

## 人 權 政 策

茂德科技股份有限公司（以下簡稱本公司）為維護及保障基本人權，認同並支持《聯合國世界人權宣言》（Universal Declaration of Human Rights）、《聯合國全球盟約》（United Nations Global Compact）與《國際勞工公約》（International Labour Conventions）等國際人權公約所揭櫫之人權保護精神與基本原則，並體現尊重與保護人權之責任，遵守公司所在地勞動相關法規，特訂定本政策。

### 1. 保障職場人權

本公司堅決禁止強迫勞動、人口販運、僱用童工及性騷擾等違反人權之行為，且不因種族、階級、語言、思想、宗教、黨派、籍貫、出生地、性別、性傾向、年齡、婚姻、容貌、五官、身心障礙、星座、血型或工會會員身分等因素，對員工進行差別待遇或任何形式之歧視。公司將積極促進職場的多樣性與包容性，確保所有員工在公司內部獲得平等尊重的環境。

### 2. 禁止人口販運及禁用童工

本公司遵守政府法令，嚴格禁止人口販運及雇用未滿 16 歲之勞動者。我們亦確保員工工時不超過當地法律規定的每日最長工時及每週 60 小時（緊急或特殊情況除外），並且不得連續工作超過七日。本公司遵守所有適用的薪資及工時法規，按時給付公平的生活工資，並提供符合法規的假勤管理制度，確保員工享有安全與健康的工作環境，促進員工身心健康與生活平衡。

### 3. 落實同工同酬

本公司對所有受僱者薪資之給付，不因性別、性傾向或任何其他個人特徵而有所差別。對於工作內容或價值相同之員工，提供同等薪資。然而，基於年資、獎懲、績效或其他正當理由（非基於性別或性傾向），薪資可有所差異。為進一步促進性別平等，本公司將定期檢討薪酬結構，確保薪酬體系的透明度與公平性。

### 4. 提供健康安全職場

本公司遵守職業安全衛生有關法令，並透過定期的安全衛生工作、員工教育訓練、健康檢查及舉辦各項健康促進活動等方式，致力於員工身心健康。公司將不斷改進工作環境的安全衛生條件，降低職業災害的風險，並提供符合標準的工作場所，以保障員工的安全、健康和福祉。

## 5. 支持結社自由

本公司尊重員工籌組及加入各類社團及其他組織的權利，並鼓勵員工積極參與促進工作與生活平衡的活動。公司承諾為員工提供一個自由開放的環境，讓員工能夠行使其結社自由，不受任何形式的報復或歧視。

## 6. 促進勞資和諧

本公司重視並積極管理與員工勞動權益有關的議題，並通過集體協商、定期勞資會議、設立員工申訴及建言管道等方式，促進勞資雙方溝通與理解。公司將致力於創建一個積極、合作的勞資關係，確保員工權益不斷提升，並促進雙方共同成長。

## 7. 申訴管道

本公司提供具名申訴管道，並在官方網站設立正式的申訴聯絡管道，保障申訴者的隱私與安全。我們鼓勵員工無論是以具名或匿名的方式，通過官方網站提出任何可能涉及人權侵害的問題。公司將對所有申訴進行公平調查，並對申訴者保密，避免報復行為。

## 8. 個人資料保護

本公司遵守個人資料保護法規，確保所有員工及合作夥伴的個人資料在收集、處理與利用過程中均符合法規要求。公司將採取必要的技術措施保護個人資料的安全，並確保資料的合法性、公正性及透明度。此外，員工可隨時查詢、修改或要求刪除其個人資料。

## 結語

本公司承諾營造一個符合人權標準的工作環境，透過這些措施，我們確保每一位員工的基本人權得到充分保護，並為創建一個更公平、和平與包容的社會貢獻力量。



陳民良  
董事長兼總經理  
2025 年 2 月





## Human Rights Policy

ProMOS Technologies Inc. (hereinafter referred to as "the Company") is committed to upholding and safeguarding fundamental human rights. The Company acknowledges and supports the principles of human rights protection and basic principles as outlined in international human rights conventions, including the Universal Declaration of Human Rights, the United Nations Global Compact, and the International Labour Conventions. The Company is dedicated to respecting and protecting human rights, adhering to the labor laws of the region where it operates, and has established this policy.

### 1. Protection of Workplace Human Rights

The Company firmly prohibits practices that violate human rights, such as forced labor, human trafficking, child labor, and sexual harassment. Discrimination based on race, class, language, thought, religion, political party affiliation, nationality, birthplace, gender, sexual orientation, age, marital status, appearance, physical features, disabilities, zodiac sign, blood type, or union membership is also prohibited. The Company actively promotes workplace diversity and inclusion, ensuring that all employees work in an environment of equal respect.

### 2. Prohibition of Human Trafficking and Child Labor

The Company complies with local laws and strictly prohibits human trafficking and the employment of individuals under the age of 16. We also ensure that employees' working hours do not exceed the local legal limits for daily maximum working hours and a weekly maximum of 60 hours (except in emergency or special circumstances), and that employees do not work for more than seven consecutive days. The Company complies with all applicable wage and working hour regulations, provides fair living wages, and ensures that employees enjoy a safe and healthy working environment, promoting work-life balance and employee well-being.

### 3. Implementation of Equal Pay for Equal Work

The Company provides equal pay for all employees, regardless of gender, sexual orientation, or any other personal characteristics. Employees who



perform the same or similar job functions and provide similar value are paid equally. However, differences in pay may occur based on factors such as seniority, performance, or other justifiable reasons (not based on gender or sexual orientation). To further promote gender equality, the Company will regularly review its compensation structure to ensure transparency and fairness.

#### **4. Provision of a Safe and Healthy Workplace**

The Company adheres to occupational safety and health regulations and is committed to improving employee health through regular safety and health inspections, employee training, health checkups, and health promotion activities. We strive to continuously improve workplace safety and hygiene conditions to reduce the risk of occupational accidents and provide a workplace that meets safety and health standards to protect the safety, health, and welfare of employees.

#### **5. Support for Freedom of Association**

The Company respects the rights of employees to organize and join various associations and other organizations, and encourages employees to actively participate in activities that promote work-life balance. The Company is committed to providing a free and open environment where employees can exercise their freedom of association without fear of retaliation or discrimination.

#### **6. Promotion of Labor-Management Harmony**

The Company values and actively manages labor-related issues and employee rights. We promote communication and understanding between labor and management through collective bargaining, regular labor-management meetings, and the establishment of employee complaint and suggestion channels. The Company is committed to fostering a positive and collaborative labor-management relationship, ensuring the continuous improvement of employee rights, and promoting mutual growth.

#### **7. Complaint Channels**



The Company provides a formal complaint channel, ensuring the privacy and safety of the complainants. We encourage employees to submit any issues related to human rights violations through the official website, either anonymously or with their name. All complaints will be fairly investigated, and the identity of the complainants will be kept confidential to prevent any retaliatory actions.

#### **8. Protection of Personal Data**

The Company complies with personal data protection regulations and ensures that all personal data of employees and partners is collected, processed, and used in accordance with the law. The Company will take necessary technical measures to protect the security of personal data and ensure its legality, fairness, and transparency. Employees can access, modify, or request the deletion of their personal data at any time.

#### **Conclusion**

The Company is committed to creating a workplace that meets human rights standards. Through these measures, we ensure that the fundamental human rights of every employee are fully protected and contribute to building a more fair, peaceful, and inclusive society.

Ming-Liang Chen  
Chairman and President  
February, 2025