

英屬開曼群島商六方科技股份有限公司

人權政策

六方科技支持並遵循《聯合國全球盟約》、《聯合國世界人權宣言》及國際勞工組織《工作基本原則與權利宣言》等各項國際人權公約所公布之人權保護精神與基本原則，並恪守全球各營運據點所在地之相關法令規範。

本公司為善盡企業社會責任，制定人權政策以充分體現尊重與保護人權之責任，範圍涵蓋本公司及子公司與各營運據點，我們致力於創造尊重人權的環境，並透過以下的執行方針落實於所有員工(包含契約及臨時人員、實習生等)的人權。亦期許我們的供應商、客戶與合作夥伴等遵守以下原則，共同維護人權：

執行方針

- 一、提供安全與健康的工作環境。
- 二、包容多元與尊重職場平權。
- 三、禁止強迫勞動與雇用童工。
- 四、尊重員工集會結社自由。
- 五、建立暢通溝通管道。
- 六、支持並協助員工維持身心健康及工作生活平衡。

Sixxon Tech. Co., Ltd.

Human Rights Policy

Sixxon Tech. Co., Ltd. (the "Company") is dedicated to protecting its employees' rights and interests, and it strictly complies with labor-related laws and regulations in all countries where we operate. The Company follows the United Nations Global Compact (UNGC), the Universal Declaration of Human Rights (UDHR), the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, as well as the spirit and fundamentals of protecting human rights embodied in such international human rights treaties.

Our company has established our Human Rights Policy that applies to the Company, subsidiaries, and where our operating bases are located to protect existing employees (including contract, temporary employees and interns). The guiding principles of our Human Rights Policy are as follows, and we expect our suppliers and customers to follow the same standards, as addressing the human rights issues is a shared responsibility.

Guiding Principles

- A. Provide a safe and secure work environment.
- B. Eliminate unlawful discrimination and ensure equality in the workplace.
- C. Forbid forced labor and child labor.
- D. Respect employees' freedom of association.
- E. Enable a communication-friendly environment and maintain an open-style management system.
- F. Support the physical and psychological well-being of employees as well as work-life balance.

人權關注事項與具體管理方案

項目	具體管理方案
提供安全與健康的工作環境	<ul style="list-style-type: none"> • 遵守營運地點當地勞動及環境之相關法令，以確保員工擁有合理的工作條件及安全健康的工作環境。 • 提供安全健康之工作環境及必要之健康與急救設施，減少工作環境中可能影響員工健康安全之危害因子，降低職災風險。 • 定期實施勞工安全衛生教育訓練。
包容多元與尊重職場平權	<ul style="list-style-type: none"> • 不因個人性別(含性傾向)、族裔、年齡、婚姻、語言、宗教、政治立場、籍貫、出生地、外貌、身心障礙等因素而有任何差別待遇或任何形式之歧視。 • 落實僱用、薪酬福利、訓練、考評與升遷機會之公平。
禁止強迫勞動與雇用童工	<ul style="list-style-type: none"> • 恪遵營運地政府之勞動法令，不強迫或脅迫任何無意願之人員進行勞務行為。 • 進行應徵者身分證明文件查驗，杜絕晉用童工。 • 禁止扣留員工證件並強制勞工從事勞動。
尊重員工集會結社自由	<ul style="list-style-type: none"> • 尊重員工的基本人權保障，維護員工享有組織工會與團體協商之權利。
建立暢通溝通管道	<ul style="list-style-type: none"> • 制定員工與管理階層間公開直接之多元溝通管道，宣導公司政策、制度、福利措施及各項活動，同時讓員工意見得以充分表達，並適時給予即時回應和協助。
支持並協助員工維持身心健康及工作生活平衡	<ul style="list-style-type: none"> • 關懷員工身心健康，定期提供員工免費健康檢查。 • 廠區設置醫護室，提供醫療服務及諮詢。 • 提供員工多元化活動，促進同仁間的互動交流並凝聚團隊向心力。

Targets and Actions of Human Rights

Guiding Principles	Targets and Actions
Provide a safe and secure work environment.	<ul style="list-style-type: none"> • Following the local labor-related and environmental laws and regulations and providing employees with a safe and healthy work environment. • Providing the necessary emergency facilities to minimize the occupational injury risk. • Conducting regular training on occupational safety.
Eliminate unlawful discrimination and ensure equality in the workplace.	<ul style="list-style-type: none"> • Zero tolerance for any differential treatment or any forms of discrimination in respect of an employee's gender (including sexual orientation), race, age, marital status, language, belief, religion, political affiliation, place of origin, place of birth, appearance, and mental or physical disabilities. • Ensuring fairness and equality in employee recruitment, compensation, benefits, training, performance review, and promotion.
Forbid forced labor and child labor.	<ul style="list-style-type: none"> • In strict compliance with government and labor laws, our company will not force nor threaten any non-willing personnel to carry out work-related tasks. • To prevent child labor, ask candidates for identity documents. • Forbidding withholding of any employee certificates or asking for security deposits
Respect employees' freedom of association.	<ul style="list-style-type: none"> • Respecting employees' fundamental human rights. Especially, enforcing labor rights protection (e.g., the right to form unions).
Enable a communication-friendly environment and maintain an open-style management system.	<ul style="list-style-type: none"> • Setting the diverse communication channels and platforms to advocate the company's policies, systems, welfare measures, and activities while allowing employees to fully express their opinions and give immediate response and assistance in a timely manner between managers and employees.

Guiding Principles	Targets and Actions
Support the physical and psychological well-being of employees as well as work-life balance	<ul style="list-style-type: none">• Providing free physical examinations and health management lectures on a regular basis.• Establishing infirmaries to provide medical services and consultation.• Organizing various events for the employees to boost team spirit and create a positive team culture.