華星光通社會及永續發展責任政策及承諾
LuxNet Social and Sustainable Development Responsibility Policy and Commitment

2024/09/24第二次修訂

華星光通承諾積極推動《責任商業聯盟行為準則Responsible Business Alliance，簡稱 RBA》之規範、善盡《企業社會責任Corporate Social Responsibility，簡稱 CSR》，致力確保公司、供應商及外包商員工受到尊重並富有尊嚴、工作環境之安全、商業營運環保並遵守道德操守。我們承諾在公司治理、勞工權益、健康安全、環境、道德等社會責任方面持續關注，為體現此承諾並創造永續發展的經營環境，我們訂定此政策，承諾為此責任努力不懈。

LuxNet is committed to actively promoting the Responsible Business Alliance (RBA) and fulfilling the Corporate Social Responsibility (CSR) to ensure that the employees of the company, suppliers and outsourcers are respected and dignified, the working environment is safe, and the business operation is environmentally friendly and ethical. We are committed to continuous attention to corporate governance, labor rights, health and safety, environment, ethics and other social responsibilities, in order to reflect this commitment and create a sustainable business environment, we have formulated this policy and promised to make unremitting efforts for this responsibility.

人權政策

Human Right Policy

華星光通恪守各營運據點所在地法規，遵循「聯合國世界人權宣言」、「聯合國全球盟約」第一與第二條原則、「聯合國企業與人權指導原則」、國際勞工組織「工作基本原則與權利宣言」，落實人權保障，有尊嚴地對待現職同仁。

我們的承諾：

1. 恪遵營運所在地之勞動法規，並提供勞動者安全及健康的工作環境。
2. 不強迫勞動、禁用童工、禁止騷擾與不人道待遇、尊重合法之結社自由、保障隱私權。
3. 在招募及人資管理上不因種族、性別、年齡、宗教、膚色、國籍、性傾向、殘疾、懷孕、兵役、政治立場...等與工作非相關因素而有差異，依工作表現及實際貢獻給予合適的薪資福利。

LuxNet complies with the laws and regulations of the locations where it operates, abides by the United Nations Universal Declaration of Human Rights, the first and second principles of the United Nations Global Compact, the United Nations Guiding Principles on Business and Human Rights, and the International Labour Organization's Declaration on

Fundamental Principles and Rights at Work, implements human rights protection, and treats current employees with dignity. Our commitment:

1. Comply with the labor laws and regulations of the places where we operate, and provide a safe and healthy working environment for our employees.
2. We do not engage in forced labor, prohibit child labor, prohibit harassment and inhumane treatment, respect lawful freedom of association, and protect the right to privacy.
3. Recruitment and human resources management are not based on race, gender, age, religion, color, nationality, sexual orientation, disability, pregnancy, military service, political affiliation, etc. and other non-work-related factors, according to the work performance and actual contribution to the appropriate salary and benefits.

衝突礦物政策

Conflict Minerals Policy

我們承諾應就其製造的產品成份中鉭、錫、鎢、金及鈷的來源及供應鏈，採納政策並進行盡職調查，以合理保證其來源與經濟合作暨發展組織(Oreganising Co-operating and Development, OECD)關於對出自衝突影響及高風險區域之礦石實施負責任供應鏈的指引，或同等及認可的盡職調查框架一致。

We adopt a policy and exercise due diligence on the source and chain of custody of the tantalum, tin, tungsten, gold, and cobalt in the products they manufacture to reasonably assure that they are sourced in a way consistent with the Organisation for Economic Co-operation and Development (OECD) Guidance for Responsible Supply Chains of Minerals from Conflict- Affected and High-Risk Areas or an equivalent and recognized due diligence framework.

道德政策

Ethics Policy

華星光通從事一切商業活動皆秉持誠信、公平、符合法令規定及遵守商業道德，嚴禁員工賄賂、貪瀆、敲詐、勒索、勾結、利益衝突、收受或给予供貨商、客户及利益相關者不符商業禮儀之餽贈、禮金、款待，嚴謹保護本公司、客户、供應商的機密信息、資產及知識產權。

本公司堅守誠信經營，禁止任何形式之不正當行為，並建立檢舉及被檢舉之身分保密機制。如發現不法情事，提供投訴管道。本公司將嚴格進行審查，並保護檢舉人，同時嚴格保密調查內容及結果，以確保相關人員的權益不因檢舉或投訴而受損。

LuxNet engaged in all business activities to uphold integrity, fairness, compliance with

laws and regulations and abide by business ethics, strictly prohibit employees from bribery, corruption, extortion, blackmail, collusion, conflict of interest, accept or give suppliers, customers and stakeholders not in line with business etiquette gifts, gifts, entertainment, strictly protect the company, customers and suppliers confidential information, assets and intellectual property rights. The company adheres to the integrity of management, prohibits any form of improper behavior, and establishes a confidentiality mechanism for reporting and being reported. If illegal activities are discovered, provide a complaint channel. The Company will strictly review and protect the whistleblower, and keep the contents and results of the investigation strictly confidential to ensure that the rights and interests of the relevant personnel are not damaged by the report or complaint.

環境安全衛生政策

Environmental, Health and Safety Policy

華星光通致力確保符合環境保護及安全衛生相關法令規章及客戶之要求。工作者及其代表諮商及參與防止傷害、疾病、事故預防及損害控制。順應國際環境保護趨勢及組織處境，積極推動節能減碳活動。

對於環境安全我們持續檢討與改進，以提高安全衛生及環境管理目標及整體績效。將環境與安全衛生政策傳達予員工、客戶、供應商及其他利害相關團體，共同善盡企業環境社會之責。

LuxNet is committed to ensuring compliance with laws and regulations related to environmental protection, safety and health, as well as customer requirements. Workers and their representatives consult and participate in the prevention of injury, illness, accident prevention and damage control. In line with the international environmental protection trend and organizational situation, we actively promote energy conservation and carbon reduction activities. We continuously review and improve our environmental safety to improve our safety, health and environmental management objectives and overall performance. Communicate the environmental, safety and health policy to employees, customers, suppliers and other stakeholders to fulfill the company's environmental and social responsibilities.

董事長　簡惠敏