

## 仲琦科技人權政策

仲琦科技遵守聯合國世界人權宣言、國際勞工組織-工作基本原則與權利宣言、國際勞動公約、全球蘇利文原則等國際公認之人權標準，並採取與負責任商業聯盟 (RBA) 行為準則一致的標準、恪遵全球各營運據點所在地法規，保障員工人權。

在政策面，仲琦科技制訂員工手冊、工作規則、招募任用、性騷擾防治、反對職場霸凌等內部管理辦法，明確宣示保護員工權利，確保同仁獲得妥善照顧。主要包括以下人權保護原則：

1. 就業自由及工作機會均等。
2. 杜絕不法歧視。
3. 禁用童工。
4. 禁止強迫勞動。
5. 提供安全與健康的工作環境。
6. 協助員工維持身心健康。
7. 重視員工意見、有效溝通。
8. 定期檢視及評估執行成效。

另外，仲琦科技亦制訂《供應商及外包商行為準則》，要求供應商及外包商一同遵循。



## Human Rights Policy of Hitron Technologies Inc.

Hitron Technologies Inc. complies with globally acknowledged principles including UN Universal Declaration of Human Rights, Declaration on Fundamental Principles and Rights at Work, International Labor Conventions, and Global Sullivan Principles, takes actions in line with Code of Conduct of Responsible Business Alliance and local laws and regulations in all countries and regions where we operate to protect human rights of our employees.

At the policy level, Hitron Technologies Inc. has defined internal regulations such as “Work Rules”, “Employee Manual”, “Recruiting & Staffing Management”, “Sexual Harassment Prevention”, and “Anti Workplace Bullying” management policies to ensure employees are properly looked after. Mainly we focus on below Human Rights protection guiding principles:

1. Freely Chosen Employment and equal employment opportunity.
2. Eliminate unlawful discrimination.
3. Abolish child labor.
4. Prohibit from forced labor.
5. Provide a safety and healthy working environment.
6. Support the physical and psychological well-being of employees.
7. Value suggestions and opinions of employees and communicate effectively.
8. Regularly review and evaluate relevant practices.

Hitron Technologies Inc. Supplier and Subcontract Code of Conduct has been formulated as well to expand our influence to our suppliers.