



Human Rights Policy

At Universal Scientific Industrial Co., Ltd. and its subsidiaries ("USI"), we recognize that business has the responsibility to respect human rights. We commit to protect and promote human rights with our employees, suppliers, partners, clients, local governments, and other stakeholders.

USI supports and respects human rights as defined in Principles 1 and 2 in the United Nations (UN) Global Compact, the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the International Labor Organization's Declaration of Fundamental Principles and Rights at Work, and the laws of the countries in which we operate. We are also a member of the Responsible Business Alliance and adopt its Code of Conduct in our operations to enforce our protection of human rights.

In line with these standards, USI adopts this Policy to state our commitment to all employees. We expect our suppliers to comply with this Policy and adopt similar policies within their own companies to safeguard and promote human rights with USI.

USI commits to enforcing human rights protection through these principles:

Protect

- ♦ Forbid all forms of forced and illegal labor. All work must be voluntary.
- ♦ Prohibit child labor and prevent hazardous work for employees under age 18.
- ♦ Prevent unlawful discrimination based on nationality, race, age, color, gender, marital status, sexual orientation, gender identity, religion, political affiliation, disability, or any other status protected by laws.
- ♦ Comply with all applicable local laws concerning compensation, social security, and working hours.
- ♦ Obey all applicable health and safety laws. Strive for a safe and healthy work environment.

Respect

- ♦ All forms of disrespectful or inappropriate behaviors, including but not limited to sexual harassment, abuse, corporal punishment, verbal abuse, or coercion, are not tolerated in the workplace and work-related environment.
- ♦ Respect the right of all employees to freely associate and express their views. Employee representatives can openly communicate with managers without fear of intimidation or reprisal.
- ♦ Protect and respect the privacy and dignity of employees.

Remedy

- ♦ Maintain an accessible grievance mechanism and pursue the immediate, fair, and justified remediation for human rights violations.

Manage

- ♦ Continue to promote human rights training, assess human rights-related risks for executives' review, and disclose the results to the public.

A handwritten signature in black ink that reads "Chen-Yen Wei". The signature is written in a cursive, flowing style.

Chen-Yen Wei, President
2020.12.25

環旭電子股份有限公司及其子公司(以下合稱「環旭電子」)認為企業有責任尊重人權，並期望與員工、供應商、合作夥伴、客戶、政府等利益關係人一起保護與促進人權。

環旭電子支持並尊重聯合國「世界人權宣言」、「聯合國全球盟約」第一條與第二條原則、「聯合國企業與人權指導原則」、國際勞工組織「工作基本原則與權利宣言」、其他適用的國際原則與當地法令規範，並透過加入「責任商業聯盟」落實人權保障。

據此，環旭電子訂定人權保障管理原則來保護員工。同時公司期許供應商亦恪遵此原則，並能夠在自己的企業內部建立類似的政策，以共同維護和促進人權。

環旭電子承諾依以下原則落實人權保障：

保護原則

- ◆ 禁止任何形式的強迫勞動與非法用工，所有工作只能出自於自願。
- ◆ 禁止僱傭童工，杜絕聘用年齡在 18 歲以下的員工從事危險性工作。
- ◆ 不因國籍、種族、年齡、膚色、性別、婚姻狀況、性傾向、性別認同、宗教、政治主張、殘障，或其他受適用法律保護的狀況進行非法歧視。
- ◆ 遵守運營地所在之國家薪酬、社會保障、工時等相關法規。
- ◆ 遵守所有適用的健康安全法規，致力於營造健康安全的工作場所。

尊重原則

- ◆ 在工作場所與工作相關的環境中，不容許任何形式的不尊重或不當行為，包括但不限於性騷擾、虐待、體罰、辱罵或精神脅迫等。
- ◆ 尊重員工自由結社和表達意見的權利。員工代表可以與公司開展對話，且不必擔心受到恐嚇或報復。
- ◆ 保障並尊重員工的隱私權與尊嚴。

補救原則

- ◆ 保持申訴機制暢通，如有違反人權事宜，即時採取公平和公正的補救措施。

管理原則

- ◆ 持續推動人權教育訓練、評估人權風險，並將其結果呈報高階主管，同時對外公開揭露。



總經理 魏鎮炎

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