● 人權管理指標 Human Rights Management Indicators

1. 多元包容自由就業、反歧視 Multi-Inclusive Free Employment, Anti-Discrimination

- 不得基於種族、國籍、宗教、性別、年齡、社會等級、身體殘疾、家庭及婚姻狀況、工會成員、政治歸屬，在聘用、報酬、升遷、培訓、退休、終止聘僱等事項 上予以歧視而有差別待遇。

Shall not discriminate on the basis of race, nationality, religion, gender, age, social class, physical disability, family and marital status, union membership, political affiliation, employment, compensation, promotion, training, retirement, termination of employment, etc. There is differential treatment.

- 避免任何形式之歧視，提供有效且適當之檢舉與申訴管道，由專責單位受理相關案件並予適切回應，以杜絕任何侵犯及違反人權的行為，光洋對於任何形式之歧視均採零容忍政策。Avoid any form of discrimination, provide an effective and appropriate grievance mechanism, and a dedicated unit will accept relevant cases and respond appropriately to prevent any violations and violations of human rights.

2. 人道對待與反騷擾 Humanitarian Treatment and Anti-Harassment

- 提供多元的溝通管道，鼓勵員工與管理者對話溝通，維持勞資和諧。

Provide diversified communication channels, encourage staff and managers to communicate, maintain labor-management harmony.

- 禁止工作場所有任何蓄意冒犯、有敵意或具傷害性的騷擾行為，包含但不限於性騷擾、霸凌、威脅、恐嚇等，於「職場不法侵害保護辦法」中明訂「禁止職場不法侵害之書面聲明」。

Prohibition of any intentionally offensive, hostile or harmful harassment in the workplace, including sexual harassment, bullying, threats, intimidation, etc., is clearly stipulated in the "Illegal Workplace Infringement Protection Measures" written statement".

- 針對各種歧視、騷擾或其他職場不法侵害，設立下列申訴管道，專責單位接獲申訴後會採取保密的方式進行調查，經調查屬實者，將會進行懲處；對於申訴者、通報者或協助調查者禁止有任何報復之行為，若有發現相關情事，將會進行懲處。

The following channels have been established for complaints of discrimination, harassment or other unlawful occupational violations, which will be investigated confidentially and punished if found to be true.

- 透過公司內部的反歧視及反騷擾相關教育訓練，向員工傳達政策內容，並提升員工對於職場上歧視及騷擾問題之意識。

Communicate the policy contents and raise awareness of discrimination and harassment issues in the workplace through in-house anti-discrimination and anti-harassment education training.

3. 禁用童工與禁止強迫勞動 Prohibition of Child and Forced Labor

- 為保障青少年之身心發展與成長機會，於「招募任用管理辦法」中明訂嚴禁聘僱未滿 18 歲之童工與未成年工。

To protect young people's physical and mental development and development opportunities, the "Administrative Measures on Recruitment" stipulates that the employment of children under the age of 18 is strictly prohibited.

- 制訂拯救童工與未成年工管理流程，以保障童工和未成年工的安全、健康，及維護任何原因進入公司的童工或未成年工有合法教育與發展的權益。

To develop procedures to save child labor and to protect the safety and health of child and minor workers and the legitimate educational and developmental rights of child or minor workers who enter the company for any reason.

- 於「招募任用管理辦法」明訂不允許任何形式的強迫勞動，不使用被強迫、被抵押（包括被抵債）或被契約束縛的勞工；非自願或被剝削的獄工；被奴役或被販賣的人口。這包括不得通過威脅、強迫、強制、誘拐或欺騙方式運送、窩藏、招聘、轉移或接收此類勞工。

In the " Administrative Measures on Recruitment," it is explicitly stated that no form of forced labor is permitted, including the use of forced, bonded (including debt-bonded), or indentured labor; involuntary or exploitative prison labor; or enslaved or trafficked persons. This includes prohibiting the transport, harboring, recruitment, transfer, or receipt of such labor through threats, force, coercion, abduction, or deception.

4. 自由集會結社與順暢溝通管道 Free Assembly, Free Association and Smooth Communication Channels

- 定期召開勞資會議、福利委員會議，確保溝通管道暢通，保障勞工組織與集體談判的權力，促進健康正向的勞資關係。

Regularly hold labor-management meetings and welfare committee meetings to ensure smooth communication channels, safeguard the power of labor organizations and collective bargaining, and promote healthy and positive labor-management relations.

- 為提升勞動人權，促進公司和員工之間達到充分溝通，光洋也依循各服務項目明確揭示公司內部各項員工可反應/申訴或投書的系統，設置「CEO 信箱」，以最嚴格的個人資料保護規範，確保同仁投書的自由性和保密性。

In order to improve labor rights and promote full communication between the company and employees, SOLAR also follows each service item to clearly reveal the system in which employees within the company can respond/appeal or submit a letter, and set up a "CEO mailbox" with the strictest personal information. Protect the norms and ensure the freedom and confidentiality of colleagues' submissions.

5. 健康安全職場與工作平衡 Healthy, Safe Workplace and Work-Life Balance

- 透過安全衛生管理組織及系統，推動各項勞工安全衛生活動及教育訓練，並持續改善工作環境，以建立健康、安全的友善職場。

Through the safety and health management organization and system, promote various labor safety and health activities and education and training, and continuously improve the working environment to build a healthy, safe and friendly workplace.

- 為協助員工維持身心健康及工作生活平衡，定期辦理健康檢查，同時積極鼓勵員工籌組社團或參與健康休閒活動，並提供經費補助。

To help employees maintain physical and mental health and work-life balance, conduct regular health checks, and actively encourage employees to form clubs or participate in healthy leisure activities, and provide financial subsidies.

6. 誠信經營道德規範 Integrity and Business Ethics

-「誠信正直」為光洋核心職能，對於貪腐和賄賂採取零容忍的態度，嚴格要求員工經辦業務時，遵循公平、公正、公開原則辦理，拒絕直接或間接提供、承諾、要求或收受任何形式或名義之不正當利益。

"Integrity and honest" are the core competencies of SOLAR. We takes a zero-tolerance approach to corruption and bribery. Strictly requiring employees to act in accordance with the principles of fairness, impartiality, and transparency when handling business, and to refuse to directly or indirectly offer, promise, solicit, or accept any improper benefit of any form or description.

- 為深植員工道德行為觀念並強化治理成效，透過制訂「員工廉潔守則」、「誠信經營作業程序及行為指南」等辦法，確保落實執行。

In order to deeply embed the concept of moral behavior of employees and strengthen the effectiveness of governance, the implementation of "Code of Integrity for Employees" and "Guidelines for Operational Procedures and Behaviors of Integrity Management" are formulated to ensure the implementation.

- 如有員工被發現違反本規範或相關規定，內外部利害關係人可透過匿名申訴管道通報，經查證屬實且情節重大者，一律予以嚴懲決不寬待。

If any employee is found to have violated the ethic principle or related regulations, internal and external stakeholders may report it through anonymous whistleblowing channels. Once verified and confirmed to be a serious matter, the individual will be severely punished without leniency.

責任商業聯盟(RBA)管理代表

張若平