



一、本公司的勞工政策 Labor Policy :

* 公司不雇用未滿 16 歲人員，亦不強迫員工執行工作質。

* Thinking do not employ underage workers and force workers to do unwilling jobs.

* 公司不因員工的民族、膚色、年齡、性別、性傾向、種族、是否懷孕、宗教、政治背景、工會會員或婚姻狀況等因素，歧視或差別待遇任何員工或應徵者。

* Thinking do not discriminate workers or job applicants because of nationality, color, age, gender, sex orientation, race, pregnancy, religion, political affiliation, union membership, marriage condition.

* 公司尊重並保護員工之言論自由、集會結社等憲法保障之基本人權。

* Thinking respect and protect its workers' freedom of speech, freedom of association, or any other human rights protected by Constitution.

* 公司遵守相關勞工法律規範及客戶相關規範。

* Thinking complies with labor laws and customer's related requirements.

二、本公司的職業道德政策 Ethics Policy :

* 誠信經營。

* Do honestly manage the company and comply with the law.

* 禁止公司內線交易情事發生。

* Do not involve or conduct any inside trading.

* 嚴禁從事與公司利益相衝突之活動。

* Do not engage any activity contradict to the company's interest.

* 資料記載需誠實完整。

* Do make sure all company assets completely and correctly documented.

* 饋贈禮品或招待需合宜，禁止行賄、受賂。

* Do not accept any inappropriate gift or entertaining treatment.

* 所有權屬公司之各項資料均須保密。

* Do not reveal any data owned by the company to the 3rd party.

* 尊重智慧財產權。

* Do respect Intellectual Property.

三、責任承諾 Commitment :

我們的承諾和行動不僅會使我們在商業活動和日常生活中對社會責任(SA8000)國際標準有更深入的理解，同時還將構築一個更合理，更清潔，更安全，更健康的工作環境，並因此提升和改進全球的社會責任狀況。

Our commitment and actions in this area will foster understanding of the basic fundamentals of SA8000 standards that are necessary in business and in life. This will lead to a cleaner environment and safer, healthier, better and more reasonable labor conditions; and therefore improve the status of social accountability all around the world.

四、責任簽署 Signature :

董事長 chairman :

日期： 106 年 4 月 26 日