

SAI 巧新科技工業股份有限公司 SuperAlloy Industrial Co., Ltd.

雲林縣斗六市虎溪里雲科路三段 80 號

TEL : 886-5-551-2288 FAX : 886-5-551-4567 <http://www.superalloy.tw>
80, Yun-Ko Rd., Sec. 3, Dou-Liu City, Yun-Lin County 64064, Taiwan.

供應商行為準則

SUPPLIER CODE OF CONDUCT

巧新科技工業股份有限公司（巧新公司）致力於確保其供應商的選擇及評估超出經濟標準。基於人權、勞動基準、商業道德、環境保護及安全的重視，本文件的內容對於與其供應商間每一個契約有拘束力。

SuperAlloy Industrial Co., Ltd. (SAI) is committed to ensuring the selection and evaluation of our suppliers beyond the basis of economic criteria. With emphasis on human rights, labor standards, business ethics, environmental protection and safety, the contents of this document are bind to every contract with our suppliers.

供應商應完全遵守本文件的內容並傳達此內容予其員工及其供應商。巧新公司保留在其整個供應鏈中驗證合規性的權利。

Suppliers are expected to fully comply with the contents of this document and communicate these contents with its employees as well as its suppliers. SAI reserves the right to verify compliance throughout its supply chain.

1. 遵守法律 Compliance with the Laws

供應商有義務遵守包括但不限於與勞動、移民、健康與安全及環境相關的國家和/或當地法律及法規。

Suppliers are obligated to comply with applicable national and/or local laws and regulations, including but not limited to those related to labor, immigration, health and safety and the environment.

2. 人權 Human Rights

A. 童工 Child Labor

供應商必須確保其運營中不使用非法童工。“童”係指任何低於最低就業年齡的人。

Suppliers must ensure that illegal child labor is not used in its operations. The term “child” refers to any person under the minimum age for employment.

B. 志願勞動 Voluntary Labor

所有的勞動都必須是自願的。供應商必須遵守禁止奴隸制和人口販運的法規。

All labor must be voluntary. Suppliers must adhere to regulations prohibiting slavery and human trafficking.

3. 僱傭措施 Employment Practices

A. 騷擾 Harassment

供應商應確保為其員工提供不受身體、心理及言語騷擾的工作環境。

Suppliers are expected to ensure that their employees are provided a work environment that is free from physical, psychological and verbal harassment.

B. 無歧視 Non discrimination

供應商應無歧視地提供所有僱員及求職者平等的就業機會。

Suppliers are expected to provide equal employment opportunity to all employees and applicants for employment without discrimination.

C. 薪酬與福利 Compensation and Benefits

供應商必須至少向工人支付國家法律規定的最低工資，並提供所有法定福利。不應允許將扣除工資作為紀律措施。

Suppliers must pay workers at least the minimum wage required by the national law and provide all legally mandated benefits. Deduction from wages as a disciplinary measure should not be permitted.

D. 健康安全 Health and Safety

供應商必須為員工提供安全與健康的工作環境。供應商必須採取積極措施防止工作場所危害。

Suppliers must provide employees with a safe and healthy work environment. Suppliers must take proactive measures to prevent workplace hazards.

E. 言論和結社自由 Freedom of speech and association

供應商應尊重工人自由結社並就工作條件與管理層進行公開溝通的權利，而不必擔心受到處罰或解僱。此外，供應商應承認和尊重員工的結社權，包括加入或不加入他們選擇的任何社團。

Suppliers are expected to respect the right of workers to associate freely and communicate openly with management regarding working conditions without fear of penalty or termination. In addition, suppliers are expected to recognize and respect employee's right to association, including joining or not joining any association of their choosing.

4. 環境 Environment

供應商必須確保所有製造設施遵守環境法律，包括但不限於廢棄物處理、廢氣排放、有毒物質和危險廢棄物處理。

Suppliers must ensure that all manufacturing facility complies with environmental laws, including but not limited to, waste disposal, air emissions, discharges, toxic substances, and hazardous waste disposal.

5. 反腐敗 Anti-Corruption

在與公職人員或私營部門的個人打交道時，供應商不得容忍、允許或參與賄賂、腐敗或不道德的行為。

Suppliers must not tolerate, permit, or engage in bribery, corruption, or unethical practices when dealing with public officials or individual in the private sector.

6. 商業誠信 Business Integrity

供應商應避免所有利益衝突或出現潛在利益衝突的情況。供應商應在發生此類情況時通知所有受影響方。

Suppliers are expected to avoid all conflict of interest or situation giving the appearance of a potential conflict of interest. Suppliers should provide notification to all affected parties in the event of such.

7. 維護記錄 Maintain Records

供應商必須準確記錄與其與巧新公司相關業務的所有事項，不得更改任何記錄條目以試圖隱瞞或虛假陳述。

Suppliers must keep accurate records of all matters related to their business with SAI, and not alter any record entry to attempt concealment or misrepresentation.

供應商名稱/Supplier's Name

供應商代表人/Supplier's Representative

日期/Date