

威強電工業電腦股份有限公司人權政策

Human Rights Policy of IEI Integration Corp.

威強電致力於尊重並促進所有人權，以「聯合國世界人權宣言」為基礎制定相關人權政策；本政策適用所有員工及利害關係人於所有業務與營運活動，以確保無參與任何漠視與踐踏人權的行為。

IEI is committed to respecting and promoting human rights and has formulated this human rights policy based on the United Nations Universal Declaration of Human Rights. This policy applies to all employees and stakeholders across our business and operations to ensure that we do not engage in any behavior that disregards or violates human rights. Thus, we remain committed to the following:

人權承諾 Human Rights Commitment

1. 尊重基本人權 Respect for fundamental human rights:

承諾尊重並維護所有個人的基本人權，無論其種族、性別、年齡、宗教、國籍、性取向或其他身份特徵。

We are committed to respecting and upholding the fundamental human rights of all individuals without discrimination based on race, gender, age, religion, nationality, sexual orientation, or other personal characteristics.

2. 避免侵害 Prevent human rights violations :

承諾在所有業務活動中，避免任何形式的人權侵害，並在無法避免的情況下，採取有效措施減輕負面影響。

We are committed to preventing any form of human rights violations across our business operations and taking effective measures to mitigate negative impacts when they cannot be avoided.

3. 推動人權文化 Promote human rights culture :

致力於公司內部及外部推廣人權文化，確保所有員工、合作夥伴及利益相關者了解並尊重人權。

We are committed to fostering a culture of respect for human rights both within the company and across our business relationships. We ensure that all employees, partners and stakeholders understand and respect human rights.

人權政策 Human Rights Policy

1. 公平與平等 Fairness and Equality :

提供公平工作環境與多元包容，不因種族、國籍、階級、語言、思想、宗教、黨派、籍貫、出生地、性別、性傾向、年齡、婚姻、容貌、五官、身心障礙、星座、血型等而為差別待遇，並致力於促進平等機會，不容許任何形式的歧視或騷擾。

We are committed to providing a fair and inclusive working environment and promoting diversity and inclusion, without discriminating against employees based on race, nationality, social class, language, ideology, religion, political affiliation, place of origin, birthplace, gender, sexual orientation, age, marital status, physical appearance, facial features, physical or mental disability, zodiac sign, blood type or any other personal characteristics. We ensure equal opportunities for all employees and do not tolerate any form of discrimination or harassment.

2. 強迫勞動及童工禁止 Prohibition of forced labor and child labor :

堅決反對任何形式的強迫勞動或童工，並確保供應鏈無此類情況。

We firmly oppose any form of forced labor or child labor and we take necessary measures to ensure that such practices do not occur in any part of our business operations or our supply chain.

3. 安全與健康 Safety and Health :

為員工提供安全、健康的工作環境，並採取措施防止職業健康與安全風險；重視員工身心健康，協助提升員工工作與生活平衡。

We are committed to providing employees with a safe and healthy working environment and take measures to prevent occupational health and safety risks. We value the physical and mental well-being of our employees and strive to support a work-life balance.

4. 言論與結社自由 Freedom of Speech and Association :

支持員工言論、依法自行集會或結社自由，並承諾尊重任何合法組織的權利。

We respect and support employees' rights to freedom of speech, assembly and association in accordance with applicable laws, and are committed to respecting the rights of any legally established organizations.

政策之實施與持續改善 Policy implementation and continuous improvement

1. 明確員工工作規則、考勤、獎懲、績效考核等管理辦法，並制訂反歧視管理辦法，確保每位員工在招募、任用、工資、福利、培訓機會、工作安排、晉升、獎懲、解雇等均受到公平的對待。

IEI establishes clear policies regarding employee work rules, attendance, performance appraisal, rewards and disciplinary measures, and formulates anti-discrimination management methods to ensure that every employee is treated fairly in recruitment, appointments, compensation, benefits, training opportunities, work arrangements, promotions, rewards and disciplinary measures, and dismissals.

2. 禁止工作職場任何有形或無形的性騷擾、霸凌、歧視之行為，明訂員工申訴處理辦法、執行職務遭受不法侵害預防管制程序、工作場所性騷擾防治措施、申訴及懲戒辦法等，並內部定期舉辦新進員工與在職人員相關宣導或訓練。

IEI strictly prohibits any form of sexual harassment, bullying, or discrimination, whether overt or subtle, in the workplace. Clear procedures have been established for handling employee complaints, preventive and mitigation measures for workplace violence, and measures for preventing sexual harassment in the workplace. Procedures for complaints and disciplinary actions are also clearly defined. Regular internal awareness campaigns and training sessions are conducted for both new and current employees.

3. 依循職業安全衛生法規建構職業安全衛生管理系統，規劃與執行職場安全衛生計劃，有效監控與降低職業災害風險並保障員工安全健康；並隨時關注及管理員工出勤狀況，致力於員工身心與工作生活平衡。

IEI builds an occupational safety and health management system in compliance with applicable laws and regulations. Workplace safety and health plans are developed and implemented to effectively monitor and reduce occupational hazard risks, ensuring safety and health of all employees. Employee attendance is tracked and managed consistently, with efforts made to support employees' physical and mental well-being and promote a work-life balance.

4. 每季定期舉辦勞資會議，傾聽勞方意見，持續改善勞動條件與福利措施，促進勞資合作與協調。

Labor-management meetings are held regularly every quarter to gather employee feedback, continuously improve working conditions and welfare programs, and promote cooperation and coordination between employees and management.

5. 持續推動職場不法侵害禁止與職場零騷擾，配置員工申訴專線電話及電子信箱，維持暢通、透明、保密之申訴機制，確保人權問題均能被及時報告、調查與解決，同時保護申訴人或檢舉人的人身權益不受侵害。

IEI continues to enforce the prohibition of unlawful acts and zero tolerance for harassment in the workplace. A dedicated telephone line and email address are set up for employee complaints, to ensure smooth and

transparent communication. A transparent and confidential complaint mechanism guarantees that human rights issues are reported, investigated and resolved in a timely manner, while protecting the personal rights and interests of complainants or whistleblowers.

6. 不定期審視並更新本政策，以適應業務需求及國際人權標準的變化。

IEI reviews and updates this policy from time to time to align with business needs and evolving international human rights standards.

本政策經董事長核准後公佈實施，修改時亦同。

This policy will be announced and implemented after approval by the Chairman, and the same applies to any amendments.

制訂日期：民國113年12月30日

Date of establishment: December 30, 2024