

# SA8000 社會責任管理政策聲明書

1. 禁止僱用童工和強迫勞動，不接受任何使用童工或強迫勞動的供應商或外包商。
2. 尊重員工自由，禁止任何形式的強迫或強制性勞動。
3. 提供安全和健康的工作環境，確保員工的安全和健康。
4. 尊重員工的結社自由和集體談判權。
5. 提供平等和公平的工作環境，禁止任何形式的歧視行為。
6. 給予員工尊嚴與尊重，不容忍任何粗暴、非人道的懲罰行為。
7. 遵守適用法律，合理安排員工的工作時間和休息、休假。
8. 提供合理的工資及福利，至少滿足員工的基本需要。
9. 符合SA8000標準的要求，國際公約規範要素及解釋，國家法律和國際勞工標準。

## SA8000 Social Responsibility Policy

1. Do not hire child labor and forced laborers, and reject all suppliers or contractors who hired and enforced them.
2. Respect employee's freedom and prohibit enforced labor in any form.
3. Offer safe and healthy workplace, and ensure personnel's safety and health.
4. Respect workers' freedom of association and collective agreement
5. Offer equal workplace, and prohibit any form of discrimination.
6. Give employees respect and dignity. Rough or inhumane punishments will not be tolerated.
7. Abide applicable laws, and arrange work time, rest, and annual leave reasonably.
8. Provide reasonable salary and welfare, at least satisfy employee's basic needs.
9. Meet the requirement of SA8000, specification of the international covenant 's factor and explanation, national law, and international labor standards.

董事長



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