

中鼎人權管理框架

CTCI Human Rights Management Framework

1. 政策與架構 Policy and Structure

1.1 人權相關政策 Human rights related policies

2026.05.12

名稱 Name	概述 Description	連結 hyperlink
人權政策 CTCI Human Rights Policy	中鼎公司為尊重及保障基本人權，認同及承諾以下國際人權準則及規範，並恪守全球各營運所在地法規，平等對待並尊重所有人員。中鼎公司人權政策適用範圍包括本公司及國內外子公司、合資公司及其他具有實質控制能力之集團關企業，並同時延伸至供應鏈、客戶與承攬商、夥伴（客戶、社區）等利害關係人，共同遵循，致力杜絕任何人權侵害。 In order to respect and protect basic human rights, CTCI recognizes and commits to the following international human rights norms and norms, and abides by the laws and regulations of all places where it operates around the world, and treats and respects all personnel equally. The scope of application of CTCI's human rights policy includes the company, domestic and foreign subsidiaries, joint ventures and other group companies with substantial control ability, and extends to the supply chain, customers and contractors, partners (customers, communities) and other stakeholders, and is committed to eliminating any human rights violations.	hyperlink
中鼎集團誠信經營守則 CTCI Group Ethical Corporate Management Best Practice Principles	為建立誠信經營之企業文化、健全發展以及良好商業運作，特訂定本守則。 本守則適用範圍涵蓋子公司及其他具有實質控制能力之機構或法人等集團企業與組織(以下簡稱本集團)。 本集團積極推廣使商業夥伴、上下游廠商皆了解、認同並配合本集團之誠信經營守則內容。 CTCI Group Ethical Corporate Management Best Practice Principles ("the Principles") are adopted to assist CTCI to foster a corporate culture of ethical management, sound development and good commercial practices. These Principles are applicable to CTCI's subsidiaries, and other institutions or juridical persons which are substantially controlled by CTCI ("business group"). CTCI shall promote these Principles to business partners, suppliers, vendors rigorously and thoroughly, in order for them to understand, identify and adopt the Principles defined by CTCI.	hyperlink
中鼎集團道德行為準則 Codes of Ethical Conduct	為追求本集團整體之最大利益及致力於永續發展，並使集團之利害關係人瞭解本集團董事、經理人及全體員工執行職務時應遵循之道德標準及行為規範，爰依據本公司公司治理準則第六條之規定，經董事會決議訂定本準則。 Pursuant to Article 6 of CTCI's Corporate Governance Principles, CTCI's Codes of Ethical Conduct are established to pursue the greatest interest of CTCI and devote in continuous business development. And for stakeholders to understand the content of ethical standards and code of conduct that have been complied by directors, managers and all employees in the execution of their duties. CTCI's Codes of Ethical Conduct shall be approved by a resolution of the Board of Directors.	hyperlink

檢舉作業管理辦法 Accusation Management Regulations	為使本公司誠信之企業文化能有效彰顯與落實，鼓勵知情者主動舉發不法事件，在不法事件影響範圍擴大之前予以防治及處理，特訂定本辦法使本公司之檢舉案件能有效控管，並建立暢通之檢舉管道，與公正之調查程序，以遏止黑函並糾正可能的不當行為。 For implementing and manifesting our corporate culture sincerity effectively and encouraging insiders to report illegal events so as to prevent and deal with illegal events before their impacts spread, these regulations are specially formulated in order to effectively control the accusation case of the company and establish smooth accusation channel and fair investigation procedure, so as to prevent blackmail and correct possible undue behavior.	hyperlink
中鼎集團隱私權 Privacy Policy	CTCI 不會收集可識別身分的個人資料，除非是在個人知情的狀況下自願提交（例如自願提供電子郵件地址以訂閱我們的最新消息電子郵件）。除非為本政策允許，否則 CTCI 不會交易、販售、或租借個人資訊，但是可能會收集或提供關於網站和使用者的集體統計數據給其他方，而這些對象並不直接提供服務給 CTCI。 CTCI collects no personally identifiable information about individuals except when specifically and knowingly provided by such individuals (such as voluntary submission of an e-mail address for our news e-mail update list). Except as otherwise allowed by this policy, CTCI will not trade, sell, or rent personal information but may collect; or provide aggregate statistics about its site and users to other parties who do not provide services directly to CTCI.	hyperlink
個人資料保護政策 Personal Data Protection Policy	本公司本於「建構完善管理制度，落實個人資料保護」之管理目標，重視並尊重所有個人資料當事人之權益，依據相關法令規定，建立完善之個人資料保護管理制度，以妥善保護公司員工、客戶、合作廠商及其他利害關係人之個人資料。本公司致力於確保個人資料於蒐集、處理、利用、保存及銷毀等各階段，均符合法令要求，並兼顧資訊安全與隱私保護，藉此提升個人資料管理制度之健全性與執行品質。 In accordance with the management objective of “establishing a comprehensive management framework and implementing personal data protection,” the Company places great importance on and respects the rights and interests of all personal data subjects. In compliance with applicable laws and regulations, the Company has established a comprehensive personal data protection management system to properly safeguard the personal data of its employees, customers, clients, business partners, contractors, and other stakeholders. The Company is committed to ensuring that personal data is handled in accordance with legal requirements throughout all stages of collection, processing, use, retention, and disposal, while also taking into account information security and privacy protection, thereby enhancing the soundness and effectiveness of its personal data management system.	hyperlink
中鼎集團 安衛環政策 HSE Policy	本公司致力於提升安全、衛生與環保的優質作業與環境，提供客戶滿意與信賴的服務，我們秉持公司的願景、理念與使命，要求全體員工及協力廠商遵守安衛環政策之相關承諾，並與供應商和合作夥伴溝通本政策聲明。 Our dedication to HSE underpins our wider goal of becoming the world’s most reliable engineering services provider. Our approach is captured by the related values, principles and mission statements, which drive the way our staff and subcontractors act and operate. This policy statement is also communicated to our suppliers and JV partners.	hyperlink

中鼎集團廠商 行為準則 CTCI Vendor Code of Conduct	中鼎集團長期於社會責任、環境保護、企業道德、經營管理等領域投入高度的關注，因此我們期待廠商能採用相同的準則。中鼎集團廠商的所有業務活動皆應完全符合本準則以及其經營所在國的法律和規章的要求。此準則適用於廠商及其子公司、關係企業及承包商等，提供中鼎集團貨品或服務之廠商。 CTCI is committed to the highest standards of social and environmental responsibility and ethical conduct, and we expect our vendors to adopt the same policy. CTCI's vendors are required to operate in accordance with the principles in this CTCI Vendor Code of Conduct and in full compliance with all applicable laws. This Code applies to CTCI vendors and their subsidiaries, affiliates, and subcontractors providing goods or services to CTCI.	hyperlink
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名稱 Name	對象 object	員工 Employee	合資企業 Joint Venture (JV)	供應商/承攬商 Supplier /Contractor	客戶 Client	專案評估 Project evaluation
人權政策 CTCI Human Rights Policy		•	•	•	•	•
中鼎集團誠信經營守則 CTCI Group Ethical Corporate Management Best Practice Principles		•	•	•		•
中鼎集團道德行為準則 Codes of Ethical Conduct		•	•	•		
檢舉作業管理辦法 Accusation Management Regulations		•	•			
中鼎集團隱私權 Privacy Policy		•	•	•	•	•
個人資料保護政策 Personal Data Protection Policy		•	•	•	•	•
中鼎集團安衛環政策 HSE Policy		•	•	•		•
中鼎集團廠商行為準則 CTCI Vendor Code of Conduct				•		•

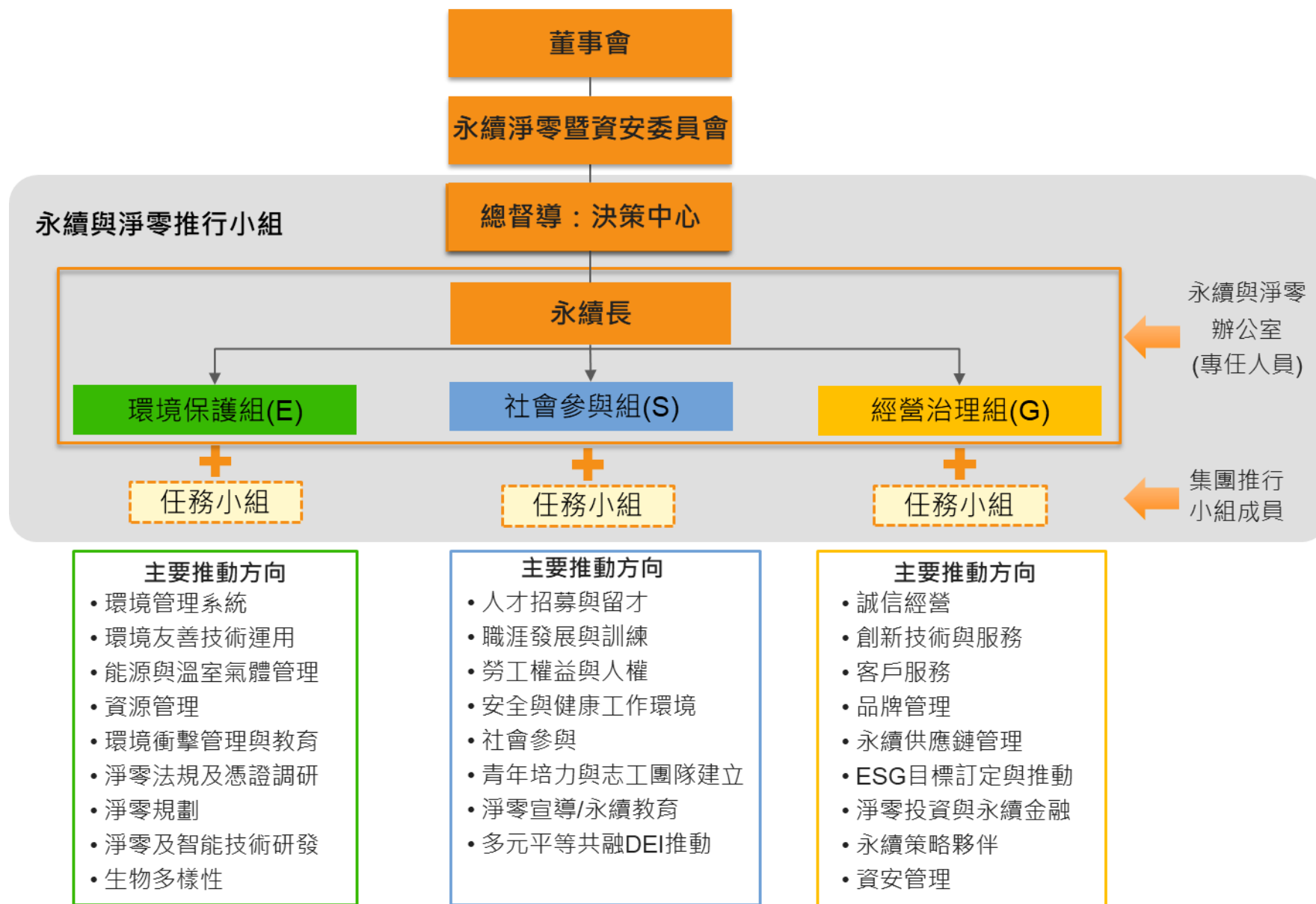
1.2 組織架構 Governance and Organization of Human Rights

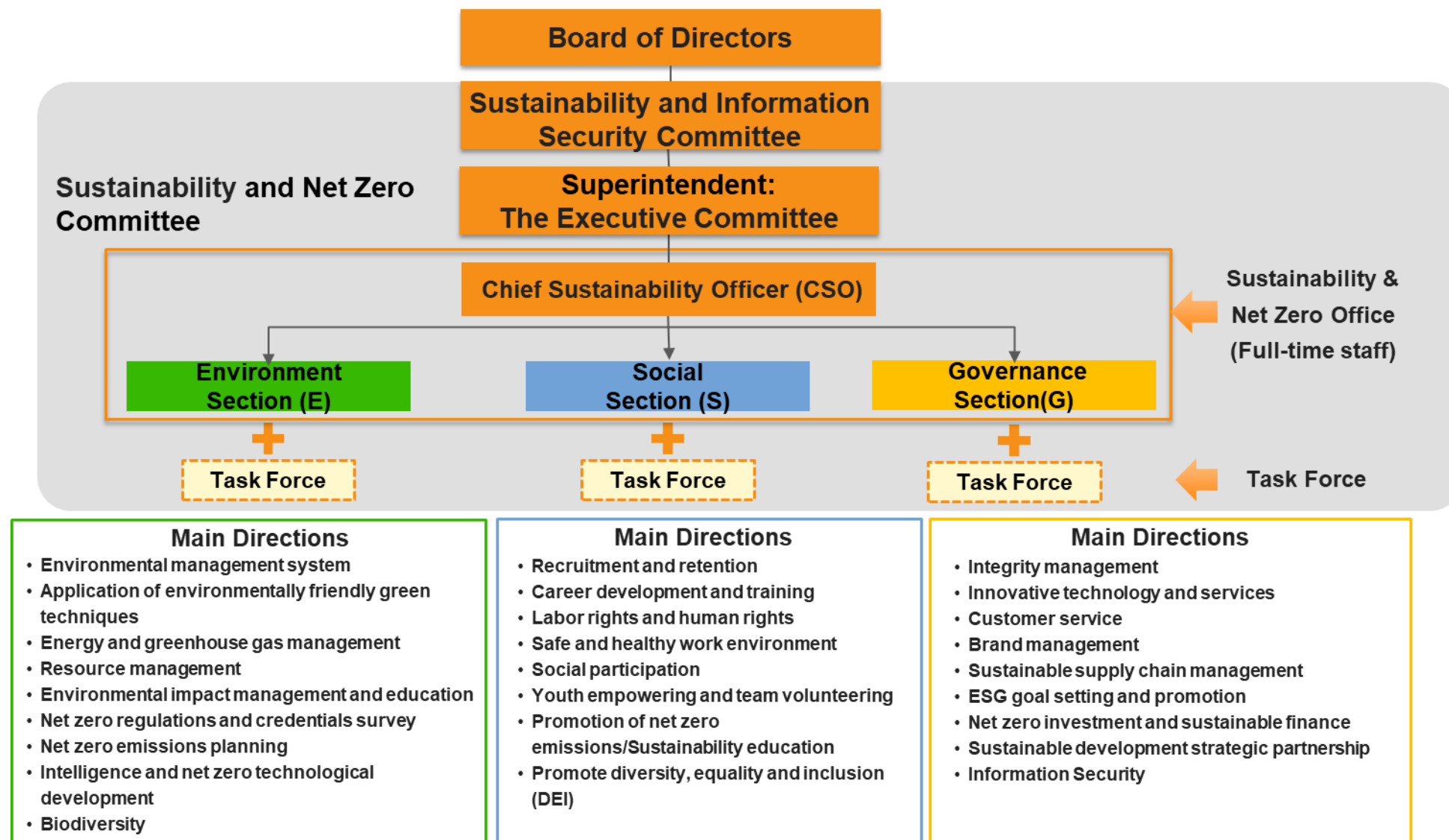
董事會下設置功能性委員會「永續淨零暨資安委員會」成員均由董事會成員組成，負責永續發展與淨零排放政策、資訊安全政策之擬定，目標、策略及執行方案之制定，以及執行成效之檢討、追蹤與修訂，並定期向董事會報告。

The Board of Directors establishes a functional committee called the "Sustainability and Information Security Committee" which is composed of board members. This committee is responsible for formulating policies on sustainable development and net zero emissions, information security policies, the goals, strategies, and implementation plans, as well as reviewing, tracking, and revising the execution results, and regularly reporting to the Board of Directors.

永續淨零暨資安委員會下設置「永續與淨零推行小組」，由集團層級之永續長與專責永續發展單位-永續與淨零辦公室帶領、以董事長為永續總督導，負責推展各項永續事務。永續與淨零辦公室負責集團永續與淨零策略制定、行動規劃與事務推行，並結合永續任務小組成員，共同推動環境保護、社會參與、經營治理等工作。永續長負責推動中鼎永續策略，確保環境、社會、經營治理目標結合核心本業，涵蓋減量成效追蹤、推動公司綠色轉型、打造幸福職場且提升員工永續素養，並強化內外部利害關係人溝通，如每月集團永續與淨零會議向集團總裁與董事長報告成果，以持續追蹤改善。

The Sustainability and Information Security Committee has established a 'the Sustainability and Net Zero Committee' lead by the Chief Sustainability Officer at the group level and the dedicated sustainable development unit - the Sustainability & Net Zero Office, with the Chairman serving as the overall sustainability supervisor, responsible for promoting various sustainability affairs. The Sustainable and Net Zero Office is responsible for formulating the group's sustainability and net zero strategies, action plans, and implementation of affairs, working together with members of the Sustainable Task Force to promote environmental protection, social participation, and corporate governance. The Chief Sustainability Officer is responsible for advancing the sustainable strategy of CTCI, ensuring that environmental, social, and governance goals are integrated with the core business, covering the tracking of reduction effectiveness, promoting the company's green transformation, creating a happy workplace, and enhancing employees' sustainability literacy, while also strengthening communication with internal and external stakeholders, such as reporting results to the group president and chairman during the monthly group sustainability and net zero meetings for continuous improvement.





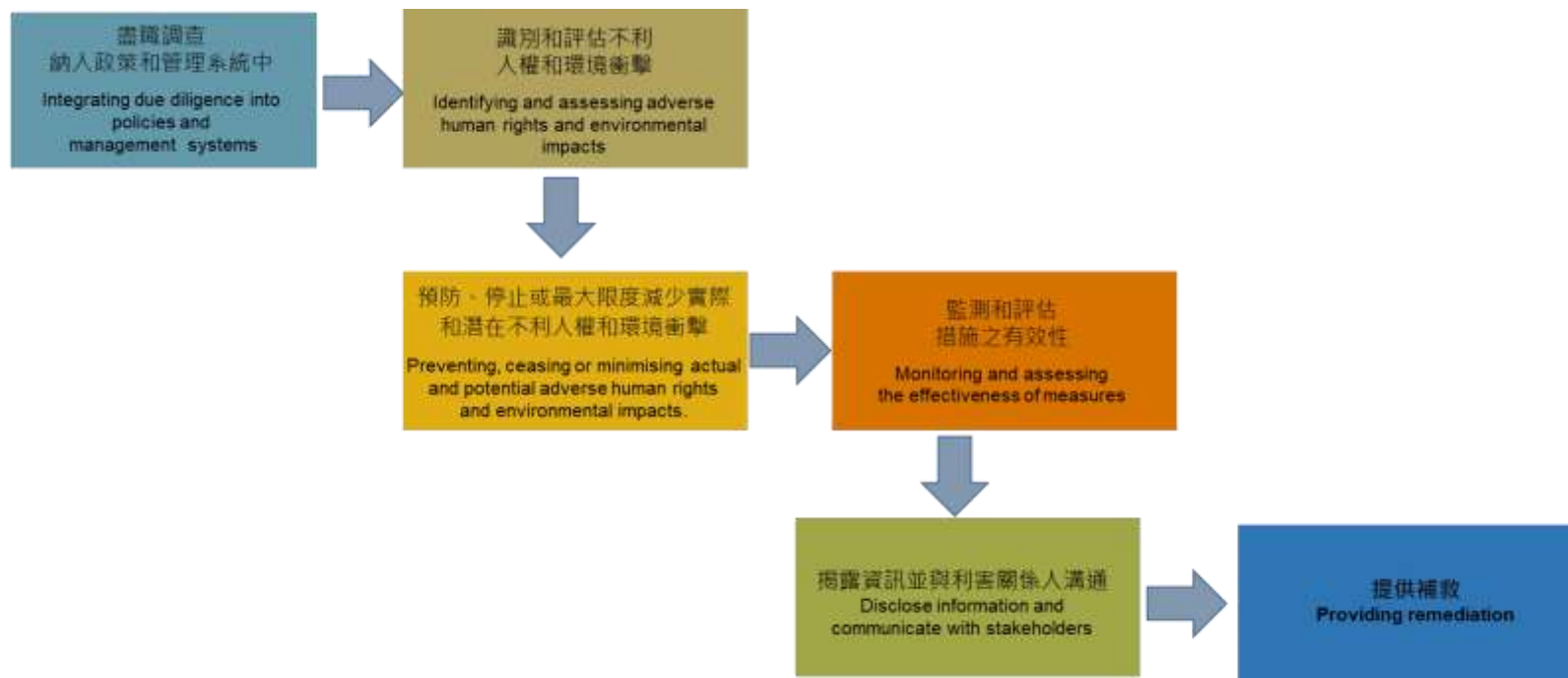
ESG 小組 (Section)	業務執行單位 (Business execution unit)	員工 Employee	合資企業 Joint Venture (JV)	供應商/承攬商 Supplier /Contractor	專案評估 Project evaluation	客戶 Client
◎ 環境保護組(E) Environment Section	各事業部 Each Business Operations				◎	
	各事業部業務部 Marketing & Sales Division of Each Business Operations					◆
	工程技術部 Engineering, Procurement, Construction Operations				◎	
	採購部-供應鏈管理部 Procurement Division -Supply Chain Management Department			◆		
★ 社會參與組(S) Social Section	安衛環管理部 HSE Management Department	★			◎	
	策略發展室 Strategic Planning & Development Office		◆			
	關係企業發展室 Affiliate Development Office		◆			
◆ 經營治理組(G) Governance Section	福利會 Employee Welfare Committee	★				
	人力資源部 Human Resources Department	★◆				
	中鼎大學 CTCI University	★				
	行政服務部 Administration & General Services Dept.	★			◎	
	專案工地總務 Project Site Administration Dept.	★			◎	

2. 人權盡職調查 Human Right Due diligence

中鼎工程遵循國際規範與營運據點當地法令規定，制定人權政策，並採用經濟合作與發展組織（OECD）所發布的責任商業行為盡職調查指南與聯合國人權理事會通過的聯合國工商企業與人權指導原則（UNGPs）擬定盡職調查管理流程依照人權盡職調查流程，維護與保護人權。

CTCI follows international standards and local laws of operational locations to formulate a human rights policy, and adopts the Due Diligence Guidance for Responsible Business Conduct published by the Organization for Economic Cooperation and Development (OECD) as well as the UN Guiding Principles on Business and Human Rights (UNGPs) passed by the United Nations Human Rights Council to establish a due diligence management process in compliance with the human rights due diligence process, maintaining and protecting human rights.

2.1 人權盡職調查流程 Human Rights Due Diligence Process



2.2 鑑別重大人權議題 Identify major human rights issues

2.2.1 員工人權 Employee human rights

角色(Role):員工(Employee)

重大人權議題 Major human rights issues	受影響對象 Affected objects	風險描述 Risk description
職業安全 Occupational safety	所有員工 All Employee	員工無論在辦公室或專案工地執行職務時受傷、因工作造成之疾病、殘廢、傷害、死亡等災害，或上下班途中發生事故等。 Whether employees are injured in the performance of duties in the office or project site, work-related diseases, disability, injury, death and other disasters, or accidents on the way to and from get off work, etc.
健康管理 Health Management	所有員工 All Employee	員工因工作場所發生對健康的危害，使人員需要透過治療才得以完全或部分恢復健康。例如工傷、職業病、危害物質使用等。 Workplace health hazards that require treatment to restore full or partial health. For example, work injury, occupational disease, use of hazardous substances, etc.
強迫勞動/異常負荷 /違反法定工時 Forced labor /Abnormal load/ Violation of statutory working hours	所有員工 All Employee	員工可能有加班導致每月工時過長、工作與生活未能平衡之情形，長期恐造成員工身心危害。 Employees may work overtime, resulting in excessive monthly working hours and poor work-life balance
童工 child labor	所有員工 All Employee	僱用未滿 18 歲工作者從事工作，面臨職場適應問題，造成身心壓力或發生職災意外 Employing workers under the age of 18 to work, facing workplace adaptation problems, causing physical and mental stress or occupational accidents.
原住民、身心障礙、移工	所有員工 All Employee	僱用原住民、身心障礙、移工從事工作，面臨職場適應問題，造成身心壓力或發生職災意外。

Indigenous People people with disability Migrant Workers		Employing Indigenous People, people with disability, Migrant Workers, facing workplace adaptation problems, causing physical and mental stress or occupational accidents.
職場暴力/不法侵害 /性騷擾 Workplace Violence/Wrongful Assault/ Discriminate/ Sexual Harassment	所有員工 All Employee	員工於工作場所中，因執行職務可能遭受主管、同事、客戶等人之不法侵害，包括肢體暴力、語言暴力、心理暴力、身心騷擾、權勢性騷擾等，造成身體或精神之傷害。 In the workplace, employees may be subjected to illegal violations by supervisors, colleagues, customers, etc., including physical violence, verbal violence, psychological violence, physical , mental harassment and power sexual harassment etc., resulting in physical or mental harm.
歧視 Discriminate	所有員工 All Employee	員工基於個人特徵而對某人的任何負面行為或態度，給予不平等待遇、拒絕提供福利或被不公平地對待等行為和結果，包括但不限於因國籍、宗教、種族、黨派、膚色、年齡、性別、性傾向、性別認同、身心障礙、疾病史(如愛滋病)、懷孕、婚姻與家庭狀況、語言、思想、政治立場、團體背景、以往工會會員身分、受保護的基因資訊或容貌、五官等個人特徵，展現任何形式的歧視行為或態度。 Any negative behavior or attitude toward a person by an employee, such as unequal treatment, denial of benefits, or unfair treatment based on personal characteristics, including, but not limited to, nationality, religion, race, party affiliation, color, age , gender, sexual orientation, gender identity, disability, medical history (such as AIDS), pregnancy, marital and family status, language, ideology, political affiliation, group background, previous trade union membership, protected genetic information or appearance, facial features and other personal characteristics, exhibit any form of discriminatory behavior or attitude.
母性健康保護 Maternal Health Protection	女性員工 All Female employees	違反女性員工工作權利與健康保護。 Violation of female employees' rights and health protection

同工同酬 equal remuneration	所有員工 All Employee	因性別、宗教、種族、年齡、國籍、政治傾向、身心障礙、婚姻與家庭狀況等差別，未能落實報酬、雇用條件、訓練與升遷機會之平等。 Failure to implement equality in remuneration, employment conditions, training and promotion opportunities due to differences in gender, religion, race, age, nationality, political inclination, physical and mental disabilities, marital and family status, etc.
個資/隱私權保護 Personal information /Privacy Protection	所有員工 All Employee	未妥善管理員工的個人資料與資訊，以致發生資料被盜取、外洩或濫用，且相關資訊無法依其意見刪除或調整 The personal data and information of employees are not properly managed, resulting in data theft, leakage or misuse, and the relevant information cannot be deleted or adjusted according to their opinions.
勞工權益 Labor Rights	所有員工 All Employee	提供的勞動條件與環境無法妥善保障員工生活、健康與安全，例如輪班休息時間過近、連續上班時數過高、敘薪過低無法支持生活、薪資不平等、工作環境危害過高等 The labor conditions and environment provided cannot properly protect the life, health and safety of employees, such as too short shift breaks, too high consecutive working hours, too low salary to support life, unequal salary, and too harmful working environment, etc.
勞資爭議 Labor disputes	所有員工 All Employee	職業災害、違法解僱、歧視及勞工不誠實行為(強盜、搶奪、竊盜、詐欺、侵佔)等。 Occupational accidents, illegal dismissal, discrimination and labor dishonesty (robbery, robbery, theft, fraud, embezzlement), etc.
結社自由 Freedom of association	所有員工 All Employee	限制結社自由，未尊重員工執行和平集會之權利 Freedom of association is restricted and employees' right to peaceful assembly is not respected.
集體談判權 The right to collective bargaining	所有員工 All Employee	未能保障勞工集體協商的權力及未能促進健康正向的勞資關係 Failure to protect the power of labor collective bargaining and failure to promote healthy and positive labor-management relations.

反貪腐及反賄賂 Corruption, Bribery	所有員工 All Employee	違反公平交易或執行職務時接受餽贈、招待、回扣、賄款等 Accepting gifts, entertainment, kickbacks, bribes, etc. in violation of fair dealing or in the performance of duties
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2.2.2 合資企業員工人權 Joint Venture Employee human rights

角色(Role)：合資企業員工(Employee of Joint Venture)

重大人權議題 Major human rights issues	受影響對象 Affected objects	風險描述 Risk description
職業安全 Occupational safety	所有員工 All Employee	員工無論在辦公室或專案工地執行職務時受傷、因工作造成之疾病、殘廢、傷害、死亡等災害，或上下班途中發生事故等 Whether employees are injured in the performance of duties in the office or project site, work-related diseases, disability, injury, death and other disasters, or accidents on the way to and from get off work, etc.
健康管理 Health Management	所有員工 All Employee	員工因工作場所發生對健康的危害，使人員需要透過治療才得以完全或部分恢復健康。例如工傷、職業病、危害物質使用等。 Workplace health hazards that require treatment to restore full or partial health. For example, work injury, occupational disease, use of hazardous substances, etc.
強迫勞動/異常負荷 /違反法定工時 Forced labor /Abnormal load/ Violation of statutory working hours	所有員工 All Employee	員工可能有加班導致每月工時過長、工作與生活未能平衡之情形，長期恐造成員工身心危害。 Employees may work overtime, resulting in excessive monthly working hours and poor work-life balance
童工 child labor	所有員工 All Employee	僱用未滿 18 歲工作者從事工作，面臨職場適應問題，造成身心壓力或發生職災意外 Employing workers under the age of 18 to work, facing workplace adaptation problems, causing physical and mental stress or occupational accidents.

原住民、身心障礙、移工 Indigenous People people with disability Migrant Workers	所有員工 All Employee	僱用原住民、身心障礙、移工從事工作，面臨職場適應問題，造成身心壓力或發生職災意外 Employing Indigenous People, people with disability, Migrant Workers, facing workplace adaptation problems, causing physical and mental stress or occupational accidents.
職場暴力/不法侵害/性騷擾 Workplace Violence/Wrongful Assault/ Discriminate/ Sexual Harassment	所有員工 All Employee	員工於工作場所中，因執行職務可能遭受主管、同事、客戶等人之不法侵害，包括肢體暴力、語言暴力、心理暴力、身心騷擾、權勢性騷擾等，造成身體或精神之傷害。 In the workplace, employees may be subjected to illegal violations by supervisors, colleagues, customers, etc., including physical violence, verbal violence, psychological violence, physical , mental harassment and power sexual harassment etc., resulting in physical or mental harm.
歧視 Discriminate	所有員工 All Employee	員工基於個人特徵而對某人的任何負面行為或態度，給予不平等待遇、拒絕提供福利或被不公平地對待等行為和結果，包括但不限於因國籍、宗教、種族、黨派、膚色、年齡、性別、性傾向、性別認同、身心障礙、疾病史(如愛滋病)、懷孕、婚姻與家庭狀況、語言、思想、政治立場、團體背景、以往工會會員身分、受保護的基因資訊或容貌、五官等個人特徵，展現任何形式的歧視行為或態度。 Any negative behavior or attitude toward a person by an employee, such as unequal treatment, denial of benefits, or unfair treatment based on personal characteristics, including, but not limited to, nationality, religion, race, party affiliation, color, age , gender, sexual orientation, gender identity, disability, medical history (such as AIDS), pregnancy, marital and family status, language, ideology, political affiliation, group background, previous trade union membership, protected genetic information or appearance, facial features and other personal characteristics, exhibit any form of discriminatory behavior or attitude.
母性健康保護 Maternal Health Protection	女性員工 All Female employees	違反女性員工工作權利與健康保護 Violation of female employees' rights and health protection

同工同酬 equal remuneration	所有員工 All Employee	因性別、宗教、種族、年齡、國籍、政治傾向、身心障礙、婚姻與家庭狀況等差別，未能落實報酬、雇用條件、訓練與升遷機會之平等。 Failure to implement equality in remuneration, employment conditions, training and promotion opportunities due to differences in gender, religion, race, age, nationality, political inclination, physical and mental disabilities, marital and family status, etc.
個資/隱私權保護 Personal information /Privacy Protection	所有員工 All Employee	未妥善管理員工的個人資料與資訊，以致發生資料被盜取、外洩或濫用，且相關資訊無法依其意見刪除或調整 The personal data and information of employees are not properly managed, resulting in data theft, leakage or misuse, and the relevant information cannot be deleted or adjusted according to their opinions.
勞工權益 Labor Rights	所有員工 All Employee	提供的勞動條件與環境無法妥善保障員工生活、健康與安全，例如輪班休息時間過近、連續上班時數過高、敘薪過低無法支持生活、薪資不平等、工作環境危害過高等 The labor conditions and environment provided cannot properly protect the life, health and safety of employees, such as too short shift breaks, too high consecutive working hours, too low salary to support life, unequal salary, and too harmful working environment, etc.
勞資爭議 Labor disputes	所有員工 All Employee	職業災害、違法解僱、歧視及勞工不誠實行為(強盜、搶奪、竊盜、詐欺、侵佔)等。 Occupational accidents, illegal dismissal, discrimination and labor dishonesty (robbery, robbery, theft, fraud, embezzlement), etc.
結社自由 Freedom of association	所有員工 All Employee	限制結社自由，未尊重員工執行和平集會之權利 Freedom of association is restricted and employees' right to peaceful assembly is not respected.
集體談判權 The right to collective bargaining	所有員工 All Employee	未能保障勞工集體協商的權力及促進健康正向的勞資關係 Failure to protect the power of labor collective bargaining and promote healthy and positive labor-management relations.
貪腐賄賂	所有員工 All Employee	違反公平交易或執行職務時接受餽贈、招待、回扣、賄款等

Corruption and bribery		Accepting gifts, entertainment, kickbacks, bribes, etc. in violation of fair dealing or in the performance of duties
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2.2.3 供應商人權 Supplier/Contractor human rights :

角色(Role): 供應商/承攬商員工(Supplier/Contractor Employee)

重大人權議題 Major human rights issues	受影響產業 Affected industries	風險描述 Risk description
職業安全與健康管理 Occupational safety and health Management	所有供應商員工 Supplier/Contractor Employee	未落實職業安全衛生管理，當災害發生時，恐造成員工疾病、傷害、失能或死亡，不僅無法達到生產需求，亦將影響其公司聲譽，企業無法穩定的經營。 If occupational safety and health management is not implemented, when a disaster occurs, it may cause illness, injury, disability or death of employees, which will not only fail to meet production needs, but also affect the company's reputation, and the company will have no way to operate stably.
強迫勞動/異常負荷 Forced labor /Abnormal load	所有供應商員工 Supplier/Contractor Employee	員工遭受強迫勞動之情事，恐觸法，降低招聘達成率，無法達到生產需求，亦影響其公司聲譽，企業無法穩定的經營。 If employees are subjected to forced labor, they may violate the law, reduce the recruitment rate, fail to meet production needs, and also affect the company's reputation, and the company will not be able to operate stably.
工作時間超時/違反法定工時 Working time overtime/ Violation of statutory working hours	所有供應商員工 Supplier/Contractor Employee	雇主濫用責任制，導致勞工超時工作及未有加班費或補休情形，勞工超時工作及工作負荷壓力過重，恐造成過勞引發腦血管或心臟疾病死亡。超時工作帶來健康之影響，或許短期間未有明顯危害，但若長期間卻易引起各類疾病風險，加劇影響健康及工作能力，無法達到生產需求。 Employers abuse the responsibility system, causing workers to work overtime without overtime pay or compensatory time off. Overtime work and excessive workload pressure may lead to overwork and death from cerebrovascular or heart disease. Overtime work may have no obvious harm to health in a short period of time, but in a long period of time, it is easy to cause various disease risks, aggravate the impact on health and work ability, and fail to meet production needs.
童工 child labor	所有供應商員工 Supplier/Contractor	違法雇用童工，易造成身心壓力或發生職災意外發生，致公司權益受損並遭罰，影響其企業聲譽及穩定經營。

	Employee	Illegal employment of child labor can easily cause physical and mental stress or occupational accidents, resulting in damage to the company's rights and interests and penalties, affecting the company's reputation and stable business operations.
原住民、身心障礙、移工 Indigenous People people with disability Migrant Workers	所有供應商員工 Supplier/Contractor Employee	違法雇用原住民、身心障礙、移工，造成身心壓力或發生職災意外發生，致公司權益受損並遭罰，影響其企業聲譽及穩定經營。 Illegal employment of Indigenous People, people with disability, Migrant Workers can easily cause physical and mental stress or occupational accidents, resulting in damage to the company's rights and interests and penalties, affecting the company's reputation and stable business operations.
職場暴力/不法侵害 /性騷擾/歧視 Workplace Violence/Wrongful Assault/ Discriminate/ Sexual Harassment/ Discriminate	所有供應商員工 Supplier/Contractor Employee	若企業沒有制定保障在招募、就業、離職期間及未遵守員工無受到歧視、騷擾及職場暴力/不法侵害等之相關規定，恐觸犯就業服務相關法令規定，降低招聘達成率，無法達到生產需求。 If an enterprise fails to formulate relevant regulations to ensure that employees are not discriminated 、Workplace Violence/Wrongful Assault/ harassment, against during recruitment, employment, and resignation, and fails to comply with the relevant provisions of acts related to Employment Service Law, it may violate the provisions of the Employment Service Law, reduce the recruitment success rate, and fail to meet production needs.
勞資爭議 Labor disputes	所有供應商員工 Supplier/Contractor Employee	如果企業沒有把勞動法令遵循納入人資管理標準配備的話，勞資糾紛發生的風險一定上升，企業也就沒有辦法穩定的經營。 If an enterprise does not incorporate labor laws and regulations into its human resources management standards, the risk of labor disputes will certainly increase, and the enterprise will not be able to operate stably
個資/隱私權保護 Personal information /Privacy Protection	所有供應商員工 Supplier/Contractor Employee	未妥善管理員工的個人資料與資訊，以致發生資料被盜取、外洩或濫用，且相關資訊無法依其意見刪除或調整 The personal data and information of employees are not properly managed, resulting in data theft, leakage or misuse, and the relevant information cannot be deleted or adjusted according to their opinions.
結社自由 Freedom of association	所有供應商員工 Supplier/Contractor Employee	限制結社自由，未尊重員工執行和平集會之權利 Freedom of association is restricted and employees' right to peaceful assembly is not respected.

集體談判權 The right to collective bargaining	所有供應商員工 Supplier/Contractor	未能保障勞工集體協商的權力及促進健康正向的勞資關係 Failure to protect the power of labor collective bargaining and promote healthy and positive labor-management relations.
貪腐賄賂 Corruption and bribery	所有供應商員工 Supplier/Contractor	違反公平交易或執行職務時接受餽贈、招待、回扣、賄款等 Accepting gifts, entertainment, kickbacks, bribes, etc. in violation of fair dealing or in the performance of duties

2.2.4 客戶人權 customers human right :

角色(Role)：客戶(customers)

重大人權議題 Major human rights issues	受影響客戶 Affected customers	風險描述 Risk description
個資/隱私權保護 Personal information /Privacy Protection	所有客戶 All customers	與客戶商業往來時未妥善管理商業訊息和客戶的個人資料與資訊，以致發生資料被盜取、外洩或濫用，且相關資訊無法依其意見刪除或調整 When dealing with customers, commercial information and personal data and information of customers are not properly managed, resulting in data theft, leakage or misuse, and relevant information cannot be deleted or adjusted according to their opinions

2.2.5 專案工程執行人權 project implementation human right :

角色(Role)：專案工程參與人員(Project engineering participants)

重大人權議題 Major human rights issues	受影響對象 Affected objects	風險描述 Risk description
工作就業機會改變 Job opportunities change	所在地區勞動人力 labor force in the area	工程期間提供臨時或短期性工作機會，會隨工程結束而中止。 Temporary or short-term job opportunities are provided during the construction period and will be terminated with the completion of the construction.

環境品質改變 Changes in environmental quality	所在地區居民 Residents of the area	工程期間衍生對環境品質的有限衝擊與影響。 Limited impact and impact on environmental quality derived from engineering
工作環境安全與健康 Work Environment Safety and Health	從事工程人員 engineering staff	工程期間可能發生之工安事件與健檢異常 Industrial safety incidents and health check abnormalities that may occur during the project

2.3 人權風險評估 Human Rights Risk Assessment

2.3.1 人權風險評估矩陣 Human rights risk assessment matrix

➤ 風險定義 Definition of risks

- ✓ 風險發生機率：風險可能性,以定性或定量之評級，以所有回填問卷之平均值為計算基礎。
Risk occurrence probability: the likelihood of risk, rated either qualitatively or quantitatively, based on the average value of all completed questionnaires.

風險等級 Degree	風險程度 Level	風險發生機率-定性 Risk occurrence probability - qualitative	風險發生機率-定量(%) Risk occurrence probability - Quantitative (%)	風險發生機率-定量(時間次數) Risk occurrence probability - Quantitative (time frequency)
5	極高 very high	經常性會發生 almost always	90%以上	每週發生 1 次以上 more than one time every week
4	高 high	較多情況下會發生 usually	70%~90%	每月發生 1 次以上 more than one time every month
3	中等 medium	某些情況下會發生 often	30%~70%	每季發生 1 次以上 more than one time every quarter
2	低 low	極少情況下會發生 sometimes	10%~30%	每半年發生 1 次以上 more than one time every half year
1	極低 very low	一般情況下不會發生 seldom	10% 以下	每年發生 1 次以下 less than one time per year

- ✓ 風險衝擊影響：風險嚴重程度及影響 Risk impact: Severity and influence of risks.

風險等級 Degree	風險程度 Level	風險發生嚴重程度 Severity of Risk Occurrence	影響對象 Affected targets	風險發生可補救程度 Remediability of risk occurrence
5	極重大 extreme	對身心健康及安全有重大影響： 導致死亡 Significant impact on physical and mental health and safety: cause death	對所有員工造成影響	不太可能恢復原狀或消除影響力
4	重大 major	對身心健康及安全有嚴重影響： 導致身心障礙 Serious impact on physical and mental health and safety: cause physical and mental disabilities	對多數員工造成影響	需要五~十年恢復原狀或影響力消除
3	中等 moderate	對身心健康及安全有中度影響： 造成傷害需要進行復健（產生工時損失） Moderate impact on physical and mental health and safety: Injury requires rehabilitation (with loss of working hours)	在特定員工族群中， 對多數員工造成影響	需要三~五年恢復原狀或影響力消除
2	輕微 minor	對身心健康及安全有輕度影響： 輕微傷害或疾病（未產生工時損失） Minor impact on physical and mental health and safety: Minor injury or illness (no lost working hours)	在特定員工族群中，對 某部分員工造成影響	需要一~三年恢復原狀或影響力消除
1	極輕微 insignificant	對身心健康及安全影響甚微 Minimal impact on physical and mental health and safety	對員工無負面影響	一年內可以恢復原狀或影響力消除

2.3.2 員工人權風險評估 Employee Human Rights Risk Assessment

風險評估作法 Risk Evaluation practices	風險評估頻率 Risk Assessment Frequency	評估因子 Evaluation factor	資料來源 source
依據國際勞工組織 International Labor Organization, ILO)-工作基本原則與權利宣言(Declaration on Fundamental and Rights at work)之面向，包括「禁止強迫勞動」、「反歧視」、「結社自由與開放溝通」、「健康安全的職場環境」進行全體員工人權風險評估，依內部員工可能遭遇之人權風險定義重大人權議題以及衡量指標，以有效評估具風險之程度、族群占比，並依評估結果執行控制與減緩措施，以審慎地態度保障全體員工的人權。According to the International Labor Organization (ILO)-Declaration on Fundamental and Rights at work, including "prohibition of forced labor", "anti-discrimination", "freedom of association and open communication", "Healthy and Safe Workplace Environment" conducts human rights risk assessment for all employees, defines major human rights issues and measurement indicators according to the human rights risks that internal employees may encounter, so as to	每年評估 Annual evaluation	職業安全 Occupational safety	• 職災申報 Occupational Accident Declaration
	每年評估 Annual evaluation	健康管理 Health Management	• 健康檢查高風險追蹤 Health Check High Risk Tracking
	每年評估 Annual evaluation	強迫勞動/異常負荷/違反法定工時 Forced labor /Abnormal load/ Violation of statutory working hours	• 健康檢查高風險追蹤 Health Check High Risk Tracking • 工時統計資料 Working hours statistics
	每年評估 Annual evaluation	聘任童工、原住民、身心障礙、移工 child labor, Indigenous People, people with disability, Migrant Workers	• 員工意見信箱 Employee mailbox • 檢舉平台 Reporting platform • 原住民、身心障礙進用比率統計 Statistics on the employment ratio of indigenous people and persons with disabilities.
	每年評估 Annual evaluation	職場暴力/不法侵害/性騷擾 Workplace Violence/Wrongful Assault/ Discriminate/ Sexual Harassment	• 員工意見信箱 Employee mailbox • 檢舉平台 Reporting platform • 職場不法侵害預防之危害辨識及風險評估 Infringement Identification and

effectively assess the degree of risk and the proportion of ethnic groups, and implement control and mitigation according to the assessment results. measures to safeguard the human rights of all employees in a prudent manner.			risk evaluation for Unlawful Workplace Infringement Prevention
	每年評估 Annual evaluation	歧視 Discriminate	- 員工意見信箱 Employee mailbox - 檢舉平台 Reporting platform - 職場不法侵害預防之危害辨識及風險評估 Infringement Identification and risk evaluation for Unlawful Workplace Infringement Prevention
	每年評估 Annual evaluation	母性健康保護 Maternal Health Protection	健康檢查高風險追蹤 Health Check High Risk Tracking
	每年評估 Annual evaluation	同工同酬 equal remuneration	- 員工意見信箱 Employee mailbox - 員工敬業度調查 Engagement Survey
	每年評估 Annual evaluation	個資/隱私權保護 Personal information /Privacy Protection	- 員工意見信箱 Employee mailbox - 檢舉平台 Reporting platform - 個資保護管理檢查 Personal Data Protection Management Inspection
	每年評估 Annual evaluation	勞工權益 Labor Rights	- 員工意見信箱 Employee mailbox - 員工敬業度調查 Engagement Survey

	每年評估 Annual evaluation	勞資爭議 Labor disputes	• 勞資爭議申訴案件 Labor Dispute Complaint Cases
	每年評估 Annual evaluation	結社自由 Freedom of association	• 員工意見信箱 Employee mailbox • 檢舉平台 Reporting platform
	每年評估 Annual evaluation	集體談判權 The right to collective bargaining	• 員工意見信箱 Employee mailbox • 檢舉平台 Reporting platform

2.3.3 合資企業人權風險評估 Joint Venture (JV) Human Rights Risk Assessment

風險評估作法 Risk Evaluation practices	風險評估頻率 Risk Assessment Frequency	評估因子 Evaluation factor	資料來源 source
依據國際勞工組織(International Labor Organization, ILO)-工作基本原則與權利宣言(Declaration on Fundamental and Rights at work)之面向，包括「禁止強迫勞動」、「反歧視」、「結社自由與開放溝通」、「健康安全的職場環境」進行全體員工人權風險評估，依內部員工可能遭遇之人權風險定義重大人權議題以及衡量指標，以有效評估具風險之程度、族群占比，並依評估結果執行控制與減緩措施，以審慎地態度保障全體員工的人權。	每年評估 Annual evaluation	職業安全 Occupational safety	• 職災申報 Occupational Accident Declaration
	每年評估 Annual evaluation	健康管理 Health Management	• 健康檢查高風險追蹤 Health Check High Risk Tracking
	每年評估 Annual evaluation	強迫勞動/異常負荷/違反法定工時 Forced labor /Abnormal load/ Violation of statutory working hours	• 健康檢查高風險追蹤 Health Check High Risk Tracking • 工時統計資料 Working hours statistics
	每年評估 Annual evaluation	聘任童工、原住民、身心障礙、移工 child labor, Indigenous People, people with	• 員工意見信箱 Employee mailbox • 檢舉平台 Reporting platform • 原住民、身心障礙進用比率統計 Statistics on the employment

According to the International Labor Organization (ILO)-Declaration on Fundamental and Rights at work, including "prohibition of forced labor", "anti-discrimination", "freedom of association and open communication", "Healthy and Safe Workplace Environment" conducts human rights risk assessment for all employees, defines major human rights issues and measurement indicators according to the human rights risks that internal employees may encounter, so as to effectively assess the degree of risk and the proportion of ethnic groups, and implement control and mitigation according to the assessment results. measures to safeguard the human rights of all employees in a prudent manner.		disability, Migrant Workers	ratio of indigenous people and persons with disabilities.
	每年評估 Annual evaluation	職場暴力/不法侵害/性騷擾 Workplace Violence/Wrongful Assault/ Discriminate/ Sexual Harassment	- 員工意見信箱 Employee mailbox - 檢舉平台 Reporting platform - 職場不法侵害預防之危害辨識及風險評估 Infringement Identification and risk evaluation for Unlawful Workplace Infringement Prevention
	每年評估 Annual evaluation	歧視 Discriminate	- 員工意見信箱 Employee mailbox - 檢舉平台 Reporting platform - 職場不法侵害預防之危害辨識及風險評估 Infringement Identification and risk evaluation for Unlawful Workplace Infringement Prevention
	每年評估 Annual evaluation	母性健康保護 Maternal Health Protection	健康檢查高風險追蹤 Health Check High Risk Tracking
	每年評估 Annual evaluation	同工同酬 equal remuneration	- 員工意見信箱 Employee mailbox - 員工敬業度調查 Engagement Survey
	每年評估 Annual evaluation	個資/隱私權保護 Personal information /Privacy Protection	- 員工意見信箱 Employee mailbox - 檢舉平台 Reporting platform

			個資保護管理檢查 Personal Data Protection Management Inspection
	每年評估 Annual evaluation	勞工權益 Labor Rights	- 員工意見信箱 Employee mailbox - 員工敬業度調查 Engagement Survey
	每年評估 Annual evaluation	勞資爭議 Labor disputes	勞資爭議申訴案件 Labor Dispute Complaint Cases
	每年評估 Annual evaluation	結社自由 Freedom of association	- 員工意見信箱 Employee mailbox - 檢舉平台 Reporting platform
	每年評估 Annual evaluation	集體談判權 The right to collective bargaining	- 員工意見信箱 Employee mailbox - 檢舉平台 Reporting platform

2.3.4 供應商/承攬商人權風險評估 Supplier/Contractor Human Rights Risk Assessment :

風險評估作法 Risk assessment practices	風險評估頻率 Risk Assessment Frequency	風險評估因子 Risk assessment factor	資料來源 Source
每年會要求第一階供應商回覆「廠商永續性風險調查問卷」，問卷內容包含勞工及人權議題。	每年 1 次 once a year	職業安全與健康管理 Occupational safety and health Management 強迫勞動/異常負荷	「廠商永續性風險調查問卷」

Every year, tier-1 suppliers are required to respond to the "Sustainability Risk Questionnaire", which includes labor and human rights issues. • 依問卷內容訂定風險因子及計算原則，並統計供應商人權議題之風險值。 Determine risk factors and calculation principles according to the content of the questionnaire, and calculate the risk value of suppliers' human rights issues. • 針對高風險之供應商進行訪廠稽核及追蹤改善情況。 For high-risk suppliers, conduct factory visit audits and track improvement.		Forced labor /Abnormal load 工作時間超時/違反法定工時 Working time overtimed/ Violation of statutory working hours 童工 child labor 原住民、身心障礙、移工 Indigenous People people with disability Migrant Workers 職場暴力/不法侵害/性騷擾/歧視 Workplace Violence/Wrongful Assault/ Discriminate/ Sexual Harassment/ Discriminate 勞資爭議 Labor disputes 個資/隱私權保護 Personal information /Privacy Protection 結社自由 Freedom of association 集體談判權	
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		The right to collective bargaining 貪腐賄賂 Corruption and bribery	
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2.3.5 客戶人權風險評估 customers Human Rights Risk Assessment :

風險評估作法 Risk assessment practices	風險評估頻率 Risk Assessment Frequency	風險評估因子 Risk assessment factor	資料來源 Source
個資保護管理檢查 Personal Data Protection Management Inspection	每年 1 次 once a year	個資保護 Personal Data Protection	- 檢舉平台 Reporting platform - 個資保護管理檢查 Personal Data Protection Management Inspection

2.3.6 專案工程執行人權風險評估 project implementation Human Rights Risk Assessment :

風險評估作法 Risk assessment practices	風險評估頻率 Risk Assessment Frequency	風險評估因子 Risk assessment factor	資料來源 Source
- 人力、發包、採購統計 Manpower, outsourcing, procurement statistics - 環境品質監測 Environmental Quality Monitoring	每年 1 次 once a year	依據統計/監測資料性質及單位 According to the nature and unit of statistical/monitoring data	統計與監測調查統計分析結果 Statistics and Monitoring Survey Statistical Analysis Results

• 工安事件與健檢異常記錄 Records of industrial safety incidents and abnormal health checks			
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2.4 行動、減緩與補救措施 Action, Mitigation and Remedial Measures

2.4.1 員工人權行動、減緩與補救措施 Employee Human Rights Action, Mitigation and Remedial Measures

重大人權議題 Major human rights issues	減緩措施 Mitigation Measures	補救措施 Remedial Measures	申訴機制 Grievance Mechanism
職業安全 Occupational safety	訓練 Training： • 每年定期實施一般勞工安全衛生教育及資訊安全相關訓練 Regularly implement general labor hygiene education and information security related training every year • 每年定期舉辦消防逃生演練 Regular fire escape drills are held every Year • 每年定期舉辦道德行為準則訓練(內容包含舉報管道相關訓練) Regular training on the Code of Ethical Conduct is held annually (including training related to reporting channels). • 不法侵害、性騷擾防治措施、申訴與懲戒辦	制度調整 Institutional adjustment： • 為使誠信之企業文化能有效彰顯與落實，鼓勵知情者主動舉發不法事件，在不法事件影響範圍擴大之前予以防治及處理，訂定檢舉作業管理辦法,使本公司之檢舉案件能有效控管，並建立暢通之檢舉管道，與公正之調查程序，以遏止黑函並糾正可能的不當行為。 In order to effectively demonstrate and implement the corporate culture of	• 員工意見信箱 Employee mailbox hr@ctci.com • 舉報平台 Reporting platform： https://secure.conductwatch.com/ctci/ • 性騷擾申訴專線 (02)2835-5936 • 性騷擾申訴專用信箱： anti-harass@ctci.com
健康管理 Health Management			
強迫勞動/異常負荷/違反法定工時 Forced labor /Abnormal load/ Violation of statutory working hours			

童工 child labor	法及職業安全衛生內容列為新進人員職前訓練課程。 Unlawful infringement, sexual harassment prevention measures, complaints and punishment methods, and occupational safety and health content are listed as pre-employment training courses for new recruits.	integrity, we encourage those in the know to take the initiative to report illegal incidents, prevent and deal with illegal incidents before the scope of their impact expands, and Accusation Management Regulations for reporting operations, so that the company's reporting cases can be effectively controlled. And establish smooth reporting channels and fair investigation procedures to curb black letters and correct possible misconduct.	
原住民、身心障礙、移工 Indigenous People people with disability Migrant Workers	• 辦理不法侵害預防及溝通技巧相關宣導及教育訓練 Provide publicity and lectures on illegal infringement prevention and communication skills		
職場暴力/不法侵害 /性騷擾 Workplace Violence/Wrongful Assault/Discriminate/Sexual Harassment	溝通 communicate : • 違反法定工時/異常負荷：每月定期檢視各部門加班狀況，並於內部管道適時提醒主管應協助工時較長之同仁適度調配工作。 Violation of statutory working hours/abnormal load: Regularly check the overtime status of each department every month, and timely remind supervisors in internal pipelines to assist colleagues with longer working hours to appropriately allocate work.	• 健康中心致力於突破傳統的衛生管理行為，改變健康管理模式，希望在預防職業病與積極推動員工個人健康的同時達到全方位的健康管理。經由定期的法規鑑別，追蹤與修訂現有的法規遵循的現況 The health center is committed to breaking through the traditional health management	
歧視 Discriminate			
母性健康保護 Maternal Health Protection	• 健康中心建立系統化的健康管理模式，進行過勞量表及工作負荷/型態調查，並針對延長加班工時之健康評估，希望在預防職業病與		

同工同酬 equal remuneration	積極推動員工個人健康的同時達到全方位的健康管理 CTCI Health Center has established a systematic health management model by conducting surveys on overwork scale and workload/pattern, and conducting statistical analysis on health examination results. We hope to achieve comprehensive health management while preventing occupational diseases and actively promoting employee health. • 制定「執行職務遭受不法侵害預防管理辦法」與發布「預防職場不法侵害聲明」 Formulate the "Prevention and Management of Unlawful Infringement in the Performance of Duties Regulations" and publish the "CTCI Declaration of Unlawful Workplace Infringement Prevention". • 性騷擾/不法侵害：不法侵害事件處理小組於事件發生後，查明事實秉持合情、合理、合法，並於期限內有效處理並結案，所有案件均由專人處理且善盡保密義務，以確保申訴管道之可信度。 Sexual harassment/unlawful infringement: After the incident, Unlawful Infringement Event Response Team are found to be reasonable, reasonable, and legal, and the case is effectively handled and closed within the time limit. All cases are handled	behavior and changing the health management model, hoping to achieve a full range of health management while preventing occupational diseases and actively promoting the personal health of employees. Track and revise the status of existing regulatory compliance through regular regulatory identification 補償 compensate： • 員工手冊災害傷病給付及撫卹 Compensation & Consolation for Injury, Illness and Accident on Duty in Employee Handbook • 團體保險 group insurance • 每月安排醫師駐診服務 Monthly arrangement of physician on-site services • 每月安排物理治療師駐點服務 Monthly arrangement of physical therapist on-site services. • 聘用視障按摩師為員工紓壓解	
個資/隱私權保護 Personal information /Privacy Protection			
勞工權益 Labor Rights			
勞資爭議 Labor disputes			
結社自由 Freedom of association			
集體談判權 The right to collective bargaining			
貪腐賄賂 Corruption and bribery			

	by special personnel and fulfill the obligation of confidentiality to ensure the credibility of the complaint channel 系統 System : • ISO 45001 職業安全衛生管理系統 Occupational Health and Safety Management Systems • ISO 18001 職業健康安全管理系統 Occupation Health Safety Management System • TOSHMS 臺灣職業安全衛生管理系統 Taiwan Occupational Safety and Health Management System • 職務遭受不法侵害之辨識及評估 Identification and evaluation of unlawful infringements on duties • 母性健康保護評估 Maternal health protection assessment • 定期檢視性別薪資差距，確保女男同工同酬 Routinely monitor the gender pay gap to achieve equal remuneration for men and women.	勞 Hire visually impaired massage therapists to relieve staff stress physically and mentally. • 員工協助方案（EAPs） Employee Assistance Program 處罰 punish : • 同仁獎懲辦法 Employees Reward and Punishment Regulations	
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2.4.2 合資企業人權行動、減緩與補救措施 Joint Venture (JV) Human Rights Action, Mitigation and Remedial Measures

重大人權議題 Major human rights issues	減緩措施 Mitigation Measures	補救措施 Remedial Measures	申訴機制 Grievance Mechanism
職業安全 Occupational safety	訓練 Training : • 每年定期實施一般勞工安全衛生教育及資訊安全相關訓練 Regularly implement general labor hygiene education and information security related training every year • 每年定期舉辦消防逃生演練 Regular fire escape drills are held every Year • 每年定期舉辦道德行為準則訓練(內容包含舉報管道相關訓練) Regular training on the Code of Ethical Conduct is held annually (including training related to reporting channels). • 不法侵害、性騷擾防治措施、申訴與懲戒辦法及職業安全衛生內容列為新進人員職前訓練課程。 Unlawful infringement, sexual harassment prevention measures, complaints and punishment methods, and occupational safety and health content are listed as pre-employment training courses for new recruits.	制度調整 Institutional adjustment : • 為使誠信之企業文化能有效彰顯與落實，鼓勵知情者主動舉發不法事件，在不法事件影響範圍擴大之前予以防治及處理，訂定檢舉作業管理辦法,使本公司之檢舉案件能有效控管，並建立暢通之檢舉管道，與公正之調查程序，以遏止黑函並糾正可能的不當行為。 In order to effectively demonstrate and implement the corporate culture of integrity, we encourage those in the know to take the initiative to report illegal incidents, prevent and deal with illegal incidents before the scope of their impact expands, and Accusation Management Regulations for reporting operations, so that the company's reporting	• 員工意見信箱 Employee mailbox hr@ctci.com • 舉報平台 Reporting platform : https://secure.conductwatch.com/ctci/ • 性騷擾申訴專線 (02)2835-5936 • 性騷擾申訴專用信箱 : anti-harass@ctci.com
健康管理 Health Management			
強迫勞動/異常負荷/違反法定工時 Forced labor /Abnormal load/ Violation of statutory working hours			
童工 child labor			
原住民、身心障礙、移工 Indigenous People			

people with disability Migrant Workers	• 辦理不法侵害預防及溝通技巧相關宣導及教育訓練 Provide publicity and lectures on illegal infringement prevention and communication skills	cases can be effectively controlled. And establish smooth reporting channels and fair investigation procedures to curb black letters and correct possible misconduct. • 健康中心致力於突破傳統的衛生管理行為，改變健康管理模式，希望在預防職業病與積極推動員工個人健康的同時達到全方位的健康管理。經由定期的法規鑑別，追蹤與修訂現有的法規遵循的現況 The health center is committed to breaking through the traditional health management behavior and changing the health management model, hoping to achieve a full range of health management while preventing occupational diseases and actively promoting the personal health of employees. Track and revise the status of	
職場暴力/不法侵害 /性騷擾 Workplace Violence/Wrongful Assault/Discriminate/Sexual Harassment	溝通 communicate : • 違反法定工時/異常負荷：每月定期檢視各部門加班狀況，並於內部管道適時提醒主管應協助工時較長之同仁適度調配工作。 Violation of statutory working hours/abnormal load: Regularly check the overtime status of each department every month, and timely remind supervisors in internal pipelines to assist colleagues with longer working hours to appropriately allocate work.		
歧視 Discriminate			
母性健康保護 Maternal Health Protection	• 健康中心建立系統化的健康管理模式，進行過勞量表及工作負荷/型態調查，並針對延長加班工時之健康評估，希望在預防職業病與積極推動員工個人健康的同時達到全方位的健康管理		
同工同酬 equal remuneration	CTCI Health Center has established a systematic health management model by conducting surveys on overwork scale and workload/pattern, and conducting statistical analysis on health examination results. We hope to achieve comprehensive health management while preventing occupational		
個資/隱私權保護 Personal information			

/Privacy Protection	diseases and actively promoting employee health.	existing regulatory compliance through regular regulatory identification	
勞工權益 Labor Rights	制定「執行職務遭受不法侵害預防管理辦法」與發布「預防職場不法侵害聲明」	補償 compensate :	
勞資爭議 Labor disputes	Formulate the "Prevention and Management of Unlawful Infringement in the Performance of Duties Regulations" and publish the "CTCI Declaration of Unlawful Workplace Infringement Prevention".	員工手冊災害傷病給付及撫卹 Compensation & Consolation for Injury, Illness and Accident on Duty in Employee Handbook	
結社自由 Freedom of association	性騷擾/不法侵害：不法侵害事件處理小組於事件發生後，查明事實秉持合情、合理、合法，並於期限內有效處理並結案，所有案件均由專人處理且善盡保密義務，以確保申訴管道之可信度。	團體保險 group insurance	
集體談判權 The right to collective bargaining	Sexual harassment/unlawful infringement: After the incident, Unlawful Infringement Event Response Team are found to be reasonable, reasonable, and legal, and the case is effectively handled and closed within the time limit. All cases are handled by special personnel and fulfill the obligation of confidentiality to ensure the credibility of the complaint channel	- 每月安排醫師駐診服務 Monthly arrangement of physician on-site services - 每月安排物理治療師駐點服務 Monthly arrangement of physical therapist on-site services.	
貪腐賄賂 Corruption and bribery	系統 System : ISO 45001 職業安全衛生管理系統 Occupational Health and Safety Management Systems	- 聘用視障按摩師為員工紓壓解勞 Hire visually impaired massage therapists to relieve staff stress physically and mentally. - 員工協助方案 (EAPs) Employee Assistance Program	
		處罰 punish :	

	• ISO 18001 職業健康安全管理系統 Occupation Health Safety Management System • TOSHMS 臺灣職業安全衛生管理系統 Taiwan Occupational Safety and Health Management System • 職務遭受不法侵害之辨識及評估 Identification and evaluation of unlawful infringements on duties • 母性健康保護評估 Maternal health protection assessment • 定期檢視性別薪資差距，確保女男同工同酬 Routinely monitor the gender pay gap to achieve equal remuneration for men and women.	• 同仁獎懲辦法 Employees Reward and Punishment Regulations	
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2.4.3 供應商/承攬商人權行動、減緩與補救措施

Supplier/Contractor Human Rights Action, Mitigation and Remedial Measures

重大人權議題 Major human rights issues	減緩措施 Mitigation Measures	補救措施 Remedial Measures	申訴機制 Grievance Mechanism
強迫勞動/異常負荷/違反法定工時	<u>訓練 Training：</u> • 藉由「廠商行為準則」及「廠商對企業永續經營及淨零排放之承諾書」宣	<u>制度調整</u> Institutional adjustment：	舉報平台

Forced labor /Abnormal load/ Violation of statutory working hours	導及要求供應商重視及遵守人權相關議題與規範。 Through the "CTCI Vendor Code of Conduct" and "Supplier/Contractor's Commitment to Corporate Sustainability and Net Zero Emissions", we publicize and require suppliers to pay attention to and comply with human rights-related issues and norms.	• 本公司設有廠商停復權辦法，採購部依據廠商評鑑結果，彙整「廠商懲處提報單」，每半年提報至審查會，依審查會討論之懲處方式登錄系統建檔並據以執行，以確保廠商服務品質及對於「廠商行為準則」落實之狀況。 The company has a method for the suspension and resumption of the right of manufacturers. The purchasing department compiles the "Supplier/Contractor's Punishment Report" based on the results of the manufacturer's evaluation, and submits it to the review meeting every six months. To ensure the quality of the manufacturer's service and the implementation of the "CTCI Vendor Code of Conduct".	Reporting platform : https://secure.conductwatch.com/ctci/
勞資爭議 Labor disputes			
歧視 Discriminate			
童工 child labor	• 與廠商之會議皆有 ESG Moment，透過其宣導人權相關議題。 All meetings with Supplier/Contractor have ESG Moment, through which human rights-related issues are promoted		
職業安全與健康管理 Occupational safety and health Management	<u>溝通 communicate :</u> • 透過 ESG 問卷了解廠商風險值 Understand Supplier/Contractor value at risk through ESG questionnaire • 進行訪廠稽核交流及建議改善方式 Conduct factory visits, audit exchanges and suggest ways to improve • 每兩年舉辦供應商大會，表揚績優供應商 A supplier conference is held every	<u>補償 compensate :</u> • 供應商如違反人權相關規範，則中鼎有權停止一切商	

	two years to praise blue-chip suppliers 系統 System : • 參考聯合國全球盟約(UN Global Compact)、世界人權宣言(Universal Declaration of Human Right)、聯合國商業人權規範(The UN Framework and Guiding Principles on Business and Human Right) • 訂定中鼎集團廠商行為準則及 ESG 問卷，每年透過 ESG 問卷及訪廠稽核評估及追蹤供應商人權風險狀況 With reference to the UN Global Compact, the Universal Declaration of Human Rights, and the UN Framework and Guiding Principles on Business and Human Rights, the CTCL Vendor Code of Conduct and ESG questionnaires are formulated. Evaluate and track supplier human rights risk status through ESG questionnaires and factory visits every year.	業往來行為及解約 If the supplier violates the relevant norms of human rights, CTCL has the right to stop all business transactions and terminate the contract 處罰 punish : • 廠商評鑑扣分或予以停權 Supplier/Contractor 's evaluation points will be deducted or suspended	
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2.4.4 客戶人權行動、減緩與補救措施

Client Human Rights Action, Mitigation and Remedial Measures

重大人權議題 Major human rights issues	減緩措施 Mitigation Measures	補救措施 Remedial Measures	申訴機制 Grievance Mechanism
個資保護 Personal information protection	訓練 Training : 資訊安全衛生內容列為新進人員職前訓練課程 溝通 communicate : 顧客滿意度調查 系統 System : • ISO 27001 資訊安全管理系統 Information Security Management System, ISMS • BS 10012 資料保護-個人資訊管理系統之要求 British Standard 10012 Data protection – Specification for a personal information management system • ISO 27701 個人資料隱私資訊管理系統 Information security management system - Privacy information management system - Requirements and guidelines	制度調整 Institutional adjustment : 配合資訊安全、個資保護等法令變動，並因應社會趨勢及時勢變化，持續檢視公司相關制度和措施，進行必要之調整 In line with changes in laws and regulations such as information security and personal information protection, and in response to social trends and changes in the situation, continue to review the company's relevant systems and measures, and make necessary adjustments 補償 compensate : 若發生客戶人權情事將視案件狀況及營運所在地法令規範進行補償 In the event of a customer human rights incident, compensation will be made according to the situation of	舉報平台 Reporting platform : https://www.reportnow.com.tw/ctci

		the case and the laws and regulations of the place of operation 處罰 punish : • 若員工違反人權宣言、道德行為準則等人權相關規範，致客戶之人權受侵害，將視情節輕重並依同仁獎懲辦法進行必要之懲處 If an employee violates the human rights-related norms such as the Declaration of Human Rights, the Code of Ethics, and so on, causing the customer's human rights to be violated, the necessary punishment will be given according to the seriousness of the circumstances and Employees Reward and Punishment Regulations	
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2.4.5 專案工程人權行動、減緩與補救措施

Project Implementation Human Rights Action, Mitigation and Remedial Measures

重大人權議題 Major human rights issues	減緩措施 Mitigation Measures	補救措施 Remedial Measures	申訴機制 Grievance Mechanism
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工作就業機會 改變 Job opportunities change 環境品質改變 Changes in environmental quality 工作環境安全 與健康 Work Environment Safety and Health	<u>訓練 Training :</u> - 落實工地安衛環自主管理 Implement self-management of site safety, health and environmental protection - 深根全員安衛環文化 Deeply rooted in the safety and environmental culture of all employees - 強化員工對安衛環的認知與能力 Strengthen employees' awareness and ability of safety, health and environmental protection - 開發並導入集團健康照護平台 Develop and import group health care platform <u>溝通 communicate :</u> - 拜訪、座談會 visit, meeting <u>系統 System :</u> - ISO 45001 職業安全衛生管理系統 Occupational Health and Safety Management Systems	<u>制度調整</u> <u>Institutional adjustment :</u> 遵從法規 Compliance with regulations <u>補償 compensate :</u> - 若發生專案執行之利害關係人之人權情事將視案件狀況及營運所在地法令規範進行補償 If the human rights of the stakeholders involved in the execution of the project occur, compensation will be made according to the situation of the case and the laws and regulations of the place where the project is operated. <u>處罰 punish :</u> - 若員工違反人權宣言、道德行為準則等人權相關規範，致專案執行之利害關係人之人權受侵害，將視情節輕重並依同仁獎懲辦法進行必要之懲處 If an employee violates the human rights-related norms such as the Declaration of	- 專案管理與稽核 Project management and auditing - 透過督工專線電話 Via the supervisor's hotline - 舉報平台 Reporting platform https://www.reportnow.com.tw/ctci
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		Human Rights, the Code of Ethics and Code of Conduct, and the human rights of the stakeholders involved in the implementation of the project are violated, the necessary punishment will be given according to the seriousness of the circumstances and according to Employees Reward and Punishment Regulations.	
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2.5 Human Rights Risk Assessment Results 人權風險評估結果

種類 Category	完成風險評估比例 A. % of total assessed in last three years	具風險比例 B. % of total assessed (column A) where risks have been identified	採取減緩行動比例 C. % of risk (column B) with mitigation actions taken
自身營運 Own operations	100%	28.51%	100%
供應商 Contractors and Tier I suppliers	100%	2.35%	100%
合資企業 Joint ventures	100%	15.02%	100%

