



永續發展政策

永續發展是日月光集團一貫堅持的理念，我們承諾投入必要資源、運用協同合作、鼓勵全員參與、積極整合供應鏈，以致力於營運績效、綠色環保與社會責任之發展，並強化供應鏈安全與營運持續管理，建立永續經營的企業文化，以符合利害相關者的期待。

我們的承諾：

1. 恪遵永續發展相關之法令規章、客戶標準與相關要求，並尊重國際條例及其解釋。
2. 在經營管理範疇，秉持著永續發展的理念及積極、互信、誠正、自省原則，創造長期且穩定的經濟價值。並同步考量內外利害相關者關注議題與營運關鍵活動之營運衝擊及其風險，據此設立營運持續策略、目標。營運過程將保持彈性，以利害相關者權益為優先考量，並就交易洽談、合作締結及履約過程中所接收或交換之具機密性之資訊嚴守保密義務，禁止舞弊、貪腐、賄賂等行為，遵守廉潔陽光條款，有效貫徹誠信準則，並促進產業供應鏈的持續發展。
3. 在安防管理範疇，考量營運活動與所面臨之風險，應建立整體意識及安全系統之各項行動。並確保貨物運輸過程品質之安全無虞，盡到營運與法律要求及契約的安全義務；保障營運資訊的機密性、完整性及可用性，透過系統化管理模式，滿足關注方要求、符合營運目標。
4. 在綠色環保範疇，導入綠色設計、材料與製程，並營造在地多樣性的生態空間，持續提升能源績效與水資源效率，並改變能源結構、推動資源循環與淨零排放的綠色環境與供應鏈，進而有效控制與降低產品對環境衝擊。
5. 在職業安全衛生範疇，使工作者從事合理可行之工作，落實風險管理與提供安全健康的工作場所並採取必要之預防設備或措施，以防止事故傷害與職業疾病的發生，保障工作者身心之安全健康，並積極提高安全意識，促使全員參與，不斷改善與提升安衛績效及建立文化。
6. 在社會責任範疇，重視員工人權，提供多元化的溝通管道，使其受到公平及合理對待，對職務不法侵害「零容忍」，並秉持社會公平正義與良善道德的原則，有效整合與運用社會資源，主動關懷與協助員工及社區。
7. 妥善規劃教育訓練資源，建構分享平台與暢通溝通管道，傳達並凝聚利害相關者對永續發展的共識。
8. 持續改善永續發展機制以成就營運持續管理績效與永續供應網絡，透過完善管理系統運作使所有經營風險均可達到控制，進而保障利害關係人的權益，與利害相關者共創永續願景。
9. 透過協同合作建立良好夥伴關係，促進與利害相關者合作，達成永續發展目標。

General Manager of ASE Kaohsiung 日月光集團高雄廠區總經理

頒佈日期：中華民國一百一十年七月十六日

ASEKH 永續管理網站：

<http://khwfap.kh.asegroup.com/ESHSystem/default.aspx>



Sustainable Development Policy

Sustainable development has consistently been ASE Group's management guideline. We firmly commit needed resources, deploy collaborative efforts, expand employee participation, and dedicate ourselves to supply-chain network integration and operational effectiveness. In addition, we promote eco-friendly, green manufacturing processes, social responsibility, supply chain security and business continuity management to shape up a sustainable operation culture to meet stakeholders' expectations.

Our Commitments:

1. Compliance with related laws and regulations, customer specifications and related requirements on sustainable development; Abiding by laws and regulations and their interpretations of related international regulatory institutions.
2. Management principles founded on the belief in sustainable development, diligence, trust, and integrity to aim for stable and long-term economic value; Simultaneously taking into consideration impact and risks to the issues and operational activities key to internal and external stakeholders on which long-term business strategy and objectives are based; Maintaining operational flexibility to safeguard stakeholders' rights and interests; Confidentiality on business negotiations, agreements and commercial contracts; Repudiation of graft, bribery, and corruption; Practicing of business code of conduct and procedural transparency; And, continuous promotion of supply-chain network development.
3. On shipment of goods & data transmission and communication security assurance: Business risks mitigation via enhancing overall workforce awareness level and implementing effective security control measures that meet generally accepted legal and regulatory requirements in protecting proprietary intellectual properties and confidential commercial & contractual agreements. Fulfilling operational objectives and meeting requirements of concerned parties through application of systematic management processes.
4. On green manufacturing: Introduction of green designs, green materials and green processes to promote local bio-diversity, to continually improve energy usage effectiveness and water consumption efficiency, to enhance the structural composition of energy consumption & promote resource recycling for a net-zero emission supply chain & mitigation of environmental impact.
5. On workplace safety and health: Establishing a healthy and hazard-free workplace to safeguard workers' physical safety and mental health; Deploying necessary safeguards, preventive measures and risk controls to eliminate occupational hazards or work-related injuries in the workplace; Proactively raising safety awareness among all workers and promoting their full engagement to continuously improve safety performance and shape safety culture.
6. On corporate social responsibility: Promoting human rights; Setting up multi-channel communication tools to safe-guard fair treatment of employees; "Zero Tolerance" on workplace bullying; Upholding principles of social fairness and justice, and effectively contributing and consolidating applicable societal resources to better the well-being of both employees and local communities.
7. Well deployed training resources; Facilitation of discussion and information exchange on shared communication platforms for building up stakeholder consensus on the advancement of sustainable development.
8. Continuous improvement on sustainable development to better business continuity management, management to achieve operational performance objectives and long-term supply-chain network sustainability; Protection of stakeholders' rights through well-established management system control mechanisms for business risks mitigation; And, close collaboration with all stakeholders to set a common vision for operational sustainability.
9. Partnership through mutually beneficial collaborative relationship, facilitating collaboration among stakeholders, and fulfilling objectives of sustainable development.

General Manager of ASE Kaohsiung 日月光集團高雄廠區總經理

Enacted on 2021.07.16.

ASEKH Sustainable management website:

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