

勞工政策

- 本公司不使用強迫、抵債、契約束縛或非自願的監獄勞工，奴隸或販賣人口的勞工
- 本公司在生產的任何階段均不使用未滿16歲的童工，以符合國內法規
- 本公司在非特殊情況下，不使用未滿18歲以下的未成年工，以符合國際勞動基準，如因某種特殊之原因，而需招用，則公司將會遵照法律、法規、客戶規範對未成年工進行特殊保護
- 本公司工作及休息時間符合勞基法規定
- 本公司支付給員工的薪資福利符合所有適用的法令
- 本公司對員工禁止任何形式之騷擾或不人道待遇，包括暴力、性別暴力、性騷擾、性侵犯、體罰、精神或身體脅迫、欺凌、公開羞辱或是言語辱罵。
- 本公司員工不會受騷擾以及非法歧視，不得因人種、膚色、年齡、性別、性取向、性別認同和表達、種族或民族血統、殘疾、懷孕、信仰、政治派別、社團成員，包括退伍軍人身份、受保護的遺傳訊息或婚姻狀況等在聘用及雇用實際工作中歧視員工，如工資，晉升，獎勵和培訓機會，且提供適當的宗教對待
- 本公司尊重員工在法律上所賦予自由結社的權利，保護員工能夠在不必擔心被報復、威脅或騷擾的情況下，公開地就工作條件和管理問題與管理層溝通。



Labor Policy

- No use forced, bonded (including debt bondage) or indentured labor, involuntary prison labor, slavery or trafficking of persons.
- We don't employ the children who is younger than 16 years old (including 16 years old) to comply with the Labor Standards of Taiwan.
- In non-special circumstances, we don't employ juvenile workers who is younger than 18 years old to comply international labor standards, and if it is necessary to recruit for some special reasons, we will provide special protection for juvenile workers in accordance with customer requirements, laws and regulations.
- Ensure awareness of requirements of conformity with the Labor Standards Act and rules regarding working hours and days off and RBA requirements.
- Compensation and benefits paid to employees shall comply with all applicable wage laws and regulations.
- Do prohibit any form of harassments and inhumane treatments, including violence, gender-based violence, sexual harassment, abuse, slavery, corporal punishment, threatening, exploitation, or any mental or physical coercion, bullying, public shaming, or verbal abuse.
- Committed to a workforce free of harassment and unlawful discrimination and not engage in discrimination based on race, color, age, gender, sexual orientation, gender identity and expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, covered veteran status, protected genetic information or marital status in hiring and employment practices such as wages, promotions, rewards, and access to training and provide reasonable accommodation.
- Respects the rights of employees to freedom of association conferred by law, employees shall be able to openly communicate and share grievances with management regarding working conditions and management practices without fear of reprisal, intimidation or harassment.

