

The Lotus logo consists of the word "Lotus" in a bold, sans-serif font, centered within a bright yellow rectangular background.

美時化學製藥股份有限公司


Lotus Pharmaceutical Co., Ltd

美時化學製藥股份有限公司人權政策

Lotus Pharmaceutical Co., Ltd. Human Rights Policy

初版制定日期：2018年4月13日



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## 1. 目的

### Purpose

本文件（以下簡稱「政策」）的目的在於規定美時化學製藥股份有限公司（包含其子公司，以下簡稱「本公司」）在人權方面的政策，以維護員工的基本人權，並塑造一個人權保護的環境。本公司尊重員工及我們生活周遭受我們營業影響的民眾的尊嚴、福利和人權，尊重人權乃是本公司的基本價值。

The purpose of this document (the “Policy”) is to define policy of Lotus Pharmaceutical Co., Ltd. (together with its subsidiaries, the “Company”) with respect to human rights, maintain the basic human rights of employees and create an environment with human rights protection. The Company respects the dignity, welfare and human rights of our employees, the communities in which we live and those affected by our operations. Respect for human rights is a fundamental value of the Company.

## 2. 範圍

### Scope

本政策適用於本公司及其附屬公司。附屬公司包括本公司直接或間接投資占其法定授權資本 50% 以上的公司，以及本公司具有實質控制權的法人。本政策旨在補充所有適用的法律、法規和本公司的其他政策，並不取代任何當地的法律。本公司期望我們的業務合作夥伴（包括供應商）採納並遵守類似的人權價值。


A human right is a right to which all human beings are entitled. As a responsible company operating globally, the Company is committed to respecting and observing all human rights, as described in the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, and the International Labour Organization’s (ILO) Declaration on Fundamental Principles and Rights at Work.

## 3. 支持國際人權標準

### Support for International Human Rights Standards

人權是指所有人都能享有的權利。作為全球營運且負責任的公司，本公司致力於尊重和遵守「世界人權宣言」、「公民和政治權利國際公約」、「經濟、社會和文化權利國際公約」以及「國際勞工組織關於工作中基本原則和權利的宣言」。

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#### 4. 尊重職場人權

##### Respect for Workplace Human Rights

本公司致力於實施職場多元化，不得基於性別、種族、國籍、社會階層、年齡、婚姻狀況、語言、宗教、政治派別和出生地，而為任何形式的不公平待遇或歧視，以建立一個尊嚴、平等、不受騷擾的工作環境。

The Company is committed to implementing workplace diversity and shall not engage in unfair treatment or discrimination in and of any forms based on gender, race, national origin, social class, age, marital status, language, religion, political factions, and place of birth, in order to build a work environment with dignity, equality, and free from harassment.

#### 5. 禁止強迫勞動

##### No Forced Labor

本公司禁止從事任何形式的強迫勞動、奴役和販賣人口的活動。

The Company prohibits the use of all forms of forced labor and any form of slavery and human trafficking.

#### 6. 禁止童工

##### No Child Labor

本公司禁止僱用不符合法定最低年齡的勞工。

The Company prohibits the employment of individuals under the applicable statutory minimum age for workers.

#### 7. 安全和健康的工作場所

##### Safe and Healthy Workplace

本公司致力於提供安全、健康的工作場所，並遵守勞工安全和健康的法律、法規，以及公司內部的要求。

The Company is committed to providing a safe and healthy workplace and comply with applicable safety and health laws and regulations, as well as internal requirements.

#### 8. 工時、工資和福利

##### Work Hours, Wages and Benefits

本公司提供員工相較於同業和當地勞動市場更具競爭性的報酬，並努力確保符合有關工資、工時、加班和福利等事項的勞動法律。

The Company compensates employees competitively relative to the industry and local labor market. The Company works to ensure full compliance with applicable wage, work hours, overtime and benefits laws.