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東元永續管理承諾書

東元電機為實踐永續經營及落實企業社會責任，遵循地方法令及國際準則(GRI/TCFD/SDGs)，發展永續經營管理，制定「**東元永續管理承諾書**」，其目的在「**維護身心健康、共創友善環境、善盡社會責任、促進永續發展**」；作為公司海內外生產據點之內部員工、供應鏈廠商、承攬商及合作夥伴等利害關係人，推動永續管理事務的原則。

公司高階管理人應善盡之注意義務，督促組織實現永續發展；並隨時檢討其實施成效及持續改善，以確保永續發展政策之落實，滿足利害關係人要求與期望。

環境保護承諾：

- **符合國際法規**：順應國際環保、永續發展趨勢及 ISO 14001 規範；產品設計生產階段禁用含有害物質之材料。
- **致力節能環保**：設定環境管理目標以提升營運活動的能資源使用效率、降低溫室氣體排放、善用資源及廢棄物減量，持續改善以促進環境永續。
- **運用綠色科技**：發展綠色科技，推行綠色產品，達成生態永續與經濟發展雙贏。
- **提升環境意識**：加強價值鏈環境風險意識溝通，持續推動永續風險與環境衝擊管理的內外部教育訓練，積極提倡全員、供應商及承攬商參與，確保達成價值鏈永續管理承諾。

生物多樣性承諾：

- **保護生物多樣性及森林生態**：鼓勵使用對環境友善之紙製品與木材，包含使用可回收材質、可再生循環之材料，擴大採用遵守原始森林保護法令及合法開採之原材料。
- **符合無衝突礦產原則**：不採購來自衝突礦產地區之原物料。
- **降低環境衝擊壓力**：在選址營運與辦公據點之設立時依循政府規範，避免在全球或國家重要生物多樣性的區域內設立。

職場安全衛生承諾：

- **符合國際法規**：順應國際職業安全衛生、永續發展趨勢及 ISO 45001 規範。
- **安全工作環境**：持續推動安衛管理系統及風險改善，達到工作零災害，建構安全衛生職場目標；落實預防管理及稽核制度，由勞資雙方共組職業安全衛生委員會，一同降低職場安全衛生風險，促進工作人員身心健康。
- **強化風險評估**：加強價值鏈風險評估，推行永續風險與職安衛衝擊管理防治教育訓練，透過內外部職安衛稽核，維護價值鏈的安全、健康、整潔之工作環境，提升工安環保績效。

總經理　范炘

TECO Sustainability Commitment

In order to practice sustainable management and implement corporate social responsibility, TECO has being following local laws and international standards (GRI/TCFD/SDGs) for the development of sustainable management, and formulated the "**TECO Sustainability Commitment**", the purpose of which is to "**maintain physical and mental health, jointly create a friendly environment, fulfill social responsibilities, and promote sustainable development**" for the promotion of the principle of sustainable management by stakeholders such as internal employees, supply chain manufacturers, contractors and partners of the Company's production bases at home and abroad.

The Company's senior managers shall fulfill their duty of care to urge the organization to achieve sustainable development, and review the implementation effectiveness and continuous improvement constantly to ensure the implementation of the sustainable development policy and meet the requirements and expectations of stakeholders.

Environmental Protection Commitment:

Compliance with international regulations: Comply with international environmental protection and sustainable development trends and ISO 14001 specifications; materials containing harmful substances are prohibited in product design and production stages.

Commitment to energy conservation and environmental protection: Set environmental management goals to improve the efficiency of energy and resource used in operating activities, reduce greenhouse gas emissions, make optimal use of resources and reduce waste, and continue to improve to promote environmental sustainability.

Application of green technology: Develop green technology, promote green products, and achieve a win-win situation for ecological sustainability and economic development.

Improvement of environmental awareness: Strengthen the communication of environmental risk awareness in the value chain, continue to promote internal and external training on sustainable risk and environmental impact management, and actively promote the participation of all employees, suppliers and contractors to ensure that the commitment to sustainable management of the value chain is achieved.

Biodiversity Commitment:

Protection of biodiversity and forest ecology: Encourage the use of environment friendly paper products and wood, including the use of recyclable materials and recycled materials, and expand the use of raw materials that comply with the original forest protection laws and legally mined raw materials.

Compliance with the principle of conflict-free minerals: Do not purchase raw materials from conflict-mineral areas.

Reduction of environmental impact pressure: Follow government regulations in site selection, operation and establishment of office bases, and avoid setting up offices in areas with important global or national biodiversity.

Occupational Safety and Health Commitment:

Compliance with international regulations: Comply with international occupational safety and health and sustainable development trends, and ISO 45001 specifications.

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Safe working environment: Continue to promote the improvement of safety and health management system and risks, achieve zero disasters at work, and build a safe and healthy workplace; implement preventive management and audit systems, and set up occupational safety and health committees by both employers and employees to reduce workplace safety and health risks together to promote workers' physical and mental health.

Risk assessment strengthening: Strengthen the risk assessment of the value chain, carry out training on sustainable risk and occupational safety and health impact management and prevention, and maintain a safe, healthy and clean working environment in the value chain through internal and external occupational safety and health audits, and improve the performance of industrial safety and environmental protection.