

 鑽石生技投資股份有限公司 Diamond BioFund Inc.	<b>人權政策</b> <b>Human Rights Policy</b>		編 號	BA0035
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1. 目的：

Purpose：

為推動企業永續發展並善盡企業社會責任，營造一個多元、開放、平等且免於騷擾的工作環境，特訂立「人權政策」(以下稱本政策)，以資遵循。

In order to promote the sustainable development of the company and fulfill corporate social responsibilities, and create a diverse, open, equal and harassment-free working environment, we have established a "Human Rights Policy" (hereinafter referred to as this policy) for compliance.

2. 範圍：

Scope：

本政策適用於本公司及所屬子公司，其供應商與商業合作夥伴亦應恪遵本政策。

This policy applies to the company and its subsidiaries, and its suppliers and business partners should also abide by this policy.

3. 參考文獻：

References：

3.1 聯合國世界人權宣言

United Nations Universal Declaration of Human Rights

3.2 聯合國商業與人權指導原則

United Nations Guiding Principles on Business and Human Rights

3.3 聯合國全球盟約

United Nations Global Compact

3.4 聯合國國際勞動組織

United Nations International Labour Organization

3.5 勞動部職業安全衛生署頒布之執行職務遭受不法侵害預防指引

Guidelines for the Prevention of Unlawful Infringements During the Performance of Duties promulgated by the Occupational Safety and Health Administration of the Ministry of Labor literature

4. 權責：

Rights and Responsibilities

本公司恪守全球營運所在地之勞動法規，支持與遵循國際人權公約所揭櫫之人權保護精神與基本原則，並依本政策落實人權保障。

The Company strictly abides by labor laws and regulations in locations around the world where it operates, supports and follows the spirit and basic principles of human rights protection promulgated by international human rights conventions, and implements human rights protection

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in accordance with this policy.

保障勞動人權為永續經營的重要根基，全體員工須恪守尊重平等與多元之原則執行各項工作及任務。

Protecting labor rights is an important foundation for sustainable operations. All employees must abide by the principles of respecting equality and diversity in performing all work and tasks.

5. 名詞解釋：無。

Glossary of terms: None.

6. 作業程序：

Operating procedures:

6.1 多元包容與平等機會

Diversity, inclusion and equal opportunities

6.1.1 提供平等與多元化的工作環境，秉持開放、公平的原則，不因個人社經地位、年齡、性別、性取向、婚姻、家庭狀況、身心障礙、種族、宗教、容貌、國籍、語言、政治傾向或懷孕婦女而有差別待遇之語言、態度及行為。禁止騷擾、尊重隱私權，致力營造一個機會均等、有尊嚴、安全、平等、免於歧視與騷擾之工作環境。

Provide an equal and diverse working environment, adhering to the principles of openness and fairness, regardless of personal socioeconomic status, age, gender, sexual orientation, marriage, family status, physical and mental disabilities, race, religion, appearance, nationality, language, political affiliation, or language, attitudes and behaviors that discriminate against pregnant women. Prohibit harassment, respect the right to privacy, and strive to create a working environment with equal opportunities, dignity, safety, equality, and freedom from discrimination and harassment.

6.1.2 確保雇用政策無差別待遇，於招募、薪酬福利、訓練、考評與晉升依員工的資格、績效、技能和經驗，落實同工同酬原則，營造平等任用的工作環境。

Ensure that employment policies are non-discriminatory and that recruitment, salary and benefits, training, evaluation and promotion are based on employee qualifications, performance, skills and experience, implement the principle of equal pay for equal work, and create an equal employment working environment.

6.2 禁止人口販運、強迫勞動與雇用童工

Prohibition of human trafficking, forced labor and child labor.

6.2.1 禁止人口販運、任何形式的強迫勞動等違反人權的行為。



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Prohibit human trafficking, any form of forced labor and other violations of human rights.

6.2.2 符合所在地之最低年齡的法律與規定，禁止雇用童工。

Comply with local minimum age laws and regulations and prohibit the employment of child labor.

6.3 提供公平合理的薪資與工作條件

Provide fair and reasonable wages and working conditions.

6.3.1 恪守營運所在地之薪資、工時及假勤法規，同工同酬並以薪資單說明合法扣除額。

Strictly abide by the wages, working hours and leave laws of the place of operation, provide equal pay for equal work and state legal deductions in the pay slip.

6.3.2 明定合法且合理的規章制度，定期關心及管理員工出勤狀況。

Establish legal and reasonable rules and regulations, and regularly care for and manage employee attendance status.

6.4 提供安全、衛生與健康的工作環境

Provide a safe, hygienic and healthy working environment.

遵守職業安全衛生相關法規，重視職場安全與衛生，透過落實職業安全衛生工作、舉辦教育訓練及健康檢查等活動，讓員工在健康、安全及充滿關懷的環境工作，照護員工的身心健康。公司各工作場域皆以營造安全健康衛生的工作場所及零職災為目標。

Comply with relevant laws and regulations on occupational safety and health, attach great importance to workplace safety and health, and enable employees to work in a healthy, safe and caring environment by implementing occupational safety and health work, organizing education and training, and health examinations, and taking care of their physical and mental health. All company work sites aims to create a safe, healthy and hygienic workplace with zero occupational accidents.

6.5 尊重員工集會結社自由

Respect employees' freedom of assembly and association

尊重員工集會結社自由，同仁可參加外部勞動組織。依法定期召開勞資會議，建立暢通及多元的勞資溝通管道，員工或勞方代表能在不受報復、威脅或騷擾的情況下，公開地與管理層溝通，營造和諧勞資氛圍保障員工權益。

Respect employees' freedom of assembly and association, and colleagues can join external labor organizations. Regular labor-management meetings are held in accordance



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with the law, and smooth and diverse labor-management communication channels are established. Employees or labor representatives can openly communicate with management without retaliation, threats or harassment, creating a harmonious labor-management atmosphere to protect the rights and interests of employees.

## 6.6 免於不法侵害

### Protection from unlawful infringement

6.6.1 保障員工在執行職務過程中，免於遭受身體或精神不法侵害，而影響其安全、福祉與健康。

Protect employees from illegal physical or mental harm that affects their safety, well-being and health in the course of performing their duties.

6.6.2 對於職場不法侵害之行為採零容忍原則，不法侵害之行為包括但不限於肢體、心理、語言類型侵害或性騷擾及跟蹤騷擾所造成身體或精神之不法侵害。

The zero-tolerance principle is adopted for illegal violations in the workplace. Illegal violations include but are not limited to physical, psychological, and verbal violations, or physical or mental violations caused by sexual harassment and stalking.

## 6.7 溝通管道

### Communication channels

提供有效、適當的申訴機制與多元溝通管道，讓利害關係人得以回饋意見或舉報疑似違規事件，避免危害人權保障之情事。

Provide an effective and appropriate complaint mechanism and multiple communication channels so that stakeholders can provide feedback or report suspected violations to avoid situations that endanger human rights protection.

## 6.8 緩解與補救

### Mitigation and remediation

若有任何侵害或違反人權之行為，應視情節輕重給予適當懲處，並應給予追蹤考核及監督，避免相同事件發生。

If there is any infringement or violation of human rights, appropriate punishment should be given according to the severity of the case, and follow-up assessment and supervision should be provided to avoid the recurrence of similar incidents.

6.9 應隨時注意國內外人權相關準則之發展，據以檢討並改進公司所建置之制度，以落實人權保障。

Should always pay attention to the development of human rights-related standards at

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home and abroad, and review and improve the system established by the company to implement human rights protection.

7. 附則

Appendix

8.

7.1 附件一：預防職場不法侵害之書面聲明

Appendix 1: Written Statement on Prevention of Unlawful Infringement in the Workplace