



台灣百和工業股份有限公司

Taiwan Paiho Limited

反貪腐暨反賄賂政策

Anti-Corruption and Anti-Bribery Policy

本公司致力於良好企業實踐，對於賄賂及貪腐採取零容忍態度，為支持並響應國際組織及各國反賄賂及反貪腐政策，制定本政策，以供本公司全體同仁（含本公司及集團企業與組織之董事、監察人、經理人、受任人、受僱人及具有實質控制能力者）及本公司商業夥伴從事商業行為與執行業務時遵循。

Taiwan Paiho Limited is committed to ethical business practices and maintains zero tolerance for bribery and corruption. This policy applies to all employees, including directors, supervisors, managers, appointees, employees, and individuals with substantial control, as well as business partners, ensuring compliance with anti-corruption regulations in all business activities.

一、 禁止不當利益 Prohibition of Improper Benefits

1. 遵守一般公認健全商業實務及法令規範對違法或不當支付的禁止規定。

Employees must adhere to legal and ethical standards, avoiding unlawful or improper payments.

2. 嚴禁員工濫用其職位或關係而向供應商、客戶或政府官員，包括其家庭成員或代理人，收受或示意收受個人不當利益。

Employees must not use their position to solicit or accept improper benefits from suppliers, customers, or government officials, including their family members or agents.

二、 餽贈與招待 Gifts and Hospitality

1. 本公司全體同仁，不論其職位或職責，嚴禁從業務關係（例如合作商、客戶或政府官員）收受價值超過 100 美元的饋贈或其他物品。

Employees are prohibited from accepting gifts or items valued over USD 100 from business partners, including suppliers, customers, or government officials.

2. 商業慣例性的招待，例如餐飲及招待，如果是在一個合理程度且非法律或一般可接受商業慣例所禁止，是可以提供或接受的。可接受之招待機會，包括參加銷售活動、產品發表或專業研討會。

Reasonable business hospitality, such as meals or events, is acceptable if lawful and aligned with common business practices.

3. 娛樂及招待支出必須符合支出發生所在地國家或地區的法律和政策。員工應注意自身及本公司的形象。

Entertainment and hospitality expenses must comply with local laws and uphold the company's integrity.

4. 除上述規定外，員工也絕對不能讓饋贈、招待及娛樂影響其業務決策和判斷，或引起他人察覺到任何不正當影響。在餽贈及招待的選擇方面應善加判斷，作出不致於讓公司或對方感到尷尬的選擇。

Gifts and hospitality must not influence business decisions or create any perception of undue influence.

三、 責任及罰責 Responsibilities and Penalties

1. 本公司將以適當方式確保公司員工已閱讀、理解並遵守本政策，禁止從事任何可能導致或違反所適用的反賄賂及貪腐法令和本政策的活動。

The company ensures employees understand and comply with this policy, prohibiting activities that violate anti-bribery laws.

2. 涉及違反本準則、相關法律或公認商業道德準則的員工可能遭受紀律處分，嚴重者甚至可能解僱。

Violations may result in disciplinary action, including termination of employment and legal consequences.

四、 檢舉與保護 Reporting and Protection

若發現任何實際或懷疑涉及貪腐或賄賂的事件，請透過外部檢舉電子信箱：finance@mail.paiho.com.tw 或內部檢舉意見箱及電子信箱：a268@paiho.com 進行檢舉或申訴。所有舉報將以機密方式處理；善意舉報可疑違規者將受到保護；舉報者的身分在法律及本公司政策允許範圍內亦會受到保護。

Employees must report any suspected corruption or bribery via finance@mail.paiho.com.tw or a268@paiho.com. All reports will be treated confidentially, and whistleblowers acting in good faith will be protected in accordance with legal and company policies.

總經理 General Manager :

鄭誠輝

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