

## 企業社會責任勞工及道德政策 CSR(Corporate Social Responsibilities) Labor and Ethics Policy

本公司基於作為一個良好的企業公民，於從事營業活動時，除了具體承諾納入企業社會責任為公司重要經營方針並做為文化基礎外，並邀請供應商共同參與。

The company is based on being a good corporate citizen, in addition to the specific commitment included in the corporate responsibility for the company's important business policy and as a cultural basis, and invite suppliers to participate in it.

為此，本公司在 RBA Code of Conduct 的「健康與安全」以及「環境」面向，除了承諾以資源節約、符合法規、污染預防、加強因應災變措施，重視員工的工作安全與健康等，作為環安衛政策之主軸並訂定環安衛政策外；另外在「勞工」與「道德」之面向，亦秉持一貫之承諾，制定政策並實施之。

To this end, the company is in the "Health and Safety" and "Environment" of the RBA Code of Conduct.

Conservatives focus on resource conservation, compliance with regulations, pollution prevention, strengthening measures to respond to disasters, and attaching importance to employee's safety and health etc. as the main axis of the environmental security policy and setting the environmental security policy. In addition, in the face of "labor" and "morality", we also adhere to our consistent commitment to develop policies and to strictly implement them.

在公司商業營運過程中，我們應做到

In the company's business operations, we should do :

- 尊重自由選擇職業的權利，不使用非自願勞工。  
Respect the right to free choice of employment and not to use involuntary labor.
- 不使用童工及未成年工。  
Do not use child labor and underage workers.
- 遵守工資、加班時數和福利等法律規定。  
Compliance with legal requirements such as wages, overtime hours and benefits.
- 對員工不會有任何非法或不人道的待遇。  
There will be no illegal or inhuman treatment for employees.
- 所有的員工將會得到公平的對待。  
Fair treats for all the employees.
- 員工可與管理層交流、自由結社和勞資談判。  
Employees can communicate with management, free association and collective bargaining.
- 遵守符合道德規範的及合法的商業實踐。  
Compliance with ethical and legal business practices.
- 尊重智慧產權、機密和隱私。  
Respect for intellectual property, confidentiality and privacy.
- 保持誠實及公平尊重文化多元性的差異。  
Maintain honesty and fair respect for differences in cultural diversity.
- 不會對個人、環境或財產造成任何傷害。  
Will not cause any harm to individual, environment or property.

總經理 General Manager :

