

榮剛材料科技股份有限公司  
Gloria Material Technology Corporation  
人權政策

Human Rights Policy Statement

09.15.2025 訂定  
Adopted on September 15, 2025

榮剛材料恪守全球各營運據點所在地之勞動相關法規，支持並遵循下列各項國際社會公認之人權公約及人權保護準則，保障員工之合法權益，遵守並推動人權保護，尊重對待所有員工，包含正職員工、契約及臨時人員、和實習生等。

Gloria Material Technology Corporation complies with labor laws and regulations in all locations where it operates and supports internationally recognized human rights conventions and principles listed below. The Company safeguards the lawful rights and interests of employees and respects all personnel, including regular employees, contract staff, temporary workers, and interns.

聯合國世界人權宣言 ( Universal Declaration of Human Rights, UDHR )

聯合國工商企業與人權指導原則 ( United Nations Guiding Principles on Business and Human Rights, UNGPs )

聯合國全球盟約 (United Nations Global Compact, UNGC)

國際勞工組織工作基本原則與權利宣言 ( ILO Declaration on Fundamental Principles and Rights at Work )

消除對婦女歧視公約 ( Convention on the Elimination of All Forms of Discrimination Against Women, CEDAW )

本政策適用範圍包括本公司所屬各級單位及國內外子公司、合資公司、其他具有實質控制能力之集團關係企業組織以及供應商、協力廠商及客戶等商業夥伴。

This Policy applies to all departments and levels within the Company, as well as domestic and overseas subsidiaries, joint ventures, other affiliated organizations under substantial control, and suppliers, contractors, and customers.

**人權承諾 Human Rights Commitments**

**健康與安全環境 Health and Safety Environment**

提供符合職業健康與安全標準的工作環境，定期進行風險評估與培訓，確保員工的生命與健康安全。

The Company provides a work environment that meets occupational health and safety standards and implements regular risk assessments and training programs to ensure the safety and well-being of employees. Relevant procedures are established to identify hazards, evaluate risks, and implement preventive measures. Training and awareness activities are conducted to enhance

employees' understanding of safety requirements and to support the effective execution of safety responsibilities.

### **公平薪資與工時管理 Fair Compensation and Working Hours**

確保支付符合或優於最低工資標準的薪資，並保障合理的工時與休息權利，不強迫勞動。

The Company ensures the payment of wages that meet or exceed applicable minimum wage standards, and safeguards reasonable working hours and the right to rest in accordance with labor regulations. The Company prohibits forced or compulsory labor under any circumstances.

### **言論與參與權益保障 Freedom of Expression and Participation**

重視每位成員的言論與參與自由，確保所有人能在無干擾或限制的情況下正當行使相關權利；我們承諾以尊重隱私為原則，為內外部利害關係人提供多元且開放的溝通管道，促進雙向交流與意見反映。

The Company values each individual's freedom of expression and participation and ensures that all persons can exercise these rights without interference or restriction. We uphold the principle of respecting privacy and provide diverse and open communication channels for internal and external stakeholders to facilitate two-way communication and the exchange of opinions.

### **禁止強迫勞動與童工 Prohibition of Forced Labor and Child Labor**

嚴禁一切形式的強迫勞動、人口販運及童工，並確保員工的聘用符合當地勞動法規與國際標準。

The Company strictly prohibits all forms of forced labor, human trafficking, and child labor, and ensures that recruitment and employment practices comply with local labor laws and relevant international standards.

### **杜絕歧視、霸凌與騷擾 Prohibition of Discrimination, Bullying, and Harassment**

致力於打造公平與尊重的工作環境，嚴禁任何形式的歧視、霸凌與騷擾；確保員工無論國籍、種族、性別、年齡、身心狀況等個人特徵，皆能獲得平等對待，並禁止任何不公平待遇。

The Company is committed to creating a fair and respectful working environment and strictly prohibits any form of discrimination, bullying, or harassment. The Company ensures that employees are treated equally regardless of nationality, race, gender, age, or physical and mental condition, and prohibits any unfair treatment.

### **多元與包容 Diversity and Inclusion**

推動性別平權，支持女性、少數群體及身心障礙者的就業與發展機會，營造多元與包容的企業文化。

The Company promotes gender equality and supports employment and development opportunities for women, minority groups, and persons with physical or mental disabilities.

## 管理方針 Management Guidelines

### 教育訓練與宣導 Education and Training and Promotion.

推動人權保障培訓，向員工傳達人權理念及其重要性，並介紹可利用的申訴管道與相關管理、預防及補救措施。致力於培養尊重人權的企業文化，提升全體成員的意識與責任感。

The Company promotes human rights training to communicate human rights concepts and their importance to employees and to introduce available grievance channels and related management, prevention, and remediation measures. The Company is committed to fostering a corporate culture that respects human rights and enhancing the awareness and sense of responsibility of all members.

### 申訴機制與回應 Grievance Mechanism and Response

建立完善的申訴與溝通機制，確保所有人都能安心反映人權相關問題。重視申訴者的隱私與安全，提供匿名舉報與多元溝通方式，讓員工及相關人士可回饋意見或檢舉疑似違規行為，公司將依程序妥善處理並及時回應。

The Company establishes a sound grievance and communication mechanism to ensure that all individuals can safely raise human rights-related concerns. The Company values the privacy and safety of complainants and provides anonymous reporting options and multiple communication channels, enabling employees and relevant parties to provide feedback or report suspected violations. The Company will handle such cases in accordance with established procedures and respond in a timely manner.

### 補救機制 Remediation Mechanism

當確認本公司所造成或促成的人權侵害事件後，將根據事件性質啟動補救措施，並在必要時與相關利害關係人協作，防止類似情況的再次發生。

When a human rights violation caused or contributed to by the Company is confirmed, remediation measures will be initiated based on the nature of the incident, and, when necessary, the Company will cooperate with relevant stakeholders to prevent similar situations from occurring again.

### 開放溝通與資訊透明 Open Communication and Transparency

根據主要人權議題辨識受影響方，建立穩固的信任基礎，並透過多元、開放且雙向的溝通渠道，積極聆聽利害關係人的意見。我們定期在公司官方網站及永續報告書中公開揭露。對於新進員工，於入職時解釋並宣導人權政策，確保每位同仁都能理解並支持公司的人權管理措施。

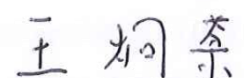
Based on key human rights issues, the Company identifies affected parties and builds a foundation of trust. Through diverse, open, and two-way communication channels, the Company actively listens to the views of stakeholders. Information is regularly disclosed on the Company's official website and in the sustainability report. For new employees, the Company explains and communicates the human rights policy during onboarding to ensure that all employees understand and support the Company's human rights management measures.

榮剛材料科技股份有限公司

Gloria Material Technology Corporation

董事長 王炯荼

Chairman Chiong-Fen Wang



本文件以中文版本為主要溝通與管理之依據。英文版本為協助國際利害關係人理解本公司政策而提供之翻譯內容。如中英文表述有所差異，請以中文版為準。

***The Chinese version of this document serves as the primary basis for communication and management. The English version is provided to facilitate understanding by international stakeholders. In the event of any differences in wording or interpretation between the Chinese and English versions, the Chinese version shall prevail.***