

Tasonic Human Rights Policy Declaration

泰嵩實業有限公司人權政策聲明

Respecting human rights is the fundamental value that Tasonic stresses persistently. Tasonic acknowledges and complies with the Universal Declaration of Human Rights (UDHR), the United Nations Global Compact (UNGC), UN Guiding Principles on Business and Human Rights, the labor standards of the fundamental conventions of the International Labor Organization (ILO), and other local laws and standard to formulate the company policy and enforce human rights protection strictly.

尊重人權是泰嵩實業有限公司一向堅持的基本價值。泰嵩依循「聯合國世界人權宣言」、「聯合國全球盟約」、「聯合國企業與人權指導原則」、「國際勞工組織基本工約核心勞動標準」、與當地法令規範，制定人權政策，並落實人權保障。

Scope

The human rights policy is applicable to Tasonic. Tasonic is committed to following the local laws or rules of human rights where we operate, with an aim to protect the human rights of the employees, suppliers, and clients. We are also committed to working with our partners or suppliers to ensure that the Policy is strictly implemented.

適用範圍

本政策適用範圍及於泰嵩全組織，使受到人權影響或具有風險的員工、供應商與客戶，透過泰嵩的努力，落實人權的保障。亦期許我們的合作夥伴，符合本政策的標準以維護人權。

Corruption and Bribery

Vow to anti-corruption, and prohibit the behaviors of accepting or offering bribes from or to any parties

反貪腐

反對貪腐，禁止收賄或行賄

Diversity and Inclusion

Provide equal opportunities, ensure anti-discrimination, anti-harassment, and anti-bullying strictly being implemented

人權

提供平等機會，絕不容忍歧視、騷擾或霸凌。

禁用童工

落實資訊安全，確保個人資料使用與收集符合法規要求

Labor

- Abide by the laws of compensation, working hours, overtime work, benefits or welfares
- Ensure no employment of child labor and forbid forced labor
- Provide safe and hygienic work environment, and comply with the lawssafety and health
- Maintain the free and safe channels for expressing the opinions

勞工

- 提供符合當地法令之薪資、工作時數、及福利規定
- 不強迫勞動，禁用童工
- 保障員工集體結社的自由
- 提供自由與安全表達意見的管道
- 提供安全及健康的工作環境，並遵守勞工安全及健康法律規定

General Manager Devin Chang

總經理 張集能

A handwritten signature in black ink, appearing to read "Devin Chang", positioned above a horizontal line.