

**精誠資訊股份有限公司暨所屬關係企業  
人權政策**

**Human Rights Policy of SYSTEX Corp. and its Affiliated Companies**

精誠資訊遵循國際公認之人權規範與原則，包含《聯合國世界人權宣言 (UDHR)》、《聯合國全球盟約(UNGC)》及國際勞工組織的《工作基本原則與權利宣言》，恪遵全球各營運據點當地勞動法規，杜絕任何侵犯及違反人權的行為，以公正與公平態度對待與尊重所有同仁，包含正職人員、約聘人員、派遣人力及實習生，同時加強提升內部同仁與利害關係人之人權意識，降低人權風險。

In accordance with the UN Universal Declaration of Human Rights (UDHR), the United Nations Global Compact (UNGC) and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, SYSTEX Corp. abides by local laws and regulations of human rights in all countries and regions where we operate, refrains from any human rights violations, treats all employees fairly and with respect, including permanent employees, temporary employees, dispatched manpower and interns, and enhances the human rights awareness of stakeholders to reduce human rights risks.

本公司人權政策適用於精誠資訊股份有限公司暨所屬關係企業，並用相同標準期許供應商與商業合作夥伴、客戶亦能夠遵守本政策精神與基本原則。本公司執行方針如下：

The Human Rights Policy applies to SYSTEX Corp. and its affiliated companies, and SYSTEX also uses the same standards to require suppliers, business partners and customers to comply with this policy. The guiding principles are:

- ◆ 提倡工作平權，禁止任何形式的歧視，保障員工不因種族、性別(含性別取向)、年齡、婚姻、社經地位、階級、語言、思想、宗教、黨派、籍貫、出生地、容貌、五官、身心障礙或工會會員身分等差異，而遭受任何形式的差別待遇或歧視。  
Promote equity at work, prohibit any discrimination, and protect employees from any differential treatment or discrimination due to race, gender (including gender orientation), age, marriage, socioeconomic status, class, ideology, religion, party affiliation, place of origin, place of birth, appearance, facial features, physical and mental disabilities, or trade union membership.
- ◆ 反對職場性騷擾及不法侵害。  
Refrain sexual harassment and abuse at work.
- ◆ 禁止強迫勞動、人口販運與雇用童工。

Prohibit forced labor, child labor and human trafficking.

- ◆ 定期實施人權盡職調查，優化人權風險管理作為。  
Regularly implement human rights due diligence and optimize human rights risk management.
- ◆ 恪遵各營運據點適用的薪資及工時法規，實施公平薪酬機制、以男女同工同酬為原則，定期公平檢視績效成果，按時給付個人薪酬。  
Comply with applicable laws and regulations of salary and working hour of each operating base, implement a fair remuneration mechanism, practice the principle of equal pay for equal work for men and women, regularly and fairly conduct performance evaluation for each employee, and pay individual salary on time.
- ◆ 協助員工維持身心健康及工作生活平衡。  
Help employees maintain a work-health balance.
- ◆ 提供安全、衛生與健康的工作環境。  
Provide a healthy and safe workplace.
- ◆ 建立多元溝通管道，提供匿名檢舉或申訴機制，尊重員工結社自由。  
Build various communication channels, provide an anonymous mechanism for reporting violations or complaints, and respect employees' freedom of association.