

ii SMT 台灣表面黏著科技股份有限公司

社會責任績效目標

Social Responsibility Performance Target

本公司於製造、銷售相關產品與提供客戶服務過程中，承諾遵守 RBA 責任商業聯盟(前身為 EICC 電子行業公民聯盟)，特列以下項目作為績效改進的目標: In the process of manufacturing, selling related products and providing customer service. We promise to abide by the Responsible Business Alliance (formerly the Electronic Industry Citizenship Coalition) and specially list the following topic to be the improve target:

(一) 自由選擇職業 Freely Chosen Employment

- 強迫/非自願/契約束縛/販賣/奴役的勞工為 0 人 Forced, involuntary contract to restrain employees, human trafficking or slave 0 labor.

(二) 人道待遇 Humane Treatment

- 定期審查招聘實踐、薪酬記錄和福利，歧視騷擾等不良事件發生率 0% Regularly review recruitment practices, compensation records, and benefits to ensure a 0% incidence rate of discrimination, harassment, and other adverse events.

(三) 青年勞工保護 Young Workers

- 廠內雇用童工為 0 人 The company hire 0 child labor.

(四) 工資福利

- 薪資與法定規定扣項核對，員工薪資錯誤率 0% Verify salary and statutory deductions to ensure a 0% error rate in employee compensation.
- 員工福利促進方案 3 件，包括：舉辦國內/外員工旅遊、發放三節獎金禮品、部門聚餐... 等。 Three employee benefits initiatives, including: organizing domestic and international employee trips, providing bonuses and gifts for major holidays, and hosting departmental dinners.

(五) 員工培訓計畫 Staff Training Program

- RBA 勞工教育訓練 1 件以上、RBA 道德教育訓練 1 件以上、公平交易宣導課程 1 件以上 One or more RBA labor education training sessions, one or more RBA ethics education training sessions, and one or more fair trade advocacy courses.

(六) 自由結社 Freedom of association

- 公司資金或管理干預員工團體案件 0 件 Zero cases of company funds or management intervention in employee group matters.

(七) 員工健康管理 Employee health management

- 人因、過負荷、不法侵害、母性保護執行次數 39 次 Human factors, overload, unlawful infringement, and maternity protection were executed 39 times.
- 健康檢查參與人數 615 人 Number of participants in health checkup: 615 people.

(八) 安全環境

- 環境安全法規鑑別達成率 100%
Achievement rate of environmental and safety regulations identification: 100%.
- 舉辦廠內環境安全相關教育訓練達成率 100%
Achievement rate of in-plant environmental and safety-related education and training: 100%.
- 政府單位進行公司環安衛檢測合格率 100% Pass rate of company environmental, safety, and health inspections conducted by government agencies: 100%.

(九) 良好商業道德 Good Business Ethics

- 公司內部接獲各種形式的賄賂/腐敗/敲詐勒索/貪汙...等事件為 0 件 Various forms of bribery/corruption/extortion/corruption...and other incidents received within the company is 0.
- 公司提供/接收不正當利益、禮品或金錢...等金額為 0 元 The company provides/receives 0 dollar in improper benefits, gifts or money and so on.
- 公司網站公開之業務活動、財務狀況等報告準確性 100% 100% accuracy in the reports of business activities, financial status, and other information publicly available on the company website.
- 公司內部接獲不實廣告與無公平交易事件為 ≤0 件 Zero or fewer instances of false advertising and unfair trading events reported internally by the company.

台灣表面黏著科技股份有限公司
Taiwan Surface Mounting Technology Corp.

王 嘉 真

總管理處 副總經理

General Management Division Vice President