



榮惠集團(開曼)股份有限公司

EIKEI GROUP (CAYMAN) CO., LTD.

人權管理政策 Human Rights Policy

人權政策

為善盡企業社會責任並落實人權保障，茲參考國際人權法典(International Bill of Rights)與國際勞工組織【關於工作中的基本原則與權利宣言】(Declaration on Fundamental Principles and Rights at Work) 等國際公認之人權標準，制定適用於集團各關係企業之人權政策，以杜絕侵犯及違反人權的行為，除提供合理安全之工作場所，並使公司現職同仁獲得合理與有尊嚴的對待。

人權風險減緩措施

本公司承諾合理確保員工與工作環境的安全、人員受到尊重並具有尊嚴、營運促進環保並遵守法規及道德。為體現此一承諾，除以誠信為本，在合法基礎上尊重員工，並指派專人依法落實員工職安衛作業，除持續宣導輔以教育將人權政策落實到日常外，並建立合理申訴管道。

人權關注事項與做法

提供安全與健康的工作環境

面對全球極端氣候變遷及政府推動淨零碳排政策，榮惠集團為永續發展在減緩溫室氣體排放上持續努力，將學術界的專業知識與實務結合，提升各項效能。

為改善工作環境及優化企業體質，積極導入管理作業系統 ISO 14001, ISO 9001，及參考國際及各項技術發展，提出各項改善計劃，並依循集團訂定減碳目標，適切地訂定每年減碳目標，每年檢討並持續執行汰舊換新計劃。

本公司除依法令規範提供安全與健康之工作環境外，並定期辦理安全衛生、消防等相關教育訓練，採取必要之預防措施以防止職業災害發生，進而降低工作環境之危險因素。

友善職場

多元、公平、共融(DEI, Diversity Equity Inclusion)

本公司透過尊重不同性別、年齡與文化，以建構人人都能發揮所長的友善職場環境。

在職場中包容不同背景、種族、性別、性傾向、能力和觀點的人，創造一個多樣性的環境；並以公平及共融方式為員工提供公平的機會和待遇，以弭平不同群體之間的差距，合理確保每位員工都被尊重和接納，能夠全面參與和貢獻。

並以宣導及教育訓練持續推動性別平等政策及預防職場不法侵害，致力提供員工具尊嚴且友善的工作環境。

杜絕不法歧視以合理確保工作機會均等

本公司將人權政策落實於內控程序，於聘用、薪酬福利、培訓機會、升遷、解職或退休等勞動權益事項上，對於職工及求職者不以種族、階級、語言、思想、宗教、黨派、籍貫、出生地、性別、性傾向、年齡、婚姻、懷孕、容貌、五官、身心障礙、星座、血型等因素為由而有不公平的對待。

禁用童工

為確保遵守企業社會責任及道德規範，本公司自招募開始即明定禁用童工，截至 2023 年 12 月底止，職工總人數共 131 人，其中無童工。

禁止強迫勞動

本公司不強迫或脅迫任何無意願之人員進行勞務行為。對於職工之每日、每週正常工作時間及延長工作時間、休假、特別休假及其他各種假別之規定皆符合法令規範。

協助員工維持身心健康與工作生活平衡

- 舉辦尾牙、員工旅遊等活動調劑員工身心與凝聚向心力。
- 安排員工健康檢查，鼓勵員工注意自身健康管理。

人權保障訓練作法

- **新人訓練**

到職時即要求應進行相關法遵宣導之新人教育訓練，內容包含：性騷擾防治、反歧視、反騷擾、推行工時管理、保障人道待遇等。

- **預防職場暴力**

透過宣導及公告聲明，使員工了解於執行職務過程中有責任協助確保職場無不法侵害之發生，並揭露申訴專線，共同營造友善之工作環境。

- **職業安全系列訓練**

內容包含：安全衛生教育訓練、消防安全訓練、緊急應變、急救人員訓練等。

- **誠信道德宣導**

從日常行為與道的標準進行教育與宣導，以期提供一個健康正面的職場文化。

本公司持續關注人權保障並落實進行相關訓練，以提高人權保障意識，降低相關風險發生的可能性。

申訴制度

本公司設有暢通之申訴管道，同仁於公司內部遇有各種問題，可透過公司之申訴管道向各級主管或人力資源處提出申訴。另為維護性別平等工作及提供職工、求職者免受性騷擾以及預防不法侵害之職場環境，設有性騷擾防治及預防不法侵害之專屬申訴信箱與電子郵箱。於申訴調查期間皆採保密方式處理，不洩漏申訴人之姓名或其他足資識別申訴人身份之相關資料，以保障申訴人。



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EIKEI GROUP (CAYMAN) CO., LTD.

Human Rights Policy and Management Programs

Human Rights Policy

In order to fulfill corporate social responsibility and implement human rights protections, we hereby formulate human rights policies applicable to the Company and the affiliated enterprises of the Group, with reference to internationally recognized human rights standards such as the International Bill of Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. In order to eliminate violations and violations of human rights, in addition to providing a reasonable and safe workplace, and to enable the company's current employees to be treated with reasonable and dignified treatment.

Human rights risk mitigation measures

The Company is committed to ensuring the safety of its employees and the working environment, respect and dignity of its employees, and the promotion of environmental protection in its operations and compliance with laws and regulations and ethics. In order to reflect this commitment, in addition to being based on good faith, respecting employees on a legal basis, and assigning special personnel to implement employee occupational safety and health operations in accordance with the law, in addition to continuously advocating and supplementing education to implement human rights policies in daily life, and establishing reasonable channels for appeal.

Human rights concerns and practices

Providing a Safe and Healthy Working Environment

The Company has passed ISO 14001 (Environmental Management System) 、ISO 9001 (Quality Management System), actively promoting energy conservation and carbon reduction, disaster prevention, pollution prevention and other improvement activities, and reasonably ensuring that a safe working environment can be provided.

In addition to providing a safe and healthy working environment in accordance with the law, the company regularly handles safety and health, fire protection and other related education and training, takes necessary preventive measures to prevent occupational

disasters, and thus reduces the risk factors of the working environment.

Friendly workplace

Diverse, equitable, inclusive (DEI, Diversity Equity Inclusion)

Our company strives to create a friendly workplace environment where everyone can excel by respecting different genders, ages, and cultures.

We embrace people of different backgrounds, races, genders, sexual orientations, abilities, and perspectives to foster a diverse environment. We provide fair opportunities and treatment in an inclusive manner to bridge gaps between different groups, ensuring that every employee is respected, accepted, and can fully participate and contribute.

We continuously promote gender equality policies and prevent workplace misconduct through advocacy and educational training, aiming to provide employees with a dignified and supportive work environment.

Eliminate unlawful discrimination in order to reasonably ensure equality of job opportunities

The Company implements the human rights policy in the internal control procedures, and does not treat employees and job seekers unfairly on the grounds of race, class, language, ideology, religion, party, place of origin, place of birth, gender, sexual orientation, age, marriage, pregnancy, appearance, facial features, physical and mental disabilities, horoscopes, blood type and other factors in matters of employment, salary and welfare, training opportunities, promotion, dismissal or retirement, etc.

Child labor is prohibited

In order to ensure compliance with corporate social responsibility and ethics, the Company has explicitly banned child labor since the beginning of recruitment, and as of the end of December 2023, the total number of employees is 131, and the number of child workers is 0.

Forced labor is prohibited

The Company shall not compel or coerce any person who does not wish to perform labor services. The provisions on daily and weekly normal working hours and extended working hours, leave, special leave and other various types of leave for employees are in accordance with the laws and regulations.

Assist employees in maintaining physical and mental health and work-life balance

- Holding activities such as tail teeth, company trip to adjust the employees' physical and mental and cohesion centripetal force.
- Employee Health check to encourage employees having a healthy lifestyle and pay attention on self-health management.

Human rights protection training practices

- **New hire training**

When they arrive at the post, they are required to carry out education and training for newcomers who should comply with relevant laws and regulations, including: sexual harassment prevention, anti-discrimination, anti-harassment, implementation of working hour management, and protection of humane treatment.

- **Prevention of workplace violence**

Through publicity and announcements, employees are made aware of their responsibility to help ensure that unlawful abuses occur in the workplace in the performance of their duties, and to expose grievance hotlines to create a friendly working environment.

- **Occupational safety training series**

The content includes: safety and health education and training, fire safety training, emergency response, first aid personnel training, etc.

- **Integrity and ethics advocacy**

Educate and promote from the standards of daily behavior and taoism in order to provide a healthy and positive workplace culture.

The Company continues to pay attention to human rights protection and conducts relevant training to raise awareness of human rights protection and reduce the possibility of related risks.

Complaint system

The company has a smooth channel for appeals, and colleagues who encounter various problems within the company can file complaints with the supervisors at all levels or the human resources department through the company's complaint channels. In addition, in order to maintain gender work equality and provide a work and service environment for employees and job seekers to avoid sexual harassment, there is a dedicated complaint mailbox and e-mail address for the prevention and control of sexual harassment. During the investigation of the appeal, the complainant's name or other information sufficient to identify the complainant's personal identity will be disclosed, so as to protect the complainant.