

供應商社會責任承諾書

Supplier Corporate Social Responsibility Commitment Statement

遠東集團以「誠、勤、樸、慎及創新」之立業精神為經營發展的最高指導原則，無論在經營管理、生產製造或善盡環境保護及社會關懷等議題均以此為基礎，凡事但求確實、不隱瞞、不作假，立即改善、精益求精，以善盡企業之社會責任。Far Eastern Group upholds its founding motto of "Sincerity, Diligence, Thrift, and Prudence" as its guiding principle for business development. This principle is the cornerstone for the Group's management, manufacturing operations, environmental protection and social care initiatives. We are committed to do everything precisely, honestly, openly and constantly improve the operation, in order to fulfill our corporate social responsibility.

我們希望供應商與我們的精神一致，在服務的過程中尊重社會和道德標準、瞭解並遵循法律、積極應對環境保護與社會相關議題，勇於承擔責任並持續改善與提升。

We expect our suppliers to follow our spirit, such that during the provision of services the supplier shall respect social and ethical standards, comply with applicable laws, respond actively to environmental and social issues by being accountable and responsible in pursuit of pursue continuous improvement.

供應商對本承諾書之回覆與遵守情況將是遠東新世紀股份有限公司/遠東新世紀股份有限公司及其年報所載之關係企業/遠東集團聯合採購中心所代理之公司(以下稱本公司)制定採購策略之考量依據。

The response to this Statement of commitment and its compliance shall be taken into consideration when developing procurement strategy for Far Eastern New Century Corporation/Far Eastern New Century Corporation and affiliates listed in its annual report/companies of which Far Eastern Group Purchasing Department acts as a proxy for (hereinafter referred to as "the Company").

一、 勞工與人權

供應商應根據國際社會公認的準則，承諾維護並尊重勞工的人權。這適用於所有勞工，包括直接雇員、臨時工、移民工、學生以及任何其他類型的勞工。

A. Labor and Human Rights

Suppliers are committed to uphold the human rights of employees, and to treat them with dignity and respect as recognized by the international community. This applies to all employees including direct, temporary, migrant, student employees, and any other type of

employees.

1. 雇用必須自願：必須確保不強迫員工工作，包括但不限於非自願的加班和監禁或抵債勞動等。

- 1. Voluntary Employment**

There is to be no use of forced labor, which includes (but is not limited to): involuntary overtime, imprisoned labor, and indentured/bonded labor.

2. 禁用童工：必須確保所有員工的年齡已達完成義務教育的年齡或當地法律規定的工作年齡(以最高者為準)。未滿18歲的勞工不得從事可能會危及健康或安全的工作，包括夜間執勤、加班或由當地國家法律規定其他可能存在危害的工作。

- 2. No Child Labor**

Employees are to be over the age for completion of compulsory education or the minimum age for employment under the local law, whichever is greater. Employees under the age of 18 shall not perform work that is likely to jeopardize their health or safety, including night shifts, overtime, and other work deemed hazardous by local law.

3. 工資和福利：必須確保支付員工的薪資不可低於當地法律規定的最低薪資。並需根據當地適用的法律規定為員工提供特殊薪酬和福利。

- 3. Wages and Benefits**

Wages shall not be lower than the minimum wages regulated under the local law. Special pay rates and benefits shall be provided to employees in accordance with the applicable local laws.

4. 工作時間及休息：必須確保員工的工作時間，遵守當地國家法律的節假日規定，員工加班必須以自願為原則，並應獲得相對的薪資補償與休息。

- 4. Working Hours and Breaks**

Working hours shall be in accordance with local laws, including those relating to annual leave and statutory holidays. All overtime must be voluntary and employees shall be compensated accordingly with pay and breaks.

5. 結社自由及勞資談判：必須尊重員工選擇、組建、加入或者拒絕加入工會或其他類型員工組織，以及參加相關活動的權利。

- 5. Freedom of Association and Collective Bargaining**

Employees are to have the right to choose, form, belong to or refuse to join a union, or any other type of employees' organization, and take part in related activities.

6. 騷擾、虐待及處罰：必須確保工作場所沒有性騷擾、精神騷擾、身體騷擾、語言騷擾、虐待或恐嚇，並且尊重每一位員工的尊嚴。

- 6. Harassment, Abuse and Disciplinary Action**

The workplace is to be free from sexual, psychological, physical, and verbal harassment, abuse, or intimidation. Every employee is to be treated with respect and dignity.

7. 尊重及不歧視：必須確保員工不會因為性別、性取向、種族、宗教、年齡、殘疾病、婚姻狀況、懷孕、國籍、政見、社會出身及其他方面，而在招募、任用、薪酬、晉升、接受教育訓練、處罰、協議終止、退休，以及其他涉及員工權利福祉之事項受到歧視。

7. Respect and Non-discrimination

Employees are not to be subjected to any discrimination in employment, including hiring, assignment, wages, advancement, access to training, termination or retirement, on the basis of gender, sexual orientation, race, religion, age, disability, illness, marital status, pregnancy, nationality, political opinion, social or ethnic origin, or other protected status.

8. 女性員工保護：必須為處於懷孕、分娩、哺乳期的女性員工提供適當且合理的設施及產假。並遵守當地國家法律關於孕期員工的任何工作及時間限制，以及採取合理措施來保護孕期員工免於從事危險工作。

8. Protection of Female Employees

Appropriate and reasonable facilities and maternity leave for women employees during pregnancy, childbirth and nursing are to be provided. Suppliers shall comply with any working hour limits or other work restrictions for pregnant employees required by local law and take other reasonable measures to protect pregnant women from hazardous work.

二、 健康與安全

供應商應瞭解除了盡量減少與工作相關的傷病發生率外，並應持續地投入資源和進行教育訓練以辨識和解決工作場所內相關的健康與安全問題。

B. Health and Safety

Suppliers recognize that in addition to minimizing the incidence of work-related injury and illness, continuous investment and training for employees are essential to identifying and solving health and safety issues in the workplace.

1. 職業安全：必須透過適當的設計、工程和行政管制、防護保養、安全操作程序和持續性的安全知識培訓來控制工作場所的安全以免危及員工。

1. Occupational Safety

Prevention of employees' exposure to potential safety hazards are to be controlled in workplace through proper design, engineering and administrative controls, preventative maintenance, safe work procedures, and ongoing safety training.

2. 工傷和職業病：必須制定程序和管理體系來預防、管理、追蹤和報告工傷和職業病，包括但不限於鼓勵員工報告、歸類和記錄工傷和職業病案例、提供必要的治療、調查案例並執行改進措施以杜絕類似情況以及協

助員工返回工作崗位。

2. Occupational Injury and Illness

Procedures and systems are to be in place to prevent, manage, track and report occupational injury and illness. These should include, but not limited to, provisions to: encourage employees reporting, classify and record injury/illness cases, provide necessary medical treatment, investigate cases and implement corrective actions to eliminate their causes, and assist employees return to work.

3. 緊急應變措施：必須確認和評估潛在的緊急情況和事件，並透過實施應急方案和應變程序盡量降低對生命、環境和財產的危害影響，包括但不限於通知和警報系統、員工培訓、消防疏散及演習、適當的火警偵測和滅火設備等。

3. Emergency Measures

Potential emergency situations and events are to be identified and assessed, and their impacts on life, environment and property are minimized by implementing emergency plans and response procedures including (but not limited to): emergency report and alarm system, employee training and drills, and appropriate fire detection and suppression equipment.

4. 醫療服務及急救：必須制定實施急救程序，包括但不限於培訓急救人員、配備相應的急救箱等設備，並保管急救及醫療記錄。

4. Medical Services and First Aid

Processes and procedures responding to incidents that require first aid or other medical attention are to be developed and implemented. These include (but are not limited to): first aid trained employees, adequate materials (e.g. first aid kits, etc), and safekeeping of medical records.

5. 工業衛生：必須辨識、評估並控制因接觸化學、生物及物理作用劑給員工帶來的影響，並透過工程和行政管制避免員工接觸這些作用劑。如相關措施未能有效預防危害，應採用適當個人防護裝備保護員工健康。

5. Industrial Hygiene

Impacts arising from employee exposure to chemical, biological and physical agents are to be identified, evaluated, and controlled. Engineering or administrative controls must be used to prevent contacts. When hazards cannot be adequately prevented by such means, employees' health must be protected by appropriate personal protective equipment.

6. 體力勞動工作：必須辨識、評估並控制從事體力勞動工作給員工帶來的影響，提供休息及變換活動的機會，並在設備及流程的設計中融合人因工學。包括但不限於以人力搬運物料或重複提舉重物、長時間站立和高高度重複性 or 高強度的組裝工作。

6. Physically Demanding Work

Impacts arising from employee engaging in physically demanding tasks are to be identified, evaluated and controlled, and provide opportunities for breaks or changes in activity; moreover, ergonomics designs are incorporated into equipment and processes. Physically demanding tasks include (but are not limited to): manual material handling, heavy or repetitive lifting, prolonged standing and highly repetitive or strenuous assembly tasks.

7. 機器防護：必須提供和正確地維護物理防護裝置、連鎖裝置以及屏障，以預防機器對員工可能造成的傷害。

7. Machine Guarding

Physical guards, interlocks and barriers are to be provided and properly maintained to prevent potential injury hazard to employees.

8. 公共衛生和食宿：必須為員工提供足夠數量乾淨的洗手間設施、清潔的飲用水、以及衛生的烹煮用具、食物儲存設施和餐具。若供應商有提供員工宿舍，也必須保持乾淨、安全，並提供適當的緊急出口、洗浴熱水、充足的供暖和通風設備以及適當且出入方便的私人空間。

8. Sanitation, Food, and Housing

Employees are to be provided with ready access to clean toilet facilities, potable water and sanitary food preparation, storage, and eating utensils. Dormitories provided by the suppliers are to be clean, and safe with appropriate emergency exit, hot water for bathing and showering, adequate heat and ventilation, and reasonable personal space with reasonable entry and exit privileges.

9. 健康與安全資訊：必須為員工提供以他們母語進行的職業健康和安全教育訓練，並在工作場所的顯眼處張貼健康與安全相關資料；化學品使用之工作場所，應於顯眼處張貼以員工母語撰寫之安全資料表(SDS)。

9. Health and Safety Communication

Employees are to be provided with appropriate workplace health and safety training in their native language and the relevant health and safety information shall be displayed at eye-catching location in workplace. In areas where chemicals are utilized, relevant safety data sheet (SDS) in employees' native language shall be clearly displayed in the workplace.

三、 環境

供應商應在製造過程中，除了保護公眾健康與安全外，應同時將對社區、環境和自然資源造成的不良影響降到最低，並確實遵守所有當地環保法規。

C. Environmental

Suppliers recognize in manufacturing operations, adverse effects on the community, environment and natural resources are to be minimized while safeguarding the health and

safety of the public and all local environmental protection laws shall be followed.

1. 環境許可和報告：必須取得所有法律規定的環境許可證明、批准和登記文件，並按規定維護及定期更新資料，以及遵守許可證明的操作和報告要求。

1. Environmental Permits and Reporting

All required environmental permits, approvals and registrations shall be obtained, maintained and kept current under the all applicable law. Furthermore, operational and reporting requirements prescribed under the permit are to be complied.

2. 預防污染和節約資源：必須但不限於透過改良生產、維修和設施程序、替換材料、節約自然資源、物料回收和再利用，減少和杜絕任何類型的資源耗費及廢棄物的產生。

2. Pollution Prevention and Resource Saving

The use of resources and generation of waste of all types are to be reduced or eliminated by means including, but not limited to, process modification, maintenance and facility processes improvement, material substitution, conservation, recycling and re-using materials.

3. 危害性物質：必須辨識和管理釋放到四周環境中會造成危害的化學物質及其他物質，並透過工程和行政管制確保這些物質得以安全地處理、運送、儲存、使用、回收及棄置。

3. Hazardous Substances

Chemicals and other materials posing a hazard if released to the environment are to be identified and managed, and engineering or administrative controls must be used to ensure their safe handling, transport, storage, use, recycling or reuse and disposal.

4. 污水、無害固體廢棄物及噪音：必須建立系統性的管理措施來識別、管理、減少污水、無害固體廢棄物及噪音。負責任地棄置或回收因營運、製造程序及衛生設施所產生的污水和無害固體廢棄物。

4. Wastewater, Non-Hazardous Solid Waste and Noise

A systematic approach to identify, manage, reduce wastewater, non-hazardous solid waste and noise is to be implemented. Wastewater and non-hazardous solid waste from operation, manufacturing process and sanitation facilities are to be responsibly disposed of or recycled.

5. 廢氣排放：必須依法規要求對包括但不限於營運過程中產生的揮發性有機化學物質、氣霧劑、腐蝕性物質、微粒、破壞臭氧層化學物質以及燃燒副產品等進行分類、例行監測、控制和處理。供應商也應當對廢氣排放管制系統的性能進行例行監測。

5. Air Emissions

Air emissions including (but not limited to) volatile organic chemicals, aerosols, corrosives, particulates, ozone depleting chemicals and combustion by-products

generated from operations are to be characterized, routinely monitored, controlled and treated as required by law prior to discharge. Supplier shall monitor the performance of its air emission control systems regularly.

6. 產品及服務限制：必須遵守所有法律規定和本公司要求，禁止或限制在產品和製造過程中納入禁用的物質。

6. **Materials and Services Restrictions**

Adhere to all applicable laws, regulations and the Company requirements regarding prohibition or restriction of specific substances in products and manufacturing.

7. 能、資源消耗及溫室氣體排放：應當追蹤及記錄工作場所內和/或企業層面的能、資源消耗和溫室氣體排放，並尋求具成本效益的方法來改善能、資源利用效率和盡量減少能、資源消耗和溫室氣體排放。

7. **Energy Consumption and Greenhouse Gas Emissions**

Energy consumption and greenhouse gas emissions are to be tracked and documented at the facility and/or corporate level. Cost-effective methods to improve energy efficiency and to minimize their energy consumption and greenhouse gas emissions are to be investigated.

四、 道德規範

為履行社會責任，供應商及其代理商必須謹守最高的道德標準。

D. Ethics

To fulfill social responsibilities, suppliers and their agents are to uphold the highest standards of ethics.

1. 誠信經營：必須在所有商業互動關係中謹守最高的誠信標準。禁止任何形式的賄賂、貪污、勒索、盜竊、濫用權力及不正當的利益，包括任何形式或名義之金錢、餽贈、佣金、職位、服務、優待、回扣等。

1. **Business Integrity**

The highest standards of integrity are to be upheld in all business interactions. Any forms of bribery, corruption, extortion, theft, abuse of power and improper benefit are prohibited, including money, gifts, commissions, positions, services, preferential treatment or rebates of any type or in any name.

2. 資訊公開透明及合作：必須依照適用法規和普遍的行業慣例公開有關參與勞工、健康與安全、商業活動、組織架構、財務狀況、成本分析等資料。並且允許本公司或合作之第三方查證單位針對供應商是否違反本承諾書事項進行稽核。

2. **Transparent Disclosure of Information and Cooperation**

Data regarding participant labor, health and safety, business activities, structure, financial situation, cost analysis and other related information shall be disclosed in

accordance with applicable regulations and prevailing industry practices. Suppliers are to allow the Company or partnered third parties to conduct audits in order to determine if there are any breaches of this commitment Statement.

3. 知識產權及資訊保密：應當尊重知識產權，以保護知識產權的方法傳遞技術和生產知識。並且與案件相關的技術、品質、產品以及服務等的資訊應發揮商業道德責任予以保密。

3. Intellectual Property and Confidential Information

Intellectual property rights are to be respected; transfer of technology and know-how are to be done in a manner that protects intellectual property rights. Suppliers shall have commercial and ethical responsibility to safeguard the confidentiality of the techniques, quality, products, services and other information related to the case.

4. 身分保密的申訴管道：除非受法律禁止，否則必須制定程序來保護供應商和員工檢舉者，並確保其身份的機密性和匿名性。供應商也應制定溝通程序，讓員工可以表達他們的疑慮，而不用害怕遭到報復。

4. Grievance Mechanism with Protection of Identity

Programs that ensure the confidentiality, anonymity and protection of supplier and employee whistleblowers are to be maintained, unless prohibited by law. Suppliers should have in place a communicated process for their personnel to be able to raise any concerns without fear of retaliation.

5. 隱私：供應商必須合理地保護任何與其有業務來往者（包括供應商、客戶、消費者和員工）的個人資料和隱私。供應商應當在收集、儲存、處理、傳播和分享個人資料時遵守隱私和信息安全法律及監管要求。

5. Privacy

Commit to reasonable protection of the privacy and personal information of everyone they do business with, including suppliers, customers, consumers and employees. Suppliers shall comply with privacy and information security laws and regulatory requirements when personal information is collected, stored, processed, transmitted, and shared.

6. 未經同意之轉包：必須親自履行包括合約或採購單的事項，非經同意，供應商不得轉包或令第三方代為履行。

6. Unconsented Subcontracting

Suppliers shall attend to performance of contract or purchase order directly without subcontracting or passing on the performance obligations to another party unless otherwise agreed by the Company.

7. 遵循進出口相關法規：必須瞭解並遵循進出口及運送貨品予本公司或代本公司進出口及運送貨品所涉及的相關法令，包括原出口國的出口管制與海關法規、目的地國家的進口和海關法規、支付法令要求的關稅和其他稅賦、以及當地運輸的相關法令。供應商應向其員工和外包商提供運

作程序及教育訓練以確保他們對前述法規的遵循。

7. Shipping and Transportation Law Compliance

Know and follow all laws related to shipping, handling and transportation of products to or on behalf of the Company. This includes source country's export and customs laws, destination country's import and customs laws, paying all necessary duties and taxes and following local transportation laws. Suppliers shall provide their employees and contracted service providers operation procedures and training to ensure their compliance with the aforesaid laws and regulations.

8. 避免利益衝突：供應商與本公司之商業往來，應避免任何可能的利益衝突，供應商若發現任何潛在的利益衝突，必須立刻通報本公司，並採取適當措施以防止因此所可能導致的不當行為。

通報信箱

審計委員會信箱：auditcommittee@fenc.com

稽核處信箱：feaudit@fenc.com

8. Avoid Conflicts of Interest

Any potential conflicts of interest should be avoided in all business dealings between suppliers and the Company. If a potential conflict is discovered, supplier shall report such incident immediately to the Company and take appropriate actions to prevent misconduct that may result from the conflict.

Reporting Channel

Audit Committee e-mail: auditcommittee@fenc.com

Audit Department e-mail: feaudit@fenc.com

本供應商公司_____

身為遠東新世紀股份有限公司/遠東新世紀股份有限公司及其年報所載之關係企業/遠東集團聯合採購中心所代理之公司之供應商(以下稱本供應商)，已詳細閱讀《供應商社會責任承諾書》，並承諾致力遵守上述各項內容，如有違反情事，遠東新世紀股份有限公司/遠東新世紀股份有限公司及其年報所載之關係企業/遠東集團聯合採購中心所代理之公司有權督促並要求本供應商持續改善，若本供應商屢勸不從，遠東新世紀股份有限公司/遠東新世紀股份有限公司及其年報所載之關係企業/遠東集團聯合採購中心所代理之公司得自行決定終止或拒絕與本供應商繼續合作之約定，本供應商因此所受損害將自行承擔。

We, _____

(hereinafter referred to as "the Supplier"), as the supplier of Far Eastern New Century Corporation/ Far Eastern New Century Corporation and affiliates listed in its annual report/companies of which the Far Eastern Group Purchasing Department acts as a proxy for,

assures that we have thoroughly read through the “**Supplier Corporate Social Responsibility Commitment Statement**” and will adhere to the standards and terms as stated in the Commitment Statement set out above. Far Eastern New Century Corporation/ Far Eastern New Century Corporation and affiliates listed in its annual report/companies of which the Far Eastern Group Purchasing Department acts as a proxy for, has the right to supervise and demand continuous performance improvements from us. If we refuse to follow such request, Far Eastern New Century Corporation/ Far Eastern New Century Corporation and affiliates listed in its annual report/companies of which the Far Eastern Group Purchasing Department acts as a proxy for, shall have the right at its sole discretion to terminate or cease to do or continue to do business with the Supplier, and the Supplier shall bear all losses or damages arising therefrom.

此致

遠東新世紀股份有限公司/遠東新世紀股份有限公司及其年報所載之關係企業/
遠東集團聯合採購中心所代理之公司

To

Far Eastern New Century Corporation/ Far Eastern New Century Corporation and affiliates listed in its annual report/companies of which the Far Eastern Group Purchasing Department acts as a proxy for

供應商名稱 Supplier Name :

代表人 Representative :
(簽章 signature)

住 址 Address :

連絡電話 Phone :

日 期 Date :