

## CTCI Vendor Commitments to Corporate Sustainability and Net-Zero

中鼎集團(係指中鼎工程股份有限公司官方網站 <https://www.ctci.com/>所列之所有集團公司)為履行企業永續責任，除了為股東追求最大利益外，亦需兼顧相關利害關係人的權益，遵守社會公認的道德規範、推行節能及淨零排放以減緩氣候變遷造成的全球暖化，並期望能結合所有利害關係人共同建構一個公平正義的社會，與永續長存的生活環境。

To assume sustainable corporate responsibilities, CTCI (consisted of the CTCI Group Companies as listed on CTCI official website <https://www.ctci.com/>) considers the equities of stakeholders in obeying the socially accepted ethical codes, implementing energy-saving and Net Zero to mitigate global warming caused by climate change for the largest profits for shareholders. As a result, we combine all stakeholders to establish a fair and justice society for a sustainable and eternal living environment.

中鼎集團為鼓勵供應商/協力承攬商(以下統稱廠商)共同善盡保護環境的責任，除要求廠商提供良好品質的貨物和如期交貨外，亦須提供良善的就業環境，以提升雙方的競爭力。因此我們對於廠商之企業經營誠信、員工權益、職業安全衛生及環境保護等議題進行規範，期能共同遵循與實踐。

To encourage the supplier/sub-contractor (hereinafter collectively called the Vendor) commonly to fulfill responsibility for protecting environment, CTCI also asks the Vendor to provide good employment environment for upgrading bilateral competitiveness improving, in addition to good quality and on-schedule delivery. Therefore, CTCI formulates specifications about the Vendor's corporate integrity, the employees' rights and interests, occupational safety and health and environmental protection, for mutual observance and practice.

### 企業經營誠信 Corporate Integrity

1. 廠商應以誠信、道德方式經營企業，其職工應迴避與工作有關之利益衝突，包含賄賂、偽造、及各種違反商業誠信行為。  
The vendor agrees to conduct business in an integrity and moral way, and his employees shall recuse themselves to avoid conflicts of interest related to their jobs, including bribery, fraud, and other behaviors violating commercial good-faith.
2. 廠商因業務需要而獲知機密資訊時，應妥善保存及使用，以確保公司及個人隱私不被洩漏及受到損害。  
The vendor agrees that the confidential information learned from business shall be properly maintained and used, in order to ensure corporate and individual secrecy not to be disclosed and damaged.
3. 廠商承諾遵守智慧財產權的相關法律。  
The vendor commits to complying with relevant laws and intellectual property rights.

## **員工權益 Employee's Rights and Interests**

1. 廠商應保障員工之人權，誠信相待，尊重結社自由，不得使用強迫、抵押或非自願性的勞務人力，並禁用童工。

The vendor shall protect the human rights of employees; treat each other with integrity; respect employees' rights to freedom of association; not use compulsory, mortgaged, or involuntary laborers; and prohibit employing child laborers.

2. 廠商員工薪資政策應符合當地法律規定，不得低於最低基本薪資；員工並享有法定福利、休息時間與加班費。

The vendor agrees that the employees' wage or salary policy shall be in compliance with native laws and regulations, at least minimum wage or salary; and the employees are entitled to lawful employee welfare, rest periods, and overtime pay.

3. 廠商應提供員工具人道待遇之工作場所，避免員工受到任何形式的肢體或語言之騷擾、辱罵、體罰、心理或生理之強迫及威脅。廠商應支持國際尊重人權理念，同時恪守所在地法規，有尊嚴地對待並尊重所有員工，並協助員工維持身心健康與工作生活的平衡。

The vendor shall furnish employees with a humane-treatment workplace in order for them not to subject to any physical or verbal harassment, abuse, corporal punishment, psychological or physiological coercion, and threat. Vendor shall support internationally recognized human rights principles, comply with all applicable local laws and regulations, treat all employees with dignity and respect, and assist employees in managing the physical and mental demands of the workplace while maintaining a healthy work-life balance.

4. 廠商應承諾員工免受騷擾以及非法歧視，也對於任何形式的騷擾及歧視零容忍。公司不得因種族、國籍、膚色、性別、宗教、年齡、健康狀況、政治意見、婚姻狀態、懷孕等因素在招聘及工作中騷擾或歧視員工。

The vendor has zero tolerance for any form of harassment and discrimination. Vendor will not engage in harassment or discrimination based on race, nationality, color, gender, religion, age, health status, political views, marital status, pregnancy, and other factors in hiring and employment practices.

## **職業安全衛生與環境保護 Occupational Safety and Health & Environmental Protection**

1. 廠商應詳閱並遵守中鼎集團安衛環政策聲明。

The vendor shall read and follow CTCI HSE policy.

2. 廠商應提供員工安全與健康之工作場所，並遵守當地勞工安全衛生相關法規，以預防職業災害發生，進而降低工作環境中的危險與潛在危害因素。

The vendor shall furnish employees with a safe and healthy workplace and abide by native labor safety and health regulations to prevent the occurrence of occupational accidents and, further, to reduce the dangers and potentially harmful factors in the working environment.

3. 廠商應嚴守工作安全相關之 SOP，找出會影響或可能導致危險的情況，並即時反應，採取立即行動以消除危險。

The vendor shall strictly follow safety related SOPs, identify potential safety risks, initiate immediate responses and adopt immediate action to eliminate potential hazards.

4. 廠商應向員工及再承攬廠商宣達安全的重要性，要求遵守 SOP，以提升人員對安全的意識，若看到違規的情形，立即給予反饋。

The vendor shall emphasize the importance of safety, reinforce to follow SOP to increase employees' and subcontractors' safety awareness, and immediately provide feedback to violations.

5. 廠商執行業務時所使用之物料，應以具有保護自然資源、不會危害環境及符合品質要求的條件下，優先採用可回收或重複使用之物料為原則，以減少對環境造成負面之影響。

With regard to the materials used for conducting business, the vendor shall take into

consideration natural resource protection, harmlessness to the environment, and compliance with the quality requirements, and give priority in use of recyclable or reusable materials, to reduce the negative impacts on the environment.

6. 廠商對於可能危害環境的物料，於製程、儲存、處理及處置等過程中，應加以明確的辨識與妥適的管理，以對環境善盡保護與管理之責。

With regard to the potential hazard-to-environment materials, the vendor shall clearly identify and properly manage in processing, storage, treatment, and disposal, to fulfill the responsibility for protecting and managing the environment.

7. 廠商應掌握能源使用量並主動檢視溫室氣體（如二氧化碳、甲烷、一氧化二氮、氟氫化合物、碳氟化合物及、六氟化硫及三氟化氮等）的排放，同時追蹤、紀錄及公開報告所有相關範疇 1 和 2 的溫室氣體排放。廠商應致力於改善能源使用效率，並且盡力提升再生能源的使用比例，減少能源消耗和溫室氣體排放，以達到淨零排放的目標。

The vendor monitors its energy consumption and proactively assess greenhouse gas emissions, including but not limited to carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF<sub>6</sub>), and nitrogen trifluoride (NF<sub>3</sub>). All relevant Scope 1 and Scope 2 emissions shall be tracked, documented, and publicly reported in alignment with greenhouse gas reduction goals. The vendor shall improve energy efficiency and aim to increase the use of renewable energy sources to reduce energy consumption and emissions and support the achievement of net-zero emissions.

8. 廠商願意評估與揭露其對於地方性和全球性生物多樣性之依賴與衝擊，願意零濫伐森林等，逐步將負面影響減少，並加強正面影響。減少廠商生物多樣性的相關風險同時，廠商應於開採、生產、採購、供應鏈、利用、處置過程，完全符合永續發展。

The vendor is willing to assess and report on their dependencies and impacts on biodiversity, from local to global, as well as willing to make a zero deforestation commitment, to progressively reduce negative impacts, and increase positive impacts, reducing biodiversity-related risks to the vendor and moving towards the full sustainability of extraction and production practices, sourcing and supply chains, and use and disposal.

綜合以上，廠商對各項企業永續經營承諾事項，應確實遵守與實踐，如執行時發現缺陷，請採取必要之糾正措施，並持續作改進，以更進一步地落實共同履行企業永續經營之責任。

In summary, the vendor shall follow and fulfill the commitments on the corporate sustainable operation. In case there is any drawback in the implementation phase, necessary corrective measures shall be adopted, followed by continuous improvement to further realize the corporate sustainable responsibility in common.

廠商名稱 Vendor \_\_\_\_\_

簽署人 Signatory \_\_\_\_\_

職稱 Title \_\_\_\_\_

日期 Date \_\_\_\_\_