversity and inclusion policy is also followed, which commits to providing equal opportunities irrespective of ethnic background, race, religion, age, gender, disability, sexual orientation, outlook or social status. The EDF is to be proactively used in a way to support disadvantaged or minority groups as identified within the Project LRP.

7.8 Security

Ørsted has in place a Global Security Policy (dated June 2024). The Policy commits to the development of a physical security risk management programme to be implemented and maintained globally. Ørsted also has a Guard Vessel Procedure in place outlining the responsibilities of guard vessel workers for Phase 2b, which cover non-physical interactions with incoming vessels. For the OnSS, the OnSS contractor will oversee the security around the OnSS during the construction phase. CCTVs will also be implemented and monitored by the Project's offshore coordinator throughout the Project's life cycle. In order to bring security provision for the Project in line with the requirements of IFC PS4 and related guidance documentation¹⁰⁷, Ørsted will take these guidance into consideration during the onboarding and training of security provisions at the onshore marshalling yard and industrial zone where the onshore substation is situated.

For suppliers, the topic of security is covered in their COC, whereby security arrangements/safeguard personnels of all business partners are to comply with the Voluntary Principles on Security and Human Rights or similar principles and protect rights defenders, interested parties, and assets. If business partners intend to use private security providers, they are to ensure such providers are signatories of the International Code of Conduct for Private Security Service Providers or similar codes. All business partners are subjected to assessment and monitoring as based on the process/requirements prescribed within the COC.

7.9 Data security

Ørsted has a privacy policy¹⁰⁸ which outlines the way the Company manages personal data and applies to workers, stakeholders and rights-holders on the Project. The privacy policy outlines the rights of the person whose data is being processed and provides Company contact information to discuss personal data issues or complaints. Further, it suggests that if the complainant is not satisfied, they may choose to complain with the local data protection authorities. Internally, Ørsted's Cyber Risk Management and Security Assurance Policy

¹⁰⁷ IFC guidance 'Use of security forces: assessing and managing risks and impacts, guidance for the private sector in emerging markets (IFC, 2017)' and the UN Voluntary Principles on Security and Human Rights, 2000 will be used as reference guides

¹⁰⁸ Ørsted (May 2018). Privacy Policy. <https://orsted.tw/zh/privacy-policy>. Retrieved 22 August 2024

provides guidelines for managing Ørsted's cyber risks in a structured and scalable approach, including lines of defense covering the process of risk management and security assurance.

Good Business Conduct Policy is also in place, which describes Ørsted's commitment to personal data regulation. Handling of personal data should always maintain proper protection and be in accordance with applicable laws and regulations that apply to the processing of personal data, including requirements and obligations on confidentiality.

7.10 Capacity and resourcing

Ørsted will integrate the labour monitoring described in section 7.2.1 into its existing QHSE inspections and COC for business partners. Ørsted does not anticipate any additional resources or training to be required in order to manage these commitments.

7.11 Summary of human rights impacts and mitigation measures

Table 7.1 below provides a summary of the predicted actual and potential impacts to human rights during construction and operations of the Project. "Pre-mitigation priority level" in the first column proposes the priority for addressing impacts, prior to mitigation measures, if they cannot all be addressed at the same time. This priority level is based on the severity of the impact and its various severity parameters (ie scale, scope and irremediability) presented in section 6, as well as feasibility to address impacts.

Priority is divided into construction phase priorities and operations phase priorities (eg C1, C2, C3, O1, O2, O3 and so forth, respectively, where 1 is the top priority and should be addressed first). Once existing measures and new mitigation measures to be implemented are considered, severity ratings of potential impacts may reduce, and as such, a new "post-mitigation priority level" is proposed for which impact should be addressed first if they cannot all be addressed at once.

Table 7.1: Summary of human rights impacts and mitigation measures

Pre-mitigation priority level	Impact	Severity	Existing mitigation	New mitigation	Post-mitigation priority level	Responsibility
Construction impacts						
C2	Potential labour rights infringements	4	<ul style="list-style-type: none"> • Ørsted Taiwan Employee Handbook • Ørsted Taiwan Work Rules • Ørsted Code of Conduct (COC) for Business Partner • Ørsted Good Business Conduct Policy • Ørsted Human Rights Policy • Ørsted Global Diversity & Inclusion Policy • Ørsted Global Bullying, Discrimination and Harassment Policy • Ørsted Global Labour and Employment Rights Policy • Ørsted Global Security Policy • Signed individual contracts of employment • HSE management plans for Phase 2a and Phase 2b • Risk assessments for high risk workers • Worker safety and induction training • Labour management plan 	<ul style="list-style-type: none"> • Widespread disclosure of Whistle Blower Hotline • Contractors, suppliers and subcontractors to increase visibility of worker grievance mechanisms <p>* With mitigation measures in place and these new mitigations to be implemented, mitigation priority level increased to C1.</p>	C1	<ul style="list-style-type: none"> • Ørsted EPC HR department • Project contractors, suppliers and subcontractors
C4	Potential infringement on the right to an adequate standard of living (eg environmental pollution, pollution of food sources, spills)	4	<ul style="list-style-type: none"> • Issue advance notice to fishing communities at key project junctures (eg commencement of construction). • QHSE policy • ESMS • Contractors' marine pollution management plans or environmental management plans 	<p>None</p> <p>* With well-managed mitigation measures in place and no further measures to be implemented, the scale of severity is reduced and mitigation priority level decreases to C5.</p>	C5	<ul style="list-style-type: none"> • Ørsted • Project contractors and subcontractors • Environmental and social consultants
C3	Potential infringement on the right to an adequate standard of living (ie livelihood)	4	<ul style="list-style-type: none"> • Fishery Compensation Agreements for Phase 2a and Phase 2b • Develop and implement LRP in accordance with IFC PS5 on land acquisition and involuntary resettlement, paying particular attention to those people who are not compensated under the FCA, including women and employees of vessel owners. • Set up funds providing financial support for initiatives aimed at restoring or improving livelihoods of the fishing communities: FITDF, FIF and EDF 	<p>None</p> <p>* With well-managed mitigation measures in place and no further measures to be implemented, mitigation priority level stays the same.</p>	C3	<ul style="list-style-type: none"> • Ørsted
C1	Potential impact on the rights to health or life (eg accidents, collisions)	5	<ul style="list-style-type: none"> • QHSE policy • ESMS • HSE management plans for Phase 2a and Phase 2b 	<p>None</p> <p>* With well-managed mitigation measures in place and no further measures to be implemented, the scale of severity is reduced, and thus severity</p>	C2	<ul style="list-style-type: none"> • Ørsted • Project contractors and subcontractors • Environmental and social consultants

Pre-mitigation priority level	Impact	Severity	Existing mitigation	New mitigation	Post-mitigation priority level	Responsibility
			<ul style="list-style-type: none">Emergency response plans for Phase 2a and Phase 2bNavigation aids plan (NAP)Contractors' and subcontractors' environmental management plans and traffic management plans	decreases and mitigation priority level decreases to C2.		
C5	Potential impact on the right to access to remedy	4	<ul style="list-style-type: none">Project grievance mechanism (Section 8 of the SEP)Local Changhua Representative Office and community representative roleWhistle Blower Hotline for use by Project workers, employees, business partners and their employees, suppliers, customers, community stakeholders, and other stakeholder groups with affiliation to ØrstedRequirements for contractors and suppliers to have a grievance mechanismIf existing worker grievance mechanisms fail to resolve and remediate worker complaints, Ørsted commits to communicating with workers' unions to identify alternative means of recourse such as mediation by the county (city) government or the Foreign Workers 24-hour Consultation and Protection Hotline.	<ul style="list-style-type: none">Community liaison officer (CLO) to develop a relationship between the Project and one or more human rights NGOsRevision of Project grievance mechanism to incorporate consideration of where grievances amount to human rights impacts (either direct or by association) and seek support from human rights NGOsWidespread disclosure of Whistle Blower HotlineContractors, suppliers and subcontractors to increase visibility of worker grievance mechanisms <p>* With mitigation measures in place and these new mitigations to be implemented, mitigation priority level increased to C4.</p>	C4	Ørsted CLO
C8	Actual infringement on the right to freedom of opinion, information and expression for women and vulnerable groups	3	<ul style="list-style-type: none">SEP, LRP and HRIA have been designed to acknowledge the needs of vulnerable groups and have created separate forums for women and vulnerable groups (fishing vessel workers to be consulted separately from vessel owners) to give information and views on the Project and its human rights, livelihoods and other impacts.The HRIA has been designed and implemented using a human-rights based approach, offering opportunities for participation by and representation of vulnerable groups through careful selection of rights-holders and other stakeholders for consultation via appropriate methods (ongoing).	<ul style="list-style-type: none">Undertake a review of previous information disclosure (including which stakeholder groups, when, what method and type of information disclosed) and develop plans to increase the scope and outreach.Update the SEP regularly and carry out further disclosure.Continue stakeholder meetings with the Changhua County Government, Taichung and Kaohsiung City Government, the CFA, fishers, local Township office and the media. Update the SEP to reflect these plans.In advance of operations, carry out awareness campaign to brief fishers and mariners on what they can and cannot do in the vicinity of the operational wind farm and to remind them of safety measures in place. Update the SEP in this regard.	C8	Ørsted CLO

Pre-mitigation priority level	Impact	Severity	Existing mitigation	New mitigation	Post-mitigation priority level	Responsibility
				* With well-managed mitigation measures in place and these new mitigations to be implemented, mitigation priority level stays the same.		
C9	Potential infringements on several human rights through security provided on behalf of the Project	3	<ul style="list-style-type: none"> • COC with business partners • Human Rights Policy • Global Security Policy • Guard Vessel Procedure 	<p>Conduct onboarding and training for security provisions of:</p> <ul style="list-style-type: none"> • Guard vessel guards • Onshore security of the marshalling yard and OnSS <p>* With well-managed mitigation measures in place and these new mitigations to be implemented, mitigation priority level stays the same.</p>	C9	<ul style="list-style-type: none"> • Ørsted • Industrial zone operator providing security • Guard vessel contractor
C7	Potential infringements on the right to privacy	4	<ul style="list-style-type: none"> • Global Security Policy • Cyber Risk Management and Security Assurance Policy • Good Business Conduct Policy 	<p>None</p> <p>* With well-managed mitigation measures in place and scale severity of C, mitigation priority level stays the same.</p>	C7	Ørsted and relevant cyber risk/risk management department or personnel
C6	Actual human rights impacts in the supply chain affecting workers and communities	4	<ul style="list-style-type: none"> • Ørsted's responsible partners programme eg • Various suppliers' own range of human rights measures including supply chain due diligence 	<ul style="list-style-type: none"> • Continue blockchain pilot project of supply chain mapping to improve transparency • Human rights risk identification at mine level through responsible sourcing of minerals and metals <p>* With mitigation measures in place and these new mitigations to be implemented, mitigation priority level stays the same.</p>	C6	Ørsted Head of Global Stakeholders Relations and ESG Supplier Due Diligence Steering Committee
C10	Opportunity – improve worker's understanding about gender and gender-base violence	-	<ul style="list-style-type: none"> • Ørsted Good Business Conduct Policy • Ørsted Human Rights Policy • Ørsted Global Diversity & Inclusion Policy • Ørsted Global Bullying, Discrimination and Harassment Policy • Ørsted Employee Handbook – sexual harassment and discrimination policy and non-discrimination policy 	<ul style="list-style-type: none"> • Develop and disseminate the existing policies to contractors and include a short introduction to gender or gender-based issues during induction trainings for Project workers <p>* As this is an opportunity for improvement but not a directly raised impact, the mitigation priority remains the same at C10.</p>	C10	Ørsted and its subcontractors
Operation impacts						
O2	Potential labour rights infringements could occur in the operations phase, particularly for lower paid and subcontracted workers.	3	Same for construction phase	<p>Update of LMP for operations</p> <p>* With mitigation measures in place, mitigation priority level stays the same.</p>	O2	Ørsted and its subcontractors
O1	Potential impact on the rights to health or life (eg accidents, collisions)	5	Same for construction phase	<p>Update of relevant management plans for operations</p> <p>* With mitigation measures in place, mitigation priority level stays the same.</p>	O1	Ørsted and its subcontractors

Pre-mitigation priority level	Impact	Severity	Existing mitigation	New mitigation	Post-mitigation priority level	Responsibility
O3	Potential for discrimination in selection of community-related funds	1	<ul style="list-style-type: none">Independent committee to review all proposals and be in line with the policies belowØrsted Good Business Conduct PolicyØrsted Global Diversity & Inclusion PolicyØrsted Code of business conductElectricity Act – competent authorities to disclose use of assistance funds in quarterly reports online	<ul style="list-style-type: none">Relay identified disadvantaged, vulnerable or minority groups impacted by the Project (as identified in the LRP) to the independent committeePeriodic review of selected proposals and selection processes of the competent authorities and independent committee <p>* With mitigation measures in place, mitigation priority level stays the same.</p>	O3	Independent committee chosen by Ørsted and Competent authorities

8 Monitoring and reporting

8.1 Overview

Monitoring and Evaluation (M&E) is a crucial component of managing human rights risks and impacts. The M&E process assesses the effectiveness of the measures and identifies feasibility of achieving the objectives outlined in section 7. To ensure the effectiveness of mitigation and management measures, regular reviews and monitoring are essential throughout the Project's lifespan. This M&E will assess whether:

- The type of mitigation and benefit enhancement measures are appropriate, and if there is meaningfully engagement and safeguarding of affected communities and workers.
- Communities', stakeholders' and workers' grievances are being adequately dealt with.
- The mitigations and benefit enhancement measures remain appropriate and whether these actions should cease or be extended to any stakeholders.

8.2 Existing monitoring and incident investigation

Regular HSE inspections are undertaken on all construction sites and relevant fabrication yards which include monitoring of working conditions. In addition, Ørsted undertakes risk-based inspections and monitoring of suppliers regarding their adherence with Ørsted's COC which is stipulated in the relevant contract. For Taiwan based fabrication contractors, monitoring usually includes onsite assessments.

Ørsted will continue to undertake monitoring of its suppliers to ensure they adhere to Ørsted's COC stipulated in the relevant supply contracts. In addition, as per the IFC PS2 review¹⁰⁹ commissioned by Ørsted, Ørsted is currently in the on-going process of assessing suppliers and contractors for both Phase 2a and Phase 2b via its internal RPP due diligence programme. As mentioned in section 7.2, the due diligence process is progressive, and only those scoring a higher risk rating will further fill out the business partner questionnaire. The questionnaire will also capture whether workers' accommodations are provided by the relevant contractors and will take the necessary action to review any provided accommodation for alignment with international standards and act on any issues arising.

Ørsted conducts regular HSE monitoring and sets standards for office accommodation and buildings used by workers at the tender stage, carrying out inspections prior to its use on the Project. Reporting of safety observations, issues or concerns is a specific requirement of Ørsted's HSE management/planning. This is communicated with contractors at tender, within the Construction Phase Plan and is continually reinforced at briefings and kick-off meetings with contractors. Workers are encouraged to contribute to safety monitoring by reporting safety observations and incidents. However, if someone were to be found working without required training, an investigation will be held in line with Ørsted Way We Work investigating procedure.

Since Greater Changhua 1, Ørsted has been committed to the M&E of its HRIAs to ensure that the existing and new mitigation measures identified in Table 7.1 above are adhered to and undertaken. Furthermore, since Greater Changhua 1 until now, Ørsted has in place a local team

¹⁰⁹ Specifically, recommendation 2.3

in the Changhua County region that fields grievances and conducts regular stakeholder engagements with duty-bearers, right-holders and other relevant parties of the Precinct.

8.3 Planned monitoring

The human rights aspects associated with this Project will be monitored internally on a regular, on-going basis. The following human rights aspects will be monitored throughout the Project's lifecycle:

- Labour rights issues (also see 7.2.1), including
 - Prohibition of child and forced labour
 - Payment of minimum wages and overtime
 - Provision of accommodation in line with the IFC/EBRD Workers' Accommodation standards
 - Payment of social security on behalf of workers
 - Not taking any action to prevent employees from exercising their right of association and their right to organise and bargain collectively
 - Ensuring no workers are charged fees to gain employment on the Project
 - Implementation of occupational health and safety plans, procedures and training
 - Adherence to principles of non-discrimination and equal opportunity in the employment cycle
 - Personal protective equipment (PPE) use and condition compliance
 - Toolbox talks on safety topics and labour rights
 - Use of the labour grievance mechanism and accessibility to the contracted workforce
 - The existence of human resource policies, job descriptions, written contracts
 - Provision of information to labour force regarding rights and working conditions
 - Employee training activities
 - Meeting government targets on employment of people with disabilities
 - Gender pay gap reporting
 - Hiring (targets) and treatment of workers with disabilities
- Community grievances
- Stakeholder engagement activities
- Workers' accommodation
- Environmental spills or other environmental accidents
- Data security breaches
- HSE statistic record for the Project
- Occupational and community related health and safety near misses, incidents and accidents
- Security incidents and interactions between members of the public and security
- Livelihoods and wellbeing of affected communities
- Corporate social responsibility (CSR) activities, spend and outcomes

All of the above will be regularly monitored during the construction and operation phases as appropriate by the Company's EHS Managers, human resources department and their teams. Quarterly human rights reports will be provided to Ørsted's management during the construction phase and will be made available to external monitors and auditors when required. Reporting

during operations will be bi-annual during the first three years of operation and may be reduced from the fourth year of operation onwards.

Table 8.1 provides frequencies of the monitoring and reporting on human rights issues and activities.

Table 8.1: Frequency of monitoring and reporting on human rights issues

No.	Project phase	Monitoring	Reporting
1.	Construction	Quarterly	Quarterly
2.	Operation	Semi-annual for first two years, annual thereafter	Annually

8.4 Performance evaluation

The Project’s performance in managing human rights issues will be annually evaluated against the goals and objectives set out in this HRIA by the Project Director and the sustainability advisor role when available. The evaluation will review to what extent the planned human rights associated actions have been completed and how identified goals have been achieved.

8.5 External reporting

In the human rights-based approach and for compliance with Equator Principle 10, there is a need for transparency in reporting the outcomes of the HRIA as well as monitoring against the progress made in addressing the identified impacts. The outcomes of the HRIA will be incorporated into the Project’s NTS and disclosed to Project stakeholders as well as publicly on the Project/Project Company website.

Monitoring of human rights related mitigations and management measures will be disclosed annually alongside general environmental and social reporting on the Project/Project Company website and discussed at regular consultation meetings as outlined in the SEP.

Appendices

A.	Taiwanese human rights laws
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A. Taiwanese human rights laws

A.1 Laws relating to human rights

The below table highlights key human rights legislation in Taiwan.

Table A.1: Taiwanese legal framework

Legal framework	Date	Provisions
Act to Implement the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights	22 April 2009 (Act announced) The Act states that its effective date shall be decided by the Executive Yuan	The Act gives human rights protection provisions in the two Covenants domestic legal status. All levels of governmental institutions and agencies should confirm to human rights protection provisions in the two Covenants; avoid violating human rights; protect the people from infringement by others; positively promote realization of human rights.
Enforcement Act of Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)	8 June 2011 (Act announced) The Act states that it shall come into effect from 1 January 2012	The Enforcement Act was enacted to carry out the CEDAW, to remove all forms of discrimination against women, to promote the development of women, to materialise protection of gender and human rights and to advance gender equality. All terms and conditions specified in the CEDAW regarding protection to human rights of different genders and promotion of sexual equality shall have the same effect as domestic laws.
Implementation Act of the Convention on the Rights of the Child (CRC)	19 June 2019 (amended date) The Act states that it shall be implemented from 20 November 2014	The Act implements the 1989 CRC, to fulfil the physical and mental development of children and youths and to substantiate the protection and promotion of the rights of the child and youths. Provisions of the CRC regarding the protection and promotion of the rights of the child and youth shall have the effect of domestic law.
Act to Implement the Convention on the Rights of Persons with Disabilities (CRPD)	20 August 2014 (Act announced) The Act states that it shall come into effect from 3 December 2014	The Act implements the CRPD adopted by the United Nations in 2006 to protect the rights of all persons with disabilities, safeguard their full and equal participation in society, politics, the economy and culture, and promote their individual independence and development. Provisions in the CRPD regarding the rights of persons with disabilities have domestic legal status.
Labour Standards Act	10 June 2020 (Act amended)	The Act requires employers hiring more than thirty workers to set Work Rules, which shall be publicly displayed after submission to the competent authorities for approval and record. The Act covers Working Hours, Recess and Holidays, Retirement, and Compensation for Occupational Accidents. The Act also covers Child Workers and Female Workers. The Act stipulates that no employer shall, by force, coercion, detention or other illegal means, coerce a worker to perform work.
Act of Gender Equality in Employment	18 May 2016 (Act amended)	The Act provides clauses for Prohibition of Gender Discrimination or Sexual Orientation in regard to recruitment and termination, and for providing training, welfare measures, and wages.
Occupational Safety and Health Act	15 May 2019 (Act amended)	The Act states that work assigned to labourers by the employers shall be within a reasonable and feasible scope, with necessary preventative equipment or measures taken to prevent labourers from being involved in occupational accidents. Employers shall formulate a

Legal framework	Date	Provisions
		safety and health management plan based on the scale and characteristics of their business entities, and shall also establish safety and health organizations and personnel to implement safety and health management and self-inspections.

Source: <https://law.moj.gov.tw/>

A.2 Ratification of key human rights instruments by Taiwan

Since Taiwan is not a member of the United Nations, it has not been able to ratify any of the ILO's labour conventions.

