

供應商企業社會責任承諾書

Commitment of Supplier for Corporate Social Responsibility

簽署日期/ Signed Date : _____

_____(以下簡稱本公司) 保證依據國內外之法令執行業務，遵從社會企業責任及環境保護之行為準則，充分了解也接受智易科技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 social corporate responsibility and environmental protection, fully understand and accept the supplier management policies of Arcadyan Technology Co., Ltd. and its related subsidiaries (groups). We committed to adhering to the following standards of conduct:

1. 組織治理 Organizational Governance

本公司致力於創造提高透明度、道德操守、誠信守法、照顧利害關係者的環境，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，對於社會的可持續發展、健康及福利盡責。

We have committed to creating an environment that enhances transparency, ethics, integrity and law-abiding, and takes care of stakeholders, establishes a long-term two-way communication channel with stakeholders, protects human rights and labor welfare, and we will be responsible for the sustainable development, health and welfare of the 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，於製造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 to protect the physical and mental development of children, no child labor is allowed at any stage of manufacturing. “Child labor” means the definition of ILO-IPEC and of Article 32 of the United Nations Convention on the Rights of the Child (UNCRC). It is also not allowed to be below the minimum working age specified by local regulations. Hazardous work should not be performed by workers under the age of 18.

2.2 非強制性勞役 Non-forced labor

本公司保證所有勞工的工作都是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僱傭關係。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 多樣性及反歧視 Diversity and Non-Discrimination

於涉及招聘、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，並促進就業的多樣性及機會/待遇的均等。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。

We do not discriminate against our employees in hiring practices or employee of their job application, compensation, training opportunity, promotion, layoff, retirement based on the race, gender, sexual or orientation, ethnicity, disability, religion, political affiliation, union membership, national origin or marital status. Worker should not be subject to harsh or inhumane treatment, including sexual harassment, sexual abuse, and corporal punishment, mental coercion, physical coercion, or verbal abuse. In addition, workers or potential workers should not be subjected to medical tests or physical exams that could be used in a discriminatory way.

2.4 工作時間 Working Hours

本公司承諾勞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，本公司應提供假日休假之規定，至少應符合本公司勞工所在地之法律規定。

We promise that workers' work and overtime hours will comply with local laws and standards and International Labor Organization (ILO) standards. We provide holidays and leave provisions, at least in compliance with local laws and regulations.

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，不將任何工資扣減作為紀律措施，且應提供法定福利。勞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 national legal standard on minimum wage and do not use deductions from wages as disciplinary measure, provided all legally mandated benefits. Workers' overtime hours are also paid in accordance with relevant laws and regulations.

2.6 自由結社 Freedom of Association

本公司尊重勞工的權利，勞工有權自由成立、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。勞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 for participating in union activities.

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

本公司致力於提供安全及健康之工作環境，遵守當地勞工安全衛生相關法規，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事故及職業病的發生。為確保處理、移動、存儲、回收、再利用和處置過程安全，於工作場所接觸危害物質的工人應接受相關安全處理的培訓

We provide workers with a safe and healthy working environment consistent with all applicable laws and regulations establish and maintain the environment and health management procedure. Also implement effective plans and take necessary preventive measures to prevent potential accidents and occupational diseases. In order to ensure safe handling, movement, storage, recycling, reuse and disposal, workers who will contact with hazardous substances in the workplace should receive training on the safe handling of hazardous substances.

4. 環境保護 Environmental Protection

4.1 法規遵守 laws and regulations Compliance

本公司承諾遵守有關禁止或限制特定物質的所有適用法律、國際環保法規和客戶要求。特別是 RoHS (Restriction of Hazardous Substances Directive)及 WEEE (Waste Electrical and Electronic Equipment Directive) 中規範的有害化學物質和其他材料，加以識別和管理，以確保其安全使用、回收或再利用和處置。在產品由生產自出貨的過程，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，對環境的影響降至最低。

We commit to comply with all applicable laws, international environmental regulations and customer requirements regarding the prohibition or restriction of specific substances. In particular, hazardous chemical substances and other materials specified in RoHS (Restriction of Hazardous Substances Directive) and WEEE (Waste Electrical and Electronic Equipment Directive) should be identified and managed to ensure their safe use, recycling or reuse and disposal. In the process of products from production to shipment, measures conducive to environmental protection are adopted, and environmental management systems are implemented in accordance with international standards to minimize the impact on the environment.

4.2 本公司承諾避免使用來自剛果民主共和國，及其周邊地區等環境和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 avoid the use of conflict minerals from the Democratic Republic of the Congo and its surrounding 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.

4.3 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，避免使用致癌、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 carcinogenic, 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.

4.4 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.

4.5 廢棄減量 Waste Reduction

本公司將致力減少或消除在製造過程中各種形式的物質及能資源之浪費。增加重複利用和回收利用，並提升能源效率

We will strive to reduce or eliminate the waste of various forms of material and energy resources in the manufacturing process. Increase reuse and recycling, and improve energy efficiency.

4.6 可持續使用資源 Sustainable Use of Resources

本公司針對營運活動所消耗的能源進行管理，採取資源效能減量（例如節約措施）及減排措施，減少溫室氣體的排放及能源消耗。

We manage the energy consumed in operating activities and adopts resource efficiency reduction (such as

saving measures) and emission reduction measures to reduce GHG (Greenhouse Gas) emissions and energy consumption.

5. 管理系統 Management System

本公司建立適當的管理系統，確保所提供的產品符合相關法律規範及客戶要求。並且同意智易科技或其相關子公司或其指定之第三方，對本公司定期進行企業社會責任執行之稽核並培養持續改善的能力。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. To cooperate with Arcadyan, 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。對於員工或代理廠商進行宣導或訓練，提高其對於反貪腐的意識，鼓勵舉報涉嫌貪污事件，防止可能發生的所有形式腐敗。

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之申訴管道，供舉報人利用，相關資料須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 智易科技股份有限公司及其相關子公司 (集團)

To Arcadyan Technology 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) :