



## 幸康電子股份有限公司

### 企業社會責任與勞動人權聲明

#### Corporate Social Responsibility and Labor Rights Statement

為履行社會責任，遵守社會道德要求及國際勞動標準，維護勞工權益，創造永續經營之工作環境。

To fulfill its social responsibilities, adhere to social ethical standards and international labor regulations, protect workers' rights, and foster a sustainable and supportive work environment.

#### 公司宣誓

- 一、尊重勞工基本人權，禁止任何形式的歧視或侮辱行為並確保工作機會均等，包括：性別、種族、職場不法侵害，使勞工不受任何形式的非人道方式對待。
- 二、落實勞資合作，合理安排勞工出勤時間、薪資福利並禁止強迫勞動行為。
- 三、不雇用童工和囚工，且不接受雇用童工或強迫勞動的供應商。
- 四、尊重勞工的集體協商及結社自由。
- 五、推動健康促進活動、多元措施，以關懷維持員工身心健康及工作生活平衡。
- 六、防止利益衝突、避免圖私利之機會任何商業互動關係均遵循最高的誠信標準。
- 七、建立對內、對外相關溝通管道，在執行可能嚴重影響利益關係人權利的重大營運變化前，確保資訊詳實揭露。

#### The Company pledges to:

1. Respect workers' basic human rights, prohibit all forms of discrimination and harassment, and ensure equal employment opportunities, including protection against gender, racial, or other unlawful workplace infringements, as well as any form of inhumane treatment.
2. Implement worker-management collaboration, with reasonable scheduling of workers' working hours, fair salary benefits, and strict prohibition of forced labor.
3. Prohibit the use of child labor, prison labor, or suppliers that employ child or forced labor.
4. Respect workers' rights to collective negotiation and association.
5. Support employees' physical and mental well-being and promote work-life balance through healthy activities and diverse initiatives.
6. Prevent conflicts of interest and opportunities for embezzlement, while adhering to the highest ethical standards in all commercial interactions.
7. Establish effective internal and external communication channels, and ensure accurate and transparent disclosure of information before implementing any major operational changes that may significantly impact stakeholders.

Representative:

Jacob Chen

Signature Date:

26/12/2023