



Education for All

2023 ESG Report

DEREKDUCK INDUSTRIES CORP.

Executive Summary

Focus of the Year

DEREKDUCK, a leading manufacturer and owner of the ULTITEC coverall brand, is dedicated to promoting safety and well-being through comprehensive education initiatives. This year's CSR report highlights our commitment to

Education for All, encompassing elementary school, high school, and university levels. Through these initiatives, we aim to foster a culture of safety awareness, instill a safety mindset, and empower the next generation of safety advocates.

Words from Managing Director

As we embrace the spirit of **"Education for All"** at DEREKDUCK, we recognize the profound impact of education on shaping a brighter future. Our commitment extends across all levels - elementary, high school, and university - as we believe education is the cornerstone of positive societal change.

Our initiatives, such as high school medical camps and university engagements, exemplify our dedication to instilling a passion for learning and fostering an occupational safety mindset. Furthermore, I'm thrilled to share a pivotal aspect of our continuous efforts - the **Coverall Academy** platform.

Coverall Academy is a free and accessible resource that brings coverall knowledge to the public. This platform is designed to empower individuals with essential information about coveralls, promoting safety and awareness in a way that transcends industry boundaries. Through Coverall Academy, we aim to contribute to a safer and more informed community.

"Education for All" and Coverall Academy are not just initiatives; they encapsulate our philosophy of empowerment through knowledge. We invite you to join us on this journey where education and accessible information pave the way for positive change.

Thank you for your unwavering support.



Jason Lin, Managing Director





Focus of the Year



Education for All

Promote occupational safety knowledge to all ages to minimize workplace accidents.



Embrace Female Presence

Explore the diversity and empowerment of women through concrete visuals.



Regulation Influencer

Help develop coverall regulations in Taiwan to bring more people home safely.



Knowledge Spreader

Create free public-use Coverall Academy.

Our Actions and Their Impacts on Society



Education for All



Interview

Elementary - Aware Safety Importance

Make safety learning fun, engaging, and accessible to individuals of all ages.



High School - Articulate Safety Mindset

Emphasize the importance of personal responsibility, risk assessment, and proactive safety measures.



Training

University - Amplify Safety Action

Empower students with the knowledge and skills to navigate the safety challenges they may encounter in their respective fields.



Seminar

Professionals - Apply Safety Expertise

Implement advanced coverall knowledge and hands-on skills to ensure a secure and protected environment in the workplace.

We believe **Education** is the cornerstone of positive societal change.



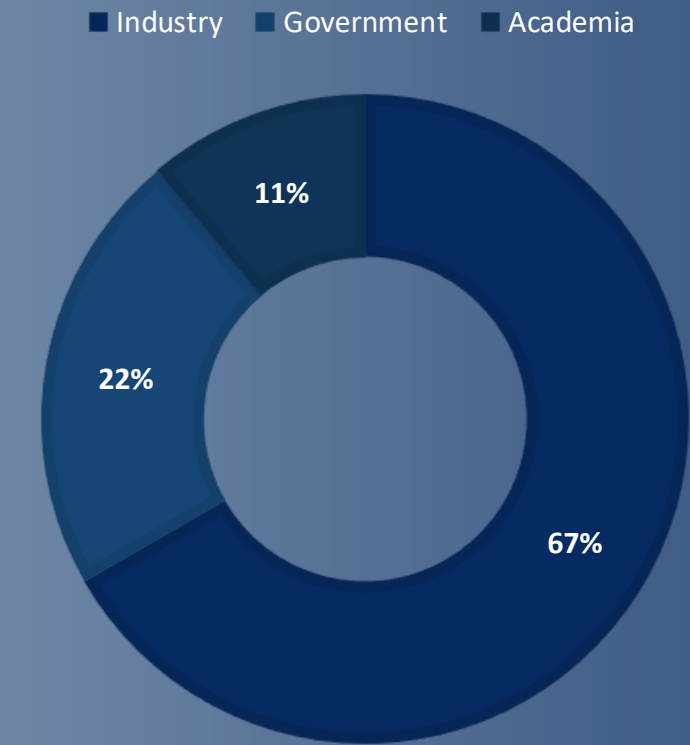
Fostering Safer Tomorrows: Advancing Education and Collaboration

Not only have we actively participated in academia to cater to students, but over the past years, our involvement has extended significantly into comprehensive education initiatives for industry partners and government organizations. The breakdown of our engagement stands at 67% for Industry, 22% for Government, and 11% for Academia.

We firmly believe that by establishing connections with industry stakeholders (including distributors and users who are at the forefront of utilizing coveralls), engaging with government entities (pivotal in driving coverall regulations and law enactment), and collaborating with academia (nurturing the future frontline heroes), we can make a substantial impact.

These key players constitute the essential foundation of the coverall industry and enhance the PPE sector with continuous improvement. Our commitment to fostering these connections underscores our dedication to building a safer and more resilient environment for all.

Training Frequency (2019-2023)





Embrace Female Presence



In 2023 ULTITEC New Catalogue, we are proud to announce that we've added a significant and empowering element: **the inclusion of female presence**. We firmly believe that **women play an equally important role in the workplace, contributing as heroes in their own right**. At ULTITEC, we recognize and celebrate the dedication of all individuals who face environmental challenges head-on, ensuring our safety.



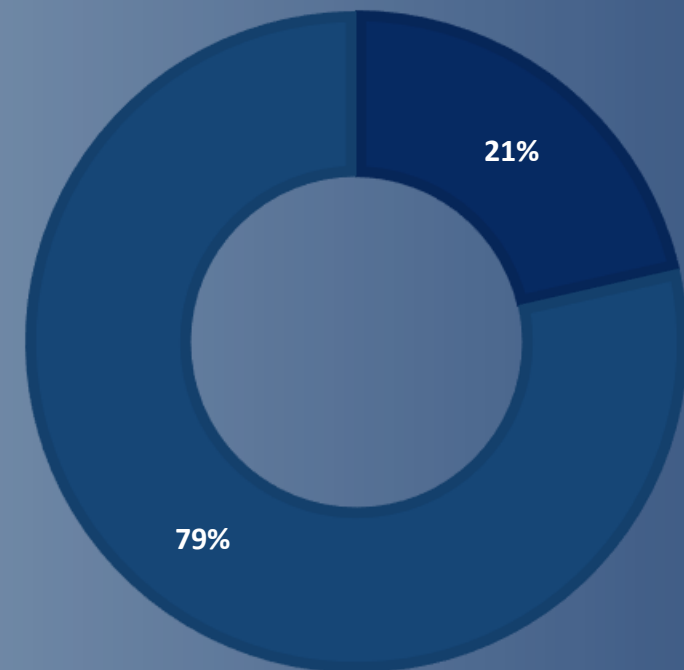
Gender Inclusivity and Longevity

In DEREKDUCK, despite being a coverall manufacturing company with a focus on the rational industry, **our gender ratio stands at 21% male and 79% female**. We firmly believe in the importance of gender diversity and equality in our workplace. Recognizing that females are equally significant contributors to our society; we are committed to providing an environment where they have the right to shine based on their individual working capabilities.

Our female employees are integral members of various teams, including Sales, Marketing, PR, Logistics, and Accounts. Their diverse talents and expertise contribute significantly to the success and growth of our company. Remarkably, **most of these dedicated individuals boast an average tenure rate of 8-12 years, reflecting not only their commitment to DEREKDUCK but also the supportive and inclusive workplace culture we strive to foster.**

Gender Ratio at DEREKDUCK

■ Male Employees ■ Female Employees





Regulation Influencer

4-Year Impact: Expert Support, Active Representation



October 2019

Started collaboration with Chang Jung Christian University's Occupational Safety and Health Department in Taiwan.



November 2019

Co-organized chemical hazard prevention seminar with Taiwan's Occupational Safety and Health Administration (OSHA), Ministry of Labor.



February 2020

Signed MOU with representatives from OSHA, Chang Jung Christian University, DuPont, 3M, etc., for a Domestic Occupational Safety and Health Skin Protection Program, jointly promoting correct selection and use of Personal Protective Equipment (PPE).



March 2020

Taiwan's OSHA budgeted for the Domestic Occupational Safety and Health Skin Protection Program, focusing on standards for protective clothing, testing methods, and related regulations. The Institute of Labor will allocate funds for program implementation.



December 2022

The Institute of Labor releases Regulations and Selection Recommendations for Chemical Protective Clothing.



2023 Ongoing

The Ministry of Economic Affairs laid down CNS standards for chemical protective clothing, and the Ministry of Labor crafted guidelines for selecting the right gear. Laws were enacted for a safer workplace, all with one goal: Go Home Safely. Throughout this journey, DEREKDUCK has been a steadfast supporter, contributing to the success of the Domestic Occupational Safety and Health Skin Protection Program since its inception in 2019. **DEREKDUCK has actively assisted in conducting experimental simulations, and with its experts taking on roles as speakers in various awareness campaigns. This multifaceted involvement underscores our commitment as industry experts, not only in research but also as key contributors to practical initiatives.** In a spirit of collaboration, DEREKDUCK has also played a pivotal role in fostering Industry-Government-Academia collaboration, facilitating the exchange of knowledge and expertise to enhance occupational safety and health practices across sectors.



2020 Signed MOU with representatives from OSHA, Chang Jung Christian University, DuPont, 3M



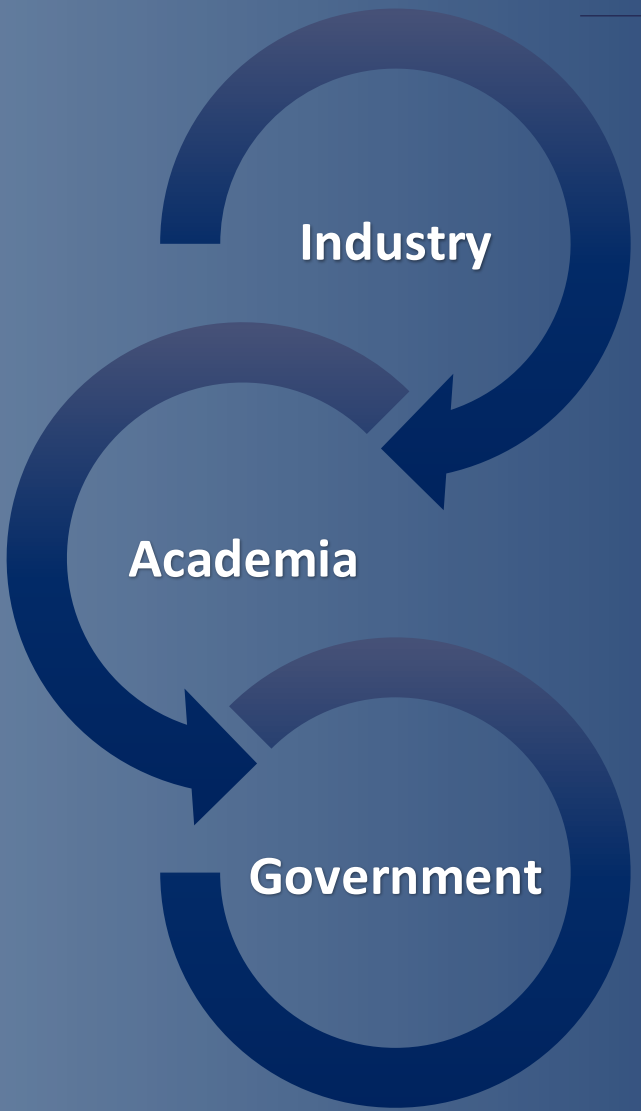
2021 Simulation of the Ministry of Labor's Protective Clothing Program Experiment



2022-2023 Ongoing Engaged in joint visits to factory sites and guided users on effective body protection measures



2022 International Conference on Occupational Safety





Knowledge Spreader

Coverall Academy: Premier Knowledge Hub

ULTITEC has established **a platform designed to enhance PPE awareness through educational programs**. The academy focuses on Occupational Safety, Coverall Features, Standards & Test Methods, and Coverall Applications, providing valuable insights into responsible consumption of Personal Protective Equipment (PPE).

In addition to educational initiatives, ULTITEC is dedicated to practical contributions with global services: Educational Trainings, Coverall Samples, and Coverall Donations. These services underscore ULTITEC's commitment to sustainable production practices.



The image is a screenshot of the Coverall Academy website. At the top, there is a navigation bar with the logo on the left and links for 'About Us', 'Regulations', 'Knowledge', 'Resources', and 'How We Can Help?'. Below the navigation bar is a large hero image of a person in a white protective suit running against a cloudy sky. The main content area has a light gray background. It features a section titled 'Why You Need Coverall Knowledge?' with a list of three bullet points. To the left of the list is an image of a person in a white protective suit standing. Below this section is another section titled 'Who Can Benefit From This Website?' with three columns, each containing an icon and a label: 'Safety Managers or Health', 'PPE sales and marketing', and 'Anyone who are interested'.

COVERALL ACADEMY

About Us Regulations Knowledge Resources How We Can Help?

Why You Need Coverall Knowledge?

- Minimize occupational safety incidents in your workplace.
- Ensure you are in appropriate protection against specific hazards.
- Prevent future health risks from particulate, liquid or chemical exposure.

Who Can Benefit From This Website?

Safety Managers or Health

PPE sales and marketing


Anyone who are interested

Catalyzing a Better Future with Positive Changes

These guides not only demystify coverall knowledge, enabling individuals to make informed and responsible choices in PPE consumption, but also extend beyond to address critical life-related issues such as Heat Stress and Heat Stroke.

The overarching goal is to ensure that people not only return home safely from their workplaces but also lead healthier lives by being equipped with the knowledge to mitigate risks associated with illnesses.

Coverall Academy becomes a catalyst for positive change, and contributing to a world where responsible consumption, sustainable production, and individual well-being are interconnected elements of a shared vision for a better future.



COVERALL
ACADEMY


About Us

Regulations

Knowledge


Resources

How We Can Help?




How to Avoid HEAT STRESS

Sometimes, wearing a coverall can cause heat stress due to the purpose of full protection. Heat stress can cause heat exhaustion and lead to heat stroke if the body core temperature is unable to cool.



Heat Stress



Heat Exhaustion


Symptoms

37°C to 40°C (98.6°F to 104°F)

Headache, Fatigue, Dizziness

Muscle Cramps

Nausea



Heat Stroke


Symptoms

> 40°C (> 104°F) and above

Confusion, Unconsciousness

Seizures

Vomiting



Coma and Death



THANK YOU!

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