

人權政策

Human Rights Policy

松瑞集團秉持**尊重人性價值**的管理原則，**重視人權相關的議題**並持續修改工作規則，以符合國內外法規；並因應政府最新修訂之勞基法，將工作規則之工時、工資、休假等規則重新修訂，讓每位員工能安心工作，且享有在工作中的保障與保護，持續營造一個友善的優質職場。

Savior Lifetec Corporation the Group adheres to the management principle of respecting human values, attaches importance to human rights-related issues and continuously revises its working rules to comply with domestic and foreign laws and regulations; In response to the latest revision of the Labor Base Law of the Taiwan authorities, the working hours, wages, vacations and other rules of the work rules have been renewed revision, so that every employee can work with peace of mind, enjoy protection and protection at work, and continue to create a friendly and high-quality workplace.

本公司依法每三個月召開勞資會議，資方與勞方代表充分溝通意見，以誠懇的態度處理勞資關係，重視並正確回應員工所提出的意見，有效協調勞資關係、並促進勞資合作。讓員工充分了解公司的重大政策與發展，適時表達意見，建立暢通的溝通管道，以實際行動實踐松瑞集團「尊重員工」的經營原則。

The company holds labor-management meetings every three months in accordance with the law, and the management and labor representatives fully communicate their opinions, handle labor-management relations with a sincere attitude, attach importance to and correctly respond to the opinions put forward by employees, effectively coordinate labor-management relations, and promote labor-management cooperation. Let employees fully understand the company's major policies and developments, express opinions in a timely manner, establish smooth communication channels, and practice the business principle of "respecting employees" of Savior Lifetec Corporation Group with practical actions

因應國際潮流及公司治理趨勢，本公司依據國際勞工組織（International Labour Organization; ILO）四項工作場所核心原則與權利，並且以松瑞集團之企業文化核心、經營理念及邁向幸福企業基礎、恪守全球營運據點在地法規，經過決策層及經營會議多次討論後，於2020年制定**人權政策**，明確承諾松瑞：

In response to international trends and corporate governance trends, the Company is based on the International Labour Organization (International Labour Organization; ILO) four core workplace principles and rights, and based on the core of Savior Lifetec Corporation Group's corporate culture, business philosophy and foundation towards a happy enterprise, and abiding by the local laws and regulations of global operating bases, after many discussions at decision-making levels and management meetings in 2020, a human rights policy was formulated with a clear commitment to Savior Lifetec Corporation:

- 一、遵循相關法令，提供安全與健康的工作場所。
- 二、杜絕不法歧視以確保工作機會均等。
- 三、尊重職場人權。
- 四、多元溝通管道：設置營工意見信箱及員工申訴處理管道，提供員工建言管道，以加強勞雇合作關係。
- 五、禁用童工、禁止強迫勞動。
- 六、勞資協商，暢通勞資溝通管道，定期召開勞資會議，確保勞資雙方權益。
- 七、個人資料保護：依法訂定《個人資料保護管理法》以落實個人資料保護與管理。

1. Provide a safe and healthy workplace in accordance with relevant laws and regulations.
2. Eliminate unlawful discrimination to ensure equal opportunities at work.
3. Respect human rights in the workplace.
4. Multiple communication channels: set up a mailbox for workers' opinions and channels for handling employee complaints, and provide channels for employees to make suggestions to strengthen the cooperative relationship between labor and employment.
5. Prohibit child labor and forced labor.
6. Labor-management consultation, smooth the channels of labor-management communication, and hold regular labor-management meetings to ensure the rights and interests of both labor and management.
7. Personal data protection: The Personal Data Protection Management Law is enacted in accordance with the law to implement personal data protection and management reason.

松瑞集團依據人權政策，一切營運均遵守《聯合國世界人權宣言》、《聯合國商業人權規範》、《聯合國全球盟約》、《國際勞動組織公約》、《國際勞工組織三方原則宣言》、《加州供應鏈透明度法案》等相關人權規範之精神，同時恪守《中華民國勞動基準法》、《性別平等公作法》等勞動相關法規，以杜絕侵犯及違反人權的行為，並使公司內、外部成員均能獲得合理且具人性尊嚴的對待。

In accordance with the human rights policy, all operations of Savior Lifetec Corporation Group comply with the spirit of relevant human rights norms such as the United Nations Universal Declaration of Human Rights, the United Nations Code of Human Rights in Business, the United Nations Global Compact, the International Labour Organization Convention, the International Labour Organization Tripartite Declaration of Principles, and the California Supply Chain Transparency Act. External members are treated with reasonable and human dignity.

2022 年我們開始進行供應商評估，將調查供應商於 2021 年度在運營時是否符合當地社會、環境法規，我們也要求供應商簽署「供應商企業責任行為準則」，確保供應商遵守以下人權規範：

In 2022, we began conducting supplier assessments, which will investigate whether suppliers comply with local social and environmental regulations when operating in fiscal 2021, and we also require suppliers to sign the Supplier Corporate Responsibility Code of Conduct to ensure that suppliers comply with the following human rights norms

- ✓ 不使用童工，並保護未成年員工不得從事危險活動
- ✓ Do not use child labor and protect underage employees from hazardous activities
- ✓ 尊重員工自由，禁止以任何形式強迫勞動或違法超時工作
- ✓ Respect the freedom of employees and prohibit any form of forced labor or illegal overtime
- ✓ 提供安全衛生的工作及生活條件
- ✓ Provide safe and hygienic working and living conditions
- ✓ 提供平等和公平的工作環境，禁止任何性別或種族歧視並免受騷擾
- ✓ Provide an equal and fair working environment, prohibit any gender or racial discrimination and be free from harassment
- ✓ 提供合法合理的薪資及福利
- ✓ Provide legal and reasonable salary and benefits
- ✓ 尊重員工自由結社及集體談判權
- ✓ Respect employees' rights to free association and collective bargaining

HR Dept. Aug 18, 2023