



艾訊股份有限公司社會責任宣示

Axiomtek Co., Ltd. Social Responsibility Declaration

艾訊股份有限公司為專業工業電腦產品製造之企業，自創立以來深刻了解員工與供應商夥伴為企業永續發展中最重要的資產，因此在公司產品之研發、製造、測試、銷售過程中，應善盡企業社會責任，並遵循相關法規、國際標準與客戶要求：

Axiomtek Co., Ltd. is a professional manufacturer of industrial computer products. Since its establishment, the company has deeply understood that employees and supplier partners are the most important assets for sustainable corporate development. Therefore, throughout the processes of product research and development, manufacturing, testing, and sales, we are committed to fulfilling our corporate social responsibility while complying with relevant regulations, international standards, and customer requirements.

在此承諾我們的社會責任總體政策為：

We hereby commit to the following overall social responsibility policies:

- 符合客戶及法令要求，維護員工人權。
Comply with customer requirements and legal regulations to uphold employee rights.
- 採取最高廉潔道德標準，作為從事商業經營及員工操守準則。
Adhere to the highest standards of integrity and ethical conduct in business operations and employee behavior.
- 確保工作環境及作業安全，以零災害為目標。
Ensure workplace safety and operational security with a goal of zero incidents.
- 落實綠色環保政策，以達永續經營。
Implement green environmental policies to achieve sustainable operations.
- 設計並執行符合法令及客戶要求之管理系統，減輕經營風險並持續改進。
Design and execute management systems in compliance with legal and customer requirements to mitigate business risks and drive continuous improvement.

在此承諾我們的勞動與人權政策為：

We hereby commit to the following labor and human rights policies:

- 不使用童工，不使用強迫、抵債或非自願的勞工。
Prohibit the use of child labor, forced labor, bonded labor, or involuntary labor.
- 與勞工建立正規且可自由選擇的僱傭關係。
Establish formal and freely chosen employment relationships with workers.



- 工作及休息時間符合勞基法規定。
Ensure that working hours and rest periods comply with labor laws and regulations.
- 支付給員工的薪資福利符合所有適用的法令。
Provide wages and benefits in full compliance with all applicable legal requirements.
- 公平對待與尊重每位員工，不以體罰、威脅、侮辱、虐待等不人道方式對待。
Treat all employees with fairness and respect, prohibiting corporal punishment, threats, insults, abuse, or any other inhumane treatment.
- 提供平等的工作機會，不因種族、膚色、年齡、性別、性傾向、殘疾、國籍、懷孕、宗教、政治背景、社團成員、婚姻或其他法律規範等有所歧視。
Provide equal employment opportunities without discrimination based on race, color, age, gender, sexual orientation, disability, nationality, pregnancy, religion, political affiliation, union membership, marital status, or any other legally protected characteristic.
- 尊重員工言論自由及結社自由，以及集體談判的權利，建立申訴管道，保障員工不受報復及威脅。
Respect employees' freedom of speech, freedom of association, and collective bargaining rights, while establishing grievance mechanisms to protect employees from retaliation and threats.
- 提供安全衛生的工作條件與處所。
Provide safe and healthy working conditions and environments.
- 遵守當地適用之相關勞動法令、客戶規範，以及國際準則。
Comply with all applicable local labor laws, customer requirements, and international standards.

在此承諾我們的環境政策為：(同 ISO14001)

We hereby commit to the following Environmental Policy: (Aligned with ISO 14001)

- 環保無限 Environmental Protection Infinity
- 資源永續 Natural Resources Sustainable

在此承諾我們的職安衛政策為：(同 ISO45001)

We hereby commit to the following Occupational Safety and Health Policy: (Aligned with ISO 45001)

- 『遵法施教、溝通參與、管控風險、提升績效』
『 Compliance and Education, Communication and Participation, Risk Management, and Performance Enhancement. 』



在此承諾我們的誠信經營政策為：

We hereby commit to the following Ethical Business Policy:

公司應本於廉潔、透明及負責的經營理念，制定以誠信為基礎之政策，並建立良好之公司治理及風險控管機制，以創造永續發展之經營環境。本公司依循董事會通過之「公司誠信經營守則」、「艾訊股份有限公司道德行為準則」、「艾訊股份有限公司誠信經營作業程序與行為指南」等政策，進行宣導及執行作業。

The company shall uphold the principles of integrity, transparency, and accountability in its business operations by formulating integrity-based policies and establishing sound corporate governance and risk management mechanisms to create a sustainable business environment.

The company follows the policies approved by the Board of Directors, including the "Corporate Integrity Management Guidelines", the "Axiomtek Code of Ethical Conduct", and the "Axiomtek Integrity Management Procedures and Conduct Guidelines," to promote and implement integrity management practices.

總經理 President :

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