

啓基科技股份有限公司

職業安全衛生政策

- 第1條 致力為營運管制範圍內所有人員（包含員工、承攬商、訪客及合作夥伴等）建構健康與安全的工作環境。
- 第2條 遵循職業安全衛生相關國際標準、當地法令，以及其他所簽署的條款規範。
- 第3條 建立並維護 ISO 45001 職業安全衛生管理系統，定期執行風險鑑別作業，以「零事故」為目標，制定具體的短、中、長期目標與行動計畫，積極推動並持續改善。
- 第4條 落實職場健康管理制，做好職業傷病預防教育與改善工作，並對職場不法侵害採取「零容忍」原則。
- 第5條 提供適切的教育訓練、溝通管道及參與機制，以深化全體員工對職業安全衛生管理績效的認知與當責，並促進員工及勞工代表積極參與公司安全衛生事務的諮詢、協商與決策，且持續優化與所有利害關係人的溝通與合作。
- 第6條 本政策經董事會通過後實施，修正時亦同。
- 第7條 本政策訂定於民國一一三年八月二十七日。
第一次修訂於民國一一五年五月六日；並自本次修訂起，本政策之訂定與修訂經董事會決議後施行。

WNC Corporation

Occupational Safety and Health Policy

- Article 1 Create a healthy and safe work environment for employees, contractors, visitors, partners and other personnel.
- Article 2 Comply with international standards, local laws and other regulations in signed agreements related to occupational safety and health.
- Article 3 Establish and maintain an ISO 45001 occupational safety and health management system, regularly conduct risk identification, formulate concrete short-, mid-, and long-term goals and action plans, and continuously improve the management system to achieve a goal of zero safety and health incidents.
- Article 4 Implement workplace health management systems and educate employees on how to prevent occupational injuries and illness. Adopt a “zero tolerance” principle towards workplace harassment, especially sexual harassment.
- Article 5 Provide employees with appropriate training courses, communication channels and participation mechanisms to reinforce occupational safety and health performance, encourage active participation of workers and workers’ representatives in consultation, negotiation, and decision-making on safety and health matters. Continuous optimization of communications and cooperation with all stakeholders.
- Article 6 This policy shall take effect upon approval by the Board of Directors, and the same applies to any amendments.
- Article 7 This policy was enacted on August 27, 2024
The first amendment was approved on May 6, 2026. From this amendment onward, any establishment or revision of this policy shall become effective upon resolution by the Board of Directors.