

社 會 責 任 聲 明 書

Social Responsibility Statement

根據國際勞工組織公約、國內勞動基準法和聯合國關於兒童權利和消除對婦女所有形式歧視的公約規定，奇美實業遵循 SA8000 社會責任管理系統致力於使企業的社會責任、勞動權益、工作安全符合社會責任管理系統之要求：

Regarding the International Labor Organization convention, Labor Standards Act, the United Nations Convention about the rights of the child, and the elimination of all forms of discrimination against women, CHI MEI CORPORATION follows the SA8000 Social Responsibility Management System, devoting to organizational social responsibility, labor rights, working safety, and meet the requirements of Social Responsibility Management System.

1.1 遵守法律 Compliance with the law

遵守所有適用的國家法律和規則、工業標準、國際勞工組織和聯合國公約。

Comply with all the applicable national laws and regulations, industry standards, convention of International Labor Organization and the United Nations.

1.2 結社自由和集體談判權利

Freedom of Association and Collective Negotiation Rights

遵守法令關於勞工結社與集體談判的規定，在某些情況或國家，因為法律規定而導致結社自由和集體談判權利受到限制的情況下，應以類似方式促成自主和自由的組織與談判。

Comply with the laws of labor association and collective negotiation regulations.

In some situations or nations, when freedom of association and collective negotiation rights are restricted due to law, promote autonomy as well as freedom organization and negotiation with the similar methods.

1.3 禁止歧視 Prohibition of Discrimination

不得有任何對性別、年齡、宗教信仰、血統、社會地位、社會背景、殘疾、種族、成員身份、黨派、性取向或任何其它個人特徵的歧視。

Prohibit any discrimination against gender, age, religion, ancestry, social status, social background, disability, race, membership, parties, sexual orientation, or other personal features.

1.4 薪資 Wages

正常工時工資、加班時間工資和加班工資級差的支付，應符合法定標準。不得非法或未經許可而降低員工工資。

The pay of the normal working hours wages, overtime wages and overtime wages differential should meet the legal standards. Do not illegally or unauthorized reduce employee wages.

1.5 工作時間 Working Time

加班工作應出於個人自願。工作時間應符合政府之規定。

Overtime work should be voluntary for employees. Working hours should comply with the government regulations.

1.6 工作場所安全 Safety of Working Place

必須明確建立一套關於職業衛生和安全的規章和程序，並嚴格加以執行。工作場所的實務和條件不得損害基本人權。

Establish regulations and procedures of occupational health and safety, and execute strictly. Workplace practices and conditions can not damage the basic human rights.

1.7 禁止雇用童工 Prohibition of Child Labor Employment

根據國際勞工組織和聯合國公約及/或國家法令的規定，禁止雇用童工。禁止任何形式剝削兒童，且未成年員工的權利必須得到保護。

Regarding the convention of International Labor Organization and the United Nations, and/ or provision of national laws, prohibit child labor employment, and prohibit all forms of exploitation of children, and the rights of minors employees should be protected.

1.8 禁止強迫勞動 Prohibition of Forced Labor

禁止任何形式的強迫性勞動。

Prohibit all forms of forced labor.