



融程電訊人力資源政策 Winmate Inc. Human Resource Policy

本公司希望藉由合理的工作條件及充份照顧員工之身心健康，使員工能心無旁騖並樂在工作，故根據相關法規承諾維護工人的人權，尊重所有員工。Winmate hoping by providing reasonable working conditions and adequate health care for employees to help employees concentrate on and enjoy their work.

1) 自由選擇職業 Freedom to choose employment

不使用強迫、抵債或用契約束縛的勞工。公司所有聘僱的員工，皆由員工自願向本公司應徵，員工可依公司規定提出辭呈，有自由離職的權利。

WINMATE does not forced, bonded or indentured of employment contract or involuntary restraint employees. The employ of employee are willingly and they have the right free to leave their position with rational notice.

2) 不用童工 Child labor

本公司不聘用 16 歲以下的勞工。

WINMATE does not employ the labor below 16 years old.

3) 工時 Working hours

確保員工工作時間、加班時間能符合法律標準。

WINMATE efforts to comply with the requirements of the law. Based on Labor basic laws.

4) 工資與福利 wages and benefits

承諾薪資政策符合所有適用的法律，並享有法定福利。

Compensation paid to employees shall comply with Labor basic laws. Employees also share the benefit in law.

5) 人道的待遇 Human treatment

本公司禁止殘暴的和無人道的對待員工，包括任何形式的性騷擾、性虐待、體罰、精神或身體壓迫或口頭辱罵；也不得威脅進行任何此類行爲。

There is to be no harsh and inhumane treatment, including any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of workers: nor is there to be the threat of any such treatment.

6) 不歧視 Non-discrimination

本公司承諾員工免受騷擾以及非法歧視。不因人種、膚色、年齡、性別、性傾向、種族、殘疾、懷孕、信仰、政治派別、社團成員或婚姻狀況等在雇用及實際工作中歧視員工。另外，除按照法律要求或為確定是否適合從事特殊性工作而進行之醫學檢查，不得強迫員工或准員工接受帶有歧視性的醫學檢查。WINMATE is committed to employees free of harassment and unlawful discrimination, especially discrimination in hiring and actual working due to ethnic, color, age, gender, sexual orientation, race, disability, pregnancy, religion, political affiliation, association or marital status, etc. In addition, WINMATE ensure the employees or prospective employees do not accept discriminatory medical examination.

7) 自由結社 Freedom of association

員工均有組織及加入工會、尋求代表之權利，公司不得因此而有拒絕僱用、解僱、解調、減薪或其他不利之待遇。

Employees have the right to form and join and organization or union. Employees have the right to seek for someone who is in an official organization or union to save your right, the company shall not thereby have refused hiring, firing, demotion, salary reduction or other adverse treatment.