

To Members of the Independent Review Panel (IRP)
Accountable Now
c/o MACHWERK in der Alten Münze
Am Krögel 2
10179 Berlin, Germany

December 8, 2021

[Response to Feedback from the Independent Review Panel \(Review Round Nov. 2021\)](#)

Dear members of the Independent Review Panel,
Thank you very much for taking the time to review TFCF's interim report and the feedback provided. We were happy to see those areas needed to be improved have gradually achieved the accountability standard. We also would like to take this opportunity to express our appreciation to our former CEO Betty, the mighty efforts that our colleagues have contributed and all of the people whom we work for and with for acting transparently and accountably in line with 12 Commitments to keep TFCF on the right track.

In regards to areas needed to be improved in our interim report:

C4: *Minimising negative impacts on stakeholders*

In 2020, in the headquarters, we held 96 training sessions with 2,477 person times. Due to the Covid-19, some trainings were changed to virtual meetings or other alternative methods. In addition, some trainings were handled by the branch office itself. Therefore, all of the employees were still included. There were 100% of employees receiving training.

H3: *Safe working environment*

After requesting the person in charge, the data that we could collect so far were 21 employees who applied for the service in 2020 and the ratio was $21/1440 \times 100\% = 1.46\%$. The total cost borne by the organization was NTD270,300 (about EUR7,838 with the exchange rate of

EUR:TWD=1:34.4877 in 2020). In respect to privacy, it is forbidden to reveal any further information, such as the name, gender, age or department.

Indeed, 2019-2020 were tough for everybody around the world. Covid-19 has changed our work and lives in many ways. Thanks to the tremendous support and trust by our donors and supporters, we were able to carry on our mission and work to serve those in need continually. And with the positive affirmation from the Panel in our interim report, we have great confidence in what we shall act and improve to help us better equip to be more accountable.

Yours sincerely,



Caro Shuling Huang
Director of Secretariat
Taiwan Fund for Children and Families