

# 立讯精密关于保护劳工人权的声明

## Statement on Labor Human Rights Protection

### 1 坚定保护劳工的基本人权

#### Firmly Protect the Labor Human Rights

立讯精密立志以科技连接未来，以共享造福未来，致力于成为一家有温度、负责任的企业，推进全社会的可持续发展。对人的关爱则是立讯精密价值共创、成果共享链条中的重要一环。

Luxshare Precision is determined to connect the future with technology and benefit the future through sharing. We are committed to becoming a warm and responsible enterprise that promotes sustainable development in society as a whole. Caring for people is an important part of Luxshare Precision's value co-creation and shared achievements.

我们始终坚信，人是企业的宝贵财富和重要资源。因此，我们尊重和保护集团价值链上所有人的合法权益，这意味着我们不仅为海内外全体员工提供体面工作与生活的机会，也全力杜绝运营活动可能涉及的权益侵害，让人人享有公平对待，人人享有尊重关怀。

We firmly believe that people are valuable assets and important resources for the Company. Therefore, we respect and protect the legitimate rights and interests of all individuals in the value chain of the Company. This means that we not only provide decent work and living opportunities for all employees at home and abroad, but also make every effort to prevent any infringement of rights that may be involved in our operations. We strive to ensure fair treatment and respect for everyone.

我们的基本方针 **Our Principles:**

01

遵守法律法规

**Compliance with Laws and Regulations**

坚守劳工准则，保障员工合法权益，将法律法规及相关方要求，容纳至集团管理体系中

We firmly uphold labor standards and ensure the legal rights of all our employees. We incorporate applicable laws, regulations, and requirements into the management system.

02

禁止使用童工

**No Child Labor**

坚持保护未成年、儿童的身心健康，维护未成年、儿童的合法权益，绝不允许雇佣和使用童工

We prioritize the protection of physical and mental health of minors and children, and safeguard their legal rights. We strictly prohibit the employment and use of child labor.

03

无歧视无压迫

**Anti-discrimination and Oppression**

禁止歧视和强迫劳工，我们尊重员工多样性，对于不同民族、国籍、性别、宗教信仰等的劳动者一视同仁，禁止任何强迫性劳工行为，保护员工自愿工作的基本权利

Discrimination and forced labor are strictly prohibited. We value employee diversity and treat workers of different ethnicities, nationalities, genders, and religious beliefs equally. We prohibit any form of forced labor and protect the fundamental right of freedom of employment.

04

人人自由平等

**Fair and Equal Treatment**

重视并尊重每一名员工的基本人权，维护人权，绝不侵犯人权，维护员工个人和团体的权益，所有员工都是自由平等的

We value and respect the basic human rights of every employee. We uphold human rights and never infringe upon them. We protect the rights of individual employees and groups. All employees within the Company are free and equal.

## 2 坚持高标准执行国际公认的人权公约

### **Adhere to High Standards in Implementing Internationally Recognized Human Rights Conventions**

为了确保在所有运营所在地都负责任地开展经营活动，不发生侵害或违反劳工人权的行  
为，立讯精密遵循并响应国际公认的多项人权公约，严格开展管理与监察。

To ensure responsible operations in all locations and prevent any infringement or violation of  
human rights, Luxshare Precision adheres to internationally recognized human rights conventions  
and conducts rigorous management and supervision.

我们承诺遵循并高标准执行以下原则：

We are committed to implementing the following principles with high standards:

- 联合国《世界人权宣言》

*United Nations Universal Declaration of Human Rights*

- 《国际劳工组织核心公约》

*Core Conventions of the International Labour Organization*

- 《联合国工商企业与人权指导原则》

*United Nations Guiding Principles on Business and Human Rights*

- 全球苏利文原则

*Global Sullivan Principles*

- 社会道德责任标准

*Social Accountability 8000 International Standard*

- 《责任商业联盟行为准则》

*Responsible Business Alliance Code of Conduct*

- 海内外运营所在地适用的法律法规

*Other laws and regulations applicable to sites domestic and aboard*

### 3 最高管理者深度参与劳工人权保护

#### Deep Involvement of Top Management in Human Rights Protection

立讯精密对劳工人权保护议题的关注由来已久,对劳工人权的管理已深植于集团社会责任管理体系以及 ESG 管理体系中。集团董事长兼总经理任体系最高管理者, 直接负责战略的决策, 并监督相关工作和目标的进展, 对管理体系的有效性负主要责任, 确保有充足的资源支持体系运行, 并统筹实施管理体系的检讨和持续更新。

Luxshare Precision has always been dedicated to addressing human rights issues and has integrated the management of human rights into corporate social responsibility management system and ESG management system. As the highest-ranking executive in the company, the Chairman and CEO is directly responsible for making strategic decisions, overseeing relevant tasks and goal progress, and ensuring the effectiveness of the management system. Chairman and CEO is also responsible for allocating adequate resources to support the smooth operation and facilitating the review and continuous improvement of the management system.

我们以戒慎的态度, 持续、系统性地开展劳工人权保障工作, 确保对于劳工人权相关的风险识别、干预、监察改进形成良性的循环, 不留死角。

We approach human rights protection with a cautious attitude, continuously and systematically carrying out work of identification, management, supervision, and improvement of risks related to human rights. Our aim is to create a virtuous cycle and leave no blind spots in the process.



### 风险识别 Risk Identification

- 遵照国际人权公约以及运营地法律法规，识别各运营所在地劳工人权风险议题  
In accordance with international human rights conventions and applicable laws and regulations, identify human rights risks in each operating site
- 识别供应链各利益相关方面临的劳工人权风险议题  
Identify human rights risks faced by various stakeholders in the supply chain



### 管理举措 Management Measures

- 制定禁止强迫劳动、禁止雇佣童工、保障员工自由择业、保障合理工作时长和加班补偿、保障结社自由和集体协商、禁止歧视和骚扰等管理制度  
Establish management systems that prohibit forced labor, child labor, protect employees' freedom of employment, ensure reasonable working hours and overtime compensation, safeguard freedom of association and collective bargaining, and prohibit discrimination and harassment
- 对员工进行工作场所权益培训教育  
Provide training and education on workplace rights and benefits for employees
- 将劳工人权相关要求纳入供应商行为准则，要求供应商遵守  
Incorporate human rights requirements into Supplier Code of Conduct and require suppliers to comply



### 监督检查 Supervisory Inspection

- 建立完善员工沟通与申诉机制，保护员工隐私，确保员工不会因此受到报复与区别对待  
Establish a comprehensive mechanism for employee communication and grievances, protecting their privacy and ensuring that they will not be subject to retaliation or differential treatment as a result
- 设立专案解决员工反馈的问题  
Set up a special task force to address issues reported



### 持续改进 Continuous Improvement

- 开展员工满意度与敬业度调查，持续优化劳工人权保障体系  
Conduct employee satisfaction and engagement surveys to continuously optimize the human rights protection system

## 4 关注全价值链劳工人权议题

### Care for Human Rights Issues along the Entire Value Chain

立讯精密将对劳工人权的关注拓展到全价值链,以期避免以直接或间接的方式对劳工人权造成影响。

Luxshare Precision has extended our focus on human rights throughout the entire value chain to avoid any direct or indirect impact on human rights.

利益相关方	关键议题	管理制度	主要责任人/责任部门
员工	<ul style="list-style-type: none"> <li>• 尊重基本人权</li> <li>• 反对歧视</li> <li>• 反对骚扰</li> <li>• 禁止强迫劳动</li> <li>• 保障自由择业</li> <li>• 保障合理工作时长</li> <li>• 加班补偿</li> <li>• 保障健康适宜的工作环境</li> <li>• 保障自由结社与集体谈判权</li> <li>• 禁止雇佣奴隶劳工和人口贩卖</li> </ul>	《员工手册》 《社会责任管理手册》 《招聘管理办法》 《防止歧视及骚扰作业程序》 《女职工权益与劳动保护管理程序》 《非强迫性工作作业程序》 《自由选择职业控制程序》 《加班管理办法》 《薪资管理办法》 《EHS 员工手册》 《结社自由及集体谈判管理程序》 《宗教信仰管理程序》	人力资源中心 各生产 BU 及主管 各厂区人资行政部门 各厂区社会责任部门
童工	<ul style="list-style-type: none"> <li>• 禁止童工</li> </ul>	《招聘管理办法》 《童工及未成年工管理作业程序》 《学生实习管理办法》	各生产 BU 及主管 各厂区人资行政部门 各厂区社会责任部门
供应商	<ul style="list-style-type: none"> <li>• 禁止供应商劳工人权侵害</li> <li>• 禁止矿物相关人权侵害</li> </ul>	《供应商行为准则》 《供应商管理作业程序》 《责任商业联盟行为准则保证书》 《冲突矿产管理办法》	采购部门 各厂区社会责任部门 各生产 BU 及主管

Stakeholders	Key issues	Regulations & Procedures	Responsible person/department
Employees	<ul style="list-style-type: none"> <li>• Respect basic human rights</li> <li>• Non discrimination</li> <li>• Anti-harassment</li> <li>• Unforced labor</li> <li>• Freedom of employment</li> <li>• Reasonable working hours</li> <li>• Overtime compensation</li> <li>• Healthy and comfortable working environment</li> <li>• Freedom of association and collective bargaining</li> <li>• No slave labor and human trafficking</li> </ul>	<p><i>Employee Handbook</i>  <i>CSR Handbook</i>  <i>Recruitment Management Measures</i>  <i>Operating Procedure of Discrimination and Harassment Prevention</i>  <i>Management Procedure of Female Employees' Rights and Labor Protection</i>  <i>Operating Procedures of Unforced Work</i>  <i>Controlling Procedures of Freedom of Employment</i>  <i>Overtime Management Measures</i>  <i>Remuneration Management Measures</i>  <i>Employee EHS Handbook</i>  <i>Management Procedure of Freedom of Association and Collective Bargaining</i>  <i>Operational Measures for the Management of Religious Beliefs</i></p>	<p>Human resource center            Business units and supervisors            Human resource and administration department of each site            CSR department of each site</p>
Child labor	<ul style="list-style-type: none"> <li>• No child labor</li> </ul>	<p><i>Recruitment Management Measures</i>  <i>Operating Procedure of Child Labor and Minor labor Management</i>  <i>Student Intern Management Measures</i></p>	<p>Business units and supervisors            Human resource and administration department of each site            CSR department of each site</p>
Suppliers	<ul style="list-style-type: none"> <li>• No supplier human rights violation</li> <li>• No conflict minerals related human rights violation</li> </ul>	<p><i>Supplier Code of Conduct</i>  <i>Supplier Management</i>  <i>Operating Procedure</i>  <i>Letter of Guarantee on Responsible Business</i>  <i>Alliance Code of Conduct</i>  <i>Conflict Minerals Management Measures</i></p>	<p>Procurement department            CSR department of each site            Business units and supervisors</p>

## 5 杜绝劳工人权侵害的作为

### Concrete Actions to Prevent Violations of Human Rights

#### 尊重基本人权 Respecting Basic Human Rights

- 从招聘环节开始，尊重运营所在地法律法规、宗教文化、历史，并以此为基础尊重维护海内外每一位员工基本人权

Respect and uphold the basic human rights of every employee, taking into account local laws, regulations, religious and cultural practices in each operating location, starting from the recruitment process.

#### 反对歧视与骚扰 Anti-discrimination and Harassment

- 制定《防止歧视及骚扰作业程序》《招聘管理办法》《女职工权益与劳动保护管理办法》等制度，对所有员工公平公正，不会因人种、年龄、性别、性取向、种族、地理区域、残疾、宗教、政治面貌、工会会员身份、军籍、国籍、婚姻状况、怀孕、医疗状况、社会阶层、身体特征（身高、体重、视力、出生地）等因素在雇佣、工作分配、工资、福利、训练机会、升职、惩罚、解雇或退休等环节有任何歧视行为

Formulated the *Operating Procedure of Discrimination and Harassment Prevention, Recruitment Management Measures, Management Procedure of Female Employees' Rights and Labor Protection*, to ensure fairness and justice for all employees, without any discrimination based on factors such as race, age, gender, sexual orientation, ethnicity, geographic region, disability, religion, political affiliation, union membership, military status, nationality, marital status, pregnancy, medical condition, social class, or physical characteristics (height, weight, vision, place of birth) in terms of employment, job assignment, wages, benefits, training opportunities, promotion, punishment, termination, or retirement

- 对工作场所的骚扰行为零容忍

Zero tolerance for harassment at workplace

#### 禁止强迫劳动 Prohibition of Forced Labor

- 制定《非强迫性工作作业程序》，确保所有工作出于自愿

Formulated the *Operating Procedures of Unforced Work* to ensure that all work is voluntary



## 保障合理工时和加班补偿 **Ensure Reasonable Working Hours and Overtime Compensation**

- 制定《员工手册》《加班管理办法》《非强迫性工作作业程序》等内部制度，禁止强制加班

Formulated *Employee Handbook, Overtime Management Measures, Operating Procedures of Unforced Work* and other internal systems to prohibit forced overtime

- 规定所有加班均应是工人自愿的，并且不得强迫员工在非上班时间内参与生产制造或与之相关的会议或活动

Stipulate that all overtime work shall be voluntary and employees shall not be forced to participate in manufacturing or meetings or related activities beyond working hours

- 若员工因工作关系需要临时加班，应经由《员工手册》规定的加班申请流程，并交由上级相关主管审批确认方可执行

If the employee needs to work overtime temporarily, he/she shall go through the overtime application procedure stipulated in the *Employee Handbook* and submit it to the supervisor for approval before execution

- 遵守《员工手册》中对加班费/加班津贴的要求，支付员工加班补偿

Pay overtime compensation in accordance with requirements stipulated in the *Employee Handbook*

## 禁止雇佣童工 **Prevention of Child Labor**

- 制定《招聘管理办法》《童工及未成年工管理作业程序》《学生实习管理办法》等内部制度，严禁聘用各运营地法律规定的童工从事工作

Formulated *Recruitment Management Measures, Operating Procedure of Child Labor and Minor Management, Student Intern Management Measures* and other internal systems, and strictly prohibited the employment of child labor as specified by the laws of the operation locations

- 人机双控：在招聘阶段和日常巡查阶段人工核对身份证、当地公安机关开具的相关证明等证件核查员工年龄；人事系统设立管控模块，当被录用者身份证号码输入时，未达到法定年龄系统会自动警示

Man-machine control: In the recruitment stage and during daily inspection, manually

check ID card, relevant certificate issued by the local public security authority and other documents to check and verify employee age; the personnel system is designed with a control module which will automatically give an underage warning when the ID number of a minor applicant is entered

### **保障结社自由与集体谈判权 Freedom of Association and Collective Bargaining**

- 制定《结社自由及集体谈判管理程序》，在法律允许范围内，工人无需事先批准，拥有自由与他人结交、组建和加入（或阻止加入）各类员工组织，进行集体协商的权利，本公司任何单位或个人禁止对此类活动进行干预、歧视、报复或骚扰

Formulated the *Management Procedure of Freedom of Association and Collective Bargaining*; as permitted by law, workers have the right to make friends with others freely and are allowed to form and join (or prevent from joining) all kinds of employee organizations and carry out collective bargaining without prior approval; any unit or individual of the Company is prohibited from interfering, discriminating, retaliating or harassing such activities

- 确保工人在无暴力、无压力、无畏惧、无恐吓和无威胁的环境下行使其组织权，并为成立工会或其它形式的员工组织提供那些可能适宜的便利条件，以便他们能迅速、有效地执行其职责

Ensure that workers exercise their organization right in an environment free from violence, pressure, fear, intimidation and threats, and provide such facilities as may be appropriate for the formation of trade unions or other forms of employee organization so that they can carry out their duties promptly and effectively

### **禁止雇佣奴隶劳工和人口贩卖 Prevention of Slave Labor and Human Trafficking**

- 禁止贩卖人口或雇用任何形式的奴隶、受强迫、抵债、契约或监狱劳工

Prevent any type of forced, involuntary or exploitative prison, indentured, bonded (including debt bondage) or slave labor

### **禁止供应链人权问题 Prevention of Human Rights Issues along Supply Chain**

- 以责任商业联盟行为准则等标准对供应商进行宣贯，要求供应商签署《责任商业联盟行为准则保证书》，承诺遵守立讯精密《供应商行为准则》，并对供应商开展 CSR 风险评估和审核，对发现的不符合推动供应商采取措施进行改善，推动供应商完善供应链劳工人权管理

Educate suppliers with standards such as *Responsible Business Alliance Code of Conduct*, require suppliers to sign the *Letter of Guarantee on Responsible Business Alliance Code of Conduct*, and comply with *Luxshare Precision Supplier Code of Conduct*; carry out supplier CSR risk assessment and audit, promote improvement of the non-conformities, and enhance the supply chain labor human rights management

- 要求供应商遵守《立讯精密冲突矿产政策》，按照《冲突矿产管理办法》要求，每年进行冲突矿产尽职调查，保护受冲突地区的人权

Require suppliers to comply with *Luxshare Precision Conflict Minerals Policy*; the Company conduct annual due diligence on conflict minerals in accordance with *Conflict Minerals Management Measures* to protect human rights in conflict areas

### 劳工人权稽核机制 Human Rights Audit System

- 为了确保公司劳工管理制度落实，我们建立由内部专项稽核、客户稽核、外部第三方稽核（如 RBA 责任商业联盟等）构成的三重稽核机制，实现对工厂劳工相关议题监管全覆盖

In order to ensure the implementation of our labor management system, we have established a triple audit mechanism consisting of internal special audits, customer audits, and external third-party audits (such as the RBA Responsible Business Alliance) to achieve full coverage of labor-related issues in our factories

## 6 我们严格审视自身并自愿接受所有相关方的监督

### Thoroughly Examine Ourselves and Willingly Accept Supervision from All Stakeholders

立讯精密制定并严格遵守《举报及举报人保护制度》，设置统一的举报申诉对接窗口，接受包括劳工人权议题在内的所有违规、违纪、违法侵权行为举报。我们承诺认真对待每位相关方的反馈，将通过专案专员对反馈问题进行稽核。同时，我们尊重并保护举报人的隐私权，严禁泄漏举报人个人信息或举报人提供的信息，确保举报人不会因此受到打击报复。

Luxshare Precision has established and strictly adheres to the *Reporting and Whistle-blower Protection System*, which includes a unified reporting and appeals interface for reporting all violations, misconduct, and illegal infringements regarding labor rights issues. We promise to take every feedback from relevant parties seriously and conduct audits through dedicated personnel. At

the same time, we respect and protect the privacy of whistleblowers, strictly prohibit the disclosure of personal information or information provided by whistleblowers, and ensure that whistleblowers will not be subjected to retaliation.

我们鼓励内外部利益相关方通过以下渠道积极反馈，帮助我们更及时地自查自纠。

We encourage internal and external stakeholders to actively provide feedback through the following channels to help us conduct timely self-examination and self-correction.

举报申诉渠道：

Reporting and appeal channel:

[justice@luxshare-ict.com](mailto:justice@luxshare-ict.com)

如果您想要了解更多立讯精密在保护劳工人权方面的实践与成效，请参见立讯精密工业股份有限公司官网可持续发展板块 <https://www.luxshare-ict.com/about/sustainability.html>，以及我们的年度可持续发展报告员工与供应链相关章节，或者直接通过邮件咨询。我们将以诚挚的态度回复您的关切。

If you want to learn more about the practices and achievements of Luxshare Precision in protecting labor rights, please refer to the Sustainable Development section of Luxshare Precision Industrial Co., Ltd.'s official website, as well as the employee and supply chain chapters of our annual Sustainability Report. You can also contact us directly by email. We will respond to your concerns with sincerity.

外部沟通邮箱：

Public communication channel:

[public@luxshare-ict.com](mailto:public@luxshare-ict.com)