



英屬開曼群島永道射頻技術股份有限公司
Arizon RFID Technology (Cayman) Co., Ltd.

《人權政策 / Human Rights Policy》

目的與範疇 / Purpose and Scope

本公司深信尊重人權與打造有尊嚴的工作環境至關重要，承諾支持《聯合國全球盟約 (UN Global Compact)》原則，並配合《聯合國世界人權宣言 (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)》、《聯合國工商企業與人權指導原則 (UN Guiding Principles on Business and Human Rights)》等國際人權規範之精神及原則，同時恪守全球各營運據點所在地法規，平等對待並尊重所有人員，並訂定本政策。本公司在人權議題上採取積極態度，將其納入各環節考量，適用對象涵蓋員工、客戶、供應商及其他商業合作夥伴。

The Company firmly believes that respecting human rights and providing a dignified working environment are of utmost importance. We are committed to supporting the principles of the United Nations Global Compact (UN Global Compact) and aligning with internationally recognized human rights standards, including the Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the UN Guiding Principles on Business and Human Rights. The Company complies with applicable laws and regulations in all locations where it operates and treats all individuals with equality and respect. Human rights considerations are incorporated into all aspects of operations. This policy applies to employees, customers, suppliers, and other business partners.

人權承諾 / Human Rights Commitments

本公司承諾尊重並保障基本人權，並致力於落實以下原則：

The Company is committed to respecting and safeguarding fundamental human rights and strives to implement the following principles:

1. 提供安全與健康之工作環境 / Safe and Healthy Working Environment

提供安全、健康且無騷擾（包含性騷擾及其他形式騷擾）之工作環境，並透過相關制度與措施降低職業安全與健康風險。

Provide a safe, healthy, and harassment-free working environment (including sexual harassment and other forms of harassment), and reduce occupational safety and health risks through relevant



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systems and measures.

2. **禁止童工與強迫勞動 / Prohibition of Child Labor and Forced Labor**
禁止使用童工、強迫勞動及任何形式之人口販運，並確保所有工作均基於自願原則。
Prohibit the use of child labor, forced labor, and any form of human trafficking, and ensure that all work is performed on a voluntary basis.
3. **落實平等與反歧視原則 / Equality and Non-Discrimination**
不得因種族、膚色、國籍、性傾向、宗教、身心障礙、年齡、政治立場、懷孕、婚姻或家庭狀況等因素而對任何人為歧視待遇，並重視原住民、婦女、移工、契約人員及身心障礙者等弱勢或邊緣化群體之勞動權益。
No individual shall be subject to discriminatory treatment based on race, color, nationality, sexual orientation, religion, disability, age, political affiliation, pregnancy, marital or family status, or other factors. The Company also places importance on the labor rights of vulnerable or marginalized groups, including indigenous peoples, women, migrant workers, contract personnel, and persons with disabilities.
4. **遵循薪資與工時規範 / Wages and Working Hours**
恪守適用之薪資與工時相關法規，並依規定提供合理之薪資與福利，按時給付薪資。
Comply with applicable laws and regulations regarding wages and working hours, provide reasonable compensation and benefits, and ensure timely payment of wages.
5. **促進身心健康與工作生活平衡 / Well-being and Work-Life Balance**
營造尊重與開放之溝通文化，支持員工維持身心健康，並致力於建立有助於工作與生活平衡之職場環境。
Foster a culture of respect and open communication, support employees' physical and mental well-being, and strive to create a workplace that supports work-life balance.
6. **保障結社自由 / Freedom of Association**
在符合法令規範之前提下，尊重員工之結社自由及相關權利。
Respect employees' rights to freedom of association and related rights in accordance with applicable laws and regulations.
7. **建立溝通與申訴管道 / Communication and Grievance Mechanisms**
提供包含匿名舉報機制在內之多元溝通管道，使員工、供應商、商業夥伴及

其他利害關係人得以向公司回饋意見或舉報疑似違規行為。

Provide multiple communication channels, including anonymous reporting mechanisms, enabling employees, suppliers, business partners, and other stakeholders to provide feedback or report suspected violations.

8. 持續檢視與改善 / Continuous Review and Improvement

因應營運環境與利害關係人需求之變化，持續檢視與評估相關風險、管理措施及其影響，並適時進行改善

Continuously review and assess relevant risks, management measures, and their impacts in response to changes in the operating environment and stakeholder needs, and implement improvements as appropriate.

人權治理架構 / Human Rights Governance

本公司由永續發展委員會負責推動人權管理相關作為。

The Company' s Sustainability Committee is responsible for promoting human rights management initiatives.