立讯精密关于保护劳工人权的声明

1 坚定保护劳工的基本人权

!"#$!%&'()*+,-&./01+,-23456789:;<=>?@A
B-CDEFG@HIJKLMNO@PQRS!"#$TU.V<5W./XYZ@[\
7]M

L ha e P ec de e ed c ec he f e h ech g a d be ef he f e h gh ha g. We a e c ed bec g a a a d e b e e e ha e a ab e de e e c e a a h e. Ca g f e e a a a f L ha e P ec ' a e c -c ea a d ha ed ach e e e .

^_`abc-OSAB@defgh[\ijMkl-^_m[hnopqTUXr
s9O@tuvw-xyz{^_|}6~•€E•,ƒ„…•†ƒ‡ˆ‰Š@‹G-ŒE
3•Ž••Š‘H’“”@vw•–--—OO/9˜™NšOO/9m[P›M

We f be e e ha e e a e a ab e a e a d a e ce f he C a . The ef e, e e ec a d ec he eg a e gh a d e e f a d d a he a e cha f he C a . Th ea ha e de dece a d g e f a e ee a h e a d ab ad, b a a e e e eff e e a f ge e f gh ha a be ed e a . We e e e fa ea e a d e ec f e e e.

^ _ @ œ • ž Ÿ Our Principles:

¯ u ¥ u ¦
Compliance with Laws and Regulations

b ¡ ƒ ¢ R - n £ , ƒ t u v w - ¤ u ¥ u ¦ ″ § P ž \ ¨ - © ª « p q ¬ - • ® Z

We f h d ab a da d a d e e he ega gh fa e ee . We c a e a cab e a , eg a , a d e e e he a age e e .

¾ ¿ ¼ ½ ² ƒ
No Child Labor

b I n o + 5 ° <± ² @ ³ ´ µ ¶ - · o + 5 ° <± ² @ t u v w - Ž | ¸ ¹ º » h ¼ ½ ² ƒ

We e he ec f h ca a d e a hea h f a d ch d e , a d afeg a d he ega gh . We c h b he e e a d e f ch d ab .

¾ ¿ À Á h Â Ã ¡ ƒ - ^ _ m [, ƒ Ä Å Æ - N 4 | Ç È É < Ê Ë < Æ Ì < Í Î c Ï Ð @ ¡ ‘ Ñ 7 Á Ç Ò - ¾ ¿ ? Ó Â Ã Æ ¡ ƒ Ô 6 - n o , ƒ Õ Ö ƒ ‡ @ œ • v ×

D c a a d f ced ab a e c

2 坚持高标准执行国际公认的人权公约

6 á â n ã s 9 • • s ã ä ß = > ? ä å L æ • Š ‘ -| K ‰ • – ç è é ¡ ƒ O v @ Ô 6 - ! " # $ ¯ ê Ú ë ì Ê í ˜ î @ Ä ï O v ˜ ð - ñ ò å L ¬ - ˆ ó ô M

T e e e be e a a ca a d e e a f ge e a f h a gh , L ha e P ec adhe e e a a ec g ed h a gh c e a d c d c g a age e a d e .

^ _ õ ö ¯ ê Ú ÷ ø ¢ ù Ô & ú û R ü

We a e c ed e e g he f g c e h h gh a da d :

Ɗ ƋƊ Ɗ

ý t Ê þ ÿ ! O v " # $

Ƌ

U ed Na

þ Ê í ¡ ƒ % & ' ´ ˜ ð $

Ɗ Ƌ Ɗ

þ ý t Ê ƒ (A B ˆ O v) * û R $

E + , × - û R

G ba S a P c e

F G . / > ? ø ¢

þ > ? (B ý 0 Ô 6 ¢ R $

Ɗ Ɗ Ƌ Ɗ

~ • € • • s ã ä 1 ½ @ u ¥ u ¦

O he a a d eg a a cab e e d e c a d ab a d

Ɗ Ɗ Ɗ Ɗ

最高管理者深度参与劳工人权保护

! " # $ N ¡ ƒ O v n o 2 3 @ P 4 à , 5 6 -N ¡ ƒ O v @ ¬ - 5 7 8 4 p q F G > ? ¬ - • ® & ″ ESG ¬ - • ® Z M p q 9 : ; < = æ - ? • ® > ÷ ¬ - Ñ - ? * = > @ A @ B C - Ú ó D § P ƒ ‡ h E ø @ D L - N ¬ - • ® @ 9 F Æ = G \ > ? - â n 9 H I @ i j J I • ® • Ô - Ú K L M N ¬ - • ® @ O P h I J Q R M

L ha e P ec ha a a bee ded ca ed add e g h a gh e a d ha eg a ed he a age e f h a gh c a e c a e b a age e e a d ESG a age e e . A he h ghe - a g e ec e he c a , he Cha a a d CEO d ec e b e f a g a eg c dec , e ee g e e a a a d g a g e , a d e g he effec e e f he a age e e . Cha a a d CEO a e b e f a ca g ade a e e ce he h e a a d fac a g he e e a d c e e f he a age e e .

^ _ & S T @ U ; - I J < ® K Æ ä å L ¡ ƒ O v n £ ƒ ‡ - â n N 4 ¡ ƒ O v § P @ V W Ì < Y Z ó ô [D \ 5] Æ @ ê] - | ^ _ ` M

V W X Ì Risk Identification

- ¯ a Ê í O v ˜ ð & ” • • ä u ¥ u ¦ - X Ì b • • s ã ä ¡ ƒ O v V W 2 3
  I acc da ce h e a a h a gh c e a d a cab e a a d eg a ,
  de f h a gh each e a g e
- X Ì … ì X b × w § P ž † c @ ¡ ƒ O v V W 2 3
  Ide f h a gh faced b a a eh de he cha

¬ - d e Management Measures

- f g

Stakeholders	Key issues	Regulations & Procedures	Responsible person/department

杜绝劳工人权侵害的作为

m [œ • O v Respecting Basic Human Rights

¿ ¦ §] À å ` - m [• • s ã ä u ¥ u ¦ < Í Î - • < Á Â - Ú & l 6 œ Ã m [· o ~ • € Û 7 Ä , ƒ œ • O v

Re ec a d h d he ba c h a gh f e e ee, a g acc ca a , eg a , e g a d c a ac ce each e a g ca , a g f he ec e ce .

é N À Á ˆ p q Anti-discrimination and Harassment

f g þ © ¿ À Á ″ p q ‡ B ª « $þ ¦ § ¬ - ¨ u $þ ¬ - ƒ v w ˆ ¡ ‘ n o ¬ - ¨ u $ Ð fl ; - N s 9 , ƒ ˜ ™ ˜ Å - | G k Ø Æ < ° Ç < Æ Ì < Æ È Ë < Æ É < ä … Ê < Ë Ì < Í Î < Ï † Î < ƒ G G , ³ Ï < Ð Ë < Ê Ë < Ñ Ò Ó Ô < › Õ < Ö × Ó Ô < F G Ø Ù < ³ • Ú Û Ü ³ ÷ < • [< Á 3 < Ý ‰ ä Þ Ð k ß ã ° » < ƒ ‡ à á < ƒ i < 1 × < t â ‹ G < ã - < ä å < ‰ ° ç æ ç Ð] À 9 ? Ó À Á Ô 6

F a ed he

e e fa e a d ce f a e ee, h a d c a ba ed fac ch a ace, age, ge de, e a e a , e h c , ge g a h c eg , d ab , e g , ca aff a , e be h , a a , a a , a a a , eg a c , ed ca c d , c a c a , h ca cha ac e c (he gh , e gh , , ace f b h) e f e e , b a g e , age , be ef , a g e , , h e , e a , e e e

N ƒ ‡ r s @ p q Ô 6 è © é

Ze e a ce f ha a e a ace

¾ ¿ Â Ã ¡ ‘ Prohibition of Forced Labor

f g þ ® Â Ã Æ ƒ ‡ ‡ B ª « $- â n s 9 ƒ ‡ Ý 4 Õ Ö

F a ed he e e ha a a

n £ t - ƒ i h j k l m Ensure Reasonable Working Hours and Overtime Compensation

f g þ , ƒ ¤ ¥ $ þ j k ¬ - ¨ u $ þ ® Â Ã Æ ƒ ‡ ‡ B ª « $ Ð • ™ f ; - ¾ ¿ Â f j k

F a ed , ,
a d he e a e h b f ced e e

¦ g s 9 j k ê ì S ƒ O Õ Ö @ -Ú ë | ì Â Ã , ƒ ã ® r k i • • í ˆ ‰ ² f 0 ç ˆ î § P @ G 2 ç Š ‘

S a e ha a e e ha be a a d e ee ha be f ced
a c a e a fac g ee g e a ed ac e be d g h

ï , ƒ k ƒ ‡ P ® ð \ c i j k - ì æ à þ , ƒ ¤ ¥ $ ¦ g @ j k } ñ ò ª - Ú ó à r ô § P G ¬ õ ö â î ž H ù Ô

If he e ee eed e e e a , he/ he ha g h gh he e e
a ca ced e a ed he a d b he
e f a a bef e e ec

¯ þ , ƒ ¤ ¥ $ Z N j k ÷ / j k ø ù @ \ ¨ - J ú , ƒ j k l m

Pa e e c e a acc da ce h e e e a ed he

¾ ¿ º » ² ƒ Prevention of Child Labor

f g þ ¦ § ¬ - ¨ u $ þ ² ƒ ″ + 5 ° ƒ ¬ - ‡ B ª « $ þ µ ‰ M ¶ ¬ - ¨ u $ Ð • ™ f ; - ñ ¾ § ½ b • • ä u ¥ ¦ g @ ² ƒ ¿ : ƒ ‡

F a ed ,
, a d he e a
e , a d c h b ed he e e f ch d ab a ec f ed b he a f he e a ca

O ‹ û ° üã ¦ § Ø ü h ý þ ÿ w Ø ü O ƒ ' N ³ Ï ¹ <当ä ˜ 安 ‹ P å具@ § P ¹ 明Ð ¹ 件 ' w , ƒ ° Ç ; O : ® K † ! ¬ ° 模块 -当被录½ Ñ ³ Ï ¹ 号码 v i - + , u g ° Ç ® K G Õ ‘ 警示

Ma - ach e c : I he ec e age a d d g da ce , a a

chec ID ca d, e e a ce f ca e ed b he ca b c ec a h a d he d c e chec a d e f e ee age; he e e e de g ed h a c d e h ch a a ca g e a de age a g he he ID be f a a ca e e ed

n £ n F Õ à ˆ p • • ž v Freedom of Association and Collective Bargaining

f g þ n F Õ à ″ p • • ž ¬ - ª « $- ã u ¥ ¸ ¹ 范围 • - ƒ O Ø ð : 先 ö ¢ - 拥 9 Õ à ˆ 他 O n ó < % x h j v Ü ç ¿ j v > b 类 , ƒ % & - D Ô p • o (@ v × - • ˜ 司 ! Ó 单 Ä ç Þ O ¾ ¿ N l 类 Š ‘ D Ô Y Z < À Á < ƒ „ ç p q

F a ed he

; a e ed b a , e ha e he gh a e f e d h he f ee a d a e a ed f a d (e e f g) a d f e ee ga a a d ca c ec e ba ga g h a a ; a d d a f he C a h b ed f e fe g, d c a g, e a a g ha a g ch ac e

â n ƒ O ã Ø 暴 3 < Ø Ù 3 < Ø 畏惧 < Ø 恐吓 h Ø 威胁 @] œ ú Ô ¼ 其 % & v - Ú 6 5 ! ƒ G ç 其它 \ – @ , ƒ % & „ … 些 H ’ 1 › @ 便 × Y 件 -& 便他 _ ’ < 9 F ä ù Ô 其 - >

E e ha e e e c e he ga a gh a e e f ee f e ce, e e, fea , da a d h ea , a d de ch fac e a a be a a e f he f a f ade he f f e ee ga a ha he ca ca he d e a d effec e

¾ ¿ º » Ÿ ¡ ƒ h O ¡ ¢ £ Prevention of Slave Labor and Human Trafficking

¾ ¿ ¢ £ O ¡ ç º ½ ? Ó \ – @ Ÿ < • Â Ã < 抵债 < 契 ð ç ó 狱 ¡ ƒ

P e e a e f f ced, a e a e , de ed, b ded (c d g deb b dage) a e ab

¾ ¿ … ì X O v ‹ 3 Prevention of Human Rights Issues along Supply Chain

& > ? (B ý 0 Ô 6 ¢ R Ð ø ¢ N … ì (D Ô " - \ ¨ … ì (签署 þ > ? (B ý 0 Ô 6 ¢ R n ¹ º $- õ ö ¯ ! " # $ þ … ì (Ô 6 ¢ R $- Ú N … ì (å L CSR V W 估 h õ ' - N K 现 @ | 符 t C ‘ … ì (½ È e N D Ô [z - C ‘ … ì (y z … ì X ¡ ƒ O v ¬

Ed ca e e h a da d ch a ,
e e e g he
, a d c h ; ca
e CSR a e e a d a d , e e e f he -c f e ,
a d e ha ce he cha ab h a gh a age e

\ ¨ ì (¯ þ ! " # $ » ¼ · ² ´ C $- 按 a þ » ¼ · ² ¬ - ¨ u $ \ ¨ - Û
° Þ Ô » ¼ · ² 尽 - Ž w - n o • » ¼ ä … @ O v

Re e e c h ; he
C a c d c a a d e d ge ce c f c e a acc da ce h
ec h a gh c f c a ea

¡ƒOv稽'‹f Human Rights Audit System

6áân˜司¡ƒ¬-f;落M-^_x!à•™‡ï稽'<客户稽'<€™第三
ž稽' Ü如RBA ? (B ý 0 Ð Þ构5@三[稽'‹f-M现Nƒ³¡ƒ§P2
3ó¬E覆盖

I de e e he e e a f ab a age e e , e ha e
e ab hed a e a d echa c g f e a ec a a d , c e a d ,
a d e e a h d- a a d (ch a he RBA Re b e B e A a ce)
ach e e f c e age f ab - e a ed e fac e

我们严格审视自身并自愿接受所有相关方的监督

!"#$fgÚñò¯ þdƒ″dƒOnof;$-†置K7@dƒ}~N*窗¡-
*•包括¡ƒOv23ã•@s9è¦<è纪<èu•vÔ6dƒM^_õöî真NšÛÄ
§Pž@éŠ-¤| ‡ˆ‡,NéŠ‹3DÔ稽'MÇi-^_m[Únodƒ O@•€
v-ñ¾泄漏dƒOÞOc息çdƒO„…@c息-ândƒO|Gkl•,打击ƒ„M

L ha e P ec ha e ab hed a d c adhe e he
, h ch c de a f ed e g a d a ea e face f e g a
a , c d c , a d ega f ge e ega d g ab gh e . We e a e
e e feedbac f e e a a e e a d c d c a d h gh ded ca ed e e . A

he a e e, e e ec a d ec he ac f h eb e , c h b he d c e
f e a f a f a ded b h eb e , a d e e ha h eb e