

【供應商永續責任承諾書】

Commitment of Supplier for Corporate Social Responsibility

簽署日期/ Signed Date : _____

股份有限公司 (以下簡稱本公司) 保證依據國內、外之法令執行業務，
遵從企業社會責任及環境保護之行為準則，充分了解也接受宏全國際股份有限公司及其相關子公
司 (集團) 之供應商管理政策並承諾符合以下行為標準：

We, _____ (hereinafter referred to "the Supplier") perform business in
accordance with domestic and foreign laws and regulations, comply with the code of
conduct for corporate social responsibility and environmental protection, fully understand
and accept the supplier management policies of Hon Chuan Enterprise Co., Ltd. (hereinafter
referred to "THC") and its related subsidiaries (groups). We committed to adhering to the
following standards of conduct:

1. 公司治理 Company Governance

本公司致力於建構提升透明度、道德操守、誠信守法及照顧利害關係人的環境，建立長期與
利害關係者的雙向溝通機制，保障人權及勞工福利，對於員工健康、福利及社會永續發展盡
責。

We have committed to building an environment that enhances transparency, ethics,
integrity and law-abiding, and takes care of stakeholders, establishes a long-term two-
way communication mechanism with stakeholders, protects human rights and labor
welfare, and is responsible for the health, welfare of employees and sustainable
development of society.

2. 勞工權益 Labor Rights

2.1 禁用童工 Prohibition of child labor

本公司承諾基於保護兒童身心發展的社會責任，於營運過程中的任何階段均不得僱用童工。
童工之定義參照勞工組織-國際消除童工計劃和聯合國兒童權利公約 以及不得低於當地法規規
範之最低工作年齡，危害性工作不得由低於 18 歲以下的員工執行。

We promise that based on the social responsibility of protecting children' s physical and
mental development of, no child labor is allowed at any stage of operation process. The

definition of child labor refers to the International Labor Organization-International Program for the Elimination of Child Labor (ILO-IPEC) and the United Nations Convention on the Rights of the Child, and shall not be lower than the minimum working age stipulated by local regulations. Hazardous work shall not be performed by employees under the age of 18.

2.2 禁止強迫勞動 Non-forced labor

本公司保證所有勞工的工作均自願而無任何形式的強迫，勞工可在合理的通知下，自由離開工作崗位或預先通知終止雇傭關係。於工作場所並無囚禁或以合約對員工進行強制勞動，且無扣押員工身份證件、護照或工作證件。

We commit all work must be voluntary and not use any form of forced. The workers should be free to leave work or terminate their employment with reasonable notice. Forced, bonded, indentured, or prison labor should not be used in the workplace. There is no imprisonment or contractual forced labor on employees in the workplace, and no seizure of employee identification cards, passports or work documents.

2.3 多元平等包容及反歧視 Diversity, Equity, Inclusion and Non-Discrimination

凡涉及招聘、工資報酬、培訓機會、獎勵、升遷、懲戒、解雇或退休等事項，本公司不得基於人種、膚色、年齡、性別、性取向、種族、殘疾、宗教信仰、政治歸屬、工會成員、國籍或婚姻狀況等因素而有不公平對待，並促進就業的多元性及機會/待遇的平等。本公司承諾尊重所有員工，工作場所無任何體罰、騷擾或不人道行為，包含但不限於性騷擾、體罰、精神脅迫、身體脅迫或語言暴力等不當行為。除依照法律要求或係為確定是否適合從事特殊性工作而進行之醫學檢查外，不得要求勞工或準勞工接受帶有歧視性的醫學檢驗或身體檢查。

In the process of recruitment, salary remuneration, training opportunities, rewards, promotion, discipline, dismissal or retirement, we will not be based on race, skin color, age, gender, sexual orientation, ethnicity, disability, religious belief, political, trade union membership, nationality or marital status and other factors are unfairly treated, and promote employment diversity and equality of opportunity/treatment. We also promise to respect all employees without any corporal punishment, harassment or inhumane behavior in the workplace, including but not limited to sexual harassment, corporal punishment, mental coercion, physical coercion or verbal violence and other inappropriate behavior. Laborers or prospective laborers shall not be required to undergo discriminatory medical tests or physical examinations, except as required by law

or to determine whether they are suitable for special jobs.

2.4 工作時間 Working Hours

本公司承諾員工之工作及加班時間遵守當地法律標準及國際勞工組織標準，任何加班必須是員工自願的。本公司提供假日休假之規定，至少符合本公司員工所在地之法律規定。

We promise that the work and overtime hours of employees will comply with local legal standards and International Labor Organization (ILO) standards, and any overtime work must be voluntary by employees. Our regulations on providing holidays and leave at least comply with the laws and regulations of the place where the company's employees are located.

2.5 薪資福利 Remuneration and Benefits

本公司根據當地法律所規定之最低工資標準提供報酬，不以任何工資扣減作為員工懲罰措施，且提供法定福利。員工加班時間亦依照相關法律規定支付相對應之加班費。

We provide remuneration according to the minimum wage standard stipulated by local laws and do not use any wage deduction as employee punishment, and provides statutory benefits. Labor overtime hours are also paid corresponding overtime pay in accordance with relevant laws and regulations.

2.6 自由結社 Freedom of Association

本公司尊重員工的權利，員工有權自由成立、組織、參加工會。確保其員工和包括臨時工在內的代表可以在公司內進行交流或勞資會議，公開表達自己的意見。員工不會因參與工會活動為由受到報復，歧視或阻礙。

We respect the rights of employees, employees have the right to freely establish, organize, and join trade unions. We ensure that employees can conduct communication or labor-management meetings within the company and express their opinions publicly. Workers will not be retaliated, discriminated against or hindered or participating in union activities.

2.7 衝突礦產 Conflict Minerals

本公司承諾禁止使用來自人權受到忽視的衝突礦產。本公司追蹤衝突礦物的來源，提高供應鏈的透明度，以確保所供應產品不包含任何衝突礦產，並及時改善任何已知風險。

We promise to prohibit the use of conflict minerals from the areas where the

environment and human rights are neglected. We track the source of conflict minerals, such as gold (Au), tantalum (Ta) or tungsten (W) and improves the transparency of the supply chain to ensure that the products supplied do not contain any conflict minerals and promptly improve any known risks.

2.8 尊重人權 Respect for human rights

本公司承諾供應鏈的物料皆避免採用任何通過強迫勞動或侵犯人權所製造的原物料或產品。

We promise that the sources of materials in the supply chain avoid using any raw materials or products made through forced labor or human rights violations.

3.健康與職業安全 Occupational Health and Safety

3.1 工作環境 Working environment

本公司致力於提供安全及健康的工作環境，遵守當地勞工安全和衛生法規，於工作場所建立職業安全健康管理系統，實施有效的計畫，並採取必要的預防措施以防止潛在意外與職業病發生。

We committed to providing a safe and healthy working environment, complying with local labor safety and health regulations, establishing an occupational safety and health management system in the workplace, implementing effective plans, and taking necessary preventive measures to prevent potential accidents and occupational diseases.

3.2 緊急應變措施 Emergency Preparedness

本公司評估並確認潛在的緊急事件，擬定緊急應變程序與計畫，將其對生命、環境和財產的危害影響降到最低。緊急應變演習必須每年至少演練一次，或按當地法規要求進行。

We evaluate and confirms potential emergencies, draws up emergency response procedures and plans, and minimizes its harmful impact on life, environment and property. Emergency drills must be conducted at least annually, or as required by local regulations.

3.3 工作安全 Work Safety

本公司識別、評估並控制因接觸化學、生物以及物理作用給員工帶來的影響。針對任何可能發生的危害，透過適當的設計、工程和管理措施消除或控制危害。對於工作場所接觸危害物

質的員工提供妥善的個人防護裝備，並施以安全處理的相關培訓。

We identify, evaluate and control the effects of employee exposure to chemical, biological and physical substances. For any possible hazards, eliminate or control the hazards through appropriate design, engineering and management measures. Provide personal protective equipment and relevant training on safe handling for employees exposed to hazardous substances in the workplace, and provide.

3.4 健康與安全溝通 Health and Safety Communication

本公司提供員工適當的職業健康安全培訓及與工作環境中健康與安全相關的資料，以協助員工鑑別工作場所的危害情況，並鼓勵員工可匿名提出任何健康和安全的問題與建議。

We provide employees with appropriate occupational health and safety training and information related to health and safety in the working environment to assist employees in identifying hazards in the workplace, and encourages employees to raise any health and safety concerns and suggestions anonymously.

4.環境保護 Environmental Protection

4.1 法規遵守 laws and regulations Compliance

本公司承諾遵守符合各區當地的法律、國際環保法規和客戶要求，在產品由原料投入生產至出貨的過程中，採取有助於環境保護的措施，並根據國際標準實施環境管理系統，對環境的衝擊影響降至最低。

We commit to comply with all applicable laws and international environmental regulations to ensure its safe use, recycling or reuse and disposal. In the process of products from raw materials to shipment, measures conducive to environmental protection are taken, and environmental management systems are implemented in accordance with international standards to minimize the impact on the environment.

4.2 保障消費者安全及健康 Ensure Consumer Safety and Health

提供對消費者、相關的產業及環境安全的產品及服務，評定相關法規、標準及規格是否充足，從產品設計減少風險，避免使用有毒或有害的物料。提供對社會、環境有益及有效率的產品及服務；支持可持續消費，設計產品以方便重複使用、維修或回收，減少包裝物料與廢棄物。

We provide products and services that are safe for consumers, related industries and the

environment, assess the adequacy of relevant regulations, standards and specifications, reduce risks from product design, and avoid the use of toxic or harmful materials. Provide products and services that are beneficial to society and the environment and are efficient; and concur consumes sustainably, designs products to facilitate reuse, maintenance and recycling, reduces packaging materials and waste.

4.3 排放 Emissions

本公司對於製造產品過程中所產生液體廢物、固體廢物和空氣污染物，在排放過程或處理前，進行識別、監測，並依據相關法律規定進行處理。

We monitor and treat liquid waste, solid waste and air pollutants generated from operations before the discharge process or treatment, and processes them in accordance with relevant laws and regulations.

4.4 循環經濟 Circular Economy

本公司致力減少或消除在營運過程中各種物質及能資源之浪費。透過產品設計、製程優化及廢棄物資源化盡可能地達到資源再利用、降低浪費的目的，並提升資源的循環利用以減少廢棄物。

We committed to reducing or eliminating the waste of various material and energy resources in the operation process. Through product design, process optimization and recycling to achieve the purpose of resource reuse, reduce waste, and improve the recycling of resources to reduce waste.

4.5 溫室氣體管理 Greenhouse Gas Management

本公司對營運活動所產生溫室氣體進行盤查，並完成外部查證。透過積極減碳措施、提升能源效率等方式減少能耗和溫室氣體排放。基於認同宏全國際的減碳目標，必要時將配合提供公司減碳計畫及績效。

We conduct inventory of GHG emissions by operating activities, and completes third party verification when necessary. Take active GHG emission reduction measures, and improve energy efficiency or other methods to reduce GHG emissions and energy consumption. We agree with THC's goal of net zero GHG reduction, and will provide the company's GHG reduction plan and performance if necessary.

5.管理系統 Management System

本公司建立適當管理系統，確保所提供產品符合相關法律規範及客戶要求，並落實資訊安全管控，防止宏全國際業務相關機密資訊外洩或遺失。同意宏全國際或其相關子公司或其指定之第三方，對本公司定期進行永續發展責任執行之稽核及培養持續改善能力。並在採購、分發流程審核中包含道德、社會、環境、職業安全健康及性別平等準則，鼓勵相關供應廠商採取相同做法，提高供應鏈對社會責任的意識，推廣公平分擔社會責任的成本及利益。

We establish appropriate management systems to ensure that the products provided comply with relevant laws and regulations and customer requirements, and implements information security control to prevent the leakage or loss of confidential information related to THC' s business. To cooperate with THC, its related subsidiaries or its designator to carry out periodic audit to ensure compliance with this commitment and continuous improvement. It also includes ethics, social, environmental, occupational safety and health and gender equality guidelines in the procurement and distribution process management, encouraging relevant suppliers to adopt the same requirement, increasing the supply chain' s awareness of social responsibility, and sharing of the costs and benefits of social responsibility.

6.道德規範 Ethics

本公司遵守公平的商業道德規範，禁止賄賂、捐贈、送禮等非法利益及不道德行為。對員工或代理廠商進行宣導或訓練，提高反貪腐意識，鼓勵檢舉涉嫌貪污事件，防止可能發生的所有形式貪腐。

We abide by fair business ethics and prohibits illegal interests and unethical conduct such as bribery, donation, and gift giving. Promote employees or agents to enhance the awareness of anti-corruption, encourage reporting of suspected corruption incidents. and prevent all forms of corruption that may occur.

7.申訴機制 Appeal Channel

本公司提供申訴管道，設有人權、廉潔及道德遵循之申訴檢舉制度，提供實體信箱、電子郵件或電話專線等有效申訴管道，供檢舉人利用，相關資料依機密文件方式處理及存檔，確保舉報人不因檢舉而遭受不當處置。

We have a complaint channels, about human rights, integrity and ethical complaint

reporting system, and provides effective complaint channels such as mailbox, email or hot-line for the use of reporters. Relevant information must be processed in accordance with confidential documents. Make sure that the reporter is not improperly handled due to the report.

此致 宏全國際(股)公司及其相關子公司 (集團)

To Taiwan Hon Chuan Enterprise Co., Ltd. and its Related Subsidiaries (Group)

_____股份有限公司 (Company)

姓名/職稱 (Name/ Position Title) :

簽名 (Signature):

地址 (Address) :