

社會責任聲明書

Social Responsibility Statement

英業達致力遵守 SA8000 社會責任管理系統，高度承諾履行商業的社會責任。SA8000 標準以國際公認的合宜勞動標準為基礎，包括世界人權宣言、國際勞工組織公約和國家法律，鼓勵組織改善世界各地的工作條件。

Inventec commits itself to comply with the Social Accountability 8000 (SA8000) and takes its commitment to do in business socially responsible very seriously. The SA8000 standard encourages organizations to improve working conditions around the world and is based on internationally recognized standards of decent work, including the Universal Declaration of Human Rights, ILO conventions, and national laws.

SA8000 標準包含以下要求：

- 1.) 無童工
- 2.) 無強迫或強制勞動
- 3.) 安全健康的工作環境
- 4.) 結社自由和集體談判權
- 5.) 無歧視
- 6.) 符合程序正義的紀律處分
- 7.) 合理的工作時間
- 8.) 公平的報酬
- 9.) 運作良好的管理系統

The SA8000 standard requires the following elements:

- 1.) No Child Labor
- 2.) No Forced or Compulsory Labor
- 3.) Safe and Healthy Work Environment
- 4.) Freedom of Association and Right to Collective Bargaining
- 5.) No Discrimination
- 6.) Procedurally Justifiable Disciplinary Practices
- 7.) Right Working Hours
- 8.) Fair Remuneration
- 9.) Well-functioning Management System

英業達承諾符合 SA8000 標準的要求及遵守所有國家法律和其他要求。英業達的政策和內控制度文件貫徹有關標準，英業達員工定期接受相關教育培訓。

英業達期望供應商、利害關係人和其他相關方也遵守這些政策。

由內、外部稽核定期評估社會責任領域的落實和精進。

有關 SA8000 的更多資訊，請至：<https://sa-intl.org/programs/sa8000/>

Inventec commits to meet the requirements of the SA8000 standard and will comply with all national laws and other requirements to which Inventec committed. Our employees are regularly trained and educated in this matter and all the standards are implemented in our policies and procedures.

Inventec expects our suppliers, stakeholders and other interested parties will also comply with the policies.

The implementation and improvements in social responsibility area will be regularly evaluated through internal audits and external audits.

For more information about SA8000, visit the web link: <https://sa-intl.org/programs/sa8000/>