

Compensation

Nafco has the clear compensation and rewards and punishment system to encourage staff's working attitude. For staff who breaches the policy, we will ask him/ her for the improvement immediately. And will raise a reward or punishment and will connect with the KPI and compensation system.

For any business, we all obey with the regulation and compliance and the internal control system.

1. Labor insurance, national health insurance and the group insurance.
2. To hold or subsidy of company trip.
3. Annual health-check for free.
4. Staff's legal advice, staff dining hall, roof top garden, gym, pumping room, etc.
5. Performance bonuses, holiday bonuses, birthday cash-gift.
6. Professional medical personnel to provide staff the labor caring, sick enquiry, the prevention of overwork, workplace bullying and protection of female.

Retirement System

In order to thank our staff's effort to Nafco, we had the complete retirement system in company's policy. Nafco established the labor retirement provision supervisory commission. The current employee retirement plan is funding 2% of total monthly salary to a retirement benefits the retirement benefits will be saved in the Taiwan Bank. And also allocate the 6% of monthly salary which is burden by employees since 2005 July base on the Labor Pension Act.

Study and training system

Nafco helps our new staff by the newcomers' orientation. For existing staff, Nafco will conduct the OJT and annual training plan.

Collective-bargaining agreement

In order to look after our staff and the benefit sharing, Nafco hold the management and labor council to demonstrate the business status to employees, and also feedback the suggestion from staff. Nafco will insist the human-based management, multiple channels communications and the cohesion of central force. Not only to maintain the harmony between labor and capital, but also to improve the relationship between employees and the management.