

艾姆勒科技股份有限公司

企業永續發展聲明書

Amulaire Thermal Technology, Inc.

Corporate Sustainable Development Statement

貴公司 鈞鑒：

艾姆勒科技致力於研發、生產、銷售高功率電子散熱相關產品。本著地球公民之一份心，為善盡企業社會責任，協助推動環境永續發展及維護基本人權，本公司做出以下聲明：

Amulaire devotes to the R&D, production, and sales of high-power electronic systems heat-dissipating products. In line with the heart of global citizens, we commit to fulfill our corporate social responsibility and help promote sustainable environment development and protection of basic human rights. According to the above, we make the following statement:

本公司符合 IATF16949 車業品質管理系統、ISO 14001 環境管理標準、ISO45001 職業安全衛生管理系統、ISO9001 品質管理標準、國際人權公約，及當地主管機關對勞工權益、健康與安全、環境保護及商業道德等規定(如下)，並將持續致力於達成《RBA 責任商業聯盟行為準則》之要求³。

The company complies with IATF16949 (Automotive quality management system standard), ISO 14001 (Environmental management standard), ISO45001 (Occupational safety and health management system), ISO9001 (Quality management standard), International Bill of Human Rights, and Local Regulations in regards to labor right, health, safety, environmental protection and business morality.(As below.) Also, Amulaire will persistently devote to meet the requirement of RBA code of conduct³.

1. 禁止使用童工和強迫勞動，且不接受使用童工或強迫勞動的供應商及分包商。

Prohibition of use of child labor and forced labour, also do not accept the use of child labour or forced labour from your suppliers and subcontractors.

2. 提供安全衛生的工作和生活條件，確保員工的安全和健康。

Provide safe and healthy working and living conditions to ensure employees' safety and health.

3. 提供職業安全與健康培訓課程、勞工權益相關訓練，並建立內外部專屬申訴管道。

Set up occupational safety and health training, labor rights-related course, and internal and external complaint channels.

4. 推動勞資合作，尊重員工的結社自由和集體談判權。

Promote labor-management cooperation, respecting employees' right of freedom for collective bargaining.

5. 提供平等和公平的工作環境，禁止任何形式的虐待、性騷擾及歧視行為。
Provide equal and fair working environment, prohibiting any form of abuse, sexual harassment and discrimination.
6. 尊重基本人權，禁止任何形式的侮辱人格、體罰、精神或肉體脅迫的行為。
Respect for fundamental human rights, prohibiting any form of degrading treatment, corporal punishment, mental or physical coercion.
7. 合理安排生產計畫，合理安排工人的工作時間和休息休假。
Rationalize production planning, ensuring reasonable arrangements for workers' working hours, rest and vacation are made
8. 提供合理的工資福利，至少滿足工人的基本需要和當地最低工資標準。
Provide reasonable wages and benefits, to at least meeting basic needs of workers and local minimum wage standards
9. 遵守適用的勞動、環安衛法規及國際標準，將污染及災害減至最小並持續改善。
Comply with applicable labor and to meet international regulations and standards, minimizing pollution or disasters and to strive for continuous improvements.
10. 不容許也不從事任何貪污、敲詐、勒索和賄賂行為，並尊重智慧財產權。
Not allow and not to engage in any acts of corruption and bribery, extortion, blackmail, and respecting intellectual property rights
11. 不接受來自衝突礦區國家之金屬(Au、Ta、Sn、W)，並追溯零件所使用的金屬來源及冶煉廠。
Not to accept minerals (Au、Ta、Sn、W) from mineral conflict countries, and to trace the source of metals and smelting.

備註:

1. 隨著實際情況與當地法規的改變，本公司擁有權利針對內容進行修改與更新。
2. 本聲明僅適用於本公司利害關係人。
3. 詳細《RBA 責任商業聯盟行為準則》規範可參見 RBA 官網: <http://www.responsiblebusiness.org/code-of-conduct/>

Notes:

1. Amulaire has the right to modify and update the content depends on actual conditions and local regulations change.
2. This statement only applies to the stakeholder of Amulaire.
3. The detail contents of RBA code of conduct can refer to RBA official website: <http://www.responsiblebusiness.org/code-of-conduct/>

簽名 Signature
For and on behalf of: _____



Chih Hung Shih, Chief Executive Officer