

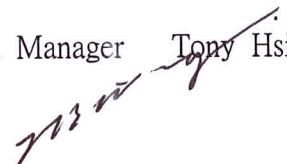
Human Rights Policy

ASSESS believes that respecting human rights and promoting a decent work environment are important throughout the Company and its supply chain. ASSESS abides by local laws and regulations in all countries and regions where we operate, and upholds the human rights of all workers, including regular, contract and temporary employees, and interns. We also require our suppliers to act in the same fashion, as addressing human rights issue in complex supply chains is a shared responsibility. We support the UN Universal Declaration of Human Rights (UDHR), and are committed to treating all workers with dignity and respect as understood by international human rights standards, including The International Bill of Human Rights, The International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work, The UN Guiding Principles on Business and Human Rights (UNGPs), The OECD Guidelines for Multinational Enterprises and The Ten Principles of The United Nations Global Compact (UNGC). We also align our actions with the Responsible Business Alliance (RBA) Code of Conduct. The guiding principles for ASSESS's Human Right Policy are as follows, and ASSESS's Supplier Code of Conduct requires all of our suppliers to follow the same standards.

Guiding Principles

- Embed respect for economic, social, cultural, civil, and political rights, as well as the right to development, in the way we operate.
- Provide a safe and secure work environment that is free of harassment.
- Eliminate unlawful discrimination and ensure equality in the workplace.
- Zero tolerance for child labor
- Forbid forced labor.
- Commit to responsible sourcing of minerals.
- Protect labor rights of vulnerable groups or marginalized groups such as indigenous peoples, women, migrant workers, contracted labor and persons with disabilities.
- Comply with all applicable wage laws and regulations, and legal limits to working hours.
- Provide fair living wage and pay in full and on time with pay slips to state legitimate deductions.
- Support the physical and psychological well-being of employees, and the balance between work and life.
- Enable a communication-friendly environment and maintain an open-style management system.
- Make diverse open dialogue channels available for stakeholders such as suppliers, business partners, and others to report concerns or suspected violations to the Company, including ways to report anonymously.
- Monitor and assess relevant risks, practices, and impacts regularly to respond to evolving situations and stakeholders' needs.

General Manager Tony Hsiao



人權政策

雅瑟斯公司深信，尊重人權和打造有尊嚴的工作環境，對我們及供應鏈夥伴至關重要。雅瑟斯公司恪守全球各營運據點所在地法規，並維護包括正職員工、契約及臨時人員、實習生在內的所有人員的人權。解決複雜供應鏈中的人權問題是產業共同的責任，雅瑟斯公司更要求我們的供應鏈夥伴遵循相同標準。

雅瑟斯公司支持《聯合國世界人權宣言（UDHR）》且致力於依循國際人權準則的理解，包含《國際人權法典》、《國際勞工組織－工作基本原則與權利宣言》、《聯合國工商企業與人權指導原則（UNGPs）》、《經濟合作與發展組織跨國企業準則》以及《聯合國全球盟約十項原則（UNGCI）》等，並採取與負責任商業聯盟行為準則（RBA）一致的行動，有尊嚴地對待並尊重所有人員。雅瑟斯公司按照以下執行方針，落實《雅瑟斯公司人權政策》，並訂定《雅瑟斯公司供應商行為準則》，要求供應鏈夥伴遵循同一標準。

執行方針

- 在我們的營運中融入對經濟、社會、文化、公民、政治權利以及發展的尊重。
- 提供安全與健康且零騷擾的工作環境。
- 杜絕不法歧視且確保工作機會均等。
- 禁用童工。
- 禁止強迫勞動。
- 承諾負責任的礦產採購。
- 保障原住民、婦女、移工、契約人員與殘疾人士等弱勢或邊緣化團體的勞動權利。
- 恪守所有適用的薪資及工時法規。
- 按時給付公平且足額的生活工資，並以薪資單說明合法扣除額。
- 營造樂於溝通的環境，並建立開放型管理模式。
- 支持並協助員工維持身心健康及工作生活平衡。
- 提供包括匿名舉報方式在內等多元的開放式對話管道，讓供應商、商業夥伴及其他等利益關係人得以向台積公司回饋意見或舉報疑似違規行為。
- 因應多變的情勢與利害關係人需求，定期檢視和評估相關風險、做法和影響。

總經理 蕭裕峰

