

啓基科技人權政策

啓基科技尊重人權，致力打造有尊嚴的工作環境。本公司遵循國際規範和各營運據點法令要求，涵蓋「世界人權宣言」、「聯合國全球盟約」、「聯合國工商企業與人權指導原則」、「國際勞工組織－工作基本原則與權利宣言」、「OECD 跨國企業指導綱領」及「RBA 行為準則」等國際的人權準則，並承諾尊重及保障所有利害關係人之人權。

適用範圍

適用啓基科技及國內外子公司之直接營運活動、產品及服務，並擴及價值鏈中之所有利害關係人，包括員工、客戶、供應商、承攬商及合作夥伴。以啓基人權政策為基礎，本公司同時訂定供應商行為準則，並要求確實遵守依循。

人權承諾

- 禁止強迫勞動及禁用童工
嚴格禁止任何形式的強迫勞動、奴役與人口販運，並確保所有勞工基於自由意志從事工作。遵守最低年齡的法律和規定，落實檢核新進人員年齡機制，如果發現僱用童工情事，將立即提供必要協助與補救行動。
- 反歧視騷擾及人道待遇
秉持零容忍原則，杜絕任何形式之歧視與騷擾行為。保障所有員工在性別、年齡、種族、宗教、婚育狀況等條件下，皆能享有平等機會與尊重對待，確保薪資同工同酬、工作機會均等，並致力於建構尊重多元立場、共融的職場氛圍。
- 結社自由與集體協商
致力於保障員工自由參與和表達的權利，並提供多元化的溝通管道，確保公司與員工之間的有效交流。尊重員工的結社權，創造一個員工可以自由分享疑慮或提出建議的環境。
- 合理的工作條件
遵守營運所在地的薪資法規與勞動權益規定，提供公平的薪酬制度，並致力提供足以負擔當地生活水準的生活工資。保障員工擁有適切的工時安排與休假權益，促進工作與生活平衡。
- 職場健康與安全
為確保員工身心健康，提供定期健康檢查，同步推動員工協助方案支持心理健康職場適應，以及職場安全培訓。對於孕婦、身障者或特殊需求者的工作環境，予以相對應地協助措施，期能透過友善職場文化、完善的承攬商管理與緊急應變教育訓練，一同打造安心職場。

■ 資訊保護與安全性

遵循營運據點所在地之資訊安全、個人資料保護法及隱私相關法令，致力保護員工、客戶和供應商的個人資料。營業活動所需應用系統、資料庫、網路、個人電腦、電子儲存使用媒體等均採取適當技術與安全管控。為妥善管理及使用個人資料，於蒐集、處理、儲存、取用及傳輸個人資料時，尊重當事人的知情、選擇與救濟權利，提供個人隱私之保護。

■ 環境保護及生態平衡

致力於永續發展和環境保護，設定環境績效指標，將減碳、節約能資源、減廢、強化污染防治等環境保護理念落實到每個營運據點。在生態保護方面，承諾不毀林並參與養護林認養以保護生物多樣性。

■ 責任供應鏈

為確保供應鏈在環境、社會與治理(ESG)層面的整體合規，推動責任供應鏈管理，涵蓋永續材料政策與責任礦產政策，同時要求供應商簽署永續承諾書與廉潔承諾書，進行供應商定期審查與RBA稽核，以落實可持續發展與廉潔經營。

管理方針

■ 盡職調查

啓基每年定期進行人權盡職調查，以評估人權風險與潛在影響。由董事會定期監督與審視人權風險管理成效，透過風險與議題鑑別、調查與行動及改善追蹤等管理流程，持續優化人權管理策略與實踐行動。

■ 教育訓練與宣導

落實勞動人權，於新進與在職訓練課程中，宣導人權觀念與相關規範，建立尊重人權的意識與文化。

■ 申訴管道

設置「內部舉報管道」、「檢舉不法信箱」、「利害關係人信箱」及「職場不法侵害及性騷擾申訴信箱」之實體及線上管道供匿名舉報，承諾保障申訴者受保護且不被報復。收到申訴後，將依照相關規定執行調查，如調查屬實，將採取必要的補救措施與回應。

■ 補救措施

一旦確認由啓基導致或促成的人權侵害事件，基於事件型態啟動補救機制，並於必要時與相關利害關係人合作，防止事件再次發生。



Jeffrey Gau
總經理暨執行長
2025 年 06 月

WNC Human Rights Policy

WNC Corporation respects human rights and is committed to creating a dignified working environment. The company adheres to international standards and the legal requirements of each operational site, including the Universal Declaration of Human Rights, the UN Global Compact, the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the OECD Guidelines for Multinational Enterprises, and the Responsible Business Alliance (RBA) Code of Conduct. We are committed to respecting and protecting the human rights of all stakeholders.

Scope

This policy applies to WNC and its domestic and overseas subsidiaries' direct operations, products, and services. It also extends to all stakeholders in the value chain, including employees, customers, suppliers, contractors, and partners. Based on this Human Rights Policy, WNC has also established a Supplier Code of Conduct and requires strict compliance from suppliers.

Human Rights Commitments

- **Prohibition of forced labor and child labor**
We strictly prohibit all forms of forced labor, slavery, and human trafficking, ensuring that all workers are employed of their own free will. We comply with minimum age laws and regulations, implement age verification mechanisms for new hires, and provide necessary assistance and remediation if child labor is discovered.
- **Non-discrimination/non-harassment/humane treatment**
We uphold a zero-tolerance policy against all forms of discrimination and harassment. We ensure equal opportunities and respectful treatment for all employees regardless of gender, age, race, religion, marital or parental status. We promote equal pay for equal work and strive to create an inclusive and respectful workplace.
- **Freedom of association and collective bargaining**
We are committed to protecting employees' rights to freely associate and express themselves. We provide diverse communication channels to ensure effective dialogue between the company and employees, and foster an environment where employees can freely voice concerns or suggestions.
- **Fair working conditions**

We comply with local wage laws and labor rights regulations at all our sites, offer fair compensation systems, and strive to provide a living wage that meets local standards. We ensure appropriate working hours and leave entitlements to promote work-life balance.

■ **Workplace health and safety**

To safeguard employees' physical and mental well-being, we provide regular health check-ups, promote employee assistance programs for mental health support, and conduct workplace safety training. We offer appropriate accommodations for pregnant employees, persons with disabilities, and those with special needs. Through a culture of workplace friendliness, robust contractor management, and emergency response training, we aim to create a safe and secure work environment.

■ **Information protection and security**

We comply with information security, personal data protection, and privacy laws at all our sites. We protect the personal data of employees, customers, and suppliers through appropriate technical and security controls across systems, databases, networks, personal computers, and electronic storage media. To facilitate proper management and use of personal data, we respect individuals' rights to be informed, to choose, and to seek redress when collecting, processing, storing, accessing, and transmitting personal data and ensure the confidentiality of said data.

■ **Environmental protection and ecological balance**

We are committed to sustainable development and environmental protection. We set environmental performance indicators and implement measures relating to carbon reduction, energy and resource conservation, waste reduction, and pollution prevention at all sites. We pledge not to engage in deforestation and participate in forest conservation efforts to protect biodiversity.

■ **Responsible supply chain**

To ensure environmental, social, and governance (ESG) compliance across the supply chain, we promote responsible supply chain management, including sustainable raw materials and responsible minerals policies. We require suppliers to sign sustainability and integrity commitments and conduct regular supplier audits and RBA assessments to ensure sustainable and ethical operations.

Management Guidelines

■ **Due diligence**

WNC conducts annual human rights due diligence to assess risks and potential impacts. The Board of Directors oversees and reviews the effectiveness of human rights risk management. Through risk identification, investigation, action, and improvement tracking, we continuously enhance our human rights management strategies and practices.

■ Training and promotion

We promote labor and human rights awareness through onboarding and in-service training programs, fostering a culture of respect for human rights.

■ Grievance mechanisms

We provide anonymous reporting channels, including internal whistleblower hotlines, misconduct reporting mailboxes, stakeholder mailboxes, and workplace misconduct and sexual harassment complaint mailboxes, both physical and online. We are committed to protecting whistleblowers from retaliation. Upon receiving a complaint, we conduct investigations in accordance with relevant regulations and take necessary remedial actions if the complaint is substantiated.

■ Remedial measures

If a human rights violation is found to be caused or contributed to by WNC, we will initiate appropriate remediation based on the nature of the incident and, if necessary, collaborate with relevant stakeholders to prevent recurrence.



Jeffrey Gau
President & CEO
June 2025