

台灣百和工業股份有限公司  
Taiwan Paiho Limited  
人權政策  
Human Rights Policy

本公司尊重並遵循《聯合國世界人權宣言》、《聯合國全球盟約》、《國際勞動組織》等國際公認之人權規範，並依其核心內涵制訂人權政策，杜絕任何侵犯人權的行為，使公司內、外部成員均能獲得合理、平等及有尊嚴的對待。台灣百和的人權政策如下：

Taiwan Paiho Limited, respects and abides by 《The Universal Declaration of Human Rights, UDHR》, 《The United Nations Global Covenant, UNGC》, 《The International Labor Organization, ILO》 and other internationally recognized human rights norms. Paiho formulates Human Rights Policy according to their core connotations to eliminate any human rights violations and to have internal and external members in the company treated fairly, equally and dignity. Taiwan Paiho Limited's Human Rights Policy is as follows:

●禁止強迫勞動 No Forced Labor

尊重員工意願，禁止強迫勞動，且不因懲戒紀律而減扣其基本工資。

No one shall be required to perform forced or compulsory labour, and no deductions from basic wages for disciplinary reasons.

●禁用童工 No Child Labor

雇用符合當地法規最低年齡限制之員工。

Hire employees who meet the minimum age limit of local regulations.

●工作時間 Working Hours

遵守當地勞動法規有關工作時間之規定，於工作規則明訂工作時間與延長工時之規範。

Comply with the local labor regulations on working hours, and specify the working hours and lengthen working hours in the Work Rules.

●工資福利 Salary And Benefit

支付員工薪資均依循勞動法規相關的薪酬法律，包含最低工資、加班、和法定福利。

The salary paid to employees is in accordance with the relevant salary laws of labor regulations, including minimum wage, overtime, and legal benefits.

●人道待遇 Humane Treatment

避免苛刻或非人道的對待員工，包含身體、言語、心理和性方面的騷擾。

Preventing any inhumane treatment of employees, including physical, verbal, psychological and sexual harassment.

●反歧視/反騷擾 Anti-discrimination And Anti-harassment

不因性別、種族、階級、年齡、婚姻、語言、宗教、黨派、身心障礙等，有任何差別待遇之語言、態度及行為，營造有尊嚴、安全、平等，免於歧視、騷擾的工作環境。

Never treat a person or particular group of people differently, because of their gender, race, class, age, marriage, language, religion, faction, physically challenged, mentally challenged etc., create a dignified, safe and equal work environment.

●自由結社 Freedom Of Association

尊重員工享有組織或加入工會、和平參與集會的自由，並提供勞資溝通機制確保勞資關係和諧。

Respect the freedom of employees to organize or join trade unions and participate in assemblies peacefully, and provide labor-management communication mechanisms to ensure harmonious relations.

●健康安全 Health And Safety

遵循國際公認管理體系 ISO 45001，提供員工安全與健康的工作環境。

Comply with the new ISO 45001 Occupational Health and Safety Management Systems (OHSMS) promotes a safe and healthy working environment.

總經理 General Manager:

鄭誠偉

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