

致 全體員工：

To all staff

本諸關懷社會、尊重生命之理念，公司承諾且致力於遵守 BSCI(Business Social Compliance Initiative)之下列行為準則。

Based on the concept of attentiveness to the society and respect for all living things, TaiDoc promises to make efforts on obeying BSCI(Business Social Compliance Initiative) as following rules.

一、遵守法令

To obey the law.

二、尊重協會自由與集體談判權。

To respect the freedom of grouping and the rights of community negotiation.

三、禁止任何緣於性別、年齡、宗教、種族、社會等級、社會背景、殘疾、民族與國家起源、工人組織(包括公會)的成員身分、政治性的協會、性取向以及其他任何個人情況的歧視。

Avoid any discrimination on the grounds of gender, age, religion, race, social strata, social background, handicap, nationality, labor association, political association, sexual orientation or any personal condition.

四、對於加班工時以及加班級別支付的工資應給予合理的補償，至少應達到或超過法定最低標準或行業規定。且不得違法、未經授權或者懲罰性的扣除工資。

The overtime pay shall at least reach or exceed the statutory requirements or industrial standard. The wage deducting can not be done in the situation of against law, without authorization or as penalty.

五、員工工作時數應遵守可適用的國家法律與行業標準，加班時數應完全是個人自願，並按一定比例支付薪資。

Overtime hour regulation shall meet the law and industry standard. Working over time shall be voluntary and overtime pay shall be calculated according to proper proportion.

六、提供一個安全與衛生的工作場所。

Providing a safe and clean working environment.

七、嚴禁以任何形式雇用童工，若發現符合童工定義的兒童在工作，公司應提供適當的協助，來保證上述兒童進入學校直到成年。

Employ child labor is not allowed in case that any child labor was employed, TaiDoc shall provide proper assistance on children's school attending until they are adults.

八、禁止像犯人一樣的、體罰的、言語污辱、收取押金的方式強制勞動。

Avoid any laboring by physical punishment, insulting or pledge.

九、廢棄物、化學品與其他危險物質的處理與銷毀，以及排放與污物處理的程序與標準必須達到或者超過最低法定要求。

To dispose and destroy of wastes, chemicals, hazard material and industrial emissions should reach or exceed the minimum requirement.

本人依據上列準則，審查西元 2020 年 1 月至西元 2020 年 3 月之執行情形，未發現違反情事，特此說明。

Here to further clarifying that the audit period is from January, 2020 to March, 2020.

According to above articles, there is no any violation founded.

企業社會責任管理代表：  (簽名)

Representative for execution on BSCI (Business Social Compliance Initiative)