

供應商企業社會責任實務守則

Supplier Corporate Social Responsibility Code of Conduct Operating Standard

聯華實業投資控股股份有限公司對供應商管理涵蓋幾個方向，其中包含環安、衛生、勞工及社會責任等要求，因此我們要求合格供應商，在其所生產或施作之材料、產品或服務須遵守以下守則：

Policies of supplier management of Lien Hwa Industrial Holdings Corporation. (hereinafter referred to as LHHC) cover requirements not just in product quality, but also in environmental protection, safety, industrial hygiene, labor protection, green products as well as social responsibility. We require our qualified supplier to follow below codes in conducting business with and rendering services to LHHC.

- 1、應遵守政府環安、衛生及勞動相關法令規定，保障員工合法權益，不得有危害勞工基本權利之情事。

Suppliers should obey local laws and regulations regarding environmental protection, safety, industrial hygiene and labor protection. Legal rights of all employee should be properly protected.

- 2、在任何階段都不得聘用童工從事勞動生產。18歲以下之員工不得從事具危險性之操作。不對員工生理懲罰、歧視、強迫性勞動、及其他不當形式的不當管教行為。

Child labor is not allowed in any stage of manufacturing. Employees under the age of 18 should not be hired to perform hazardous operations. Corporal punishment, discrimination, forced work or other improper disciplinary behaviors are strictly prohibited.

- 3、應確保所有的工作及加班都是自願性的，不應透過武力、威脅或囚禁之手段來達成強制勞動之目的，亦不得違反法令而要求受僱勞工繳交押金或扣留其身分證明文件。

Suppliers should ensure that all work including overtime are voluntary. Forced labor by means of threat, coercion, or imprisonment are strictly prohibited. It is also not allowed in any situation to ask employees to make money deposit or to hand over their government-issued identification.

- 4、員工薪資的支付應符合當地相關法規，包含：最低工資、加班費及法定應有福利。

Compensation paid to employees should comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits.

- 5、不得以扣減當月的工資做為懲戒員工的方式。

Wage deductions should not be applied to employee as a disciplinary measure.

- 6、公司應承諾招募時與雇用後的管理，不得有騷擾與不法歧視之行為。

Suppliers agree to maintain a working environment free of harassment and illegal discrimination, from hiring to daily employee management.

- 7、公平公開招募與錄用員工，每位員工皆有平等晉升與訓練機會，不得以種族、膚色、性別、年齡、政治取向及宗教信仰或其他可茲識別的特徵而為歧視或勞動條件的差別待遇。

Staff recruitment and employment should go through a fair and public procedure. Equal opportunities are provided for all employee regarding promotion and training. Companies should not engage in discrimination based on race, color, gender, age, political affiliation, religious belief or other differentiated treatments which could be identified as discrimination.

- 8、應共同善盡企業社會責任精神，願意在考量成本效益、技術及財務可行下，盡最大努力減少對人類健康與環境之不利影響，採行最佳可行的污染防治措施和控制技術，減少溫室氣體排放。

Suppliers should follow acts of social responsibility and make endeavors to reduce or eliminate impacts on human health and environment caused by pollution such as GHG (greenhouse gas). Pollution control should be managed in a technical and cost effective way to ensure its feasibility.

- 9、致力於提升各項資源之利用效率，並盡量使用在地原物料及對環境負荷衝擊低的再生物料，使地球資源能永續利用。

Suppliers should manage to cut down waste and increase the utilization of materials. Materials available from local source as well as recycled materials should be considered as priority goods to be used to minimize impact on environment caused by long distance shipping. These measures are necessary to make world resources be utilized in a sustainable way.

- 10、同意接受本公司對於勞動、環安、及衛生相關法令事項之稽核。

Suppliers agree to accept auditing conducted by the buyer regarding the compliance of laws and regulations in areas of environmental protection, safety, industrial hygiene, and labor protection.

- 11、遵守其他國際或中華民國法令所規定之事項(不限於法規命令、行政函釋、政府公告等)。

Suppliers also agree to obey other related ROC and /or international laws if applicable.

如未遵守上列事項，本公司將以書面通知限期改善，如未於期限內改善或因違反法令情節重大者，經本公司評估後得終止貴我雙方合作。

Suppliers fail to comply with the above codes will receive notice of corrective actions and/or remedies from LHHC. If subject items are not improved within a stipulated time or suppliers violate regulations with serious consequences, LHHC reserves the right to terminate the Supplier's Agreement(s) with LHHC without prior notice.

For and on behalf of
