

泰博科技股份有限公司

TaiDoc Technology Corporation

現代奴役與人權聲明書

Modern Slavery and Human Rights Statement

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1. 聲明與承諾 Statement of Commitment

泰博科技股份有限公司（以下簡稱本公司）承諾以合法、誠信及負責任之方式經營業務，尊重國際公認之人權原則，並嚴格禁止任何形式之現代奴役，包括但不限於強迫勞動、債務束縛、人口販運、童工、非自願監獄勞動及其他任何形式之勞動剝削。本公司致力於確保在自身營運、聘僱管理及（如適用）供應鏈合作關係中，所有勞工均能受到公平對待，並在尊嚴、尊重及合法保障之環境下工作。

TaiDoc Technology Corporation is committed to conducting its business in a lawful, ethical, and socially responsible manner. We respect internationally recognized human rights and strictly prohibit all forms of modern slavery, including forced labour, bonded labour, debt bondage, human trafficking, child labour, involuntary prison labour, and any other form of labour exploitation. We are committed to ensuring that all workers in our operations, employment practices, and, where applicable, supply chain relationships are treated fairly and work in an environment of dignity, respect, and legal protection.

2. 適用範圍 Scope of this Statement

本聲明適用於本公司之營運活動、正式員工、臨時人員、外籍移工、派遣或仲介安排人員（如適用），以及與本公司業務相關之供應商、承攬商或服務提供者。本聲明旨在說明本公司為預防現代奴役及勞動剝削風險所建立之政策、管理機制及控制措施。

This statement applies to TaiDoc Technology Corporation's operations, direct employees, temporary workers, migrant workers, agency or broker-recruited workers (if applicable), and suppliers, contractors, or service providers supporting our business activities. This statement is intended to outline the policies, management systems, and control measures we have established to prevent modern slavery and labour exploitation risks.

3. 政策架構 Policy Framework

為落實本公司之承諾，本公司已建立並執行與勞工權益及人權相關之政策與管理要求，包括但不限於以下原則：To support our commitment, TaiDoc Technology Corporation has established and implemented policies and management requirements relating to labour rights and human rights, including but not limited to the following principles:

- 禁止強迫勞動、債務束縛及人口販運。
Prohibition of forced labour, bonded labour, and human trafficking.
- 禁止童工及未達法定就業年齡之聘僱。
Prohibition of child labour and underage employment.
- 尊重自願受僱原則與勞工行動自由。
Respect for voluntary employment and workers' freedom of movement.
- 遵守適用法令之薪資、工時、加班及休假規定。
Compliance with applicable laws on wages, working hours, overtime, and leave.
- 落實不歧視、平等對待及尊重之工作環境。
Maintenance of a non-discriminatory, fair, and respectful workplace.
- 提供不受報復之申訴與舉報機制。
Access to grievance and whistleblowing mechanisms without retaliation.
- 要求仲介、承攬商及供應商遵守相關勞動法令與人權標準（如適用）。
Compliance expectations for labour agencies, contractors, and suppliers, where applicable.

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4. 申訴與吹哨機制 Grievance and Whistleblowing Mechanisms

本公司設有員工可反映勞動條件、待遇、人權或其他工作相關問題之申訴與舉報機制。申訴管道可包括：
TaiDoc Technology Corporation maintains channels through which workers may raise concerns, complaints, or grievances related to working conditions, treatment, labour rights, or other workplace matters. These channels may include, as applicable:

- 直接向主管或人資反映。
Direct reporting to supervisors or Human Resources.
- 指定申訴窗口。
Designated complaint or grievance channels.
- 意見箱、專線、電子郵件或其他通報方式。
Suggestion boxes, hotline, email, or other reporting methods.
- 勞工訪談或內部溝通機制。
Worker interviews or internal communication processes.

本公司將依內部程序適當審查相關案件，並盡力確保員工因善意提出申訴而不遭受報復或不利待遇。
The company seeks to ensure that concerns raised are reviewed appropriately and that workers are not subjected to retaliation or adverse treatment for reporting issues in good faith.

5. 教育訓練與管理宣導 Training, Communication, and Management Awareness

本公司透過內部宣導、管理監督及（如適用）教育訓練，提升相關人員對勞工權益及道德聘僱之認知。
TaiDoc Technology Corporation promotes awareness of labour rights and ethical employment practices through internal communication, management oversight, and, where appropriate, training for relevant personnel.

6. 持續改善 Continuous Improvement

本公司理解，預防現代奴役及勞動剝削風險需持續投入與管理。本公司將定期檢視相關政策、實務作法及控制機制，並視需要持續精進，以強化勞工人權保障並降低風險。
TaiDoc Technology Corporation understands that the prevention of modern slavery and labour exploitation requires ongoing attention and management. We are committed to periodically reviewing our policies, practices, and controls and to improving them as needed to strengthen labour rights protections and reduce risk over time.

7. 生效日 Effective Date

本聲明書經董事會審閱並核准通過後公告實施，修正時亦同。並公告於公司內部適當位置及必要之外部平台，使員工、供應商、客戶及其他利害關係人得以知悉，作為本公司防止現代奴役及保障勞工人權之正式承諾文件。
This statement, after being reviewed and approved by the Board of Directors, will be published and implemented, and the same applies to any amendments. It will also be published in appropriate locations within the company and on necessary external platforms to ensure that employees, suppliers, customers, and other stakeholders are aware of it, serving as the company's formal commitment to preventing modern slavery and protecting workers' rights.