

## 安泰商業銀行股份有限公司人權聲明

### EnTie Commercial Bank Co., Ltd. Human Rights Statement

安泰商業銀行(股)公司(以下簡稱「本行」)為善盡企業社會責任、致力維護全體員工、客戶及利害關係人之基本人權，認同並遵循聯合國《世界人權宣言》、《全球盟約》、《國際勞動組織公約》等各項國際人權公約所揭示之人權保護精神與基本原則，使公司成員及公司之利害關係人等均能獲得公平而有尊嚴的對待。

To implement its corporate social responsibility and protect fundamental human rights of its entire staff, customers and interested parties, EnTie Commercial Bank Co., Ltd. (henceforth referred to as the “Bank”) identifies with and adheres to the spirits and fundamentals of human rights protection as declared by international human rights conventions, such as the Universal Declaration of Human Rights, United Nations Global Compact and International Labor Organization (ILO) conventions, so as to ensure that its personnel and interested parties are treated equally and with dignity.

#### 一、職場人權保障

##### Article 1 Workplace human rights protection

本行致力營造一個有尊嚴、平等、免於騷擾的工作環境，並落實職場之多元性，不因個人性別、性傾向、種族、階級、年齡、婚姻、語言、思想、宗教、黨派、籍貫、出生地、容貌、五官、身心障礙為由，而有差別待遇或任何形式之歧視。The Bank strives to build a work environment where people are treated with dignity and equally, and free from harassment. It implements workplace diversity and does not discriminate or treat any individuals differently based on sex, sexual orientation, ethnic origin, social class, age, marital status, language, ideology, religion, political affiliation, ancestry, birthplace, appearance, facial features or disability.

#### 二、提供健康安全職場

##### Article 2 Provide a healthy and safe workplace

本行提供健康安全之工作環境、安排安全防災訓練、舉辦健康講座及定期健康檢查，並明訂勞動相關規範，以保護員工安全及身心健康之權益，致力營造健康、安全之工作環境。

The Bank provides a healthy and safe work environment, arranges safety and disaster prevention trainings, organizes health seminars and routine health checks, establishes labor regulations so as to protect the rights and interests of its employees with respect to their safety and physical/mental health, and devotes itself to creating a healthy and safe workplace.

### 三、提供多元溝通管道

#### **Article 3 Provide diverse communication channels**

本行為促進員工溝通、廣納建言，設有員工申訴管道及溝通信箱，並定期召開勞資會議，俾確保員工相關權益；另設有利害關係人之溝通平台，重視所有的意見與建議，並妥適回應。

In order to facilitate the communication with and listen to the suggestions from the employees, the Bank has a hotline and a mailbox for employee complaints in place and convenes labor-management meetings on a regular basis to ensure the rights and interests of its employees. In addition, the Bank has set up a communication platform for the interested parties, values all comments and suggestions from the interested parties, and provides timely responses.

### 四、隱私保護

#### **Article 4 Privacy protection**

本行充分保障客戶及所有利害關係人之隱私權，對於資料之收集、處理、國際傳輸、保存以及人員與設備之安全，均採取嚴格的安全維護與管控措施，防止客戶及所有利害關係人之資料遭竊取、竄改、損毀、滅失或洩漏，以確保並維護資料之安全與正確。

The Bank fully guarantees the privacy of its customers and interested parties and adopts stringent security protection and control measures for the collection, processing, international transfer and storage of information as well as the safety of the employees and equipment so as to prevent customers' and interested parties' information from being stolen, tampered with, damaged, lost or leaked and to ensure the security and accuracy of the information.

### 五、友善金融並回饋社會

#### **Article 5 Financial inclusion and giving back to society**

本行運用企業核心能力，關懷弱勢族群之金融友善服務方面，範圍包括環境、溝通、服務、資訊、檢核與權益保障等無障礙措施；並持續關注社會等議題、協助公益活動，受贈單位包含但不限於喜憨兒社會福利基金會、台灣世界展望

會、財團法人台灣兒童暨家庭扶助基金會、中華社會福利聯合勸募協會等公益團體，以落實企業社會責任。

The Bank utilizes its core competencies to provide the underprivileged with friendly financial services, including accessibility measures in the environment, communication, services, information technology, inspection and protection of rights and interests. It makes ongoing efforts with a focus on social issues and facilitates public service campaigns and donations to charitable organizations, including but not limited to the Children Are Us Foundation, World Vision Taiwan, Taiwan Fund for Children and Families, and United Way of Taiwan, so as to implement its corporate social responsibility.

## 六、人權保護宣導

### **Article 6 Human rights protection advocacy**

本行積極實踐企業社會責任及人權保護，致力於提升對人權相關議題之關注及可能風險之辨識與管理，以提供員工更公平與安全的工作環境，增進人權保護意識。

The Bank actively carries out its corporate social responsibility and human rights protection and strives for paying attention to human rights protection and promoting the identification and management of potential risks in order to provide its employees with a fairer and safer work environment and raise the awareness of human rights protection.