

# 勞工政策聲明

## Labour Policy statements

昕格企業股份有限公司 Eumode Enterprise Inc. 制定以下勞工政策並確實遵守：

- 1) 承諾不使用童工
  1. 公司不聘用16歲以下員工。
  2. 如聘僱青年工 (16歲以上未滿18歲), 不得從事危險與繁重之工作, 除非我國法律核准進行的訓練
  3. 嚴禁任何形式惡劣童工情形
- 2) 本公司應消除任何形式的強迫和強制勞動, 雇傭關係為雙方合意同意, 無任何懲罰性威脅, 並禁止(不限)下述強迫勞動
  1. 任何的身體暴力和性暴力行為
  2. 借貸予員工並以工代償債務
  3. 扣發員工薪資、抽取雇傭費或收取到職押金
  4. 限制員工下班後之行動自由, 包含工作結束後無法離開工作場所
  5. 扣留任何員工個人身份證件
  6. 威脅員工不得舉發或提出申訴
- 3) 禁止就業和職業歧視  
不因員工的人種、膚色、年齡、性別、性取向、性別認同和性別表達、種族或民族、殘疾、懷孕、宗教信仰、政治傾向、身份 (工會 / 退伍軍人) 或婚姻狀況...等, 在發工資、升遷、獎勵、培訓機會等聘用或僱用行為中歧視員工
- 4) 尊重並保護員工之言論自由、集會結社自由及集體談判之權益
  1. 尊重員工自願成立或參與勞工組織活動的權利及該組織章程和規則, 也尊重員工不從事這些活動的權利, 不會因此歧視或懲罰工人
  2. 誠摯、盡力與勞工組織和/或正式選出的代表談判溝通, 努力達成協議, 並具體實施該協議。

### The organization shall not use child labour.

- The organization shall not employ workers below the age of 16.
- No persons between the ages of 16 to 18 years is employed in hazardous or heavy work except for the purpose of training within approved national
- The organization shall prohibit the worst forms of child labour.

### The organization shall eliminate all forms of forced and compulsory labour.

- Employment relationships are voluntary and based on mutual consent, without the threat of a penalty.
- There is no evidence of any practices indicative of forced or compulsory labour, including, but not limited to, the following:
  - physical and sexual violence
  - bonded labour
  - with holding of wages /including payment of employment fees and or payment of deposit to commence employment
  - restriction of mobility/movement
  - retention of passport and identity documents
  - threats of denunciation to the authorities.

### The organization shall ensure that there is no discrimination in employment and occupation.

- Employment and occupation practices are non-discriminatory.

### The organization shall respect freedom of association and the effective right to collective bargaining.

- Workers are able to establish or join worker organizations of their own choosing.
- The organization respects the full freedom of workers' organizations to draw up their constitutions and rules.
- The organization respects the rights of workers to engage in lawful activities related to forming, joining or assisting a workers' organization, or to refrain from doing the same, and will not discriminate or punish workers for exercising these rights.
- The organization negotiates with lawfully established workers' organizations and/ or duly selected representatives in good faith and with the best efforts to reach a collective bargaining agreement.
- Collective bargaining agreements are implemented where they exist..

EUMODE ENTERPRISE INC.



簽署人

2022.06.01

簽署日期