



福懋興業股份有限公司人權政策

Human Rights Policy of Formosa Taffeta Co., Ltd.

福懋興業股份有限公司支持並遵循中華民國各項勞動法令，包含「勞動基準法」、「勞動三法」（「工會法」、「團體協約法」、「勞資爭議處理法」）、「職業安全衛生法」及「性別工作平等法」等基本人權法令與全球各營運據點所在地法令規範，並符合品牌客戶人權標準。

We advocate and follow those human rights acts, including Labor Standard Law, three labor laws (Labor Union Act, Collective Agreement Act and Act for Settlement of Labor-Management Disputes), Occupational Safety and Health Act, Act of Gender Equality in Employment and local regulations on subsidiaries to meet our clients' requirement on human rights.

福懋興業股份有限公司訂定各項管理規章，以保障現職員工（含契約工、國際移工及臨時人員），亦期許我們的供應商及承攬商恪遵下列原則以維護人權：

We have launched regulations on management to ensure the human rights of our employees, contract employees and international employees; in addition, we require our suppliers and contractors follow the principles as below:

一、遵守營運地點當地勞動及環境之相關法規，以確保員工擁有合理的工作條件及安全健康的工作環境。

Follow local regulations on labor behavior and environment of subsidiary to ensure proper working condition as well as safe and healthy working environment

二、致力營造平等任用、免於歧視與騷擾之工作環境，不因種族、國籍、年齡、性別、婚姻狀態、政治立場、宗教信仰等有差別待遇。

Maintain fair working environment with no discrimination and harassment on race, nationality, age, gender, marital status, political stance or religious belief

三、不強迫勞動、禁用童工。

Prohibit forced labor behavior and child labor employment

四、尊重隱私權與員工自由結社之權利。

Keep personal privacy and the rights of assembly and association

五、建立暢通勞資溝通管道，提供申訴機制，如有違反人權事宜，即時進行調查程序並執行補救與改善措施。Establish employer-employee communication channel, offer complaint procedure, implement corrective procedure in case of human rights violation

六、定期檢視及評估相關人權制度及作為。

Regularly review and evaluate relevant human rights system and behaviors

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