

企業 社會責任政策 宣告 Corporate Social Responsibility declaration

亞洲電材股份有限公司 秉持「創新、積極、和諧、誠摯、效率及負責」之經營理念，依據電子工業行為準則(EICC)、以及勞動、環保、安全和衛生等相關法令的標準要求，在設計、製造過程中致力於環境保護和勞動條件改善、作業環境安全衛生完善。建立企業社會責任與環境安全衛生管理體系，生產方式、流程和管理技術依循政策目標達到最高效益，督促全體同仁盡力參與企業社會責任，以及環保和安全衛生的各項活動。

Asia Electronic Material Co.,Ltd. bases on the management philosophy: "Creation, Activity, Rapport, Earnest, Efficiency and Responsibility", and devotes to environmental protection, improvement of labor working conditions and operational environment of security and hygiene in design and production based on the Electronics Industry Code of Conduct (EICC) and other standards of labor, environmental protection, safety, health and other relative acts. Try to establish corporate social responsibility and environmental health and safety management system. The production methods, processes and management techniques should follow the policy objectives to achieve the greatest efficiency, to urge the colleagues to participate in corporate social responsibility, as well as relative activities in environmental protection and health and safety.

社會責任 總體 政策： The overall policy of social responsibility

1. 人道關懷

Humanity Treatment

2. 建立優良的工作環境

Providing friendly work environment

3. 善盡社會責任

Fulfilling Corporation social responsibility

社會責任分體政策： Branch policy of social responsibility

◆ **勞工政策：** 遵守勞工法律法規，禁止強迫勞動、使用童工、脅迫與騷擾、歧視等，尊重自由結社，持續改善員工權益。

Labor policy: APLUS will comply with labor relative laws and acts, and forbid to forced labor, child labor; threaten, harassment and discrimination. We will respect for freedom of association; improve employees' rights and interests continuously.

◆ **職業道德政策：** 遵守最高道德標準的要求，廉潔經營，禁止腐敗貪污；依法公開有關商業活動和財務績效等資訊，尊重並保護知識產權；遵循公平交易且反壟斷，合法競爭與廣告宣傳；對檢舉者身份保密且不產生報復；在採購礦物時秉承負責態度；持續改進公司的道德水準。

Ethics policy: To abide by the highest standards of ethics; business integrity with anti-corruption. According to the relative acts, we disclose the information regarding of business activities and financial performance. We also respect for intellectual property and copyright, fair transaction, anti-trust, legal competition and advertising. Besides, we protect reporter in confidential without revenge. At last, we are responding for the particular minerals that we are sourcing; and keep improving ethics level.

◆ **環安衛政策：** 符合國家地方相關法律法規及相關方要求，持續進行缺失改善；預防產生環境污染；展開目標指標管理；落實員工教育訓練；承擔社會環保責任及推動地球環保觀念；不使用禁用物質；關心員工健康安全，促進勞資和諧；合理利用資源，節省能源；建立健全公司內外溝通管道並對供應商外協力廠商宣傳環保和職業健康安全理念。

AEM 亞洲電材股份有限公司

Environment: To conform the law of relative acts and match the requirement of related parties, we will continuous execute correct Action plan ; prevent environmental pollution; develop keytarget management; implement employee training. To assume responsibility ofenvironment protection and to popularize the concept of environment protection; no usebanned material; consider for the healthy and safety of employee; improve the relationbetween labor and capital. Rational using and saving of resources and of energy; Tobuild up internal and external communication channels and promote the consciousnessof environmental, occupational health & safety to suppliers and subcontract.

本公司在此鄭重聲明，願積極配合遵守亞洲電材股份有限公司企業社會責任政策。

The Company hereby solemnly declare, is willing to actively cooperate and comply with the APLUS Technology Co., Ltd. Corporate Social Responsibility Policy.

公司名稱 Company name :

公司地址 Company address :

公司負責人(簽章) Authorized signature :

聯絡電話 Communication tel :

日期 Date(yyyy/mm/dd) :