



福懋興業股份有限公司 人權政策

Formosa Taffeta Co., Ltd. Human Rights Policy

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「性別平等工作法」等人權法令及全球各營運據點所在地法令規範，並支持國際勞工組織(ILO)、國際移民組織(IOM)之各式公約或議定書與客戶制定之供應商行為準則或管理準則。

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 advocate, follow those applicable domestic or international country laws - Labor Standard Act, three labor laws (Labor Union Act, Collective Agreement Act and Act for Settlement of Labor-Management Disputes), Occupational Safety and Health Act, Gender Equality in Employment Act - meet the laws in the country of our subsidiary and the requirement on human rights. We also follow the agreement and protocol launched by ILO, IOM or the supplier code of conduct and management principle launched by our clients.

We launched the regulations on management to protect human rights of our current employees including contract, temporary and international employees; in addition, we require our suppliers and contractors follow the principles as listed 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 laws on employment and environment of subsidiary to ensure proper work condition, safe and healthy workplace

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、移工身份、膚色、階級、語言、思想、宗教、黨派、出生地、性別、性傾向、性別認同、年齡、婚姻、懷孕、五官、身心障礙、星座、血型、社會出身、政治觀點、地位如何、退伍軍人身份、內隱偏見、有HIV/AIDS 疾病、家庭照顧者、受保護的基因資料或因工會會員身分而有不平等之對待。

Ensure equal employment, workplace without discrimination, harassment and unfair treatment on race, nationality, identity of migrant worker, skin color, class, language, thought, religion, political party, birthplace, gender, gender orientation, gender recognition, age, marital status, pregnancy, appearance, disability, horoscope, blood type, family background, political opinion, social status, veteran, bias, HIV/AIDS, family caregiver, protective genetic documentation or union membership

三、 不強迫勞動、禁用童工。

Prohibit forced labor and child labor hiring

四、 尊重隱私權與員工自由結社之權利。

Respect personal privacy and the rights of freedom association

五、 建立暢通勞資溝通管道，提供申訴機制，如有違反人權或性別平等事宜，即時進行調查程序，並執行補救與改善措施。

Establish open communication channels, offer grievance mechanism, implement prompt investigation and 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。

Review and evaluate system and behaviors on human rights regularly

總經理：

2025 年 4 月