

啟基責任商業聯盟行為準則承諾書

WNC Commitment to the RBA Code of Conduct

啟基科技致力符合責任商業聯盟行為準則，符合當地法規，員工受到尊重並富有尊嚴，公司的運行符合商業道德規範，承諾遵守以下相關要求並推廣至供應鏈，以期善盡企業社會責任：

WNC hereby commits to abide by the Responsible Business Alliance (RBA) Code of Conduct and the local laws in the places we operate. WNC is committed to the respect and dignity of employees and ensuring that its operations are in full compliance with business ethics. WNC will comply with the following requirements and apply these requirements to its supply chain to fully meet its corporate social responsibility.

1. 公司給予員工自由選擇職業的權利，不得強迫員工進行非自願性之勞動行為，也不得要求員工在受雇起始時繳納押金或其他費用，不要求繳交任何政府簽發的身分證件。
Workers have the right to freely choose work and leave work. All work must be voluntary. WNC shall not charge its employees deposits or any fees upon their hiring. Employees must not be required to surrender any government-issued identification.
2. 禁止雇用童工，合理安排未成年工、懷孕與哺乳期女性員工之工作時間和工作內容，並不得安排從事有可能危害其身心健康與安全的工作。
Child labor is not to be used. WNC shall appropriately allocate the working hours and job tasks for young workers and female employees during pregnancy or lactation. Such employees shall not perform work that is likely to jeopardize their health or safety.
3. 合理安排員工出勤，保證員工的休息時間且薪資及福利均符合法令規定，禁止以扣除工資作為紀律的處分的手段。
Arrange employees' work days appropriately. Ensure employees' rest time, wages, and welfare comply with regulations and laws. Deductions from wages as a disciplinary measure shall not be permitted.
4. 對於員工之聘雇、計薪、訓練、升遷、解雇及退休，不得有任何因人種、膚色、年齡、性別、性傾向、性別認同及表現、種族或民族、殘疾、懷孕、信仰、政治立場、團體背景、退伍軍人身份、受保護的基因資料或婚姻狀況等之歧視行為。
WNC shall not engage in any discrimination based on race, color, age, gender, sexual orientation, gender identity and expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, covered veteran status, protected genetic information or marital status in hiring, rewards, access to training, promotions, dismissal, and retirement.
5. 不得對員工施以肉體處罰、精神脅迫或言語之辱罵，嚴禁不人道對待員工，且不允許任何形式之性騷擾或報復行為，尊重員工的內部溝通權利並保證員工擁有合法的結社自由。
There is to be no inhumane treatment such as corporal punishment, psychological abuse, and verbal abuse. Sexual harassment or reprisal in all manners shall be prevented. WNC shall respect employees' right to perform internal communication and shall ensure that the right of freedom of association is protected in conformance with local law.
6. 公司提供員工安全、健康的工作環境，採取必要的風險鑑別、評估及控制措施以避免職業災害之發生，保證所有員工經常接受健康及安全訓練，並提供乾淨、安全之飲用水、廁所及宿舍環境。
WNC shall provide employees with a safe and healthy work environment and shall implement required identification,

evaluation, and controlled measures to prevent occupational hazards. All employees are required to regularly receive health and safety training and shall be provided with clean and safe drinking water, toilets, and dormitories.

7. 公司將嚴格遵守環境保護的法律法規，實施環境保護及產品中有害物質的控制，制定節能減排措施及廢棄物處置方案，減少能源消耗和溫室氣體排放，有效的水資源管理，避免環境污染事故的發生。

WNC will strictly abide by environmental-protection laws and regulations to implement environmental-protection measures, control hazardous substances in products, specify energy-saving measures, establish waste-handling methods, reduce energy consumption and greenhouse gas emissions, perform effective water management, and prevent pollution hazards from occurring.

8. 公司將履行社會責任並遵循最高標準的道德要求，嚴禁個人和公司提供或接受包含賄賂、貪污、敲詐勒索和挪用公款等在內的一切不正當收益，確保公司的運營符合商業道德規範的要求。

WNC will meet social responsibilities and uphold the highest standards of ethics. All improper advantages including bribery, corruption, extortion and embezzlement are not to be received or offered by WNC and all its employees to ensure that the operation of WNC is in accordance with the requirements of business ethics.

9. 公司尊重智慧財產權，將本著公平交易、廣告及競爭的原則，依照適用法規和主要的行業慣例公開有關商業活動、組織結構、財務狀況和績效的真實資訊。

Intellectual property rights are to be respected. WNC will carry out the principles of fair business, advertising, and competition to disclose actual information related to the company's business activities, organizational structure, financial status, and actual operating performance based on applicable laws, regulations, and major industry practices.

10. 公司將建立一個通暢、身份保護及防止報復的內外部溝通管道，並保護客戶、供應商、員工及其他利益相關方的個人資訊和隱私。

WNC shall set up a smooth, protection of identity and non-retaliation of channels for internal and external communication and protect the personal information and privacy of customers, suppliers, employees, and other interested parties.

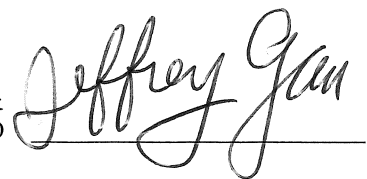
11. 公司所有產品不使用來自剛果民主共和國(DRC)及其鄰近國家中，受惠於當地暴力武裝軍事團體之衝突礦產，並針對產品所含有的鈮、錫、鎢、金等礦物實施盡職調查，且於客戶查詢時提供有關審查標準的資料。

All products manufactured by WNC shall not contain the conflict minerals that benefit or finance the armed groups in the Democratic Republic of Congo (DRC) or its adjoining countries, and WNC shall perform due diligence on tantalum, tin, tungsten and gold in WNC's products and submit related inspection-standard data upon customer inquiry.

12. 公司力求採用及建立範圍符合RBA內容相關的管理體系，確保體系的有效及適用，並且持續推動改進。

WNC shall adopt and establish a management system which conforms to the RBA Code of Conduct and ensure that the system is effective and applicable to achieve continuous improvement.

總經理暨執行長
President & CEO



日期
Date

2019.10.7