

勞工政策 Labor Policy

和喬科技承諾為員工提供多樣化、平等機會、安全及無迫害的工作環境。保證所有勞工符合當地勞基法及客戶之相關合法要求。

SHDT shares the commitment to diversity, equal employment opportunity and a safe and harassment free workplace. We will conduct our employment practices in full compliance with local applicable law and regulations and customer's requirements on labor management.

1) 自由擇業 **Freely Chosen Employment**

不得雇用被強迫、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中勞工；被奴役或被販賣的人口。所有工作均須出於自願，且工人應有自由隨時離職或終止雇傭。

Forced, bonded (including debt bondage) or indentured labor; involuntary or exploitative prison labor; slavery or trafficking of persons shall not to be used. All work must be voluntary and workers shall be free to leave work at any time or terminate their employment.

2) 青年勞工 **Young Workers**

不雇用年齡低於中華民國法定最低工作年齡的工人

No hiring of persons who are under the legal minimum working age stipulated by R.O.C.

3) 工作時間 **Working Hours**

工作時間與加班安排符合當地法律規定。

Comply with local law regulations on working hours and overtime. Voluntary overtime must be paid at legal premium rate.

4) 工資與福利 **Wages and Benefits**

最低工資與薪資給付符合當地法律規定。

Comply with all local applicable laws governing minimum wage and compensation.

5) 人道的待遇 **Humane Treatment**

本公司不得以任何形式的性騷擾、性虐待、體罰、精神脅迫或身體脅迫或口頭辱罵；亦不得威脅要進行任何此類行爲。

There is to be no harsh and inhumane treatment, including any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of workers; nor is there to be the threat of any such treatment

6) 不歧視 Non-Discrimination

本公司提供平等的工作機會給求職者及每位員工，不得因人種、膚色、年齡、性別、性傾向、性別認同及表現、種族或民族、殘疾、懷孕、宗教信仰、政治立場、團體背景、退伍軍人身份、階級、語言、思想、籍貫、出生地、婚姻、容貌、五官、星座、血型或以往工會會員身分、受保護的基因資料或婚姻狀況等在招聘及實際工作中歧視員工。應向員工提供合理的宗教活動場所。另外不應強迫員工或試用員工接受帶有歧視性的醫學檢查。

The company provides equal job opportunities to job applicants and each employee. Do not discriminate employees or job applicants because of race, color, age, gender, sexual orientation, gender identity and performance, race or ethnicity, disability, pregnancy, religion, political position, group background, Veteran status, class, language, thought, place of origin, place of birth, marital status, appearance, facial features, constellation, blood type or previous union membership, protected genetic information or any other personal characteristic protected by laws.

Workers shall be provided with reasonable accommodation for religious practices. In addition, workers or potential workers should not be subjected to medical tests or physical exams that could be used in a discriminatory way.

7) 自由結社 Freedom of Association

根據當地法律，參與者應尊重所有工人自願組建和加入工會、集體談判與和平集會以及拒絕參加此等活動的權利。工人及其代表應當能夠與管理層就工作條件和管理實務公開交流並表達看法和顧慮，無需擔心受到歧視、報復、恐嚇或騷擾。

In conformance with local law, participants shall respect the right of all workers to form and join trade unions of their own choosing, to bargain collectively and to engage in peaceful assembly as well as respect the right of workers to refrain from such activities. Workers and/or their representatives shall be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation or harassment.

核准/Approval:

日期/Date:

工藤正典
總經理/工藤 正典

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