

優纖隆企業股份有限公司

企業宗旨、人權與永續發展承諾聲明

一、**企業宗旨 (Public Purpose)**：優纖隆企業致力於不僅為股東謀求利潤，更為社會與環境產生實質且正向的影響。我們的宗旨是以紡織專業推動永續轉型，共創產業、環境與人共好的企業。

二、**人權尊重承諾 (Human Rights Commitment)** 身為負責任的企業，優纖隆正式承諾在所有營運活動中尊重人權。本承諾之範圍涵蓋本公司之自有營運、所有受影響之利害關係人及整體價值鏈。

我們承諾遵守以下國際公認的人權框架：

1. 《聯合國企業與人權指導原則》(UNGPs)。
2. 《國際人權法案》(包含《世界人權宣言》)。
3. 《國際勞工組織 (ILO) 關於工作基本原則與權利宣言》，特別是確保結社自由、集體談判權、消除強迫勞動、廢除童工及消除職場歧視。

三、**正義、公平、多元與共融 (JEDI Commitment)** 優纖隆致力於營造一個具包容性的職場文化。我們承諾在招募、薪酬、培訓與晉升流程中落實公平性，並持續消除阻礙處境脆弱群體參與的障礙。我們相信多元性是創新的動力，並承諾對利害關係人的溝通保持尊重與共融。

四、**落實機制與當責性 (Due Diligence & Accountability)** 為確保上述承諾不流於口號，優纖隆承諾執行以下行動：

- **盡職調查**：定期執行人權與環境衝擊評估，辨識並優先處理顯著 (Salient) 議題。
- **負責任採購**：在重大採購決策中納入人權與環境影響考量。
- **申訴與補救**：建立公開透明的申訴機制，確保利害關係人能安全地反映問題，並在造成負面影響時提供有效補救。
- **持續進步**：我們將每年公開揭露社會與環境績效報告，並由最高治理機構定期審查目標進度。

五、**核准與發布** 本聲明已獲本公司最高治理機構審閱並核准，並將每 36 個月更新一次，以確保與國際標準及公司現況保持一致。

UKL Enterprise Co., Ltd

Statement of corporate purpose, human rights, and sustainable development commitments

1. Corporate Purpose (Public Purpose):

UKL Enterprise Co., Ltd is committed not only to seeking profits for shareholders but also to generating substantial and positive impact on society and the environment. Our mission is to promote sustainable transformation through textile expertise, co-creating a company that benefits industries, the environment, and people together.

2. Human Rights Commitment:

As a responsible company, UKL officially commits to respecting human rights in all its business activities. The scope of this commitment covers the Company's own operations, all affected stakeholders, and the overall value chain.

We are committed to adhering to the following internationally recognized human rights frameworks:

- **United Nations Guiding Principles on Business and Human Rights (UNGPs).**
- **The International Bill of Human Rights** (including the Universal Declaration of Human Rights).
- **The International Labour Organization (ILO)** , Declaration on Fundamental Principles and Rights at Work, especially ensuring freedom of association, collective bargaining rights, elimination of forced labor, abolition of child labor, and elimination of workplace discrimination.

3. Justice, Fairness, Diversity, and Inclusion (JEDI Commitment):

UKL is committed to fostering an inclusive workplace culture. We are committed to ensuring equity in recruitment, compensation, training, and promotion processes, and to continuously removing barriers that hinder participation of vulnerable groups. We believe diversity is the driving force behind innovation and are committed to maintaining respect and inclusion in stakeholder communication.

4. Due Diligence & Accountability:

To ensure the above commitments are not mere slogans, UKL commits to implementing the following actions:

- **Due Diligence:** Regularly conduct human rights and environmental impact assessments to identify and prioritize significant (Salient) issues.
- **Responsible Procurement:** Incorporate human rights and environmental impact considerations into major procurement decisions.
- **Complaints and Remediation:** Establish open and transparent grievance mechanisms to ensure stakeholders can safely report issues and provide effective remedies when negative impacts occur.
- **Continuous Progress:** We will publicly disclose our social and environmental performance reports annually, with the highest governance body regularly reviewing our progress on target progress.

5. Approval and Publication:

This statement has been reviewed and approved by the company's highest governing body and will be updated every 36 months to ensure consistency with international standards and the company's current status.