



ASE Group Human Rights Policy

For the protection and promotion of human rights, ASE Group supports and respects international standards, including the UN Universal Declaration of Human Rights, the first & second principles of UN Global Compact, UN Guiding Principles on Business and Human Rights, ILO International Labor Standards, Declaration of Fundamental Principles and Rights at Work, as well as relevant local laws and regulations. Additionally, ASE implements human rights protection by joining the Electronic Industry Citizenship Coalition (EICC). ASE has established human rights management principles accordingly to protect the human rights of all ASE Group employees and also expects our suppliers to uphold these principles in order to protect the human rights.

ASE Group is committed to implementing the human rights protection by the following principles :

1. **Protect:** ASE complies with all labor and gender equality related laws and regulations where we operate, and provides employees with a safe, healthy work environment.
2. **Respect:** ASE forbids forced labor, child labor, discrimination, and harassment, and guarantees the freedom of association, privacy, reasonable working hours and appropriate compensation and benefits.
3. **Remedy:** ASE vows to maintain an accessible and open grievance mechanism, and to take immediate remedial measures if any violation of human rights issues occurred.
4. **Manage:** ASE continuously promotes human rights education, also regularly assesses human rights risks, and reports and discloses assessment results to top executives and to the public.

Tien Wu
CSC Chairman & Chief Operating Officer, ASE Group

日月光集團人權政策

為保護與促進人權，日月光集團支持並尊重「聯合國世界人權宣言」、「聯合國全球盟約」第一與第二條原則、「聯合國企業與人權指導原則」、國際勞工組織「工作基本原則與權利宣言」與當地法令規範，並透過加入「電子行業公民聯盟」，落實人權保障。據此，日月光集團訂定人權保障管理原則來保護員工，並期許我們的供應商亦恪遵此原則以維護人權。

日月光集團承諾依以下原則落實人權保障：

1. **保護原則：**恪遵營運所在地之勞動、性別工作平等相關法規，並提供勞動者安全及健康的工作環境。
2. **尊重原則：**不強迫勞動、禁用童工、不歧視、禁止騷擾、尊重結社自由、尊重隱私權、落實工作時間限制並給予合適的薪資福利。
3. **補救原則：**保持申訴機制暢通，如有違反人權事宜，即時採取補救改善措施。
4. **管理原則：**持續推動人權教育訓練、定期評估人權風險，並將結果呈報高階主管，同時將其對外公開揭露。

吳田玉
日月光集團永續發展委員會主席暨集團營運長