

企業永續管理政策 ESG Policy

1. 遵守法律法規：遵守當地政府相關勞動、環保、能源、安全衛生等法規要求。

Corporate Social Responsibility Policies: Accton is committed to abide by applicable local laws and regulations of the countries where we operate.

2. 支持人權政策及準則：遵守《聯合國工商企業與人權指導原則(UNGPs)》、《聯合國世界人權宣言(UDHR)》、《國際勞工標準(ILO)》、《聯合國全球盟約十項原則(UNGC)》、《國際勞工組織－工作基本原則與權利宣言》、《經濟合作與發展組織跨國企業準則》、《負責任商業聯盟行為準則(RBA)》等人權準則，實行人道待遇與禁止非法歧視及禁止騷擾，具體落實措施包括但不限於：不使用童工，不得對員工實施暴力、基於性別的暴力、性騷擾、性虐待、體罰、虐待、精神或肉體脅迫、霸凌、公開羞辱或言語侮辱強迫性方式對待員工。

Support human rights policy and guidelines and follow the “United Nations Guiding Principles on Business and Human Rights (UNGPs),” “Universal Declaration of Human Rights (UDHR),” “International Labor Organization (ILO) Standards,” “Ten Principles of the United Nations Global Compact (UNGC),” “International Labour Organization - Declaration of Fundamental Principles and Rights at Work,” The Organization for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises”, “Responsible Business Alliance (RBA) Code of Conduct” and other human rights guidelines. The humane treatment, non-discrimination/non-harassment, and specific implementation measures include, but are not limited to; all employees are treated with respect and dignity, Accton will not use child labor, and no harsh or inhumane treatment, including violence, gender-based violence, sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, bullying, public shaming, or verbal abuse.

3. 確保就業自由：確保所有工作都是自願性的，不使用壓迫、強制性條件僱傭員工。

Employment is voluntary: We do not hire people by means of threats or coercive conditions.

4. 確保合理薪資、福利與工時：嚴格遵守當地政府與勞工薪資福利相關之法規，並公開及明確地對員工實施公司各項管理。

Wages and Benefits: Accton adheres to local labor laws and regulations, offering competitive salary and benefits packages.

5. 智慧財產權保護：保護並尊重公司及他人之智慧財產權利。就技術、專業技能及其相關檔案與資料之使用須以保護智慧財產權之方式為之。

Intellectual Property: Accton will protect our own and clients' intellectual property.

6. 透明化：建立對內、外的相關溝通管道。對內，公司應鼓勵員工與管理階層間之直接溝通與分享；對外，公司將歡迎任何透過專用信箱之訊息交流。

Transparency: Employees are encouraged to openly communicate and share their opinions and ideas with the management team. Accton welcomes external feedback via a dedicated mailbox.

7. 堅守誠信經營：就公司營運及員工操守之管理將採取最高廉潔道德標準。禁止任何形式的賄賂、貪污、欺騙等不正當行為。

Business Conduct: Accton is committed to uphold the highest integrity and ethics in operations and employee management. Any form of bribery, corruption, fraudulence, and other behavior that violates such principles is strictly prohibited.

8. 經營並推廣社會參與：公司積極審視營運過程對於弱勢團體所造成之正負面衝擊，通盤考量並戮力規畫多元社會行動以強化正面衝擊/減緩或避免負面衝擊，並鼓勵公司員工、業務夥伴共同推動、參與相應行動。

Community: Accton actively examines the positive and negative impact of operation processes on vulnerable groups, comprehensively considers and plans multiple social actions, strengthens positive impacts, slows down or avoids negative impacts, and encourages employees and business partners to jointly promote and participate.

9. 負責任的礦產採購：對於近年來，來自剛果民主共和國衝突礦區之礦物，礦物類別包含鈮、鈹、鐵礦、錫石、黑鎢礦與黃金等。而這些礦物被提煉成鈹(Ta)、錫(Sn)、鎢(W) 金(Au)等，造成社會、環境、人權惡化等問題，本公司將依據 OECD 中識別出的高風險區域所產之 3TG、鈷、雲母及其他金屬，持續採取無衝突金屬採購政策，並採取積極的盡責調查，盡責調查方式符合 OECD 以及相關的盡職調查之架構，支持 RBA 在衝突金屬上的策略與做法，並已採用 RMI 發佈之衝突礦產報告範本管理工具，調查本公司供應商是否落實上述政策。

Responsible sourcing of Minerals: Accton continues to adhere to our conflict-mineral-free sourcing policy, exercise due diligence on the source and

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chain of custody of the tantalum, tin, tungsten, gold, cobalt, mica and other minerals in the products they manufacture to reasonably assure that they are sourced in a way consistent with the Organization for Economic Co-operation and Development (OECD) Guidance of Responsible Supply Chains of Minerals from Conflict Affected and High-Risk areas (CAHRAs) or an equivalent and recognized due diligence framework. And is committed to follow the Responsible Minerals Initiative (RMI) of the Responsible Business Alliance (RBA)'s Code of Conduct, in addition to using the RMI conflict minerals reporting template to examine if our suppliers have implemented this policy.

10. 風險管理：公司營運透過風險管理手法，針對各類風險建立有效地預防與控制風險、辨識可能機會，落實於日常作業系統中，達到有效風險管控，不斷提高企業價值並為所有利害關係人做出貢獻。

Risk management: Through risk management methods, Accton operates to effectively prevent and control risks and identify possible opportunities for various risks and implement them in daily operations to achieve effective risk management and control, continuously improve corporate value, and contribute to all stakeholders.

11. 綠色產品：為減輕對環境、生態影響及善盡企業對環境永續責任，在產品設計中，進行產品低碳管理、包裝減量、節能、危害物質管控等。並持續發展綠色設計之理念及遵循各國環保法規，不斷優化，以設計出符合環境永續之產品。

Green products: In order to reduce the impact on the environment and ecology, and fulfill the corporate responsibility for environmental sustainability, product designs implement low-carbon management, packaging reduction, energy saving and emissions reduction, and the control of hazardous substances, etc. Accton continues to develop the concept of green design and follows the environmental protection laws and regulations of various countries, and constantly optimizes to design products that meet environmental sustainability.

董事長：

Chairman

日期：

Date

2024/8/2