

宏正自動科技股份有限公司人權政策

為維護與保障基本人權，宏正自動科技股份有限公司（下稱宏正公司）恪遵全球各營運據點所在地法規，認同並支持《國際人權法典》、《國際勞工組織 - 工作基本原則與權利宣言》、《聯合國全球盟約十項原則》等國際公認之人權標準所揭櫫之精神與原則，採取與《負責任商業聯盟行為準則》一致的行動，有尊嚴地對待及尊重所有員工，杜絕任何違反人權之行為，以承擔尊重人權之企業責任。宏正公司根據上述各項公約、準則，承諾維護並尊重各類身分勞工之人權，包含一般聘僱員工、移民員工、契約員工、委外合約員工及任何其他類型員工，相關政策如下：

- 建構安全、衛生與健康的工作環境。
- 聘僱關係均建立於雙方合意之前提，禁止強迫勞動。
- 禁止使用現代奴役、人口販賣之勞工、用契約束縛的勞工、非自願或剝削的監獄勞工、奴役或取得服務。
- 符合當地聘僱的最低年齡的法律和規定，禁用童工。
- 提供公平合理的薪資與工作條件，絕不低於當地法令所要求之最低限度的工資與保險。
- 尊重職場平權，禁止任何地域、種族、民族或成長背景、語言、社會階層、血統、宗教、身體殘疾、性別、性取向、懷孕、婚姻狀況、職業工會會員、容貌、年齡、政治傾向或其他可資區別特徵的歧視；人人有權享受平等之保護，不受任何歧視與差別待遇。
- 致力營造友善溝通的環境，嚴格禁止任何形式的職場騷擾、性騷擾、體罰、精神或身體壓迫，建立開放型管理模式。
- 工作時數不應超過當地法律規定的最大限度。
- 關懷員工身心健康，重視員工工作與生活之平衡。
- 建立完善的個人資料保護管理制度，以維護員工與客戶之隱私與權益。
- 根據當地法律，尊重員工組織和參與工會、集體談判以及參加和平集會的權利；同時也尊重員工選擇不參與此類活動的權利。員工能夠在不擔心歧視、報復、威脅或騷擾的情況下，公開地就工作條件和管理方法與管理層溝通並分享其想法。
- 定期檢視及評估相關制度與作為，進而改善執行成效。



董事長

2025 年 04 月



ATEN Human Rights Policy

To protect and uphold fundamental human rights, ATEN International Co., Ltd. (hereinafter referred to as "ATEN") strictly adheres to the laws and regulations of its operational locations worldwide. The company aligns with and supports internationally recognized human rights standards, such as the International Bill of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, and the Ten Principles of the UN Global Compact. In line with the Responsible Business Alliance Code of Conduct, ATEN takes actions to treat all employees with dignity and respect, ensuring no violations of human rights and fulfilling its corporate responsibility to respect human rights.

Based on ATEN's business characteristics, the following human rights issues and policies are prioritized:

- Ensuring a safe, sanitary, and healthy work environment.
- Establishing employment relationships based on mutual consent, with a prohibition on forced labor.
- Prohibiting the use of modern slavery, human trafficking, bonded labor, involuntary or exploitative prison labor, servitude, or coerced services.
- Complying with local minimum age laws and regulations, with a strict prohibition on child labor.
- Providing fair and reasonable salaries and working conditions, meeting or exceeding the minimum requirements set by local laws.
- Promoting workplace equality and prohibiting discrimination based on region, race, ethnicity, social status, religion, disability, gender, sexual orientation, pregnancy, marital status, union membership, appearance, age, political stance, or other distinguishing characteristics. Everyone is entitled to equal protection without discrimination.
- Creating a friendly and open communication environment, strictly prohibiting workplace harassment, sexual harassment, corporal punishment, or physical and psychological oppression, fostering an open management approach.
- Ensuring working hours do not exceed the maximum limits stipulated by local laws.
- Caring for employees' mental and physical well-being, emphasizing work-life balance.
- Establishing a comprehensive personal data protection management system to safeguard employee and customer privacy and interests.
- Respecting employees' rights to organize, join unions, engage in collective bargaining, and participate in peaceful assemblies as per local laws, while also respecting the right to refrain from such activities. Employees can communicate openly with management about working conditions and practices without fear of discrimination, retaliation, threats, or harassment.
- Regularly reviews and evaluates related systems and practices to improve effectiveness.

A handwritten signature in blue ink, appearing to be "K. Chen", written over a horizontal line.

Chairman

April, 2025