

目的

東元電機尊重並支持《聯合國世界人權宣言》、《聯合國全球盟約》與《國際勞工組織公約》之勞動標準，並致力確保公司內外的每一個人，均能獲得平等、尊嚴的對待。我們的人權政策宣言如下：

- 投資

於重要投資協定中進行人權審查及載入人權條款。

- 公平不歧視

嚴禁工作場所中任何性騷擾與歧視之行為，且不以種族、膚色、國籍、性別、年齡、婚姻狀態與家庭狀況、殘障或懷孕，以及政治立場或宗教信仰作為員工任用、考核及升遷的標準。

- 營造良好的勞資關係

提供多元、開放的溝通管道，致力促進勞資雙方之和諧，並營造良好的勞資關係。

- 禁用童工

僱用標準應符合當地法規中最低年齡之限制。

- 禁止強迫及強制勞動

尊重員工意願，禁止任何形式之強迫與強制勞動。

- 工時

工時規範依循當地法定規定。

- 符合基本薪資

提供員工符合當地規範的基本工資與相關福利，且不因性別而有分別。

- 建立安全與健康的工作環境

提供安全及健康的工作環境，承諾依據適用的安全與健康法規，並透過防範措施的執行，營造健康、安全且互相尊重的工作環境。

- 教育訓練

使員工、保全人員定期接受營運相關人權政策的訓練。

- 供應商

針對新供應商做人權評估以做為篩選供應商標準之一。

- 員工權益溝通管道暢通

為達到充分溝通及有效解決人權問題之目的，本公司設有下列意見諮詢與申訴管道：

- 人權問題申訴信箱：HRP@teco.com.tw
- 防止舞弊及違反從業道德檢舉信箱：HRI@teco.com.tw

TECO Declaration of Human Rights Policy



Purpose

TECO endeavors to ensure each employee is treated fairly and decently. TECO respects and encourages implementation of the labor standards of The UN Universal Declaration of Human Rights, The UN Global Compact, and The International Labour Organization Conventions. The following are TECO's declarations on its human rights policy:

Investment

We will review human rights issues and invoke human rights clauses in all major investment agreements.

Fairness and non-discrimination

Any discriminatory behavior and sexual harassment is strictly prohibited in the workplace. Race, color, nationality, gender, age, marital status and family status, disability or pregnancy, political affiliation or religious belief shall not be criteria used for deciding employment, employee performance assessment and promotion.

Creating good employee relations

We provide diversified and open communication channels to promote harmony between employers and employees, and to foster good labor relations.

No child labor

We support, follow, and comply with child labor laws across our operations and value chain. Employment standards meet the minimum age limits according to local regulations.

Prohibit compulsory and forced labor

We do not accept nor condone any aspect of forced or compulsory labor. We strictly prohibit our employees, suppliers and other business partners from engaging in human trafficking-related activities.

Working hours

We ensure all employment is in full compliance with all applicable laws and regulations, including those concerning hours, compensation, opportunity, and working conditions, with working hours following the standards according to the local statutory regulations.

Meet basic salary requirement

We provide our employees with salary and related benefits in line with local regulations.

Create a safe and healthy work environment

We provide all employees a workplace and work environment that is clean, orderly and safe, that is in full compliance with applicable workplace safety and industrial hygiene standards as mandated by law.

Training

Our employees are provided with training in relevant human rights policies

Suppliers

We conduct human rights assessments for new suppliers as one of the criteria for selecting suppliers. We expect our suppliers to share our commitment to respect human rights. We are also establishing due diligence processes to assess and monitor compliance of our suppliers.

Unobstructed communication channels of employees' rights

In order to achieve the purposes of sufficient communication and effective resolution of human rights issues, we set up the below email addresses for feedback:

- Human rights violations and service email: HRP@teco.com.tw
- Fraud prevention and reporting of ethics violations email: HRI@teco.com.tw