



**ZUGO TECH CORP.,**

**智易購有限公司**

## **RBA 人權承諾書**

### **RBA Human Rights Commitment Statement**

智易購有限公司承諾遵守《責任商業聯盟行為準則》（RBA Code of Conduct）及相關國際人權準則，包括《世界人權宣言》、《國際勞工組織公約》，並依據誠信、尊重與平等原則，保障所有員工及供應鏈夥伴的人權。

ZUGO TECH CORP is committed to complying with the Responsible Business Alliance (RBA) Code of Conduct and relevant international human rights standards, including the Universal Declaration of Human Rights and the International Labour Organization Conventions. We uphold the principles of integrity, respect, and equality to protect the human rights of all employees and supply chain partners.

#### **勞工與人權 / Labor and Human Rights**

1. 禁止使用童工及強迫勞動。
  2. 確保工作場所免於任何形式的歧視、騷擾與虐待。
  3. 保障員工自由結社與集體談判權。
  4. 遵守工時與休假法規，提供公平薪酬。
1. Prohibit the use of child labor and forced labor.
  2. Ensure a workplace free from discrimination, harassment, and abuse.
  3. Respect employees' rights to freedom of association and collective bargaining.
  4. Comply with working hours and leave regulations, and provide fair compensation.

#### **職業健康與安全 / Occupational Health and Safety**

1. 提供安全、健康且符合法規的工作環境。
  2. 定期進行職業安全與健康教育訓練。
  3. 建立應急應變計畫，降低災害風險。
1. Provide a safe, healthy, and legally compliant work environment.
  2. Conduct regular occupational health and safety training.
  3. Establish emergency response plans to mitigate risks.



## 環境責任 / Environmental Responsibility

1. 遵守環境法規，致力於減少廢棄物、污染與碳排放。
2. 推廣節能與再生能源使用。
3. 鼓勵供應鏈夥伴採取環保行動。

1. Comply with environmental regulations and strive to reduce waste, pollution, and carbon emissions.
2. Promote energy conservation and the use of renewable energy.
3. Encourage supply chain partners to adopt eco-friendly practices.

## 商業道德與供應鏈責任 / Business Ethics and Supply Chain Responsibility

1. 遵守反貪腐、反賄賂及公平競爭原則。
2. 確保供應鏈符合 RBA 行為準則及人權要求。
3. 定期進行供應鏈審核與改善。

1. Adhere to anti-corruption, anti-bribery, and fair competition principles.
2. Ensure that the supply chain complies with RBA Code of Conduct and human rights requirements.
3. Conduct regular supply chain audits and improvements.

## 執行與持續改進 / Implementation and Continuous Improvement

智易購有限公司將持續監測、評估並改進人權政策與管理措施，並定期向利害關係人報告進展。  
ZUGO TECH CORP will continuously monitor, evaluate, and improve our human rights policies and management measures, and regularly report progress to stakeholders.

智易購有限公司 / ZUGO TECH CORP

授權代表 簽名/Signature :

*Eric Cheng*

General Manager

日期 Date: 2024 / 06 / 18