

「社會責任風險評估管理辦法」

TSC Social Responsibility Risk Assessment Management Method

<p>1. 目的</p> <p>1. Purpose</p>	<p>為有效管控及預防可能發生之社會責任(勞工)風險，以符合高效能運作及合法之企業目標，特制定本管理辦法。</p> <p>This management method is specifically designed to effectively control and prevent possible social liability (labor) risks in order to meet high-performance operations and legitimate corporate objectives.</p>
<p>2. 範圍</p> <p>2. Scope</p>	<p>公司內部所有作業流程與活動。</p> <p>Entire internal operations and activities within the company.</p>
<p>3. 定義</p> <p>3. Definition</p>	<p>1 社會責任：公司為求得經濟永續發展，共同與員工、家庭、社區 與地方、社會營造高品質生活的承諾，且符合法規及 EICC 條文之規定。</p> <p>2 社會責任風險：在各種作業流程或活動中，因員工違反社會責任之行為，造成公司遭受損失或發生傷害之可能性。</p> <p>3 風險管理：對作業流程或活動中可能發生之風險進行評估，並發展有效因應風險之策略，以期避免或降低公司及員工可能招受損失程度之管理過程。</p> <p>4 風險關鍵指數 (RPN, Risk Priority Number)：事件嚴重度 (S)、發生頻率 (O) 和探測度 (D) 三者之乘積，用來衡量可能的風險高低。</p> <p>1. Social Responsibility: Company is committed to creating a high-quality life with employees, families, communities, local and society, and is in compliance with the regulations and the provisions of the EICC in order to achieve sustainable economic development.</p> <p>2. Social Responsibility Risk: The possibility of loss or injury to the company due to employees' violation of social responsibility in various operations or activities.</p> <p>3. Risk Management: Assessing the risks that may occur in an operational process or activity, and developing strategies to effectively address risks, with a view to avoiding or reducing the management process in which companies and employees may be exposed to losses.</p> <p>4. Risk Priority Number, RPN : The product of event severity (S), frequency of occurrence (O), and detection (D) is used to measure the level of possible risk.</p>
<p>4. 權責</p> <p>4. Responsibility</p>	<p>1 主管部門：本辦法所稱之主管部門為總經理室，負責社會責任風險評估辦法的界定、建立、執行、記載、維持及持續有效的管理，並負有監督及指導之責。</p> <p>2 執行部門：本辦法所稱之執行部門為「公司內部各部(室)、課、組或委員會(小組)等組織」，負責「社會責任風險評估」辦法的執行、記載及維持，其主管負有審查之責。</p> <p>1. Competent Department: The competent department referred to in these Measures is the “G.M. Office”, which is responsible for the definition, establishment, implementation, record, maintenance and continuous and effective management of the Social Responsibility Risk Assessment Management Method procedures, and is responsible for supervision and guidance.</p> <p>2. Executive Department: The executive department referred to in these Method is “Department, section, teams or committees (groups) within the organizations”,</p>

	<p>and is responsible for the execution, record and maintenance of the Social Responsibility Risk Assessment Management Method procedures. The manager is responsibility for review.</p>
<p>5. 作業內容 5. Contents of Task</p>	<p>1 社會責任依據</p> <p>1.1 政府相關法規</p> <p>1.2 客戶社會責任要求</p> <p>1.3 國際頒佈之相關行業行為準則</p> <p>2 社會責任風險類別</p> <p>2.1 違反法令 違反政府相關法令，致公司遭受罰鍰或信譽損害等行為。</p> <p>2.2 違反自由選擇職業 違反禁止使用強逼、擔保（包括抵債）或用契約束縛的勞工、非自願的監獄勞工、奴役或販賣的人口；不應無理地約束勞工在工作場所內走動的自由；招聘在勞工離開原本的國家前，為他們提供用他們母語書寫的僱傭協議，所有工作應當是自願的。勞工擁有隨時自由離職或終止僱傭關係的權利；僱主或仲介人不得扣留、沒收或拒絕僱員取用他們的身份證或出入境證件，不得要求勞工就其僱傭繳付招聘費用或其他相關費用。所支付費用償還給勞工。</p> <p>2.3 違反青年勞工保護 不得在任何製造工序中使用童工；未滿 18 歲的勞工（青年勞工）不得從事可能會危及他們健康或安全的工作，包括夜間值勤或加班。應當透過適當地保管學生記錄、嚴格審核教育合作夥伴和按照適用的法律法規保障學生的權利。應為所有學生工提供適當的支援和訓練及薪資。</p> <p>2.4 違反工時 一週的工作時間不應超過當地法律規定的最大限度。此外，每週的工作時數不應超過 60 小時（包括加班），緊急或特殊情況除外；每週七天應當允許勞工至少休息一天。</p> <p>2.5 違反工資與福利 支付給勞工的工資應當符合所有相關的薪酬法令。勞工的加班工資應高於常規時薪。禁止以扣除工資作為紀律處分的手段。應及時為勞工提供簡明的工資單據。必須按照當地法律聘用臨時工、派遣員和外派員工。</p> <p>2.6 違反人道的待遇 避免苛刻和非人道地對待員工；也不得威脅進行任何此類行為。有關的紀律政策及程序必須有清晰的定義，並向員工清楚地傳達。</p> <p>2.7 違反不歧視 參與者應承諾員工免受騷擾以及非法歧視。公司不得因人種、膚色、年齡、性別、性傾向、性別認同及表達、種族或國籍、殘疾、懷孕、信仰、政治立場、團體背景、退伍軍人身份、受保護的基因信息或婚姻狀況等在招聘及實際工作中歧視員工，例如因此而影響工資、晉升、獎勵和受訓機會等。應為員工提供適當的場所進行宗教活動。此外，不得讓員工或準員工接受帶有歧視性的醫學檢驗或身體檢查。</p> <p>2.8 違反自由結社 應當尊重所有員工組織和參與他們所選擇的工會、集體談判和參加和平集會的權利，亦應尊重員工迴避這類活動的權利。員工和/或他們的代表應當能夠在不用擔心歧視、報復、威脅或騷擾的情況下，與管理層溝通以及分享其想法和憂慮。</p> <p>3 風險評估標準</p>

依風險發生的嚴重度 (S)、發生頻率 (O)、探測度 (D) 之等級，採用 5 分制予以評分，依據加乘之風險關鍵指數 (RPN= S*O*D) 評定風險等級。
3.1 嚴重度 (S)：風險發生導致後果之嚴重性評估

等級	判定準則：風險發生可能造成之後果	得分
無預警的嚴重危害	傷害公司信譽/員工/供應商/客戶	5
有預警的嚴重危害	傷害公司信譽/員工/供應商/客戶	4
高	主要管理功能降低，引發員工/供應商/客戶不滿	3
中等	部份管理功能失效	2
低	引發小麻煩，可克服無損失	1

3.2 發生頻率 (O)：風險可能發生之頻率

等級	判定準則：風險可能發生之頻率	得分
近乎 100%	每天發生一次	5
極高	每星期發生一次	4
高	每月發生一次	3
中等	每年發生一次	2
低	超出 5 年發生一次	1

3.3 探測度 (D)：管控措施有效性之評估

等級	判定準則：在下一個或後續管控措施前，或管控措施規劃或執行之前，利用各種管控措施預防風險發生的可能性。	得分
極低	現行管控措施預防風險發生的可能性極微小	5
低	現行管控措施預防風險發生的可能性低	4
中等	現行管控措施預防風險發生的可能性中等	3
高	現行管控措施預防風險發生的可能性較高	2
超高	現行管控措施預防風險發生的可能性超高	1

4 風險等級

4.1 依風險關鍵指數 (RPN) 評定風險等級，針對風險等級為第一級之作業項目，各部門應優先予以管理。風險等級為第二～四級者，應採取對應之管控措施。

4.2 風險等級對照表：

得分	風險等級		管控措施			
	等級	說明		等級	說明	
>64	第一級	不可忍受風險	>64	第一級	不可忍受風險	>64
37~64	第二級	高度風險	37~64	第二級	高度風險	37~64
13~36	第三級	中度風險	13~36	第三級	中度風險	13~36
4~12	第四級	中低度風險	4~12	第四級	中低度風險	4~12
<4	第五級	低度風險	<4	第五級	低度風險	<4

5 風險評估作業

5.1 評估時機：

- a) 架構社會責任管理系統時，
- b) 社會責任管理系統法規或客戶相關要求變更時，應檢討是否需重新評估或增加評估項目。

5.2 作業流程：

- a) 各部門應檢視部門內作業及活動，參考「行為準則與風險類別對照表」（附件一）及「EICC 道德規範」，將符合風險類別之作業項目載明於「社會責任風險評估表」（附件二），並針對高風險項目擬定防範對策與管控措施。
- b) 各部門需將簽核完成之「社會責任風險評估表」繳交予總經理室。
- c) 管控措施執行前，各部門應針對以下內容進行審查，由權責部門確認後始得執行：
 - 1) 擬定之管控措施是否能有效降低風險至可容許範圍。
 - 2) 是否產生新風險源。
 - 3) 是否為最佳解決方案。
 - 4) 是否易落實於實際作業流程或活動中。

5.3 後續追蹤：

- a) 管控措施書面化：各部門應將防範對策與管控措施書面化，以利部門人員遵循並定期檢視及修訂。
- b) 配合內部稽核計畫，稽核人員應定期查核各部門風險項目之管控措施。
- c) 各部門風險項目應依政府法規、行業準則與實際作業流程，定期重新檢視，檢視週期依實際需求而定，惟一年至少需檢視一次。

1 Social responsibility basis

- 1.1 Government regulations
- 1.2 Customer social responsibility requirements
- 1.3 International Code of Conduct for Industry

2 Social responsibility risk category

2.1 Violation of the law

Violation of relevant government laws and regulations, causing the company to suffer fines or damages.

2.2 Violation of freely chosen employment

Forced, bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery or trafficking of persons shall not be used; shall be no unreasonable restrictions on workers' freedom of movement in the facility; as part of the hiring process, workers must be provided with a written employment agreement in their native language that contains a description of terms and conditions of employment prior to the worker departing from his or her country and all work should be voluntary.

All work must be voluntary and workers shall be free to leave work at any time or terminate their employment. Employers and agents may not hold or otherwise destroy, conceal, confiscate or deny access by employees to their identity or immigration documents. Workers shall not be required to pay employers' or agents' recruitment fees or other related fees for their

employment such fees shall be repaid to the worker.

2.3 Violation of Young Workers

Child labor is not to be used in any stage of manufacturing. Workers under the age of 18 (Young Workers) shall not perform work that is likely to jeopardize their health or safety, including night shifts and overtime. Participant shall ensure proper management of student workers through proper maintenance of student records, rigorous due diligence of educational partners, and protection of students' rights in accordance with applicable law and regulations. Company shall provide appropriate support, training, and salary to all student workers.

2.4 Violation of Working Hours

Working hours are not to exceed the maximum set by local law. Further, a workweek should not be more than 60 hours per week, including overtime, except in emergency or unusual situations. Workers shall be allowed at least one day off every seven days.

2.5 Violation of Wages and Benefits

Compensation paid to workers shall comply with all applicable wage laws. In compliance with local laws, workers shall be compensated for overtime at pay rates greater than regular hourly rates. Deductions from wages as a disciplinary measure shall not be permitted. Workers shall be provided with a timely and understandable wage statement. All use of temporary, dispatch and outsourced labor will be within the limits of the local law.

2.6 Violation of Humane Treatment

There is to be no harsh and inhumane treatment; nor is there to be the threat of any such treatment. Disciplinary policies and procedures in support of these requirements shall be clearly defined and communicated to workers.

2.7 Violation of Non-Discrimination

Participants should be committed to a workforce free of harassment and unlawful discrimination. Companies shall 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. Workers shall be provided with reasonable accommodation for religious practices. In addition, workers or potential workers should not be subjected to medical tests or physical exams that could be used in a discriminatory way.

2.8 Violation of Freedom of Association

Company shall respect the right of all workers to form and join trade unions of their own choosing, to bargain collectively and to engage in peaceful assembly as well as respect the right of workers to refrain from such activities. Workers and/or their representatives shall be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation or harassment.

3 Risk assessment criteria

According to the severity (S), frequency of occurrence (O), and degree of detection (D) of the risk, the score is scored on a 5-point scale, and the risk level is assessed according to the risk-based key index ($RPN=S*O*D$).

3.1 Severity (S): The severity of the consequences of the risk assessment

Rank	Judging criteria: risk may cause consequences	Scoring
Serious hazard without warning	Injury company reputation / employees / suppliers / customers	5
Serious hazard with warning	Injury company reputation / employees / suppliers / customers	4
High	Reduced main management functions, causing employee/supplier/customer dissatisfaction	3
Medium	Some management functions are invalid	2
Low	Cause small troubles and overcome no loss	1

3.2 Frequency of occurrence (O): The frequency at which the risk may occur

Rank	Judging criteria: frequency at which risk may occur	Scoring
Nearly 100%	Once a day	5
Extremely high	Once a week	4
High	Once a month	3
Medium	Once a year	2
Low	More than 5 years	1

3.3 Detection (D): Assessment of the effectiveness of control measures

Rank	Judgment criteria: Use various controls to prevent the possibility of risk before the next or subsequent control measures, or before the planning, or implementation of the control measures.	Scoring
Extremely Low	The current control methods are very unlikely to prevent risks	5
Low	The current control methods are less likely to prevent risks	4
Medium	The current control methods are moderate possibility to prevent risks	3
High	The current control methods are more likely to prevent risks	2
Extremely high	The current control methods are high possibility prevent risk	1

4 Risk Rank

4.1 Base on Risk Priority Number to evaluate the Risk Rank. Focus on the level 1 as operation items, and each department should management priority. The corresponding control measures shall be taken if the risk level is the second to the fourth level.

4.2 Risk Level table:

RPN	Risk Rank		Control Measures			
	Level	Description		Level	Description	
>64	Level 1	Unbearable risk	>64	Level 1	Unbearable risk	>64
37~64	Level 2	High risk	37~64	Level 2	High risk	37~64
13~36	Level 3	Medium risk	13~36	Level 3	Medium risk	13~36

	4~12	Level 4	Low to medium risk	4~12	Level 4	Low to medium risk	4~12
	<4	Level 5	Low risk	<4	Level 5	Low risk	<4
	<p>5 Risk Evaluation Process</p> <p>5.1 Evaluation opportunity:</p> <p>a) When constructing a social responsibility management system,</p> <p>b) When the social responsibility management system regulations or customer related requirements are changed, it should be reviewed whether it is necessary to re-evaluate or increase the evaluation items.</p> <p>5.2 Process flow:</p> <p>a) All departments should review the operations and activities in the department. Refer to the "Code of Conduct and Risk Category Table" (Appendix 1) and the "EICC Code of Ethics" to record the work items that meet the risk categories in the "Social Responsibility Risk Assessment Management Assessment Form". (Appendix 2), and formulate preventive measures and control measures for high-risk projects.</p> <p>b) All departments are required to submit the "Social Responsibility Risk Assessment Management Assessment Form" completed by the signing to the G.M. Office.</p> <p>c) Before the implementation of the control methods, each department shall review the following contents, and the implementation shall be carried out after confirmation by the authority department:</p> <p>1) Is the proposed control measure can effectively reduce the risk to the allowable range?</p> <p>2) Is there a new source of risk source?</p> <p>3) Is it the best solution?</p> <p>4) Is it easy to implement in the actual operation process or activity?</p> <p>5.3 Follow-up tracking:</p> <p>a) Written control measures: All departments should document the countermeasures and control measures to facilitate the department's employee to follow and regularly review and revise.</p> <p>b) The auditors should regularly check the control measures of the risk items of each department in conjunction with the internal audit plan.</p> <p>c) The risk items of each department shall be re-examined regularly according to government regulations, industry standards and actual operation procedures. The inspection cycle is determined according to actual needs, but at least once a year.</p>						
6. 相關資料	<p>1 工作規則</p> <p>2 EICC 管理手冊</p>						
6. Reference	<p>1 TSC Employees Service Regulations</p> <p>2 EICC Management Manual</p>						
7. 附件 / 表	<p>1 [附件一] 行為準則與風險類別對照表/社會責任風險評估表</p>						
7. Appendix	<p>1 Appendix i Code of Conduct and Risk Category Table/ Social Responsibility Risk Assessment Management Assessment Form</p>						

8. 記錄保存	(略)
8.Record	(Skip)
9. 附則	1 本辦法依權限核准後自發行日起施行，修正時亦同。
9. Supplementar y	1 This measure is implemented after approval of the authority, and the same when the amendment is made.

附件一 行為準則與風險類別對照表 Code of Conduct and Risk Category Table

行為準則與風險類別對照表 Code of Conduct and Risk Category Table

序 N O.	行為準則 Behavior code	說明 Description	風險類別 Risk Category	對應 EICC 條文 Correspond with EICC
1	遵紀守法 Compliance	<p>1. 遵守國內外的法律、規則和社會常識規範。</p> <p>2. 如果違反法律和社會常識規範，即使對公司有利，也不得進行。</p> <p>1. Comply with domestic and foreign laws, rules and social common sense norms.</p> <p>2. If it violates the laws and social norms, it will not be carried out even if it is beneficial to the company.</p>	<p>違反法令</p> <p>Violation of the law</p>	<p>法律與客戶要求</p> <p>Legal and customer requirements</p>
2	自由選擇 職業 Freely Chosen Employment	<p>1. 不使用任何類型的被迫、強制監禁、受契約約束或受束縛(包括債務束縛)、販賣或奴役的勞工</p> <p>2. 制定充分且有效的政策及準則，確保不使用任何形式的被迫、受束縛或強制監禁、販賣或奴役勞工</p> <p>3. 在僱傭之前，依據法律要求，通過僱傭函/協議/合約以書面形式並使用工人所操的語言，向工人提供(如果是流動工人，則在他們離開他們的原籍國/地區之前)主要的僱傭條款與條件，並進行口頭解釋，使其理解合約的內容</p> <p>4. 在錄用時，雇主/勞工代理/承包商(如果適用)不扣留工人持有的、由政府簽發的身份證及個人證明文件的原件</p> <p>5. 對工人的活動及基本的自由活動範圍無任何不合理的限制</p> <p>1. Do not use any type of forced, compulsory imprisonment, contractual or bound (including debt bondage), trafficking or slavery</p> <p>2. Develop adequate and effective policies and guidelines to ensure that no form of forced, restrained or compulsory imprisonment, trafficking or slave labor is used</p> <p>3. Prior to hiring, in accordance with legal requirements, by means of employment letters/agreements/contracts in writing and in the language of the worker, provided to the workers (if they are migrant workers, before they leave their country of origin) Terms and conditions of employment and oral interpretation to understand the content of the contract</p>	<p>違反自由選擇職業</p> <p>Violation of freely chosen employment</p>	<p>禁止使用強逼、擔保(包括抵債)或用契約束縛的勞工、非自願的監獄勞工、奴役或販賣的人口。不應無理地約束勞工在工作場所內走動的自由。招聘在勞工離開原本的國家前，為他們提供用他們母語書寫的僱傭協議，所有工作應當是自願的。勞工擁有隨時自由離職或終止僱傭關係的權利。僱主或中介人不得扣留、沒收或拒絕僱員取用他們的身份證或出入境證件，不得要求勞工就其僱傭繳付招聘費用或其他相關費用。所支付費用償還給勞工。</p> <p>Forced, bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery or trafficking of persons shall not be used. Company shall be no unreasonable restrictions on workers' freedom of movement in the facility; as part of the hiring process, workers must be provided with a written employment agreement in their native language that contains a description of terms and</p>

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		4. Implemented adequate and effective apprenticeship/intern/student employment policies and guidelines		proper management of student workers through proper maintenance of student records, rigorous due diligence of educational partners, and protection of students' rights in accordance with applicable law and regulations. Company shall provide appropriate support, training, and salary to all student workers.
4	工時 Working Hours	<p>1. 過去 12 個月內每週工作時間不超過 60 小時或法定工時限制(以兩者中時間較短者為準)</p> <p>2. 工人每 7 天內至少有 1 天休息</p> <p>3. 制定充分且有效的政策及制度/準則，用於確定、溝通、記錄、管理及管制工作時間(包括加班時間)，包括正常工作時間及加班時間的可靠且詳細的記錄</p> <p>4. 允許工人享有法律規定且他們在法律上有權享有的休息、假日及休假，包括病假或產假</p> <p>5. 出差工時計算</p> <p>1. The working hours per week for the past 12 months does not exceed 60 hours or the statutory working hours limit (whichever is shorter)</p> <p>2. Workers have at least 1 day rest every 7 days</p> <p>3. Develop adequate and effective policies and systems/guidelines for the identification, communication, recording, management and control of working hours (including overtime hours), including reliable and detailed records of normal working hours and overtime hours</p> <p>4. Allow workers to enjoy rest, holidays and vacations that are legally entitled and legally entitled to them, including sick leave or maternity leave</p> <p>5. Business hours calculation</p>	違反工時 Violation of Working Hours	<p>一週的工作時間不應超過當地法律規定的最大限額。此外，每週的工作時數不應超過 60 小時(包括加班)，緊急或特殊情況除外。每週七天應當允許勞工至少休息一天。</p> <p>Working hours are not to exceed the maximum set by local law. Further, a workweek should not be more than 60 hours per week, including overtime, except in emergency or unusual situations. Workers shall be allowed at least one day off every seven days.</p>
5	工資與福利	<p>1. 正確計算正常工作時間及加班時間的法定工資並支付給所有工人</p> <p>2. 每個記薪期，應即時向工人提供他們能夠</p>	違反工資與福利	支付給勞工的工資應當符合所有相關的薪酬法令。勞工的加班工資應高

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	Wages and Benefits	<p>理解的工資表，該工資表資訊包含足夠資訊，可核查所履行工作的報酬是否準確</p> <p>3. 不因紀律原因扣減工資</p> <p>4. 正確計算工資扣除項或代扣項，並在當地法律規定的時限內提出予有關政府機構</p> <p>1. Correctly calculate the legal wages for normal working hours and overtime hours and pay them to all workers.</p> <p>2. For each pay period, workers should be provided with a payroll that they can understand. The payroll information contains sufficient information to verify that the remuneration of the work performed is accurate.</p> <p>3. Do not deduct wages for disciplinary reasons</p> <p>4. Correctly calculate the salary deduction or withholding item and submit it to the relevant government agency within the time limit prescribed by local law.</p>	Violation of Wages and Benefits	<p>於常規時薪。禁止以扣除工資作為紀律處分的手段。應及時為勞工提供簡明的工資單據，。必須按照當地法律聘用臨時工、派遣員和外判員工。</p> <p>Compensation paid to workers shall comply with all applicable wage laws. In compliance with local laws, workers shall be compensated for overtime at pay rates greater than regular hourly rates. Deductions from wages as a disciplinary measure shall not be permitted. Workers shall be provided with a timely and understandable wage statement. All use of temporary, dispatch and outsourced labor will be within the limits of the local law</p>
6	人道的待遇 Humane Treatment	<p>1. 不存在任何性騷擾或性虐待、體罰、精神脅迫或身體脅迫、口頭辱罵或威脅的證據</p> <p>2. 在體面/人道的工作條件及公平對待工人方面，制定充分且有效的政策及準則，並將他們傳達給所有工人</p> <p>3. 紀律處分有記錄且符合準則，並且由管理層審查</p> <p>1. There is no evidence of sexual harassment or sexual abuse, corporal punishment, mental coercion or physical coercion, verbal abuse or threat</p> <p>2. Develop adequate and effective policies and guidelines for decent/humane working conditions and fair treatment of workers and communicate them to all workers</p> <p>3. Disciplinary action is documented and compliant, and reviewed by management</p>	違反人道的待遇 Violation of Humane Treatment	<p>避免苛刻和非人道地對待員工；也不得威脅進行任何此類行為。有關的紀律政策及辦法必須有清晰的定義，並向員工清楚地傳達。</p> <p>There is to be no harsh and inhumane treatment; nor is there to be the threat of any such treatment. Disciplinary policies and procedures in support of these requirements shall be clearly defined and communicated to workers.</p>
7	不歧視	<p>1. 沒有證據表明存在歧視</p> <p>2. 禁止歧視及騷擾實施了充分且有效的政策</p>	違反不歧視	參與者應承諾員工免受騷擾以及非法歧視。公司

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	Non-Discrimination	<p>及準則</p> <p>3. 已向工人提供合理的宗教活動場所</p> <p>1. There is no evidence of discrimination</p> <p>2. Prohibition of discrimination and harassment has implemented adequate and effective policies and guidelines</p> <p>3. Has provided workers with reasonable venues for religious activities</p>	Violation of Non-Discrimination	<p>不得因人種、膚色、年齡、性別、性傾向、性別認同及表達、種族或國籍、殘疾、懷孕、信仰、政治立場、團體背景、退伍軍人身份、受保護的基因信息或婚姻狀況等在招聘及實際工作中歧視員工，例如因此而影響工資、晉升、獎勵和受訓機會等。應為員工提供適當的場所進行宗教活動。此外，不得讓員工或準員工接受帶有歧視性的醫學檢驗或身體檢查。</p> <p>Participants should be committed to a workforce free of harassment and unlawful discrimination. Companies shall 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. Workers shall be provided with reasonable accommodation for religious practices. In addition, workers or potential workers should not be subjected to medical tests or physical exams that could be used in a discriminatory way.</p>

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8	自由結社 Freedom of Associatio n	<p>1. 工人可自由組建或參加工會</p> <p>2. 依據當地法律的規定，尊重工人集體談判或不參與集體談判的合法權利</p> <p>3. 參與者尊重全體工人和平集會的合法權利並尊重工人不參加和平集會的權利</p> <p>4. 沒有證據顯示工會或工人代表及其他工人之間存在不平等待遇</p> <p>5. 不存在任何證據表明受稽核公司管理層以任何手段(激勵或威脅)管制或意圖管制工會</p> <p>1. Workers are free to form or join unions</p> <p>2. Respect the legitimate right of workers to collectively negotiate or not participate in collective bargaining in accordance with local laws</p> <p>3. Participants respect the legal rights of all workers for peaceful assembly and respect the right of workers not to participate in peaceful assemblies</p> <p>4. There is no evidence of unequal treatment between unions or workers' representatives and other workers.</p> <p>5. There is no evidence that the management of the audit company controls or intends to control the union by any means (incentives or threats).</p>	違反自由結社 Violation of Freedom of Association	<p>應當尊重所有員工組織和參與他們所選擇的工會、集體談判和參加和平集會的權利，亦應尊重員工迴避這類活動的權利。員工和/或他們的代表應當能夠在不用擔心歧視、報復、威脅或騷擾的情況下，與管理層溝通以及分享其想法和憂慮。</p> <p>Company shall respect the right of all workers to form and join trade unions of their own choosing, to bargain collectively and to engage in peaceful assembly as well as respect the right of workers to refrain from such activities. Workers and/or their representatives shall be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation or harassment.</p>

