

## 供應商行為準則

### Supplier Code of Conduct

(生效日期:2024年11月13日)

帆宣系統科技股份有限公司及集團企業（以下統稱「本公司」）致力於企業永續發展，我們深知在追求公司持續成長的過程中，營運策略必須兼顧對社會、環境與人權帶來之影響與衝擊。因此，我們邀請所有的供應夥伴在永續發展上一齊努力，透過制定供應商行為準則(以下稱「本準則」)，展現出共同的信念，同時我們也將供應商對本準則的遵循程度，作為採購決策的一個主要評估項目。

Marketech International Corp. and its corporate group (hereinafter referred to as “the Company”) are committed to corporate sustainable development, we fully recognize that in the pursuit of continuous company growth, our operating strategies must take into account the influences and impacts on society, the environment, and human rights. Therefore, we invite all our supplier partners to work together toward sustainable development. By establishing the Supplier Code of Conduct (hereinafter referred to as the “the Code”), we demonstrate our shared commitment. Additionally, we will consider the extent to which our suppliers adhere to this Code as a key criterion in our procurement decisions.

本準則參考相關國際倡議與規範，包含聯合國《世界人權宣言》、責任商業聯盟行為準則 ( RBA Code of Conduct )、全球盟約 ( UN Global Compact ) 十大原則以及社會責任標準 ( SA8000 )等，適用於提供本公司、子公司及本公司具有重要影響力的合資公司之產品與服務的所有供應商、承攬商、分包商與服務提供者。

The Code is based on relevant international initiatives and standards, including the United Nations Universal Declaration of Human Rights, the Responsible Business Alliance Code of Conduct (RBA Code of Conduct ), the Ten Principles of the United Nations Global Compact, and the Social Accountability Standard (SA8000) applies to all suppliers, contractors, subcontractors, and service providers that provide products and services of the Company, its subsidiaries and joint ventures over which the Company has significant influence.

本準則由五個部分組成。第一、二、三部分分別概述勞工、健康與安全，以及環境的標準。第四部分提供有關商業道德的標準；第五部分概述能夠貫徹本準則的合宜管理體系所需的要素。

The Code is composed of five sections. Sections 1, 2, and 3 outline standards for labor, health and safety, and the environment, respectively. Section 4 provides standards related to business ethics and Section 5 outlines the elements of a suitable management system to implement this Code.

## 一、勞工

供應鏈應根據國際社會公認的準則，承諾維護勞工的人權，並尊重他們。這適用於所有勞工，包括臨時工、移民工、學生、合約勞工、直接僱員以及任何其他類型的勞工。

### 1. Labor

Suppliers are committed to upholding and respecting human rights according to internationally recognized standards.. This applies to all workers including temporary workers, migrant workers, students, contract workers, direct employees, and any other types of workers.

勞工標準：

The labor standards are:

#### (1) 人權風險評估

應針對營運活動中所有相關的工作人員，進行人權風險評估/盡職調查並建立調查程序，定期評估風險程度，包含各項重大人權議題(如：工時、母性保護等)與受影響對象(如：直接與間接勞工、服務提供者等)，並擬定行動方案與減緩措施。而針對人權事件，需提供補救措施。

#### (1) Human Rights Risk Assessment

A human rights risk assessment/due diligence should be conducted for all relevant staffs involved in operational activities. An assessment procedure should regularly evaluate the level of risk, including significant human rights issues (such as working hours, maternity protection, etc.) and affected parties(such as: Direct and indirect workers, service providers, etc.), and action plans and mitigation measures should be formulated. Additionally, the supplier shall provide the remediation in response to human rights incidents.

#### (2) 自由選擇職業

禁止使用強逼、擔保(包括抵債)或用契約束縛的勞工、非自願或剝削的監獄勞工、奴役或販賣的人口。包括用恐嚇、強逼、威脅、綁架或詐騙手段運送、窩藏、招募、調配或接受人員用作勞工或取得服務。除了禁止對勞工進出入公司工作場所、員工宿舍或生活區域(如適用)作出不合理限制外，也不應無理地約束勞工在工作場所內走動的自由。作為招聘程序中的必要部份，必須在勞工離開原本的國家前，為他們提供用他們母語書寫的僱傭協議，並且在協議中描述僱傭條款及條件；而在抵達接收國家後，僱傭協議不得有任何替換或更改，惟有關更改是為了符合當地法律和提供相同或更佳條款而作出則例外。所有工作應當是自願的，若勞工按照勞動契約提前通知，勞工擁有隨時自由離職或終止僱傭關係的權利且不受任何懲罰。僱主或中介人不得扣留或以其他方式毀壞、隱藏、沒收或拒絕僱員取用其身份證或出入境證件，如政府頒發的身份證明、護照或工作許可證，惟法律要求僱主持有其僱員的工作許可證則例外。在此情況下，任何時候都不可拒絕員工查看取用他

們證件的需求。僱主或中介人不得要求勞工繳付招聘費用或其他與其聘用相關的費用。如發現勞工須繳付任何該等費用，該等費用須交還予有關勞工。

## (2) Freely Chosen Employment

Forced, bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery or trafficking of persons are strictly prohibited. This includes transporting, harboring, recruiting, transferring, or receiving persons through threats, force, coercion, abduction or fraud for labor or services. There shall be no unreasonable restrictions on workers' access to the workplace, dormitories, or living areas (if applicable) and workers' freedom of movement within the workplace should not be unreasonably constrained. As part of the hiring process, workers must be provided with an employment agreement written in their native language which describes the terms and conditions of employment and once workers arrive in the receiving country, no substitutions or changes should be made to the agreement unless required to comply with local law while providing equal or better terms. All work must be voluntary, and workers shall be free to resign or terminate their employment at any time without penalty if they provide reasonable notice following their labor contract. Employers or agents, must not withhold or otherwise destroy, conceal, confiscate, or deny access to employees' identity or immigration documents, such as government-issued identification, passports, or work permits, except when such holdings are required by law. In such cases, workers should not be denied access to their documents at any time. Workers shall not be required to pay employers' or agents recruitment fees or other related fees for their employment. If any such fees are found to have been paid by workers, such fees shall be repaid to the workers.

## (3) 青年勞工

不得在任何製造工序中使用童工。「童工」指僱傭任何未滿 16 歲(依據台灣勞基法 44 條，此定義可依工廠所在地法令定義調整)、或未達強迫教育年齡、或該國家/地區最低就業年齡的人士(三項中取其指定年齡最大的一項)。供應鏈應實施適當的機制來驗證勞工的年齡。符合所有法例與法規的合法職場學習計劃則不在此列。未滿 18 歲的勞工(青年勞工)不得從事可能會危及其健康或安全的工作，包括夜間值勤或加班。供應鏈應當透過適當地保管學生記錄、嚴格審核教育合作夥伴和按照適用的法例與法規保障學生的權利，從而確保對學生勞工的管理得當。供應鏈應當提供適當的支援和訓練予所有學生勞工。如果沒有當地法律的規範，學生勞工、實習生和學徒的薪資水平應最少與從事相同或相似工作的其他入門級員工相等。如果發現童工，需提供協助或補救措施。

## (3) Young Workers

Child labor is strictly prohibited in any manufacturing process. "Child labor" refers to the employment of any person under the age of 16(according to Article 44 of Taiwan's Labor Standards Act, or below the age for completing compulsory education, or below the minimum age for employment in the country or region. Suppliers should implement appropriate mechanisms to

verify the age of workers. Legally sanctioned workplace learning programs, which comply with all applicable laws and regulations are not included to this prohibition. Workers under the age of 18 (young workers) must not engage in work that is likely to jeopardize their health or safety, including night shifts and overtime. Suppliers should ensure proper management of student workers through the proper maintenance of student records, thoroughly evaluating educational partners, and ensuring the protection of students' rights following applicable laws and regulations. Suppliers shall provide appropriate support and training to all student workers. In the absence of local legal requirements, the wage rate for student workers, interns, and apprentices shall be at least equivalent to that of other entry-level workers performing the same or similar tasks. If child labor is identified, assistance or remediation measures must be provided.

#### (4) 工時

根據有關的商業實踐研究，生產力降低、職員流動率上升以及受傷和患病情況的增多與勞工的疲勞度有顯著的關連。任何加班必須是自願的。每七天應當允許勞工至少休息一天。

#### (4) Working Hours

According to relevant studies on business practices, there is a significant correlation between worker fatigue and decreased productivity, increased employee turnover, and a higher incidence of injuries and illnesses. Any overtime must be voluntary. Workers should be allowed at least one day off in every seven days.

#### (5) 工資與福利

支付給勞工的工資應當符合所有相關的薪酬法令，包括有關最低工資、超時加班和法定福利的法令。根據當地法律的規例，勞工的加班工資應高於常規時薪水平。禁止以扣除工資作為紀律處分的手段。在每個支薪週期，應及時為勞工提供簡明的工資單據，內含充足的資料證實支付給勞工的薪酬準確無誤。必須按照當地法律聘用臨時工、派遣員和外派工人。

#### (5) Wages and Benefits

Wages paid to workers shall comply with all applicable compensation laws, including those related to minimum wage, overtime pay, and legally mandated benefits. In compliance with local laws, workers shall be compensated for overtime at pay rates higher than the regular hourly rates. Deductions from wages as a disciplinary measure shall not be permitted. For each pay period, workers shall be provided with a timely and understandable pay that includes containing sufficient information to verify that their compensation is accurate. Temporary workers, dispatched workers and outsourced workers must be employed per local laws.

#### (6) 人道的待遇

避免苛刻和非人道地對待員工，包括任何形式的暴力、性暴力、性騷擾、性侵犯、體罰、精神或身體壓逼、欺凌、公開羞辱或是口頭辱罵；也不得威脅進行任何此類行為。有關的紀律政策及程序必須有清晰的定義，並向員工清楚地傳達。

#### (6) Humane Treatment

Harsh and inhumane treatment including any form of violence, sexual violence, sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, bullying, public humiliation or verbal abuse, must be strictly prohibited. Threats of such behavior are also prohibited. Disciplinary policies and procedures shall be clearly defined and communicated to all workers.

#### (7) 不歧視/不騷擾

供應鏈應承諾員工免受騷擾以及非法歧視。公司不得因人種、膚色、年齡、性別、性傾向、性別認同及表達、種族或國籍、殘疾、懷孕、信仰、政治立場、團體背景、退伍軍人身份、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，例如因此而影響工資、晉升、獎勵和受訓機會等。應為員工提供適當的場所進行宗教活動。此外，不得讓員工或準員工接受帶有歧視性的醫學檢驗或身體檢查(包括懷孕或童貞檢查)。

#### (7) Non-Discrimination/Non-Harassment

Suppliers should commit to ensuring that the workplace is free of harassment and unlawful discrimination. Companies shall not engage in discrimination or harassment based on race, color, age, gender, sexual orientation, gender identity and expression, ethnicity or nationality, disability, pregnancy, religion, political affiliation, union membership, veteran status, protected genetic information or marital status. This includes discrimination affecting wages, promotions, rewards, and training opportunities. Workers shall be provided with appropriate facilities for religious activities. In addition, workers or potential workers should not be subjected to discriminatory medical tests or physical exams, including pregnancy or virginity tests.

#### (8) 自由結社

根據當地法律，供應鏈應當尊重所有員工組織和簽署他們所選擇的工會、集體談判和參加和平集會的權利，同時也應尊重員工迴避這類活動的權利。員工和／或他們的代表應當能夠在不用擔心歧視、報復、威脅或騷擾的情況下，公開地就工作條件和管理方法與管理層溝通以及分享其想法和憂慮。

#### (8) Freedom of Association

Following local laws, suppliers shall respect the rights of all workers to form and join trade unions of their choosing, engage in collective bargaining, and participate in peaceful assembly. The right of workers to refrain from such activities must also be respected. 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, retaliation, threats or harassment.

(9) 解僱

無具體合法之理由，不得任意解僱勞工，除非有嚴重違反工作規範或營運緊縮之情事。不得因種族、膚色、性別、婚姻狀況、家庭因素、懷孕、宗教、政治傾向、血統、社會出身、工會會員、參加工會活動、投訴僱主等情況解僱勞工。

(9) Termination

Workers must not be dismissed arbitrarily without specific legal reasons, except in cases of serious violation of work regulations or operational constraints. Workers shall not be dismissed based on race, color, gender, marital status, family factors, pregnancy, religion, political affiliation, ethnicity, social origin, union membership, participation in union activities or complaints against the employers.

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## 二、健康與安全

供應鏈應意識到，除了盡量減少與工作相關的傷病發生率外，安全、健康的工作環境有助提高產品和服務的品質、生產的穩定性以及員工的忠誠度和士氣。供應鏈也應意識到，持續地增強對員工的投資和員工教育是辨識和解決工作場所內健康與安全問題的關鍵。

### 2. Health and Safety

Suppliers should recognize that in addition to minimizing the incidence of work-related injuries and illnesses, a safe and healthy work environment contributes to the quality of products and services, consistency of production and worker loyalty and morale. Suppliers should also understand that ongoing investment in and education of employees is essential for identifying and solving health and safety issues in the workplace.

安全與健康標準：

Safety and Health Standards:

#### (1) 職業安全

應透過管控層級識別，包括消除危害、替代流程或材料，以妥當設計加以管控、實行工程和行政管制、防護性保養和安全操作程序(包括上鎖掛牌程序)和持續性的安全知識培訓等，識別和評估並減輕工作場所的健康及安全隱患(如化學、電力和其他能源、火災、運載工具和跌倒危險或事故)，以免危及職工。若無法透過上述方法有效控制危險源，應為員工提供適宜的、充分保養的個人防護裝備，以及有關這些危險事故和相關風險的教材。亦必須採取合理措施，讓孕婦和哺乳期女性遠離存在高度隱患的工作環境、消除或減輕孕婦和哺乳期女性所承受的任何(包括與分派予其工作相關的)職業健康和​​安全風險，以及為哺乳期女性提供合理的場所。

#### (1) Occupational Safety

Hazards should be identified and controlled through various levels of management, including the elimination of hazards, substitution of processes or materials, proper design controls, engineering and administrative controls, protective maintenance and safety procedures (including lockout/tagout), and ongoing safety training. This approach should address and mitigate workplace health and safety risks, such as those related to chemicals, electrical and other energy sources, fire, transport vehicles and fall hazards, to ensure the safety of workers. If hazards cannot be effectively controlled by these methods, workers should be provided with appropriate, well-maintained, personal protective equipment, along with educational materials on the associated risks and accidents. Reasonable measures must be taken to protect pregnant and breastfeeding women from high-risk work environments, to eliminate or mitigate any occupational health and safety risks they may face, and to provide suitable facilities for breastfeeding workers.

## (2) 應急準備

應確認和評估潛在的緊急情況和事件，並透過實施應急方案和應變程序來將其影響降到最低，包括：緊急報告、員工通告和疏散計劃、員工培訓和演習、適當的火警偵測和滅火設備、暢通無阻的出口以及充足的疏散設施和恢復計劃。應急演習必須最少每年進行一次，或按當地法律要求進行，取較嚴格者。應急計劃亦應包括適當的消防偵測和滅火設備、暢通無阻的緊急出口、充足的逃生出口設施、應急人員的聯絡資訊和復原計劃。這些方案和程序應著重盡量減低對生命、環境和財產的危害。

## (2) Emergency Preparedness

Potential emergencies and events should be identified and assessed, and their impact minimized through the implementation of emergency plans and response procedures including emergency reporting, worker notifications and evacuation plans, worker training, and drills appropriate fire detection and suppression equipment, clear and unobstructed emergency exits, sufficient evacuation facilities, contact information for emergency personnel and recovery plans. Emergency drills must be conducted at least annually, or as required by local laws, with the more stringent requirement taking precedence. The plans and procedures shall focus on minimizing harm to life, the environment, and property.

## (3) 工傷和職業病

應當制定程序和體系來預防、管理、追蹤和報告工傷和職業病，包括以下規定：鼓勵員工報告；歸類和記錄工傷和職業病案例；提供必要的治療；調查案例並採取糾正措施以杜絕其根源；協助員工返回工作崗位。

## (3) Occupational Injury and Illness

Procedures and systems should be established to prevent, manage, track and report occupational injuries and illnesses including encouraging workers to report injuries and illnesses, classifying and recording cases of occupational injuries and illnesses cases, providing necessary medical treatment, investigating cases and implementing corrective actions to eliminate their root causes, and assisting workers in returning to work.

## (4) 工業衛生

應當根據管控層級識別、評估並控制因接觸化學、生物以及物理作用劑給員工帶來的影響。如果發現任何隱患，供應鏈應尋找機會消除和／或減少該隱患。如果無法消除或減輕危害，則應透過適當的設計、工程和行政控制措施來消除或控制隱患。如這些措施無法有效預防危害，應當免費為員工提供和使用適當、妥善保養的個人防護裝備。防護計劃須持續並包括有關這些危害相關風險的教材。



#### (4) Industrial Hygiene

Workers' exposure to chemical, biological, and physical agents is to be identified, evaluated, and controlled according to the hierarchy of controls. If any hazards are identified, efforts shall be made to eliminate and/or reduce these risks. If elimination or reduction of the hazards is not feasible, they should be controlled through appropriate design, engineering, and administrative measures. If these measures are not sufficient to prevent exposure, workers must be provided with and required to use appropriate, well-maintained, personal protective equipment (PPE) at no cost. The protective program shall be ongoing and include educational materials on the risks associated with these hazards.

#### (5) 體力勞動工作

應當識別、評估並控制從事重體力勞動給員工帶來的影響，包括以人力搬運物料或重複提舉重物、長時間站立和高度重複性或高強度的組裝工作。

#### (5) Physically Demanding Work

The impacts of physically demanding tasks on workers should be identified, assessed and controlled. This includes activities such as manual handling of materials repetitive lifting of heavy objects, prolonged standing, and highly repetitive assembly tasks.

#### (6) 機器防護

應當評估生產設備或其他類型機器的安全隱患。為預防機器對職工可能造成的傷害，應當提供和正確地維護物理防護裝置、連鎖裝置以及屏障。

#### (6) Machine Safeguarding

Safety hazards associated with production equipment or other types of machinery shall be assessed. To prevent potential injuries to workers, physical safeguards, interlocks and barriers should be provided and properly maintained.

#### (7) 公共衛生和食宿

應當為員工提供乾淨的洗手間設施、清潔的飲用水、以及衛生的煮食用具、食物儲存設施和餐具。供應鏈或勞工中介人提供的員工宿舍應當保持乾淨、安全，並提供適當的緊急出口、洗浴熱水、充足的照明、供暖、通風和空調設備、獨立安全的場所以供儲存個人和貴重物品，以及適當且出入方便的私人空間。

Public Health, Housing and Dining Workers should be provided with clean restroom facilities, potable drinking water and sanitary cooking, food storage, and dining facilities. Dormitories provided by the suppliers or labor agencies should be clean, safe, and equipped with appropriate

emergency exits, hot water for bathing, adequate lighting, heating, ventilation, and air conditioning systems, and individually secured storage spaces for personal and valuable items.

#### (8) 健康與安全溝通

供應鏈應當為員工提供以其使用的語言或其能夠明白的語言進行的適當職業健康和 safety 資料和訓練，以識別員工面對的所有工作場所危險情況，包括但不限於機械、電力、化學、火災和物理危害。在工作場所的顯眼處張貼健康與安全相關資料，或將有關資料放在員工可識別和易於接觸的位置。在開始工作前及之後定期提供訓練予所有員工，宜鼓勵員工提高安全意識。同時，應鼓勵員工提出任何健康和 safety 方面的疑慮，確保他們不會受到報復。

#### (8) Health and Safety Communication

Suppliers shall provide workers with appropriate occupational health and safety information and training in a language the worker can understand. This training should cover all workplace hazards, including but not limited to mechanical, electrical, chemical, fire, and physical risks. Health and safety information shall be clearly posted in the workplace or placed in locations that are identifiable and accessible to workers. Training should be provided to all workers before beginning the work and periodically thereafter, encouraging them to be proactive about safety. Workers shall be encouraged to raise any health and safety concerns without fear of retaliation.

#### (9) 自然災害風險減緩

供應鏈應了解工廠所在地可能遭遇的自然災害，如地震、旱災、水災、颱風等，評估人員傷害、財產損失與營運中斷的可能性與嚴重度，根據評估結果，透過建立硬體防護、發展應變程序、培訓與演習、執行應急方案，以減緩自然災害風險。

#### (9) Natural Disaster Risk Mitigation

Suppliers shall be aware of natural disasters, such as earthquakes, droughts, floods, typhoons, and other events that could affect the location of the factories. They should assess the risk of injury, property damage, and operational disruptions. Based on the assessment, measures should be taken to mitigate natural disaster risks, including establishing physical safeguards, developing response procedures, conducting training and drills, and implementing emergency plans.

### 三、環境

供應鏈承認環境保護責任是生產產品不可或缺的一部份。供應鏈應查明其製造作業過程對環境的衝擊，並盡量減少該過程對社區、環境和自然資源造成的不良影響，同時保障公眾的健康和安全。本準則在起草時參考了公認的管理體系(如 ISO 14001 和生態管理及審核體系(Eco Management and Audit System, EMAS))。

#### 3. Environmental Standards

Suppliers acknowledges that environmental protection is an integral part of product manufacturing. Suppliers shall identify the environmental impacts and minimize adverse effects on the community, environment, and natural resources while ensuring public health and safety. This guideline has been drafted regarding recognized management systems, such as ISO 14001 and the Eco Management and Audit System (EMAS).

環境標準：

The environmental standards are:

##### (1) 環境許可和報告

應獲取所有必需的環境許可證(如排放監控)、批准和登記文件，亦要對其進行維護並時常更新，以及遵守許可證的操作和報告要求。

##### (1) Environmental Permits and Reporting

All required environmental permits (e.g. emissions monitoring), approvals, and registration documents shall be obtained, maintained and regularly updated. Compliance with the operational and reporting requirements of these permits is mandatory.

##### (2) 預防污染和節約資源

應在源頭上或透過實踐(如增設污染控制設備；改良生產、維修和設施程序；或其他方法)盡量減少或杜絕排出和排放污染物以及產生廢棄物。應節約和實踐節約(如改良生產、維修和設施程序、替換材料、再利用、節約、回收或其他方法)自然資源(包括水、化石燃料、礦物和原始森林產品)的耗費。

##### (2) Pollution Prevention and Resource Conservation

Emissions of pollutants and the generation of waste should be minimized or eliminated at the source, through practices such as installing pollution control equipment; improving production, maintenance and facility processes; or by other methods. Resource conservation should be implemented by improving processes, replacing materials, reusing, saving, recycling, or using other methods to reduce the consumption of natural resources, including water, fossil fuels, minerals, and primary forest products.

### (3) 有害物質

應當識別、標籤和管理對人類或環境造成危害的化學品、廢棄物及其他物質，從而確保這些物質得以安全地處理、運送、儲存、使用、回收或再用及棄置。

### (3) Hazardous Substances

Hazardous chemicals, waste and other substances posing risks to human health or the environment should be identified, labeled, and managed to ensure that they are safely handled, transported, stored, used, recycled, reused and disposed of.

### (4) 固體廢棄物

供應鏈應實施系統性的措施來識別、管理、減少和負責任地棄置或回收固體廢棄物（無害的）。

### (4) Solid Waste

Suppliers shall implement systematic measures to identify, manage, reduce, and responsibly dispose of or recycle solid waste (non-hazardous waste).

### (5) 廢氣排放

在排放營運過程中產生的揮發性有機化學物質、氣霧劑、腐蝕性物質、微粒、消耗臭氧層物質以及燃燒副產品前，應當按照要求對其進行分類、例行監控、控制和處理。消耗臭氧層物質應按照《蒙特婁議定書》和適用的條例進行有效管理。供應鏈也應當對廢氣排放管制系統的性能進行例行監控。

### (5) Air Emissions

Volatile organic compounds, aerosols, corrosive substances, particulates, ozone depleting substances, and combustion byproducts generated during operations should be classified, routinely monitored, controlled, and managed as required. Ozone-depleting substances should be effectively managed under the Montreal Protocol and applicable regulations. Suppliers shall conduct routine monitoring of the performance of their air emission control systems.

### (6) 物質控制

供應鏈應當遵守所有適用法律法規和客戶要求，禁止或限制在產品和製造過程中納入特定物質，包括回收和棄置的標示要求。

### (6) Substance Control

Suppliers should comply with all applicable laws, regulations, and customer requirements regarding the prohibition or restriction of specific substances in products and manufacturing

processes, including labeling requirements for recycling and disposal.

### (7) 水資源管理

供應鏈應當實施用水管理計劃，以記錄、分類和監控水資源、使用和排放；尋求機會節約用水；以及控制污染渠道。所有污水在排放或棄置前，應當按照要求對其歸納特徵、監控、控制和處理。供應鏈應當對污水處理和控制系統的性能進行例行監控，以確保達致最佳性能和符合監管規例。

### (7) Water Resource Management

Suppliers shall implement a water management plan to record, categorize, and monitor water resources, usage and discharge. Opportunities to conserve water should be sought and pollution sources should be controlled. All wastewater shall be characterized, monitored, controlled, and treated as required prior to discharge or disposal. The performance of wastewater treatment and control systems shall be routinely monitored to ensure optimal performance and regulatory compliance.

### (8) 能源消耗和溫室氣體排放

供應鏈應訂立公司級別的溫室氣體減排目標。應對照溫室氣體減排目標追蹤及記錄並公開報告工作場所內和／或企業層面的能源消耗和所有相關範疇 1 和 2 溫室氣體排放。供應鏈應當尋求具成本效益的方法來改善能源利用效率和盡量減少能源消耗和溫室氣體排放。

### (8) Energy Consumption and Greenhouse Gas Emissions

Suppliers shall establish a company-wide greenhouse gas reduction goal. Energy consumption and all relevant Scopes 1 and 2 greenhouse gas emissions shall be tracked, recorded, and publicly reported these reduction goals. Suppliers should seek cost-effective methods to improve energy efficiency and minimize energy consumption and greenhouse gas emissions.

### (9) 生物多樣性、防止任何濫伐森林行為或土地保護

供應鏈應保護或促進自然棲息地、生物多樣性或土壤管理以避免養分流失、侵蝕和土地污染。包括 (A) 通過設定目標來抵消任何損失（淨零損失）或實現對生物多樣性的淨正向影響，從而管理生物多樣性風險；(B) 禁止供應商在包含全球或國家重要生物多樣性的地點開展業務；(C) 於營運據點、產品設計開發、原物料採購執行生物多樣性與砍伐森林之風險評估，採取避免、最小化、恢復、抵銷的手段緩解對生物多樣性的影響；(D) 土地保護工作，包括等高耕作、覆蓋等各種技術、輪作等。

### (9) Biodiversity, Prevention of Deforestation and Land Protection

Suppliers shall protect or promote natural habitats, biodiversity and soil management to prevent nutrient loss, erosion, and land pollution. These include (A) managing

biodiversity risk by setting goals to offset any loss (net-zero loss) or achieve a net positive impact on biodiversity; (B) prohibiting suppliers from operating in sites; (C) Conducting risk assessments related to biodiversity and deforestation in operations, product design and development, and raw material procurement, employing measures to avoid, minimize, restore and offset impacts on biodiversity; (D) Implementing land protection practices , including contour farming, cover crops and crop rotation.

管制文件

請勿自行影印

*Controlled Document,  
Unauthorized Copying is  
Prohibited.*

#### 四、道德規範

為履行社會責任並在市場上取得成功，供應鏈及其代理商必須謹守最高的道德標準，包括：

#### 4. Ethical Standards

To meet social responsibility and achieve success in the marketplace, suppliers and their agents must adhere to the highest ethical standards, including:

##### (1) 誠信經營

在所有商業互動關係中都應謹守最高的誠信標準。供應鏈應採取零容忍政策來禁止任何形式的賄賂、貪污、敲詐勒索和挪用公款。

##### (1) Business Integrity

The highest standards of integrity shall be upheld in all business interactions. Suppliers shall have a zero-tolerance policy to prohibit any form of bribery, corruption, extortion and embezzlement.

##### (2) 無不正當收益

不得承諾、提供、批准、給予或收受賄賂或其他形式的不正當收益。此禁令包括承諾、提供、批准、給予或收受任何有價之物(無論是直接還是透過第三方間接地進行)，以期獲得或保留業務、將業務轉讓他人或獲取不正當收益。應推行監控、記錄留存以及強制執行程序以確保符合反貪腐法律的要求。

##### (2) Prohibition of Improper Gains

Bribery or other forms of improper gain shall not to be promised, offered, authorized, given or accepted. This prohibition covers promising, offering, authorizing, giving or accepting any valuable items (whether directly or indirectly through third parties) to obtain or retain business, transferring business to any person, or gaining improper advantages. Monitoring, record-keeping and enforcement procedures shall be implemented to ensure compliance with anti-corruption laws.

##### (3) 資訊公開

所有的業務來往應具透明度，並準確地記錄在供應鏈的賬簿和商業記錄上。應當按照適用法規和普遍的行業慣例公開有關簽署勞工、健康與安全、環保活動、商業活動、組織架構、財務狀況和業績的資料。不得偽造記錄或虛報供應鏈的狀況或慣例。

##### (3) Information Disclosure

All business dealings shall be transparent and accurately recorded in the suppliers' business records. Information regarding labor practices, health and safety, environmental practices, business operations, organizational structure, financial status and performance should be disclosed per

applicable laws and prevailing industry practices. Falsification of records or misrepresentation of conditions or practices in the supply chain is unacceptable.

#### (4) 知識產權

應當尊重知識產權；須以保護知識產權的方法傳遞技術和生產知識；並必須保護客戶和供應商的資料。

#### (4) Intellectual Property

Intellectual property rights shall be respected; transfer of technology and know-how shall be done in a manner that protects intellectual property rights; and customer and supplier information is to be safeguarded.

#### (5) 公平交易、廣告和競爭

應謹守公平交易、廣告和競爭標準。

#### (5) Fair Business, Advertising, and Competition

Standards of fair business, advertising, and competition shall be upheld.

#### (6) 身份保護及防止報復

除非受法律禁止，供應鏈應當制定程序來保護供應商和員工檢舉者，並確保其身份的機密性和匿名性。供應鏈也應制定溝通程序，讓員工可以表達他們的疑慮，而不用害怕遭到報復。

#### (6) Protection of Identity and Non-Retaliation

Programs that ensure the confidentiality, anonymity and protection of supplier and employee whistleblowers shall be maintained unless prohibited by law. Suppliers shall have a communicated process for their personnel to be able to raise any concerns without fear of retaliation.

#### (7) 負責任地採購礦物

供應鏈應當制定政策來合理地確保他們製造的產品中所含有的鈮、錫、鎢、鈷和黃金的來源和產銷鏈進行盡職調查，確保其來源符合經濟合作暨發展組織 (Organization for Economic Cooperation and Development, OECD) 《受衝突影響地區和高風險地區礦產供應鏈的盡職調查指南》或同等公認的盡職調查框架。

#### (7) Responsible Sourcing of Minerals

Suppliers shall adopt a policy and exercise due diligence on the source and chain of custody of the tantalum, tin, tungsten, cobalt, and gold in the products they manufacture to reasonably assure that



they are sourced following with the Organization for Economic Co-operation and Development (OECD) Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas or an equivalent and recognized due diligence framework.

#### (8) 隱私

供應鏈承諾合理地保護任何與其有業務來往者(包括供應商、客戶、消費者和員工)的個人資料和隱私。供應鏈應當在收集、儲存、處理、傳播和分享個人資料時遵守隱私和資料安全法律及監管要求。

#### (8) Privacy

Suppliers shall commit to protecting the reasonable privacy expectations of personal information of everyone they do business with, including suppliers, customers, consumers, and employees. Suppliers shall comply with privacy and information security laws and regulatory requirements when personal information is collected, stored, processed, transmitted, and shared.

#### (9) 避免利益衝突

供應鏈與本公司之間的商業往來，應避免任何可能的利益衝突。可能的利益衝突情形包括(但不限於)本公司內部員工或其近親(父母、子女、配偶或兄弟姊妹)在供應鏈任職，或對供應鏈(非公開發行公司)有重要投資利益。供應鏈與本公司對口人員不必要或過度頻繁的社交往來也可能構成利益衝突的疑慮或觀感。所以供應鏈與本公司人員的任何接觸必須謹守一般商業往來的分際。供應鏈若有發現任何潛在的利益衝突，必須立即通報本公司，並採取適當措施以防止所可能導致的不當行為。

#### (9) Avoiding Conflicts of Interest

Suppliers shall avoid any possible conflict of interest when trading with the Company. Conflicts of interest, such as situations where a Company employee or a close relative (parent, child, spouse or sibling) holds a significant position or investment interest or in a supplier (in the case of non-publicly traded company). Excessive or overly frequent socializing with the Company business contacts may also create a conflict of interest, or the appearance of a conflict of interest. Social contact must be within the range of accepted cultural business norms. If a potential conflict is discovered, the supplier shall report such an incident immediately to the Company and take corrective actions to prevent any possible misconduct that may arise.

#### (10) 未經授權轉包之禁止

本公司員工在未經特別授權下，不得要求供應鏈將依約應提供的產品或服務轉包給特定第三方，或指定應向特定第三方購料或採購。故供應鏈若接到類似要求，應依下列管道立即主動舉報。

- 郵寄地址：115603 台北市南港區園區街3-2 號6 樓
- 檢舉電子信箱：MIC@micb2b.com
- 檢舉專線電話：(02)26558779

(10) Prohibition of Unauthorized Subcontracting

If Suppliers receive a request from the Company's employee to procure from or subcontract to a specific third party without special authorization, please report it immediately to the Company through the following channels.

- Mailing address: 6F., No. 3-2, Yuanqu St., Nangang Dist., Taipei City 115603, Taiwan (R.O.C.)
- Email: MIC@micb2b.com
- Tel: 886-2-2655-8779

(11) 謹守合約規定

對於本公司期待供應鏈親自履約(包括合約或採購單)的事項，非經本公司同意，供應鏈不得轉包或令第三方代為履行。供應鏈不得在未經與本公司簽訂有效之合約或採購單的情形下提供任何產品或服務予本公司。

(11) Comply with the Contract

The Company expects suppliers to perform their contractual obligations and purchase orders themselves. Supplier shall not assign their rights, delegate or subcontract the duties under the contracts or purchase orders without the Company's consent. Suppliers shall not provide any products or services to the Company without a properly executed supply contract or purchase order.

(12) 遵循進出口相關法規

供應鏈應瞭解並遵循進出口及運送貨品予本公司或代本公司進出口及運送貨品所涉及的相關法令，包括原出口國的出口管制與海關法規、目的地國家的進口和海關法規、支付法令要求的關稅和其他稅賦、以及當地運輸的相關法令。供應鏈應向其員工和外包商提供運作程序及教育訓練，以確保他們對前述法規的遵循。

(12) Follow Import and Export Regulations

Suppliers shall know and follow all laws and regulations related to the shipping, handling and transportation of products to or on behalf of the Company. This includes source country export and customs laws, destination country import and customs laws, paying all duties and taxes required by laws and following local transportation laws. Procedures and training shall be provided to employees and contracted service providers to ensure compliance with the aforementioned regulations.

## 五、管理體系

供應鏈應採用或建立一個其範疇與本準則內容相關的管理體系。管理體系的設計應確保：(a)符合與供應鏈營運和產品相關的適用法例、法規及客戶要求；(b)符合本準則；以及 (c)識別並減輕與本準則有關的經營風險。管理體系也應當推動持續改進。

### 5. Management Systems

Suppliers shall adopt or establish a management system whose scope is related to the content of this Code. The management system shall be designed to ensure: (a) compliance with applicable laws, regulations and customer requirements related to the Suppliers' operations and products; (b) conformance with this Code; and (c) identification and mitigation of operational risks related to this Code. It shall also facilitate continual improvement.

管理體系應包含：

The management system shall contain the following elements:

#### (1) 公司承諾

企業的社會及環境責任政策聲明應確定供應鏈對守法以及持續改進的承諾，並由行政管理層簽署，並以當地語言張貼於工作場所內。

#### (1) Company Commitment

A corporate social and environmental responsibility policy statement affirming Suppliers' commitment to compliance and continual improvement, shall be endorsed by the executive management and posted in the facility in the local language.

#### (2) 管理職責與責任

供應鏈應明確指定高級主管和公司代表來負責保證管理體系和相關計劃的實施。高級管理層應定期檢查管理體系的運行情況。

#### (2) Management Accountability and Responsibility

The Suppliers shall identify senior executives and company representatives responsible for ensuring the implementation of the management systems and associated programs. Senior management shall review the status of the management system regularly.

#### (3) 法律和客戶要求

制定程序識別、監控並理解適用的法律法規和客戶要求(包括本準則的要求)。

#### (3) Legal and Customer Requirements

A process shall be established to identify, monitor and understand applicable laws, regulations and

customer requirements, including the requirements of this Code.

#### (4) 風險評估和風險管理

制定程序識別與供應鏈經營相關的守法、環境、健康與安全及勞工活動及道德風險。評定每項風險的級別，實施適當的程序和實質管制來控制已識別的風險和確保遵行監管規例。

#### (4) Risk Assessment and Risk Management

A process shall be established to identify the legal compliance, environmental, health and safety, and labor practice and ethics risks associated with Suppliers' operations. The process should determine the relative significance of each risk and implement appropriate procedural and physical controls to manage the identified risks and ensure regulatory compliance.

#### (5) 改進目標

應制定書面績效目標、指標和實施計劃來提高供應鏈的社會、環境、健康及安全表現，包括對供應鏈在實現這些目標中取得的成效進行定期審核。

#### (5) Improvement Objectives

Written performance objectives, targets and implementation plans shall be established to improve the Suppliers' social, environmental, and health and safety performance, including a periodic assessment of Suppliers' performance in achieving those objectives.

#### (6) 培訓

應為管理層及員工制定培訓計劃，從而實施供應鏈的政策、程序及改進目標，同時滿足適用之法例與法規的要求。

#### (6) Training

Training programs shall be established for managers and workers to implement Suppliers' policies, procedures and improvement objectives and to meet applicable legal and regulatory requirements.

#### (7) 溝通

制定程序將供應鏈的政策、實踐、預期和績效清晰準確地傳達給員工、供應商和客戶。

#### (7) Communication

A process shall be established for communicating clear and accurate information about Suppliers' policies, practices, expectations and performance to workers, suppliers and customers.

#### (8) 員工意見、簽署和申訴

制定持續進行的程序(包括有效的申訴機制)以評估員工對本準則所涵蓋之實踐或違反情況和條件的認知度，並獲取員工在這方面的意見，進而推動持續改進。必須為員工提供一個安全的環境，讓其安心地提出申訴和意見而不必擔心受到報復。

#### (8) Worker Feedback, Participation and Grievance

Ongoing processes, including an effective grievance mechanism, shall be established to assess employees' understanding of and obtain feedback on, practices and conditions covered by this Code, as well as to address any violations and foster continuous improvement. A safe environment must be provided for employees to make complaints and opinions without fear of retaliation.

#### (9) 審核與評估

定期進行自我評估，從而確保符合法例與法規的要求、本準則內容以及客戶合約中與社會與環境責任相關要求。

#### (9) Audits and Assessments

Periodic self-assessments shall be conducted to ensure conformity to legal and regulatory requirements, the content of the Code and customer contractual requirements related to social and environmental responsibility.

#### (10) 糾正措施

制定程序以確保能即時糾正在內外部的評估、檢查、調查和審核中所發現的不足之處。

#### (10) Corrective Action Process

A process shall be established for the timely correction of deficiencies identified by internal or external assessments, inspections, investigations and reviews.

#### (11) 文檔和記錄

建立並保留文檔和記錄，從而確保符合監管規例與公司的要求，同時應保障隱私的機密性。

#### (11) Documentation and Records

The creation and maintenance of documents and records shall be ensured to guarantee regulatory compliance and conformity to company requirements along with appropriate confidentiality to protect privacy.

(12) 供應商的責任

制定程序來將本準則的要求傳達給供應商，並監管供應商對本準則的遵行情況。

(12) Supplier Responsibility

A process shall be established to communicate Code requirements to suppliers and to monitor supplier compliance with the Code.

管制文件  
請勿自行影印  
*Controlled Document,  
Unauthorized Copying is  
Prohibited.*

## 供應商行為準則承諾書

## Letter of Undertaking for Supplier Code of Conduct

本公司\_\_\_\_\_為帆宣系統科技股份有限公司及集團企業之供應商，同意如下：

We, \_\_\_\_\_, as the supplier of Marketch International Corp. and its group of companies, hereby undertake to comply with the following:

茲收到「帆宣系統科技股份有限公司供應商行為準則」（以下稱「供應商行為準則」）一份，為確保帆宣系統科技及集團企業供應鏈之工作環境安全、職業健康安全，給予員工尊重及尊嚴、於商業營運促進環保並遵守道德操守，本公司同意簽訂本《供應商行為準則承諾書》，並遵守「供應商行為準則」內容及本公司經營所在國與地區之法律和法規。本公司亦將鼓勵本公司之供應商、承攬商和服務提供商採用「供應商行為準則」及本承諾書。本公司瞭解本承諾書之簽訂及「供應商行為準則」落實程度，將作為帆宣系統科技及集團企業對採購決策的參考之一。

We have received the "Supplier Code of Conduct" from Marketch International Corp. (hereinafter referred to as "Supplier Code of Conduct"). To ensure the safety of the work environment in the supply chain of Marketch International Corp. and its group of companies, to treat employees with respect and dignity, to promote environmental protection and to act in compliance with ethics in business operations, we agree to sign and comply with this "Letter of Undertaking for Supplier Code of Conduct" (hereinafter referred to as the "Undertaking") and comply with Supplier Code of Conduct and the laws and regulations of the countries and regions where we operate. We will also encourage our suppliers, contractors and service providers to adopt Supplier Code of Conduct and this Undertaking. We acknowledge that the signing of Undertaking and implementation of Supplier Code of Conduct will be one of the references used by Marketch International Corp. and its group of companies to make procurement decisions.

公司名稱(Company Name)：

授權代表(Authorized Representative Name)：

授權代表職務(Authorized Representative Position)：

公司章(Company Seals)：

[需蓋公司大小章][Both seals required]

簽署日期：

(Date)

年

dd-mm-yyyy

月

日

2024.11