

保障人權政策與具體管理方案

聯合再生能源股份有限公司

為善盡企業社會責任並落實人權保障，茲參考「國際人權法典」(International Bill of Rights)與「國際勞工組織—關於工作中的基本原則與權利宣言」(Declaration on Fundamental Principles and Rights at Work)、「聯合國全球盟約」(The United Nations Global Compact)等國際公認之人權標準，制定適用於本公司及集團各關係企業之人權政策，以杜絕任何侵犯及違反人權的行為，除提供合理安全之工作場所，並使公司現職同仁獲得合理與有尊嚴的對待。

於新人教育訓練時，安排相關人權教育訓練(包含勞動法規了解、不法侵害及性騷擾防治宣導)，並提供一般職業安全衛生訓練，使員工清楚了解公司對於保障人權政策之立場。

禁止僱用童工

依人權政策及工作規則，基於保護孩童身心發展的社會責任，不僱用童工，依本國勞動法令僅接受年滿 16 歲之應徵者前來面試，並在報到時對獲聘人員進行查核，以確保無疏漏。

禁止強迫和強制勞動

依公司工作規則，員工有權在完成標準的工作時間後離開工作場所，傳達給所有員工和其他利益相關者，明確禁止不得有任何形式之強迫和強制勞動情事(如體罰、威脅..)。須以應徵者自由意志為原則，禁止以任何強迫或欺騙手段來招聘員工。確保員工未簽訂不合理、違法之勞動契約。

禁止歧視

公司恪守政府勞動法令、國際規範及公司人權政策，在員工招募、任用與發展時，不因性別、種族、年齡、婚姻、家庭狀況、宗教、黨派、國籍、容貌、五官、身心障礙等，而有差別待遇，致力塑造平等及多元包容的工作環境，秉持開放、公平的原則。

人道待遇

公司承諾人道地對待員工，並不容許在工作場所有任何形式的暴力或騷擾，包括性騷擾、性虐待、體罰、身心強迫、言語辱罵、或任何形式之威脅恐嚇。

職場健康與安全

公司各單位依環安衛管理系統，依其鑑別之風險、執行計畫與稽核矯正運行。各單位均依作業人員可能面對的危害風險，提供必要之防護器具，並依作業安全觀察與環境監測結果，追蹤改善之。因應各種不確定的可能緊急狀況，各單位並依評估結果列出應變演練計畫，環安衛管理單位並定期舉辦大型應變演練，且不定期測試各應變功能、檢查應變器材、組織運作，及測試演練。環安衛單位亦定期會同總務單位檢測飲用水質及公告檢測結果、監督團膳環境衛生、並由護理師定期檢視管控團膳人員健康感染風險。對員工的健康管理，除以優於法令要求之項目、頻率安排健康檢查外，並依一般健康管理、疾病管理、職業衛生護理、健康促進等四大方向辦理相關活動，確保全體員工身心健康。對於訪客、施工等外來人員，依需要給予廠區危害告知，指定人員動線以降低接觸風險。防疫上，公司以略高於中央疫情指揮中心標準，保護內部外人員，降低感染風險。聯合再生的安全衛生與健康風險管理，均有各權責單位依既定計畫、執行、監督、與查核，依員工引以為傲的方向持續執行之。

董事長 洪傳獻

United Renewable Energy Co., Ltd.

Human Rights Policy and Specific Management Measures

To fulfill corporate social responsibility and implement the protection of human rights, the Company has formulated this human rights policy—applicable to itself and its affiliated group enterprises—by referring to internationally recognized human rights standards such as the *International Bill of Rights*, the *International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work*, and the *United Nations Global Compact*. The policy aims to eliminate any acts that infringe upon or violate human rights, provide a safe and reasonable workplace, and ensure that all current employees are treated fairly and with dignity.

During new employee orientation, relevant human rights training is arranged (including instruction on labor laws and regulations, and awareness programs on the prevention of unlawful infringement and sexual harassment), along with general occupational safety and health training, so that employees clearly understand the Company's stance on protecting human rights.

Prohibition of Child Labor

In accordance with the human rights policy and work rules, and based on the social responsibility to protect the physical and mental development of children, the Company does not employ child labor. In compliance with domestic labor laws, only applicants aged 16 or above are accepted for interviews. Verification is conducted upon onboarding to ensure no oversight.

Prohibition of Forced and Compulsory Labor

According to the Company's work rules, employees have the right to leave the workplace after completing standard working hours. The Company clearly communicates to all employees and stakeholders that any form of forced or compulsory labor (such as corporal punishment or threats) is strictly prohibited.

Recruitment must be based on the free will of applicants, and the use of any coercive or deceptive practices is forbidden. The Company ensures that employees do not sign unreasonable or unlawful labor contracts.

Prohibition of Discrimination

The Company strictly adheres to government labor laws, international standards, and its human rights policy. In employee recruitment, employment, and development, there shall be no discrimination based on gender, race, age, marital status, family status, religion, political affiliation, nationality, appearance, facial features, or physical or mental disabilities. The Company strives to create an equal, diverse, and inclusive working environment, upholding principles of openness and fairness.

Humane Treatment

The Company is committed to treating employees with dignity and does not permit any form of violence or harassment in the workplace, including sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, verbal abuse, or any form of threat or intimidation.

Workplace Health and Safety

All departments implement plans and carry out audits and corrective actions in accordance with the Environmental, Safety, and Health (ESH) management system and identified risks. Necessary protective equipment is provided based on potential hazards faced by workers, and improvements are tracked based on safety observations and environmental monitoring results.

To address various uncertain emergency situations, each unit formulates emergency response drill plans based on assessments. The ESH management unit regularly conducts large-scale emergency drills, periodically tests response functions, inspects emergency equipment, verifies organizational operations, and conducts drills.

The ESH unit also regularly collaborates with the general affairs unit to test drinking water quality and announce results, supervise factory environmental sanitation, and have nurses periodically review and manage health and infection risks among catering staff. For employee health management, in addition to arranging health examinations beyond legal requirements in terms of scope and frequency, the Company carries out activities in four major areas: general health management, disease management, occupational health nursing, and health promotion, ensuring the physical and mental well-being of all employees. For visitors, contractors, and other external personnel, hazard notifications are provided as needed, and designated movement routes are assigned to reduce contact risks. In terms of epidemic prevention, the Company adopts standards slightly higher than those of the Central Epidemic Command Center to protect both internal and external personnel and reduce infection risks. URE's safety, health, and risk management are continuously carried out by responsible units through established planning, execution, supervision, and auditing processes, in a manner that employees can take pride in.

Chairman Hung, Chuan-Hsian