

WNC Modern Slavery Statement

Our Business

啓碁科技創立於 1996 年，專精於通訊產品的設計、研發與製造，提供包含 RF 天線設計、軟硬體設計、機構設計、系統整合、介面開發、產品測試與認證等完整的技術支援。全球總部位於臺灣新竹科學園區，在美國、英國、日本等地設有服務據點，在臺灣、中國與越南等地設有製造據點，提供全方位解決方案與在地支援。截至 2022 年年底，臺灣地區共有約 6,606 名員工，包含約 1,371 名外籍員工，中國地區共有約 2,655 名員工，越南地區共有約 2,263 名員工。

Wistron NeWeb Corporation (WNC), established in 1996, is a product design and manufacturing company that provides high-quality services for communications products. WNC provides comprehensive technical support in RF antenna design, software design, hardware design, mechanical design, system integration, user interface development, and product testing & certification. Headquartered in Taiwan's Hsinchu Science Park, WNC has also established overseas service locations in the USA, the UK, and Japan, and built manufacturing facilities in Taiwan, China, and Vietnam. Working together, these sites offer complete solutions and local support for customers worldwide. As the end of 2022, WNC's sites in Taiwan employed around 6,606 people including 1,371 migrant workers; in China, there were a total of 2,655 employees, and in Vietnam, approximately 2,263.

Our Policies

啓碁致力於遵守最高的道德標準，並自發性支持並採用 RBA 行為準則 (The RBA Code of Conduct，以下簡稱 The RBA CoC)，制訂有「啓碁科技 RBA 行為準則」，作為全體同仁、關係企業以及供應商等關係人之遵循與規範，期許價值鏈中的所有夥伴都能共同遵循誠信經營原則，符合當地及國際法規要求，禁止與消除現代奴隸或人口販運，共同善盡企業公民責任。啓碁相關的政策與行為準則如下：

WNC is committed to upholding the highest ethical standards and voluntarily abides by the Responsible Business Alliance (RBA) Code of Conduct. The company has adopted its own code of conduct for all employees, subsidiaries, and suppliers to follow. The WNC Responsible Business Alliance (RBA) Code of Conduct clearly states WNC's policy for upholding human rights by expressly barring and eradicating modern slavery or human trafficking within our operations and supply chains. WNC's business principles and supplier code of conduct are further detailed below:

- [啓碁科技責任商業聯盟行為準則手冊](#)
- [WNC RBA Code of Conduct](#)
- [永續發展政策](#)
- [Sustainable Development Policy](#)
- [永續發展實務守則](#)
- [Sustainable Development Best Practice Principles](#)
- [啓碁科技供應商行為準則](#)
- [WNC Supplier Code of Conduct](#)

■ WNC 舉報與處理辦法

■ WNC Reporting and Handling Procedure

我們要求所有供應商簽署供應商企業社會責任聲明書，並需遵守啓碁科技供應商行為準則，其中包含以下規定：

We require all suppliers to sign the WNC Supplier CSR Declaration and follow the WNC Supplier Code of Conduct, which includes the following conditions:

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|--------------|--|
| ■ 自由擇業 | ■ Freely chosen employment |
| ■ 禁用童工 | ■ No child labor |
| ■ 人道待遇 | ■ Humane treatment |
| ■ 不歧視/不騷擾 | ■ Non-discrimination/non-harassment |
| ■ 結社自由 | ■ Freedom of association |
| ■ 符合薪酬相關法規 | ■ Compliance with all applicable wage laws |
| ■ 健康與安全的工作環境 | ■ A healthy and safe working environment |

Our Approach

風險評估 Risk assessment

我們業務的主要風險與我們雇用的外籍勞工和我們的供應商有關。

In considering this issue, the primary risk for our business is associated with the migrant workers we employ in Taiwan and with sourced labor at our suppliers.

內部管理措施 Internal management

啓碁承諾遵守「聯合國世界人權宣言」、「聯合國全球盟約十項原則」、「國際勞工組織基本公約的核心勞動標準」、「聯合國工商企業與人權指導原則」與「RBA 行為準則」等相關國際規範，並遵循營運據點當地勞動法規、美國「2010年加州供應鏈透明度法案」(California Transparency in Supply Chains Act of 2010)、英國「2015年現代奴隸法」(UK Modern Slavery Act 2015)與澳洲「2018年現代奴隸法」(Australia Modern Slavery Act 2018)等國家法令，提供同仁良好工作條件與合理工時，不會要求同仁繳交身份證、護照或工作許可證，工作內容均尊重同仁意願，所有同仁並依法擁有自由離職之權利。我們透過合法的外籍勞工人力仲介公司協助聘雇外籍勞工，並在他們到職前確定他們的僱傭條款和條件，員工可以自由接受或拒絕提供的任何職位。所有員工在入職前都會針對年齡與身分進行核實，以確保他們工作的資格。我們支付的薪資符合所有營運國家的薪酬相關法令。我們也以同樣的標準要求供應商，並透過稽核來確認。

WNC commits to: comply with international human rights standards such as the UN Universal Declaration of Human Rights, the Ten Principles of The UN Global Compact, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the United Nations Guiding

Principles on Business and Human Rights (UNGPs) and the RBA Code of Conduct; abide by local labor laws; and comply with the California Transparency in Supply Chains Act of 2010, the UK Modern Slavery Act of 2015 and the Australia Modern Slavery Act 2018. WNC maintains good working conditions and schedules reasonable working hours. WNC has no right to request that employees hand over ID cards, passports, or work permits to the company. All duties are set with respect to employees. All employees are employed out of their own free will and have the right to leave at any time. WNC hires migrant workers via foreign labour agents that hold business registration certificates. Hiring terms and conditions are clearly defined in job offers before employees report for work, and they may freely choose to accept or reject any job offer. Prior to reporting to work, all employees are subject to age and identity verification to ensure their work rights. The salaries we pay employees are compliant with relevant regulations on remuneration in the countries where we operate. We also set the same requirements for our suppliers and ensure their conformance through audits.

外部管理措施 External management

在考量新的供應商時，我們會進行盡職調查，並定期審查既有的供應商。我們和供應商密切合作，深入了解他們的生產過程，並與所有與我們有業務往來的供應商簽署相關合約與我們的供應商永續承諾聲明書，包括零組件供應商、服務類供應商及外籍勞工仲介公司。臺灣總部及中國製造據點的員工也定期拜訪與稽核我們的主要供應商。這讓我們更能掌握供應商的工作情況與工作流程，也讓我們有機會發現可能出現現代奴隸問題與人口販運風險的地方。

We conduct due diligence when considering new suppliers and regularly review performance of existing suppliers. We work closely with our suppliers to understand their production processes and require all suppliers that we work with, including component suppliers, service suppliers and migrant worker recruiters, to sign a contract and the WNC Supplier Commitment to Sustainability Declaration. Employees from our Taiwan Headquarters and China sites also regularly visit and audit major suppliers, allowing us to understand these suppliers' working status and processes, and to spot any potential risk for modern slavery and human trafficking.

供應商企業社會責任稽核 Supplier CSR Audit

啓碁自 2013 年起展開供應商 CSR 稽核計畫，我們將不同類型的主要供應商依其在勞工、道德、健康與安全、環境與管理系統等議題的風險程度，畫分為 A (高度風險)、B (中度風險) 與 C (低風險) 三個群組，每年挑選約 50 家高風險之供應商，由富有經驗的稽核員進行責任商業聯盟(RBA)行為準則稽核。我們分析稽核結果，並推動供應商實施矯正行動計畫，若供應商沒有進行適當的矯正行動計畫，或嚴重違反我們的行為準則，造成啓碁或其客戶之直接損失或間接影響，除了要求供應商承擔賠償責任，亦會影響合作關係，要求各供應商務必確實遵守。截至 2022 年底，已有 957 家供應商簽署供應商永續承諾聲明書與 277 家供應商完成 CSR 實地稽核，未發現有現代奴隸或人口販運之情形。

In October 2013, WNC officially launched its supplier corporate social responsibility audit program in which major suppliers are divided into different categories: A) high risk, B) moderate risk, and C) low risk, according to the level of risk they exhibit in aspects of labor, ethics, health and safety, environment and management systems. Each year we select approximately 50 suppliers that are identified as exhibiting high risk and send auditors to conduct audits for conformance with the RBA Code of Conduct. We then analyze the audit results and require that our suppliers implement corrective action plans. If a supplier fails to implement appropriate corrective action plans or severely violates our code of conduct, resulting in direct losses or indirect impact to WNC or its customers, said supplier will be held liable for compensation. This behavior will adversely affect any future cooperation. Hence, we require all suppliers to comply with the RBA Code of Conduct. As of the end of 2022, 957 suppliers have signed the Supplier Commitment to Sustainability Declaration and 277 suppliers have completed CSR audits, with no situations of modern slavery or human trafficking found.

衝突礦產管理 **Conflict Minerals Management**

啓碁未直接採購金屬原料，亦宣告不使用衝突礦產的政策，並支持責任商業聯盟（RBA）及全球電子可持續發展倡議組織（Global e-Sustainability Initiative，GeSI）所合作發起的責任礦產計畫（Responsible Minerals Initiative，RMI），自 2010 年起，採用其製訂的衝突礦物報告模板（Conflict Minerals Reporting Template，CMRT），定期每年進行供應商衝突礦產調查，要求供應商避免使用來自衝突地區的非合法礦產，並鼓勵供應商協助其尚未參與 RMAP（Responsible Minerals Assurance Process，RMAP）的合作冶煉廠參與該計畫，成為 RMAP 的合格冶煉廠。

WNC is not involved in the direct purchase of metals, and has declared a policy to exclude conflict minerals. WNC supports the Responsible Minerals Initiative (RMI) that was initiated by the RBA and the GeSI (Global e-Sustainability Initiative); has adopted the Conflict Minerals Reporting Template (CMRT) stipulated by them to conduct conflict mineral investigation for suppliers since 2010; and requests suppliers to avoid using illegal minerals from areas of conflict. WNC investigates whether smelters associated with our suppliers participate in the RMAP (Responsible Minerals Assurance Process) through CMRT and encourages suppliers to assist those smelters that have not participated in RMAP to become qualified smelters in accordance with the RMAP stipulations.

訓練 **Training**

所有新入職的員工都需接受 CSR/RBA 線上教育課程，並每年定期接受「WNC 道德與反貪腐行為規範」線上課程。採購人員接受永續採購實務課程，而供應商稽核人員皆須接受 RBA 行為準則稽核課程訓練。

All employees at WNC must complete a mandatory CSR/RBA online training course as well as an annual WNC Ethics and Anti-Corruption Code of Conduct online course. Procurement staff must receive Sustainable Procurement Practice training, and auditors must receive RBA code of conduct audit training.

舉報 Reporting

啓者設立「檢舉不法信箱 wnc.integrity@wnc.com.tw」，供內、外部人員對於違反相關法令行為之匿名或具名申訴與舉發。由誠信調查室成立專案小組依據 WNC 舉報與處理辦法，共同負責受理舉報與調查相關事項，包含現代奴役和人口販運的風險。我們確保舉報人身分保密且防範相關組織或牽涉人員可能之報復。

WNC has established the wnc.integrity@wnc.com.tw email channel for employees and other pertinent parties to file complaints and report violations in either a named or anonymous manner. The Integrity Office is tasked with forming a task force to take charge of handling reports and performing investigations according to the WNC Reporting and Handling Procedure, including those on the risks of modern slavery and human trafficking. WNC shall ensure that the identities of reporting parties are kept secret and that they are not subject to retaliation.

總經理暨執行長
President & CEO



日期
Date

2023.06.29