

建大工業股份有限公司  
(KENDA RUBBER IND. CO., LTD.)

禁用童工政策聲明  
(Declaration of the Abolition of Child Labor)

一、 政策目的 (Policy Purpose)

本公司秉持人權核心價值，嚴禁僱用童工，以具體行動實踐企業人權盡職調查。(Upholding the core values of human rights, the Company strictly prohibits the employment of child labor and takes concrete actions to implement human rights due diligence.)

二、 適用範圍 (Scope of Application)

本政策適用於本公司全體員工、子公司、分支機構、合作夥伴及供應商。(This policy applies to all employees of the company, its subsidiaries, branch offices, business partners, and suppliers.)

三、 童工定義：(Definition of Child Labor)

1. 童工 (Child Labor)：依據《國際勞工組織》(ILO) 第 138 號與第 182 號公約之定義，童工係指未滿最低工作年齡 (通常為 15 歲，特定發展中國家為 14 歲) 與從事對其健康、安全與道德有害的工作者。(Child Labor: In accordance with the International Labour Organization (ILO) Convention No. 138 and No. 182, child labor refers to individuals who are under the minimum age for employment (typically 15 years, or 14 years in specific developing countries) or those engaged in work that is harmful to their health, safety, or morals.)

2. 最低工作年齡：不得低於當地法律所規定的最低就業年齡，並應符合 ILO 規範。(Minimum Working Age: The age of employment shall not be lower than the minimum age stipulated by local laws and must comply with ILO standards.)

四、 童工預防計畫 (Child Labor Prevention Plan)

1. 本公司嚴禁在任何業務活動中僱用未達法定最低年齡之童工。(The company strictly prohibits the employment of child labor under the legal minimum age in any business activities.)

2. 在聘用任何求職者之前，應採取有效措施核實其年齡，經確認無誤後方可進行聘僱程序。(Effective measures must be taken to verify the age of any applicant before hiring; the recruitment process may only proceed once the age is confirmed.)

3. 人力資源單位於建立員工人事資料時應再次針對年齡進行核對。(The Human Resources Department shall conduct a secondary age verification when establishing employee personnel files.)

4. 各部門主管若通過日常觀察/相處等方式發現工作者之年齡與提供之資料不符，應立即通知人力資

源單位，確保未被識別出但已在本公司從事勞動的人員能及時得到有效的保護。( If department heads discover, through daily observation or interaction, that a worker's age is inconsistent with their provided documentation, they must immediately notify the Human Resources Department to ensure that any unidentified personnel engaged in labor within the company receive timely and effective protection. )

## 五、 誤用童工補救計畫(Remediation Plan for Accidental Employment)

- 1.一旦發現誤用童工，應立即將其撤離工作崗位，並立即針對其工作性質與環境進行評估，判斷是否有危害其身心健康之虞。( Upon discovery of accidental child labor employment, the individual must be removed from their workstation immediately, and an immediate assessment of their work nature and environment must be conducted to determine if there are risks to their physical or mental health.)
- 2.若經評估有危害其身心健康之虞，應立即送往醫療院所進行健康檢查。如證實因工患病或傷殘須接受治療，則費用由公司負擔。( If risks to physical or mental health are identified, the individual must be sent to a medical institution for a health examination immediately. Should it be confirmed that the individual has contracted an occupational illness or suffered a disability requiring treatment, the company shall bear all related expenses. )
- 3.若童工身體健康無虞，則後續便依「KDS 2G-00-004 人事異動管理規定」辦理離職手續。( If the child labor's health is assessed to be in good condition, the resignation process will be handled in accordance with the "KDS 2G-00-004 Personnel Change Management Regulations". )
- 4.若發現有誤用童工之狀況，應調查招募聘僱流程中存在的問題並立即採取矯正預防措施。( If accidental employment of child labor occurs, the company shall investigate potential issues within the recruitment and hiring processes and implement immediate corrective and preventive actions.)
- 5.公司應清楚向合作之供應商或人力仲介單位傳達「建大工業供應商行為準則」與「建大工業禁用童工政策」，若發現供應商或人力仲介發生重大違規，公司將立即要求其限期改善，若仍無法依約完成改善措施，則公司有權終止雙方合作關係。( The company shall clearly communicate the "Kenda Rubber Supplier Code of Conduct" and the "Kenda Rubber Abolition of Child Labor Policy" to cooperating suppliers and labor agencies. In the event of a major violation by a supplier or agency, the company will demand improvement within a specified timeframe. The company reserves the right to terminate the partnership if the required improvements are not completed according to the agreement. )

董事長 (Chairman):

