



建漢科技人權政策

建漢科技為落實人權保障，遵循各營運據點法令規範與國際規範，涵蓋《世界人權宣言》、《聯合國企業與人權指導原則》、《聯合國全球盟約》、《國際勞工組織工作基本原則與權利宣言》、《OECD 跨國企業指導綱領》、《RBA 行為準則》等國際人權公約所揭示之原則，制定本公司《人權政策》，作為人權管理指導原則。

適用範圍：

適用建漢科技及國內外子公司之營運範圍、產品及服務，以及本公司價值鏈之利害關係人，包含客戶、供應商及承攬商。除本公司《人權政策》，另訂《供應商行為準則》，以確保供應鏈人權管理。

人權政策：

- 人權多元平等：
承諾不因個人性別、種族、社經地位、年齡、婚姻、家庭、宗教、國籍、容貌、身心障礙等條件，而有任何差別待遇之語言、態度及行為。同時，保障所有人員於僱用、薪酬福利、訓練、考核與升遷機會之公平性。
- 職業健康與安全：
提供員工安全無虞之工作環境，並致力降低利害關係人健康與安全的風險。提供懷孕、身心不便及特殊需求者友善的工作環境，以及相關照護方案。
- 嚴禁僱用童工與強迫勞動：
依據各營運據點法令，嚴禁僱用童工與任何形式之強迫勞動，確保所有受僱者皆為自願受僱，杜絕任何剝削或限制人身自由之行為。
- 合理工作條件：
恪遵營運所在地之各項勞動與薪資法規，並納入生活薪資考量，提供公平且可負擔生活需求的薪酬制度。此外，設立合法合理之工時與休假制度，並明訂工作時間與延長工時之規範，確保員工獲得良好的工作條件。
- 嚴禁職場不法侵害：
杜絕任何形式之歧視、騷擾與所有不法侵害之行為。保障所有員工不因性別、年齡、種族、宗教、婚育狀況等條件而有所差異，皆能備受尊重對待，建構多元共融的職場。
- 結社自由與協商：
尊重員工結社自由與表達之權利，提供多元的溝通管道，建立勞資之間暢通的溝通機制。我們鼓勵員工表達其建議或疑慮，並承諾保障個人隱私，嚴禁歧視及任何形式之報復。
- 個人資料保護：
落實個人資料保護及隱私相關法令，致力保護員工、客戶和供應商的個人資料。於個人資料蒐集與使用時，均充分尊重員工選擇，提供完善之個人隱私權保障。



CyberTAN Human Right Policy

To uphold human rights protection, CyberTAN Technology adheres to the legal regulations of all its operational sites and international standards. In alignment with the principles outlined in international human rights conventions—including the Universal Declaration of Human Rights (UDHR), the UN Guiding Principles on Business and Human Rights (UNGPs), the UN Global Compact (UNGC), the ILO Declaration on Fundamental Principles and Rights at Work, the OECD Guidelines for Multinational Enterprises, and the RBA Code of Conduct—the Company has established this "Human Rights Policy" to serve as the overarching guiding principle for human rights management.

Scope of Applicability

This policy applies to the operations, products, and services of CyberTAN Technology and its subsidiaries, as well as stakeholders within the Company's value chain, including customers, suppliers, and contractors. In addition to this "Human Rights Policy," the "Supplier Code of Conduct" has been established to ensure robust human rights management throughout the supply chain.

Human Right Policy

- **Equality and Non-Discrimination**
CyberTAN is committed to ensuring that no individual is subjected to discriminatory language, attitudes, or behaviors based on gender, race, socio-economic status, age, marital status, family status, religion, nationality, physical appearance, disability, or any other personal characteristics. Furthermore, we ensure fairness and equity for all personnel in recruitment, compensation and benefits, training, performance evaluation, and promotion opportunities.
- **Occupational Health and Safety**
CyberTAN is dedicated to providing a safe and secure work environment for its employees and proactively reducing health and safety risks for all stakeholders. Furthermore, the Company fosters a supportive and inclusive workspace for pregnant employees, individuals with disabilities, and those with special requirements, complemented by tailored care and support programs.
- **Prohibition of Child Labor and Forced Labor**
In compliance with the laws of each operational location, CyberTAN strictly prohibits the employment of child labor and any form of forced labor. We ensure that all employment is conducted on a voluntary basis and is committed to eliminating any practices involving exploitation or the restriction of personal freedom.
- **Prohibition of Workplace Harassment**
CyberTAN maintains a zero-tolerance policy towards any form of discrimination and harassment. We ensure that all employees are treated with dignity and respect, regardless of gender, age, race, religion, marital or parental status, or any other personal factors. We are committed to fostering an inclusive workplace that values diverse perspectives and promotes collective belonging.



- Freedom of Association and Collective Bargaining

CyberTAN respects the freedom of association and the right to expression of all employees. We provide diverse communication channels to ensure a smooth and open dialogue between management and labor. We actively encourage employees to voice their suggestions or concerns and are committed to protecting individual privacy, with a strict prohibition on any form of discrimination or retaliation against those who speak up.

- Data Privacy and Protection

CyberTAN strictly adheres to personal data protection and privacy regulations, and is committed to safeguarding the personal information of our employees, customers, and suppliers. When collecting and processing personal data, the Company fully respects the choices of each individual and ensures robust protection of their privacy rights.