



台達電子集團員工政策

Delta Group Employment Policy

身為世界企業公民，台達電子集團承諾提供員工得以充分發揮才能的工作環境。為落實該項承諾，台達電子集團長期遵守當地法規，並致力於追求符合包括「電子行業行為規範（Electronic Industry Code of Conduct, EICC）」、「世界人權宣言（Universal Declaration of Human Rights）」、「國際勞工組織三方原則宣言（International Labor Office Tripartite Declaration of Principles）」及「OECD Guidelines for Multinational Enterprises」等國際勞工及人權標準，為達成此目標，制定員工政策：

As a world enterprise and a responsible corporate citizen, Delta Group (the Company) is committed to offering our employees an environment to develop their capabilities. To fulfill this commitment, Delta Group constantly strives to comply with local regulations and to meet international labor and human rights standards, including the Electronic Industry Code of Conduct (EICC), Universal Declaration of Human Rights, International Labor Office Tripartite Declaration of Principles, OECD Guidelines for Multinational Enterprises, and more. To accomplish this objective, the Company has implemented the Delta Group Employment Policy.

The Company promises:

1. 恪遵法律：

○ 承諾於所有的營運區域，致力遵守適用的勞工及員工聘僱的法律，以及國際標準。

1. Law Compliance:

○ To comply with applicable labor or employment laws and international standards wherever it operates.

2. 就業自由：

○ 禁止雇用被強迫的員工及童工，所有工作應當是出於自願的，員工在合理通知的情況下，擁有自由離職的權利。

2. Freely Chosen Employment:

○ To prohibit hiring forced labor or child labor, all jobs shall be taken voluntarily and employees can voluntarily leave the company within a reasonable period after giving notice.

3. 人道待遇：

○ 禁止任何形式的騷擾或不人道待遇，包括性騷擾、虐待、奴役、體罰、威脅、剝削、精神或身體壓迫或口頭辱罵。

3. Humane Treatment:

○ To prohibit any form of harassment and inhumane treatment, including any sexual



harassment, abuse, slavery, corporal punishment, threatening, exploitative, mental or physical coercion or verbal abuse of employees.

4. 平等聘任：

○ 任用員工以能力取向，於招募雇用、培訓、獎勵、升遷、終止、退休及其他就業條件都不以種族、宗教、膚色、國籍、年紀、性別、性向、年齡、殘疾或其他法律保護的情況，而產生歧視。

4. Non-Discrimination:

○ To hire employees based on capabilities, and not to discriminate based on race, religion, color, nationality, age, gender, sexual orientation, disability, or other reasons which are protected by law in recruitment, training, awards, promotion, termination, retirement, or other employment conditions.

5. 工時管理：

○ 建立合乎勞動法規之工時管理機制。除非為特殊的營運情況，每工作七天至少休息一天。

5. Working Hours:

○ To establish a management mechanism for working hours in line with labor laws and regulations. Unless for special operating conditions, employees shall be allowed at least one day off for each seven working days.

6. 薪資福利：

○ 提供合乎適用法律的員工報酬及待遇，包括最低工資、有薪休假及法律上所規定的福利。

6. Compensation and Benefits:

○ To provide employee compensation and benefits to meet the applicable laws, including minimum wages, holidays with pay and welfare provided in the law.

7. 結社自由：

○ 尊重員工依法自由結社以及組織工會的權利，並依據當地法令設立員工溝通管道。

7. Freedom of Association:

○ To respect the rights of employees to associate freely on a voluntary basis and to organize labor unions, and to establish employee communication channels according to local regulations.

8. 職能發展：

○ 保障員工平等的發展機會，提供職務所需的培訓，以提升員工的工作能力及技術。

8. Training Opportunity:

○ To ensure equal opportunity for employee development and provide job-related training to enhance employee capabilities and skills.



9. 健康安全：

○ 提供安全及健康的工作環境，承諾依據適用的安全與健康法規，建立與維持一個職業安全衛生管理體系，以定義安全與衛生管控的作業程序、監督執行及持續改善安全與健康的績效。

9. Health and Safety:

○ To provide a safe and healthy working environment in accordance with applicable safety and health regulations, and to establish and maintain an occupational safety and health and safety management system that defines operational procedures and monitors the implementation of continuous improvements in safety and health performance