

晟田科技工業股份有限公司
Magnate Technology Co., Ltd.
社會責任與永續政策暨承諾聲明書
Corporate Social Responsibility Policy and Commitment

本公司承諾並推行下列政策聲明項目：

The company commits to and implements the following policy items:

1. **禁止強迫勞動 Prohibition of Forced Labor**
禁止向工作者收取費用（零收費）、押金、扣押證件，嚴禁使用包括非自願性與剝削性監獄囚工、契約限制勞動、抵債勞動、奴役勞動、人口販運。
Forced labor in any form, including but not limited to, bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery or trafficking of persons is not permitted.
2. **不雇用童工 Young Workers**
建立童工審查與誤用童工保護措施。
Child labor shall not be used in any stage of manufacturing. If child labor is identified, assistance/remediation shall be provided.
3. **合適的工作時間 Appropriate Working Hours**
遵守適用法律、行業標準及客戶行為規範要求的有關工作時間的規定。
Comply with applicable laws, industry standards and customer codes of conduct regarding working hours.
4. **合理的報酬 Reasonable Wages and Benefits**
給予員工的報酬符合法規基本要求（不包括任何加班費和其它補貼），而且工時符合規定要求。
The remuneration given to employees meets the basic requirements of laws and regulations (excluding any overtime pay and other subsidies), and the working hours meet the prescribed requirements.
5. **人道待遇 Humane Treatment**
嚴禁以懲罰為手段、被強迫的、非自願的勞工，同時禁止採取懲戒性管理措施。
Punitive, forced, and involuntary labor is strictly prohibited, and disciplinary management measures are prohibited.
6. **不歧視 Non-Discrimination**
杜絕在雇傭、薪酬、訓練、升遷、解雇等事務上基於人種、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、星座、血型、籍貫退伍軍人身份、受保護的遺傳訊息、婚姻狀況或提出申訴等..等各項歧視行為。

In matters such as employment, salary, training, promotion, and dismissal, there is no discrimination based on race, color, age, gender, sexual orientation, gender identity and expression, race or ethnicity, disability, pregnancy, belief, political stance, group background, zodiac sign, blood type, veteran status, protected genetic information, marital status or filing a complaint, etc.

7. **結社自由 Freedom of Association**

尊重員工自由結社、加入工會以及集體談判的權力。

Respect employees' rights to associate freely, join unions and bargain collectively.

8. **健康安全 Health and Safety**

致力於為員工提供一個健康與安全的工作環境，降低工作中的危害隱患。

We are committed to providing a healthy and safe working environment for employees and reducing hidden dangers at work.

9. **職業風險控制 Control of Occupational Hazard**

提供員工適當安全訓練、防護用具，評估公司內工作危害之風險，並建立緊急應變計畫因應災害。

Provide employees with appropriate safety training and protective equipment, assess the risk of work hazards within the company, and establish emergency response plans to respond to disasters.

10. **資源保護 Resource Conservation**

遵循環境法規、節約資源，設置管理辦法與宣導訓練，達到節能減碳的目的，降低安全危害與環境衝擊風險。能源消耗及相關的溫室氣體排放（範疇 1、2 與 3），應規畫追蹤、記錄及公開報告。

Comply with environmental regulations, conserve resources, set up management methods and publicity training, achieve the purpose of energy conservation and carbon reduction, and reduce safety hazards and environmental impact risks. Plans shall be made for energy consumption and related greenhouse gas emissions (scopes 1, 2 and 3) to be tracked, recorded and publicly reported.

11. **誠信經營 Business Integrity**

所有人員不得運用任何非法或不合乎職業道德的方法，取得競爭優勢與不當利益。

All personnel shall not use any illegal or unethical methods to obtain competitive advantages and improper benefits.

12. **無不正當利益 No Improper Advantage**

不得透過職務收送賄賂、採取違背商業道德手段獲利或造成利益衝突。

Personnel regardless of positions are not allowed to accept or send bribes,

make profits by means that violate business ethics, or create conflicts of interest.

13. **資訊公開、知識產權與隱私 Information disclosure, intellectual property and privacy**

依行業慣例公開商業資訊，保護智慧財產與利害關係人隱私。

Disclose business information and protect intellectual property and the privacy of stakeholders in accordance with industry practices.

14. **合宜廣告與公平交易 Fair Business, Advertising and Competition**

採取公平交易、廣告之競爭原則，不得透過聯合壟斷、勾結行為獲取利益損及任何第三方。

Uphold the standards of fair business, advertising, and competition, and shall not gain profits or harm any third party through joint monopoly or collusion.

15. **管理系統 Management System**

承諾建立、維持和改進企業社會責任管理系統，並讓員工充分學習與理解社會責任要求。

Commitment to establish a management system for corporate social responsibility (CSR), to allow employees to learn and understand social responsibility requirements.

16. **目標管理及持續改進 Objective management and continuous improvement**

設定目標提升社會責任管理系統成效，並持續改善之。

Set objectives to improve the effectiveness of the CSR management system and continuously improve it.

17. **分權分責 Management Accountability and Responsibility**

指定高層管理人員依據本標準和公司簽署的其它規章要求定期審查公司的政策、措施及其執行結果。

Designate senior managers to regularly review the company's policies, measures and their implementation results in accordance with the requirements of this standard and other regulations signed by the company.

18. **法規符合與風險管理 Regulatory compliance and risk management**

定期檢視並確認符合法規、定期進行風險管理活動，有效降低風險事件。

Regularly review and confirm compliance with regulations, and regularly conduct risk management activities to implement appropriate controls.

19. **內稽管審 Audits and Assessments**

定期檢視與審查管理系統是否充分、適用和持續有效，必要時進行修正和改進。

Conduct periodic self-evaluations and review whether the management system is adequate, applicable and continuously effective, and make corrections and improvements when necessary.

20. **溝通、建議、參與、回饋 Communication, Engagement and Access To Remedy**
承諾通過公司網站、公告欄、永續報告書、客戶現場查訪等方式向所有員工、客戶、合作供應商及其它相關方公開我公司社會責任現狀及改善計畫，接受公眾的監督或建議。

Through the company's website, bulletin boards, corporate sustainability report and customer on-site visits, establish ongoing two-way communication with workers and other stakeholders regarding the company's CSR activity and improvement plans. Obtain feedback on operational practices and conditions covered by this Code, and to foster continuous improvement.

21. **供應商管理 Supplier Responsibility**

按照 RBA 標準和相關客戶行為規範的要求對供應商/分包商進行控制。Establish a process to communicate Code requirements to suppliers and to monitor supplier compliance to the Code.