



## 供應商行為準則

### Supplier Code of Conduct

環旭電子股份有限公司、其子公司及關係企業（下稱「環旭電子」）是負責任的企業公民，以積極的行動確保商業行為符合專業及道德的最高標準。我們相信公司長期的經營與成功必須仰賴企業的永續發展及其社會責任的體現。而供應鏈是環旭電子商業價值鏈的重要延伸，我們積極投入供應鏈發展以確保供應商、承包商、服務提供商和分包商（以下合稱「供應商」）共同實現永續發展的目標。

Universal Scientific Industrial (Shanghai) Co., Ltd., and its subsidiaries (hereafter referred to as "USI"), being a responsible corporate citizen, have taken proactive measures to ensure the highest standards of professional and ethical business conduct. We believe that USI's long-term operation and success shall rely on the corporate sustainability and realization of corporate social responsibilities. Since the supply chain is a critical extension of USI's business value chain, we are actively devoted to developing supply chain to ensure that our suppliers, contractors, service providers and subcontractors (collectively, "Suppliers") collectively achieve the goal of sustainability.

為了確保供應鏈工作環境的安全、保障員工受到尊重並富有尊嚴、落實環保並遵守道德操守，環旭電子依據母公司「日月光投資控股股份有限公司」之供應商行為準則、責任商業聯盟（Responsible Business Alliance，前身為電子行業公民聯盟，以下簡稱「責任商業聯盟」）之行為準則，並參考「OECD 多國籍企業指導綱領」（OECD Guidelines for Multinational Enterprises）、「聯合國企業和人權指導原則」（UN Guiding Principles on Business and Human Rights）、「世界人權宣言」（UN Universal Declaration of Human Rights）、國際勞工組織「工作基本原則與權利宣言」（ILO Declaration of Fundamental Principles and Rights at Work）及國際勞工組織「勞動公約」（ILO Fundamental Conventions）等國際規範，訂定本供應商行為準則（以下稱「本準則」），要求供應商於勞工、健康與安全、環境、商業道德及管理體系等各方面之商業行為確實符合本準則，並且完全遵守經營所在國家 / 地區的法律和法規。供應商應要求其供應商、承包商、服務提供商和分包商採用並遵守本準則。供應商對本準則的遵循程度，為環旭電子列入合格供應商與採購決策的先決必要條件。

USI is fully committed to ensuring safe working conditions, ethical and environmentally responsible business operations, and worker dignity in our business and supply chain. As part of our commitment, we established this Supplier Code of Conduct ("Code") following ASE Technology Holding Co., Ltd. Supplier Code of Conduct. The Code also references the OECD Guidelines for Multinational Enterprises, the UN 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, the ILO Fundamental Conventions, and the Responsible Business Alliance ("RBA", formerly EICC) Code of Conduct. Suppliers are required to comply with this Code and the laws and regulations of the countries/regions in which they operate. USI also expects suppliers to hold their suppliers, contractors, services providers, and



subcontractors to adopt and comply with this Code. Suppliers' compliance status with this Code will be a prerequisite for USI's evaluation of qualified suppliers and purchasing decisions.

本準則由五個章節組成。A、B、C 章節分別概述勞工、健康與安全，以及環境的標準。D 章節列舉商業道德的標準；E 章節概述貫徹本準則的合宜管理體系之所需要素。

The Code is made up of five sections. Sections A, B, and C outline standards for Labor, Health and Safety, and the Environment, respectively. Section D adds standards relating to business ethics. Section E outlines the elements of an acceptable system to manage conformity with this Code.

## A. 勞工 LABOR

供應商應根據國際社會公認的準則，承諾維護勞工的人權，並尊重他們。這適用於所有勞工，包括臨時工、移民工、學生工、合約勞工、直接僱員以及任何其他類型的勞工。本準則在編寫時參考了前述所列出的公認標準，而這些標準都是具有參考價值的額外資訊來源。

Suppliers are expected to uphold the human rights of their workers, and to treat them with dignity and respect as understood by the international community. This applies to all their workers including temporary, migrant, student, contract, direct employees, and any other type of worker. Labor standards suppliers should comply with are referenced from the RBA Code of Conduct.

勞工標準如下：

The labor standards are as follows:

### (1) 禁止強迫勞動 Prohibition of Forced Labor

不允許任何形式的強迫勞動，包括但不限於債役（包括抵債）或契約勞工、非自願或剝削性監獄勞工、奴役或人口販運。這包括為了得到勞工或服務而使用恐嚇、強迫、威脅、綁架或詐騙手段來運送、窩藏、招募、調配或接收人員用作勞工或取得服務。除了禁止對勞工出入工作場所作出不合理限制外，也不應無理地約束勞工在工作場所內的行動自由，包括勞工宿舍或生活住所。在招聘程序中，必須為所有勞工提供用其母語或勞工可以理解的語言的書面僱傭協議，並且在協議中描述僱傭條件。必須在外籍移工離開原本的國家前，為其提供僱傭協議，而在其抵達接收國家後，該僱傭協議不得有任何替換或更改，除非有關更改是為了符合當地法律的要求並提供相同或更佳條件。所有工作應出於自願的，勞工擁有隨時自由離職或終止僱傭關係的權利，若勞工按照僱傭協議給予合理的通知，則有權終止僱傭關係而不受懲罰。供應商應保存所有離職員工的文件。供應商、仲介人及二級仲介人不得扣留或以其他方式毀壞、隱藏、沒收僱員的身份證或出入境證件，比如政府頒發的身份證明、護照或工作許可證。供應商只能在法律許可的情況下才依法可扣留文件。就算是在此情況下，任何時候也不可拒絕勞工取用其文件。供應商、仲介人不得要求勞工



繳付仲介人或二級仲介人的招聘費用或其他與其聘用相關的費用。如發現勞工已支付任何該等費用，該等費用須退還予勞工。

Forced labor in any form, including but not limited to, bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery or trafficking of persons is not permitted. This includes transporting, harboring, recruiting, transferring, or receiving persons by means of threat, force, coercion, abduction or fraud for labor or services. There shall be no unreasonable restrictions on workers' freedom of movement in the facility in addition to unreasonable restrictions on entering or exiting company-provided facilities including workers' dormitories or living quarters. As part of the hiring process, all workers must be provided with a written employment agreement in their native language, or in a language the worker can understand, that contains a description of terms and conditions of employment. Foreign migrant workers must receive the employment agreement prior to the worker departing from his or her country of origin and there shall be no substitution or change(s) allowed in the employment agreement upon arrival in the receiving country unless these changes are made to meet local law and provide equal or better terms. All work shall be voluntary, and workers shall be free to leave work at any time or terminate their employment without penalty if reasonable notice is given, which shall be clearly stated in workers' contracts. Suppliers shall maintain documentation on all leaving workers. Suppliers, their agents, and sub-agents' may not hold or otherwise destroy, conceal, or confiscate identity or immigration documents, such as government-issued identification, passports, or work permits. Suppliers can only hold documentation if such holdings are required by law. In this case, at no time should their workers be denied access to their documents. Workers shall not be required to pay Suppliers' agents or sub-agents' recruitment fees or other related fees for their employment. If any such fees are found to have been paid by workers, such fees shall be repaid to the worker.

## (2) 年輕勞工 / 童工 Young Workers/Child labor

不得在任何製造工序中使用童工。「童工」指僱傭任何未滿 16 歲、或未達強迫教育年齡、或該國家 / 地區最低就業年齡的人士 ( 三項中取年齡最大者 )。供應商應採取適當的機制來核實勞工的年齡，未滿 18 歲的勞工 ( 年輕勞工 ) 不得從事可能會危及健康或安全的工作，包括夜班或加班。供應商應適當保管學生紀錄、嚴格審核教育合作夥伴，以及按照適用的法律與法規保障學生的權利，從而確保對學生工的管理得當。供應商應當為所有學生工提供適當的支援和培訓，並支持符合所有法律與法規的合法職場學習計劃。如果沒有當地法律規管，學生工、實習生和學徒的薪資水平應最少與從事同等或相似工作的其他入門級員工相等。如果發現僱用童工，供應商應提供立即的協助及補救措施。

Child labor shall not be used in any stage of manufacturing. The term "child" refers to any person under the age of 16, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. Suppliers shall implement an appropriate mechanism to verify the age of workers. Workers under the age of 18 (Young Workers) shall not perform work that is likely to jeopardize their health or safety, including night shifts and overtime. Suppliers shall ensure proper management of student workers through proper maintenance of student records, rigorous due diligence of educational partners, and



protection of students' rights in accordance with applicable laws and regulations. Suppliers shall provide appropriate support and training to all student workers. The use of legitimate workplace learning programs, which comply with all laws and regulations, is supported. In the absence of local law, the wage rate for student workers, interns, and apprentices shall be at least the same wage rate as other entry-level workers performing equal or similar tasks. If child labor is identified, assistance/remediation shall be provided.

### (3) 工時 Working Hours

供應商應合理安排休息時間與工作計畫，使其工作時數不應超過當地法律規定的最大限度。此外，除了緊急或特殊情況之外，勞工每 7 天應享有至少有一天休假，並且每週包含加班的總工作時數不應超過 60 小時，其中所有加班必須是自願的。

Suppliers shall arrange reasonable work schedules and rest periods so that employees' working hours do not exceed the maximum set by local law. Except under emergency or exceptional circumstances, their workers shall receive at least one rest day every seven consecutive days, and a work week shall not exceed 60 hours per week, inclusive of overtime. All overtime must be voluntary.

### (4) 工資與福利 Wages and Benefits

支付給勞工的工資與福利應當符合所有相關的薪酬法令，包括有關最低工資 / 加班費 / 獎金 / 津貼，以及健康保險 / 退休金 / 帶薪休假等。所有員工應同工同酬、同資同酬。勞工的加班工資應高於常規時薪水平。禁止以扣工資作為紀律處分的手段。在每個支薪週期，應及時為勞工提供簡明的工資單據，內含充足的資料證實支付給勞工的薪酬準確無誤。必須按照當地法律聘用臨時工、派遣員和外包員工。

Compensation paid to workers shall comply with all applicable wage laws, including those relating to minimum wages, overtime hours, bonuses, allowances, health insurance, retirement plans, paid leave, and other legally mandated benefits. All workers shall receive equal pay for equal work and qualifications. Workers shall be compensated for overtime at pay rates greater than regular hourly rates. Deductions from wages as a disciplinary measure shall not be permitted. For each pay period, workers shall be provided with a timely and understandable wage statement that includes sufficient information to verify accurate compensation for work performed. All use of temporary, dispatch and outsourced labor shall be within the limits of the local law.

### (5) 反歧視 / 反騷擾 / 人道的待遇 Non-Discrimination/Non-Harassment/Humane Treatment

供應商不得因年齡、身心障礙、族群、性別、婚姻狀態、國籍、政治立場、種族、宗教、性傾向、性別認同、工會會員身分，或任何其他受適用的國家或地方法律保護的身分，在招聘和其他僱用實務中歧視任何勞工。除相關法律或法規規定，或出於工作場所安全的審慎考量之外，供應商不得讓員工或準員工接受帶有歧視性的醫學檢查（包括驗孕或處

女檢驗)或身體檢查,且不得根據檢測結果產生不當歧視。本準則根據《國際勞工組織(就業和職業)歧視公約》(No.111)草擬。

Suppliers shall not discriminate against any Worker based on age, disability, ethnicity, gender, marital status, national origin, political affiliation, race, religion, sexual orientation, gender identity, union membership, or any other status protected by applicable national or local law, in hiring and other employment practices. Suppliers shall not require pregnancy or medical tests, except where mandated by applicable laws or regulations or necessary for workplace safety and shall not improperly discriminate based on test results.

In accordance with the ILO Discrimination (Employment and Occupation) Convention No.111, workers or potential workers should not be subjected to medical tests, including pregnancy or virginity tests, or physical exams that could be used in a discriminatory way.

應建立無騷擾的工作環境,不得進行任何形式的性騷擾和非性騷擾,包括但不限於評論、建議、笑話或性方面的言論、影像及暗示性的眼神、目光猥褻或令人不悅的身體碰觸行為。

Suppliers should ensure a harassment-free workplace, free from any form of sexual or non-sexual harassment. This includes, but is not limited to, comments, suggestions, jokes, sexual remarks, images, suggestive looks, lewd glances, or unwanted physical contact.

避免苛刻或非人道地對待員工,包括暴力、騷擾、侵犯、體罰、心理或生理壓逼、欺凌、公開羞辱或口頭辱罵;也不得威脅進行任何此類行為。有關的紀律政策及程序必須有清晰的定義,並向員工清楚地傳達。

Suppliers must ensure that no harsh or inhumane treatment occurs, including violence, gender-based violence, sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, bullying, public shaming, or verbal abuse of workers. Furthermore, there must be no threats of such treatment. Disciplinary policies and procedures supporting these requirements must be clearly defined and communicated to all workers.

## (6) 結社自由和集體談判 Freedom of Association and Collective Bargaining

供應商應尊重員工有結社自由、集體談判與和平集會的權利,同時員工/員工代表應當能夠在不用擔心歧視、報復、威脅或騷擾的情況下,參與/迴避其相關活動,包含自願加入/退出或組織團體(如政黨、工會、社團、學會);公開地就工作條件、薪資、福利和管理方法等議題,與管理層溝通並達成集體協議;以及為了共同目的,以和平方式聚集起來,表達意見或抗議等集體活動。

Suppliers shall respect and uphold the rights of all employees and workers to freely associate, engage in collective bargaining, and participate in peaceful assembly. Employees and their representatives must be able to form, join, and operate organizations of their choice—such as trade unions, political parties, clubs, or associations—without fear of discrimination, retaliation, intimidation, harassment, prior authorization, or interference.



Suppliers must ensure that employees can communicate openly with management regarding working conditions, employment terms, and workplace practices. This includes the right to negotiate collectively, regulate employer-worker relations, and to participate in peaceful demonstrations or collective actions to express their views.

## B. 健康與安全 HEALTH AND SAFETY

供應商應意識到，除了盡量減少與工作相關的傷病發生率外，安全、健康的工作環境有助提高產品和服務的素質、生產的穩定性以及員工的忠誠度和士氣。供應商也應意識到，持續地增強對員工的投入和員工教育是辨識和解決工作場所內健康與安全問題的關鍵。本準則在起草時參考了公認的管理體系（如 ISO 45001 和國際勞工組織職業安全健康管理系統指引），這些都是具有參考價值的額外資訊來源。

In addition to minimizing the incidence of work-related injury and illness, a safe and healthy work environment enhances the quality of products and services, consistency of production and worker retention and morale. Ongoing worker input and education are essential to identifying and solving health and safety issues in the workplace. Suppliers are expected to implement, maintain, and enforce management systems that monitor the health and safety of their workplaces. Recognized management systems such as ISO 45001 and ILO Guidelines on Occupational Safety and Health were used as references in preparing this Code and may be useful sources of additional information.

安全與健康標準如下：

The health and safety standards are as follows:

### (1) 職業健康與安全 Occupational Health and Safety

應使用控制措施等級鑑別、評估和減少員工可能遇到的潛在健康與安全危險（化學、電氣和其他能源、火災、車輛及墜落危險等）。若無法透過上述方法有效控制危險源，應為員工提供適當的、充分保養的個人防護裝備，以及有關這些危險事故和相關風險的教材。應採取對性別回應的措施，例如在工作環境下未能讓孕婦和哺乳中的母親處於可能對他們或其孩子有害的條件下，並為哺乳中的母親提供合理的遷就。

Worker potential for exposure to health and safety hazards (chemical, electrical and other energy sources, fire, vehicles, and fall hazards, etc.) shall be identified and assessed, mitigated using the Hierarchy of Controls. Where hazards cannot be adequately controlled by these means, workers shall be provided with appropriate, well-maintained, personal protective equipment, and educational materials about risks to them associated with these hazards. Gender-responsive measures shall be taken, such as not having pregnant women and nursing mothers in working conditions, which could be hazardous to them or their child and to provide reasonable accommodations for nursing mothers.

### (2) 應急準備 Emergency Preparedness

應鑑別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來將其影響降到

最低，包括：緊急報告、員工通告和疏散計劃、員工培訓和演習。應急演習必須最少每年進行一次，或按當地法律要求進行，取較嚴格者。應急計劃亦應包括適當的消防偵測和滅火設備、暢通無阻的緊急出口、充足的逃生出口設施、應急人員的聯絡資料和復原計劃。這些方案和程序應著重盡量減低對生命、環境和財產的危害。

Potential emergency situations and events shall be identified and assessed, and their impact minimized by implementing emergency plans and response procedures including emergency reporting, employee notification and evacuation procedures, worker training, and drills. Emergency drills shall be executed at least annually or as required by local law, whichever is more stringent. Emergency plans shall also include appropriate fire detection and suppression equipment, clear and unobstructed egress, adequate exit facilities, contact information for emergency responders, and recovery plans. Such plans and procedures shall focus on minimizing harm to life, the environment, and property.

### (3) 工傷和職業病 Occupational Injury and Illness

應當制定程序和體系來預防、管理、追蹤和報告工傷和職業病，包括以下規定：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；調查案例並採取糾正措施以杜絕其根源；協助員工返回工作崗位。供應商應允許員工遠離即將發生的危害，且在情況緩解前不得返回，而不必擔心遭受報復。

Procedures and systems shall be in place to prevent, manage, track and report occupational injury and illness, including provisions to encourage worker reporting, classify and record injury and illness cases, provide necessary medical treatments, investigate cases and implement corrective actions to eliminate their causes, and facilitate the return of workers to work. Suppliers shall allow workers to remove themselves from imminent harm, and not return until the situation is mitigated, without fear of retaliation.

### (4) 工業衛生 Industrial Hygiene

應當根據管控層級識別、評估並控制因接觸化學、生物以及物理危害因子給員工帶來的影響。當無法充分控制危害時，應免費提供員工使用適當的、維護良好的個人防護裝備。供應商應提供安全、健康的工作環境，並通過持續的系統性監控員工健康和工作環境來維護。供應商應提供職業健康監測，定期評估員工的健康是否因暴露於危害的工作場所而受到傷害。防護計劃須持續並包括有關這些危害相關風險的教材。於原物料開發與製備過程，應積極尋求低健康危害之材料，以取代可能引發致癌、致突變、致生殖毒性及具生物累積性之高風險化學成分，以符合歐盟規範、環旭電子及其客戶要求與國內法規，使員工遠離化學性暴露職業病風險。

Worker exposure to chemical, biological and physical agents shall be identified, evaluated, and controlled according to the Hierarchy of Controls. When hazards cannot be adequately controlled, workers shall be provided with and use appropriate, well-maintained, personal

protective equipment free of charge. Suppliers shall provide their workers with safe and healthy working environments, which shall be maintained through ongoing, systematic monitoring of workers' health and working environments. Suppliers shall provide occupational health monitoring to routinely evaluate if workers' health is being harmed from occupational exposures. The protective occupational health programs shall be ongoing and include educational materials about risks associated with exposure to workplace hazards. In accordance with the requirements of European, USI and its customers' requirements and domestic regulations, Suppliers should actively seek materials with lower health hazards to replace high-risk chemical components that may cause carcinogenicity, mutagenesis, reproductive toxicity and bioaccumulation during the development and manufacturing process of raw materials to protect workers from occupational illness such as chemical exposure.

(5) 體力勞動及心理精神壓力工作 Physically/Mentally Demanding Work

應當識別、評估並控制從事高強度體力勞動及心理精神壓力帶來的危害，包括以人力搬運物料或重複提舉重物、長時間站立和高重複性的組裝工作，以及需要高專注力、決策力、解決問題能力與情緒管理等高強度工作。

Suppliers must identify, assess, and control hazards related to worker exposure to mentally or physically demanding tasks. This includes manual handling or repetitive lifting of heavy objects, prolonged periods of standing, highly repetitive assembly work, and high-intensity tasks requiring significant concentration, decision-making, problem-solving, and emotional management.

(6) 機器防護 Machine Safeguarding

應當評估生產設備或其他類型機器的安全隱患。為預防機器對員工可能造成的傷害，應當提供和正確地維護物理防護裝置、連鎖裝置以及屏障。

Production and other machinery shall be evaluated for safety hazards. Physical guards, interlocks, and barriers shall be provided and properly maintained where machinery presents an injury hazard to workers.

(7) 公共衛生和食宿 Sanitation, Food, and Housing

應當為員工提供乾淨的洗手間設施、清潔的飲用水、以及衛生的煮食用具、食物儲存設施和餐具。供應商或勞工仲介人提供的員工宿舍應當保持乾淨、安全，並提供適當的緊急出口、洗浴熱水、充足的照明、供暖和通風設備、獨立安全的場所以供儲存個人和貴重物品，以及適當且出入方便的私人空間。

Workers shall be provided with ready access to clean toilet facilities, potable water and sanitary food preparation, storage, and eating facilities. Worker dormitories provided by the Supplier or a labor agent shall be maintained to be clean and safe, and provided with appropriate emergency egress, hot water for bathing and showering, adequate lighting and heat and ventilation, individually secured accommodations for storing personal and valuable items, and reasonable personal space along with reasonable entry and exit privileges.

## (8) 健康與安全溝通 Health and Safety Communication

供應商應當為員工提供以他們母語或其能夠理解之語言，進行適當的職業健康和 safety 資料和訓練，以鑑別員工面對的所有工作場所危害情況，包括但不限於機械、電力、化學、火災和物理危害。在工作場所可明顯辨別處張貼健康與安全相關資料，或將有關資料放在員工可看清並可取用的位置。健康資料和培訓應包括有關人口統計的特定風險內容，例如性別和年齡（如適用）。應在開始工作前及之後定期提供訓練予所有員工。應鼓勵員工提出任何與健康和 safety 方面的疑慮，確保他們不會受到報復。

Suppliers shall provide their workers with appropriate workplace health and safety information and training in the language of the worker or in a language the worker can understand for all identified workplace hazards that workers are exposed to, including but not limited to mechanical, electrical, chemical, fire, and physical hazards. Health and safety related information shall be clearly posted in the facility or placed in a location identifiable and accessible by workers. Health information and training shall include content on specific risks to relevant demographics, such as gender and age, if applicable. Training shall be provided for all workers prior to the beginning of work and regularly thereafter. Workers shall be encouraged to raise any health and safety concerns without retaliation.

## C. 環境 ENVIRONMENT

供應商應認同環境保護責任是生產世界級產品不可或缺的一部份。供應商應查明在製造作業過程中對環境的衝擊，並盡量減少該過程對社區、環境和自然資源造成的不良影響，同時保障公眾的健康和 safety。本準則在起草時參考了公認的管理體系（如 ISO 14001）和生態管理及審核體系（Eco Management and Audit System, EMAS），此類體系都是具有參考價值的額外資訊來源。

Suppliers recognize that environmental responsibility is integral to producing world-class products. Suppliers shall identify the environmental impacts and minimize adverse effects on the community, environment and natural resources within their manufacturing operations, while safeguarding the health and safety of the public. Recognized management systems such as ISO 14001 and the Eco Management and Audit System (EMAS) were used as references in preparing this Code and may be a useful source of additional information.

環境標準如下：

The environmental standards are as follows:

### (1) 環境許可和報告 Environmental Permits and Reporting

應獲取所有必需的環境許可證（如排放監控）、批准和登記文件，亦要對之進行維護並時常更新，以及遵守許可證的操作和報告要求。

All required environmental permits (e.g., discharge monitoring), approvals, and registrations



shall be obtained, maintained, and kept current, and their operational and reporting requirements shall be followed.

(2) 預防污染、資源保護及資源使用效率 Pollution Prevention, Resource Conservation, and Resource Efficiency

供應商應在設計產品 / 製程中，從組織 / 技術的源頭改良生產、維護，以及設施流程、材料替代、再利用、保護、回收等方式，提高對原料或資源的使用效率，以節約包括氣體、水、土地、化石燃料、礦物、原始森林產品和所有原物料等自然資源的消耗，並透過增設污染控制設備措施，減少或消除污染物的排放和廢棄物質的產生。

Suppliers shall optimize raw material and water usage from the source through improved organizational/technological processes to maximize resource efficiency, material substitution, reuse, protection, and recycling. Their approach should conserve natural resources and all raw materials, such as gas, water, land, fossil fuels, minerals, and primary forests, and reduce or eliminate pollution and waste through the implementation of control measures.

(3) 廢棄物管理和有害物質 Waste Management and Hazardous Substances

供應商應實施系統性的措施，來識別、標籤和管理對人類或環境造成危害的化學品、廢棄物及其他物質，從而確保這些物質得以安全地處理、運送、儲存、使用、回收或再利用及棄置，並加以追蹤與記錄所有固體 / 液體及有害 / 無害的事業廢棄物數據，防止這些物質造成空氣污染、土壤污染、水污染和其他有害影響。

Suppliers shall systematically identify, label, and manage chemicals, waste, and other substances that may pose risks to human health or the environment. These substances must be handled, transported, stored, used, recycled, reused, and disposed of in a safe and legally compliant manner. Accurate documentation and tracking of all solid and liquid waste, both hazardous and non-hazardous, shall be maintained to prevent environmental harm, including pollution of air, soil, and water.

(4) 廢氣排放 Air Emissions

供應商應依《蒙特婁議定書》和適用法規，有效管理在營運過程中產生的空氣污染物質，如揮發性有機化學品、氣溶膠、腐蝕性物質、微粒、鉛、二氧化硫、消耗臭氧層物質和燃燒副產物等，按照廢氣排放物質進行分類、例行監測、控制和處理，並定期維護廢氣排放管制系統的性能。

Suppliers shall manage air pollutants during their operations such as volatile organic compounds, aerosols, corrosive substances, particulate matter, lead, sulfur dioxide, ozone-depleting substances, and combustion by-products per the Montreal Protocol and regulations, including monitoring, controlling, and maintaining emission systems.



#### (5) 材料控制 Materials Restrictions

供應商應當遵守所有適用法律法規和環旭電子及其客戶要求，禁止或限制在產品和製造過程中納入特定物質（包括回收和棄置標籤）。

Suppliers shall adhere to all applicable laws, regulations, USI and its customers' requirements regarding the prohibition or restriction of specific substances in products and manufacturing, including labeling for recycling and disposal.

#### (6) 水資源管理和土壤品質監測 Water Resources Management and Soil Quality Monitoring

應當實施水資源管理計劃，記錄、分類及監測水源的使用和排放，建立並監控取 / 用水之減量目標，以尋求節約用水的機會；以及所有廢 / 污水排放至污染渠道前，應按照要求進行分類、監測、控制和處理；並且於排放後，加強對土壤和地下水污染的監測，以避免水資源與土壤受到污染。此外，廢 / 污水處理和控制系統的性能需進行例行監測，以確保達到最佳性能和符合法規要求。

Suppliers shall implement water management plans that monitor usage and discharge, establish reduction targets, and promote conservation. All wastewaters and sewage must be treated in accordance with applicable regulations prior to discharge, and post-discharge monitoring of soil and groundwater should be conducted to prevent pollution or contamination. Treatment systems must be regularly assessed to ensure operational efficiency and regulatory compliance.

#### (7) 溫室氣體排放和能源消耗 Greenhouse Gas Emissions and Energy Consumption

供應商應定期盤查、追蹤、紀錄並公開溫室氣體排放及能源消耗狀況。溫室氣體排放是依據國際標準計算所有範疇一、範疇二和相關類別之範疇三的排放量，其中涵蓋二氧化碳 (CO<sub>2</sub>)、甲烷 (CH<sub>4</sub>)、一氧化二氮 (N<sub>2</sub>O)、氫氟碳化合物 (HFCs)、全氟化碳 (PFCs) 和六氟化硫 (SF<sub>6</sub>) 等主要溫室氣體。

Suppliers shall periodically audit, track, and publicly disclose greenhouse gas emissions and energy use, set reduction targets, and improve efficiency to minimize impact. Greenhouse gas emissions calculations for Scopes 1 to 3 should be based on international standards such as the Kyoto Protocol that covers six main greenhouse gases including carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), and sulfur hexafluoride (SF<sub>6</sub>).

能源消耗是指購買、生產和使用再生能源(例如水力、風能、太陽能、地熱能、生物能等)。供應商應建立以科學為基礎之減量目標 (SBT, Science-Based Target) 或具有相等企圖心之絕對減量目標並作出報告，透過經濟與技術最佳可行方法來改善能源效率，並盡量減少能源消耗和溫室氣體排放。

Suppliers should aim to establish ambitious Science-Based Targets (SBT) for absolute emission reductions, use economic and technical best practices to improve energy efficiency by reducing the waste/loss of energy or upgrading equipment with lower energy consumption, and purchase, produce/use energy from renewable sources (e.g., hydroelectric, wind, solar, geothermal, bioenergy).

**(8) 生物多樣性、零砍伐、土地保育 Biodiversity, No Deforestation, Land Conservation**

供應商應承諾在供應鏈開發及營運中實現零砍伐，並禁止在具有全球或國家重要生物多樣性的地區開展業務。若靠近關鍵生物多樣性區域的地區運營，則應用減緩衝擊行動（預防、減緩、復育、抵消），並透過設定目標來抵消任何損失（淨零損失）或實現對生物多樣性淨正向影響的目標，進而管理生物多樣性風險。供應商應積極參與和支持各類土地保育活動與生態調查，與當地社區、非政府組織及其他利益相關者合作，推動土地永續管理，提升生態系統的韌性。

Suppliers should commit to realizing no deforestation in their supply chain and operations and are prohibited from operating on sites containing global or nationally important biodiversity. If a Supplier is operating in areas close to critical biodiversity, it should implement a mitigation hierarchy (avoid, minimize, restore and offset) to protect the area. Suppliers should aim to protect natural habitats and promote biodiversity through setting targets to manage biodiversity risks, offset any losses (No Net Loss), and strive toward achieving a Net Positive Impact on biodiversity and land conservation efforts.

Suppliers actively participate in and support various land conservation activities and ecological surveys, and cooperate with local communities, non-governmental organizations and other stakeholders to promote sustainable land management and enhance the resilience of the ecosystem.

**D. 道德規範 ETHICS**

為履行社會責任並在市場上取得成功，供應商及其代理商必須謹守最高的道德標準，包括：

To meet social responsibilities and to achieve success in the marketplace, Suppliers and their agents shall uphold the highest standards of business ethics including:

**(1) 誠信經營 Business Integrity**

在所有商業互動關係中都應謹守最高的誠信標準。供應商應採取零容忍政策來禁止任何形式的賄賂、貪污、敲詐勒索和挪用公款。

The highest standards of integrity shall be upheld in all business interactions. Suppliers shall have a zero-tolerance policy to prohibit any and all forms of bribery, corruption, extortion and embezzlement.

**(2) 無不正當收益 / 反腐敗 No Improper Advantage/Anti-Corruption**



不得承諾、提供、批准、給予或收受賄賂或其他形式的不正當收益，以期獲得或保留業務、將業務轉讓他人或獲取不正當收益，亦不得以直接或是透過第三方之間接方式向環旭電子人員提供不正當收益。不正當收益包括且不限於邀宴、招待、給予小費、支付餐費、機票、車票及船票等，或給予賄賂、回扣、佣金或其他名目之不正利益。應推行監控、記錄留存以及強制執行政程序以確保符合反腐敗法律的要求。不得誘騙、脅迫或利用其他任何方式使環旭電子人員接受或共同編造虛假議價資料、不當洩漏足以影響交易價格或交易達成之業務資訊，或其他違背職務或有損害環旭電子利益之虞之行為。供應商同意抵制並主動向環旭電子揭露索賄和收賄人員的行徑。若發現環旭電子人員任何無理不當之要求或不誠信之行為，供應商承諾立即通知該人員部門主管或進行舉報。舉報得以匿名方式為之，惟匿名舉報者應提供具體事證，以利環旭電子調查。

舉報信箱：[ethics@usiglobal.com](mailto:ethics@usiglobal.com)

Bribes or other means of obtaining undue or improper advantage shall not be promised, offered, authorized, given, or accepted to secure or retain business, direct business to any person, or gain an improper advantage. Suppliers must not, directly or indirectly, offer USI personnel any undue or improper advantage, including but not limited to invitations to feasts, entertainments, tips, meals, travel expenses, bribes, kickbacks, commissions, or other improper favors. Monitoring, record-keeping, and enforcement procedures shall be implemented to ensure compliance with anti-corruption laws.

Suppliers shall not deceive, coerce, or use any scheme to cause USI personnel to accept false bargain materials, improperly reveal business information, breach their duties, or engage in any behavior detrimental to USI. Suppliers must actively resist and report any bribes requested or accepted by USI personnel. If suppliers become aware of any unreasonable or unethical requests or behavior by USI personnel, they should inform the superior of the USI personnel. Reports can be made anonymously, but specific facts must be provided to assist in the investigation.

Ethics mailbox: [ethics@usiglobal.com](mailto:ethics@usiglobal.com)

### (3) 資訊公開 Disclosure of Information

所有的業務來往應具透明度，並準確地記錄在供應商的賬簿和商業紀錄上。應當按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、環保活動、商業活動、組織架構、財務狀況和業績的資料。不得偽造紀錄或虛報供應鏈的狀況或慣例。

All business dealings shall be transparently performed and accurately reflected on the Supplier's business books and records. Information regarding supplier's labor, health and safety, environmental practices, business activities, structure, financial situation, and performance shall be disclosed in accordance with applicable regulations and prevailing industry practices. Falsification of records or misrepresentation of conditions or practices in the supply chain are unacceptable.



#### (4) 智慧財產權 Intellectual Property

應當尊重智慧財產權。技術和專門技術 ( know-how ) 的轉移應以保護智慧財產權的方式進行，並應保護環旭電子及其客戶和供應商的資料。

Intellectual property rights shall be respected. Transfer of technological know-how is to be done in a manner that protects, and safeguards intellectual property rights of all parties involved, including USI, USI's customers and suppliers, and other stakeholders.

#### (5) 公平交易、廣告和競爭 Fair Business, Advertising and Competition

應遵守所有適用的公平交易、廣告和競爭法令，並禁止達成反競爭協議，如卡特爾行為 ( 壟斷聯盟 )、串通投標、操縱價格、歧視性定價及其他違反競爭法之行為。

Suppliers must comply with all applicable fair trade, advertising, and competition laws. Anti-competitive agreements, such as cartel behavior, anti-trust activities, bid rigging, price fixing, discriminatory pricing, and other violations of competition laws, are prohibited.

#### (6) 身份保護及防止報復 Protection of Identity and Non-Retaliation

除非受法律禁止，供應商應當制定程序來保護檢舉者 ( 包括其供應商和員工等任何揭露公司員工、主管或公務員和政府機構的不正當行為者 )，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。

Suppliers must maintain programs that ensure confidentiality, anonymity, and protection of whistleblowers (those who disclose improper conduct by company employees, officers, or public officials), unless prohibited by law. Suppliers should have a clear process for personnel to raise concerns without fear of retaliation.

#### (7) 負責任地採購礦物 Responsible Sourcing of Minerals

提供給環旭電子產品中所含的金、錫、鈹、鎢、鈷及雲母須來自於業界公認之組織 ( 如 Responsible Minerals Initiative, RMI ) 所認證之非衝突礦產的冶煉廠。應當制定政策並進行盡職調查，以合理地保證其來源與經濟合作暨發展組織 ( Organisation for Economic Co-operation and Development, OECD ) 關於對出自衝突影響及高風險區域之礦石實施負責任供應鏈的指引，或同等及認可的盡職調查框架一致，確保所製造的產品中所含有的金、錫、鈹、鎢、鈷及雲母不會直接或間接地資助或有益於受衝突影響及高風險區域內嚴重侵犯人權的犯罪武裝團體 ( 以下稱「非衝突礦產」)。應對這些礦物的採購和產銷監管鏈進行盡責調查，遵守環旭電子衝突礦產採購管理政策，並在環旭電子及其客戶查詢 / 要求時提供其盡責調查之相關資訊。若供應之產品所含礦產非屬非衝突礦產 ( 以下稱「衝突礦產」)，同意立即將事實通知環旭電子。

Suppliers providing gold, tin, tantalum, tungsten, cobalt, and mica ("Conflict Minerals") must



source them from certified, industry-recognized organizations, such as RMI conflict-free smelters or refineries. Suppliers shall adopt a policy and exercise due diligence on the sourcing, purchasing, and chain of custody of Conflict Minerals to ensure they align with the OECD Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas or an equivalent framework.

As part of this due diligence, suppliers must ensure that Conflict Minerals do not finance or benefit criminal armed groups that commit serious human rights abuses in these areas. Suppliers shall comply with USI's Corporate Policy for Conflict Minerals and provide relevant due diligence information upon request by USI or its customers. If any supplied goods contain minerals that do not meet these standards, Suppliers agree to promptly notify USI.

#### (8) 隱私 Privacy

承諾合理地保護任何與其有業務來往者 ( 包括供應商、環旭電子及其客戶、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資訊安全法律及監管要求。

Suppliers shall commit to protecting the reasonable privacy expectations of personal information of everyone they do business with, including suppliers, USI, USI's 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.

#### (9) 避免利益衝突 Avoidance of Conflicts of Interest

供應商與環旭電子之間的商業往來，應避免所任何可能的利益衝突。可能的利益衝突情形包括 ( 但不限於 ) 環旭電子內部員工或其近親 ( 父母、子女、配偶或兄弟姊妹 ) 在供應商任職，或對供應商有重要投資利益。供應商與環旭電子對口人員不必要或過度頻繁的社交往來也可能構成利益衝突的疑慮或外觀。所以供應商與環旭電子人員的任何接觸必須謹守一般商業往來的分際，且一旦有利益衝突的情形必須立刻報告環旭電子。供應商若有發現任何潛在的利益衝突，必須立即通報環旭電子，並採取適當措施以防止因此所可能導致的不當行為。

Any suspected conflicts of interest in business activities between USI and Suppliers must be avoided. These include situations where a USI employee or their close relative (parent, child, spouse, or sibling) is employed by or has a significant investment interest in Suppliers. Unnecessary or overly frequent social activities between Suppliers and USI personnel may also raise concerns or appear as conflicts of interest. Therefore, all interactions between Suppliers and USI personnel should adhere to standard business practices, and any conflicts of interest must be reported to USI immediately.

If Suppliers become aware of any potential conflict of interest, they must report it to USI immediately and take appropriate measures to prevent any improper conduct that could arise from it.



**(10) 遵循進出口相關法規 Comply with Import and Export Laws**

供應商應瞭解並遵循進出口及運送貨品予環旭電子，或代環旭電子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。

Suppliers must acknowledge and comply with all laws and regulations related to the importation, exportation, and transportation of products delivered to or on behalf of USI. This includes export control and customs laws of the country of origin, import and customs laws of the destination country, payment of customs duties or mandatory taxes, and local transportation laws. Suppliers should provide operational procedures and training to their employees, suppliers, contractors, service providers, and subcontractors to ensure compliance with these laws and regulations.

**(11) 遵守保密義務 Confidentiality Obligations**

供應商承諾對於在交易洽談、合約締結和交易履行過程中所接觸、知悉、持有或取得之所有與環旭電子經營、生產、銷售、研發、財務、管理等相關之非公開資訊（包括環旭電子及客戶之資料）均為機密資料，無論其形式或媒介為何，亦無論其係有形或無形，或是否載有「機密」、「限閱」或其他同義字，供應商承諾嚴守保密義務，絕不得對外公開、洩漏、散佈或揭露予任何第三者。供應商及其員工出入環旭電子廠區須遵守環旭電子門禁與安全管理之規定，包括且不限於遵照到達時間、路線、處所之要求，不錄音、拍照或攝影，不竊取或夾帶任何資料文件，不擅自延時、逗留或留宿，並接受環旭電子安全警衛及相關人員監督檢查。

Suppliers undertake to treat all unpublished information (including information of USI or its customers), whether in any form or medium, tangible or intangible, explicitly classified as confidential, restricted, or similarly designated, related to USI's operations, production, sales, research and development, finance, and management, as confidential. This includes information accessed, possessed, acquired, or known to Suppliers during business discussions, contract negotiations, or performance.

Suppliers shall strictly observe confidentiality obligations and must not publish, reveal, leak, or distribute confidential information to any third party. Suppliers and their employees must adhere to USI's regulations on access and security management, including requirements for arrival time, route and location, and prohibitions against photography, voice/video recording, theft or smuggling of information and documents, and unauthorized overtime, lingering, or overnight stays. Suppliers and their employees also agree to be subject to surveillance and inspection by USI security guards or other relevant personnel.

**(12) 遵守誠實守信原則 Honesty and Commitment Fulfillment**

供應商與環旭電子交易洽談、合作締結和交易履行過程中，保證所提供的文件資料，包



括且不限於登記證明 ( 含特許經營 )、證照、企業及個人簡介資料、住所、產品名稱、規格、品質、服務標準、票據、權證、權利限制等均為真實，絕無虛假、欺瞞、偽造、變造行為。所提供的文件資料如有變更，供應商應在合理的時間盡快通知環旭電子，將誠信原則始終貫徹於交易合約履行的各階段。

Suppliers warrant that all information and documents provided to USI during business discussions, contract negotiations, or performance, including but not limited to company registration records (including special operation permissions), certificates, company and individual profiles, residence, product information, specifications, quality, service standards, commercial instruments, warranties, and limitations of rights, are true and correct in all aspects and are not false, misleading, or falsified. If any changes occur, suppliers shall notify USI as soon as possible within a reasonable time and shall adhere to principles of good faith throughout the contract performance.

## E. 管理體系 MANAGEMENT SYSTEMS

供應商應採用或建立範圍與本準則內容相關的管理體系。在設計該管理體系時，應確保：( a ) 符合與供應商營運和產品相關的適用法律法規、環旭電子及其客戶之要求；( b ) 符合本準則；以及 ( c ) 識別並減輕與本準則有關的經營風險。管理體系也應當推動持續改進。

Suppliers shall adopt or establish a management system relevant to the content of this Code. The system should ensure: (a) compliance with applicable laws, regulations, and the requirements of USI and its customers related to the suppliers' operations and products; (b) conformance with this Code; and (c) identification and mitigation of operational risks related to this Code. It should also facilitate continual improvement.

管理體系應包含以下要素：

The management system should contain the following elements:

### (1) 公司的承諾 Company Commitment

供應商應制定人權、健康和 safety、環境和道德政策，並由管理層聲明供應商承諾執行盡職調查和持續改善。政策聲明應公開，並透過無障礙管道以員工理解的語言傳達予員工。

Suppliers shall establish human rights, health and safety, environmental and ethics policy statements affirming the Supplier's commitment to due diligence and continual improvement, endorsed by their executive management. Policy statements shall be made public and communicated to workers in a language they understand via accessible channels.

### (2) 管理職責與責任 Management Accountability and Responsibility

供應商應明確指定高級主管和公司代表來負責保證管理體系和相關計劃的實施。高級管理層應定期檢查管理體系的運行情況。

Suppliers shall clearly identify senior executive and company representative(s) responsible for



ensuring implementation of the management systems and associated programs. Senior management should review management systems' operational status on a regular basis.

### (3) 法律和客戶要求 Legal and Customer Requirements

供應商應採用或制定程序識別、監控並理解適用的法律法規和環旭電子及其客戶之要求 (包括本準則的要求)。

Suppliers shall adopt or establish a process to identify, monitor and understand applicable laws, regulations, customers' requirements, including the requirements of USI and this Code.

### (4) 風險評估和風險管理 Risk Assessment and Risk Management

供應商應採用或制定程序識別與供應商經營相關的法律合規、環境、健康與安全及勞工活動及道德風險，包括與營運相關的人權和環境影響風險。供應商評定每項風險的級別，實施適當的程序和實質管制來控制已識別的風險和確保合規。生產區域、倉庫和儲存設施、廠房 / 工作場所支援設備、實驗室和測試區域、衛生設施 (浴室)、廚房 / 食堂和員工住房 / 宿舍都應納入環境健康與安全風險評估的範圍內。

Suppliers shall establish a process to identify legal compliance, environmental, health, and safety risks. Risk assessments should cover production areas, warehouses, storage facilities, plant support equipment, laboratories, test areas, sanitation facilities (bathrooms), kitchens/cafeterias, worker housing/dormitories, and labor practices and ethics, including human rights and environmental impacts associated with the supplier's operations. Suppliers shall evaluate the significance of each risk and implement appropriate procedural and physical controls to manage identified risks and ensure regulatory compliance.

### (5) 改進目標 Improvement Objectives

供應商應制定書面績效目標、指標和實施計劃來提高供應商的社會、環境、健康與安全績效，包括對供應商在實現這些目標中取得的成效進行定期審核。

Suppliers shall establish written performance objectives, targets and implementation plans to improve their social, environmental, and health and safety performance, including a periodic assessment of their performance in achieving those objectives.

### (6) 培訓 Training

供應商應為管理層及員工制定培訓計劃，從而實施供應商的政策、程序及改進目標，同時滿足適用之法律法規的要求。

Suppliers shall establish programs for training managers and workers to implement their policies, procedures, and improvement objectives and to meet applicable legal and regulatory requirements.

### (7) 溝通 Communication



供應商應制定程序將其政策、實踐、預期和績效清晰準確地傳達給員工、其供應商和環旭電子及其客戶。

Suppliers shall establish a process for communicating clear and accurate information about their policies, practices, expectations, and performance to workers, their suppliers, and customers, including USI.

(8) 員工 / 利害關係人的參與和補救措施 Worker/Stakeholder Engagement and Access to Remedy

供應商應建立與員工、員工代表以及其他相關或必要的利害關係人進行持續雙向溝通的流程。該流程旨在取得有關本準則涵蓋之營運實務與條件的意見，並促進持續改善。必須為員工提供一個安全的環境，讓其安心地提出申訴和意見而不必擔心受到報復。

Suppliers shall establish processes for ongoing two-way communication with workers, their representatives, and other stakeholders where relevant or necessary. The process shall aim to obtain feedback on operational practices and conditions covered by this Code, and to foster continuous improvement. Workers shall be given a safe environment to provide grievance and feedback without fear of reprisal or retaliation.

(9) 審核與評估 Audits and Assessments

供應商應定期進行自我評估，從而確保符合法律與法規的要求、本準則內容以及環旭電子合約中與社會與環境責任相關的要求。

Suppliers shall conduct periodic self-evaluations to ensure conformity to legal and regulatory requirements, the content of the Code, and USI's contractual requirements related to social and environmental responsibility.

(10) 糾正措施 Corrective Action Process

供應商應制定程序以確保能及時糾正在內外部的評估、檢查、調查和審核中所發現的不足之處。

Suppliers shall establish a process for timely correction of deficiencies identified by internal or external assessments, inspections, investigations, and reviews.

(11) 文檔和紀錄 Documentation and Records

供應商應建立並保留文檔和紀錄，從而確保符合監管規例與公司的要求，同時應保障隱私的機密性。

Suppliers shall create and maintain documentation and records to ensure regulatory compliance and conformity to company requirements along with appropriate confidentiality to protect privacy.



## (12) 供應商的責任 Supplier Responsibility

供應商應制定企業的採購政策，以確保致力於負責任之採購與供應鏈的永續性，並應建立程序來將本準則的要求傳達給其供應商，監管其供應商對本準則的遵行情況。

Suppliers shall adopt a corporate procurement policy to ensure the responsible sourcing and sustainability of their supply chain and establish a process to communicate this Code's requirements to their suppliers and to monitor their suppliers' compliance with this Code.