

勞工與道德政策 Labor & Ethics Policies - I

Prosperity Dielectrics Co., Ltd. is committed to being a responsible corporate citizen, caring for employees, and operating sustainably. The company adopts the Responsible Business Alliance (RBA) Code of Conduct as the guiding principle for implementing its corporate social responsibility (CSR) policies, ensuring a safe working environment, respecting and protecting employee rights, preventing pollution in production processes and products, and continuously improving in the spirit of social responsibility.

信昌電子陶瓷股份有限公司致力成為善盡社會責任、照顧員工、永續經營之良好企業。本公司採用責任商業聯盟準則(RBA CODE)為企業社會責任政策之推行準則，確保工作環境安全無虞、員工權益受到保障與尊重、製程與產品落實污染預防，及善盡社會責任，持續改善。

- **Compliance with Legal Requirements 遵守法規要求**
Comply with all applicable local labor, environmental, and occupational health and safety laws and regulations.
遵守當地政府相關勞動、環保、安全衛生等法規要求。
- **Prohibition of All Forms of Corruption 嚴禁任何形式的貪污行為**
Do not offer or accept bribes or other forms of improper benefits.
提供或接受賄賂或其他形式的不正當收益。
- **Ensure Freely Chosen Employment 確保就業自由**
Ensure that all employment is voluntary and not based on coercion, threats, or forced labor.
確保所有的工作都是自願性的，不使用脅迫、強制性條件雇用員工。

勞工與道德政策 Labor & Ethics Policies - II

➤ Prohibit Child Labor 禁用童工

Do not employ any person under the age of 15 or below the minimum age for compulsory education, whichever is higher, in any manufacturing process.

不在任何製造工序中使用任何未滿15歲或未達強迫教育年齡之人士。

➤ Humane Treatment and Non-Discrimination 實行人道待遇與禁止歧視

Employees must not be subjected to violence, gender-based violence, sexual harassment, sexual abuse, corporal punishment, mental or physical coercion. No discrimination in hiring, compensation, training, promotion, termination, or retirement based on race, ethnicity, social background, social class, ancestry, religion, physical disability, gender, sexual orientation, family responsibilities, marital status, union membership, political opinion, or age.

不以暴力、性別暴力、性騷擾、性侵犯、體罰、精神或身體脅迫方式對待員工；在聘用、報酬、培訓機會、升遷、解職或退休等事項上，不會有種族、民族或社會出身、社會階層、血統、宗教、身體殘疾、性別、性取向、家庭責任、婚姻狀況、工會會員、政治見解、年齡的歧視。

➤ Fair Compensation and Benefits 提供合理薪資與福利

Strictly comply with applicable local wage laws and regulations. Ensure transparency and clarity in the company's management practices regarding employee compensation and benefits.

嚴格遵守當地政府相關薪資法律，對員工公開與明確公司各項管理。

➤ Intellectual Property Protection 保護智慧財產權

Safeguard all technical knowledge, professional skills, documents, and data.

保護任何技術、專門技能、文件與資料。

勞工與道德政策 Labor & Ethics Policies - III

➤ Information Disclosure 信息披露

Disclose information related to business activities, organizational structure, financial status, and performance in accordance with applicable laws and generally accepted industry practices.

依照適用法規和普遍的行業慣例，公開有關商業活動、組織結構、財務狀況和績效的資訊。

➤ Upholding Integrity in Business Conduct 堅守誠信經營

The company maintains the highest standards of integrity and ethical behavior in its business operations and employee conduct. All forms of bribery, corruption, and fraudulent activities are strictly prohibited.

公司在經營行為及員工工作操守，採取最高廉潔道德標準。禁止任何形式的賄賂、貪污、欺騙等不正當行為。

➤ Commitment to Conflict-Free Minerals 隱私與身份保密

Privacy and Confidentiality of Identity Properly handle and access personal data related to employees, suppliers, customers, and consumers, and ensure the confidentiality of whistleblowers' identities.

妥善使用及存取任何有關於員工、供應商、客戶、消費者等之個別資料並保護檢舉的供應商和員工其身份的機密性。

➤ To protect the human rights, health, and environmental resources of workers in material-producing regions, we commit that the cobalt (Co), gold (Au), palladium (Pd), tantalum (Ta), tin (Sn), and tungsten (W) used in our products and production processes do not come, directly or indirectly, from illegal mines in conflict-affected areas.* We also require all our suppliers to adhere to this commitment.

不使用衝突金屬(礦產)承諾為了維護物料生產地區員工的人權、健康、與環境資源。我們承諾，交付給客戶的產品及生產流程中，使用的鈷(Co)、金(Au)、鈀(Pd)、鉭(Ta)、錫(Sn)和鎢(W)，其來源的原料供應商並無直接或間接的從衝突區域(註)的非法礦場購買。同時將此議題傳達給所有的供應商遵循。

總經理 President 陳淳學 CH CHEN January 1, 2025