

供應鏈永續管理政策 Supply Chain Sustainability Management Policy

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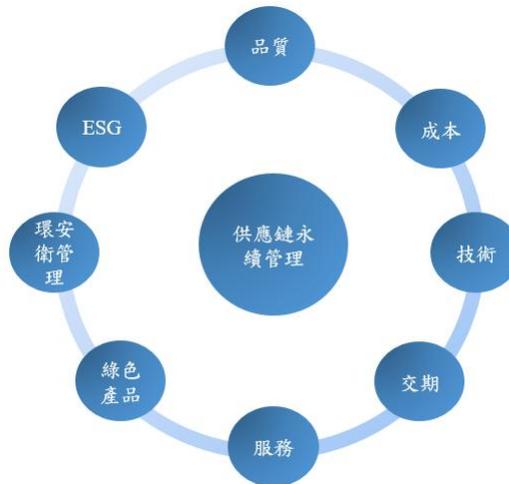
第一條：目的 Purpose

為因應全球共識的 2050 淨零排放計畫，並符合台灣政策減碳目標，飛捷追求和供應商的長期合作和共同發展，符合永續性標準。

In response to the global 2050 Net-Zero transition and Taiwan's carbon reduction targets, Flytech is committed to fostering long-term partnerships and mutual growth with our suppliers, ensuring all operations align with international sustainability standards.

第二條：總則 General Principles

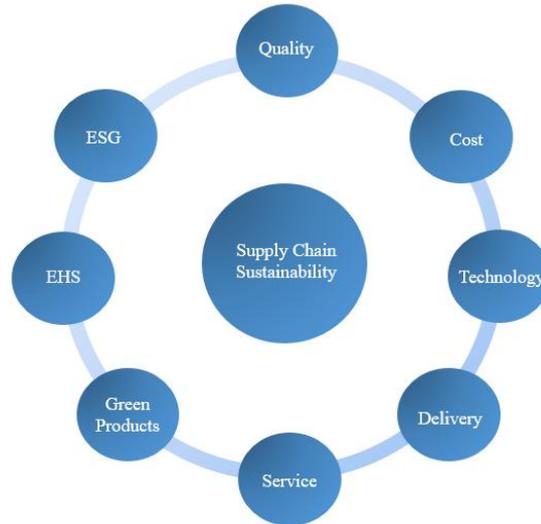
- 一、本公司致力於將永續納入採購管理流程，在組織治理、人權、勞工權利、環境、公平營運交易、消費者關注、社區參與及發展等核心面向推動永續採購驅動力與遵循 RBA 行為準則，制定永續採購政策，以降低採購風險及創造機會，以達到永續供應鏈管理之目的。
- 二、飛捷參考「責任商業聯盟(RBA)行為準則」，制定「企業社會責任暨信經營承諾書」要求供應商簽署遵守，並共同落實環境永續發展，善盡企業社會責任，遵守 RBA 行為準則及遵循國際人權規範，內容包含保護勞動者的合法權益、不歧視勞動者、不使用童工、禁止性騷擾、尊重集會結社；關懷環境要求防制汙染及節能減碳等；遵守道德商業行為，包含禁止賄賂及不當競爭等承諾。此承諾書適用範圍包括飛捷的供應商及其合作夥伴。
- 三、除了追求品質、成本、技術、交期、服務，同時積極實踐永續理念，持續宣導相關政策，致力於與上游供應商共同建立完整的綠色供應鏈，創造互利雙贏。



1. Flytech is committed to integrating sustainability into our procurement management processes. We promote sustainable procurement drivers and ensure compliance with the RBA Code of Conduct across key dimensions, including organizational governance, human rights, labor practices, environmental protection, fair operating practices, consumer interests, and community involvement. By implementing this Sustainable Procurement Policy, we aim to mitigate supply chain risks and unlock new opportunities, ensuring the long-term resilience of our sustainable supply chain.
2. In alignment with the RBA Code of Conduct, Flytech has established the 'Corporate Social Responsibility and Integrity Management Commitment.' We require all suppliers to sign and uphold this commitment to collectively advance environmental sustainability and corporate social responsibility. This mandate encompasses compliance with international human rights standards, specifically protecting labor rights, prohibiting discrimination and child labor, preventing sexual harassment, and respecting the freedom of association. Furthermore, it stipulates environmental stewardship through pollution prevention and energy conservation, alongside ethical business mandates such as the prohibition of

bribery and anti-competitive practices. This commitment applies to all Flytech suppliers and their respective business partners.

- Beyond our commitment to QCDST (Quality, Cost, Delivery, Service, and Technology) excellence, Flytech proactively integrates sustainability into our core operations. Through continuous policy advocacy, we collaborate with upstream partners to establish a robust green supply chain, fostering a synergistic relationship that ensures mutual growth and long-term success.



第三條：永續採購核心價值 Core Values of Sustainable Procurement

- 組織治理的決策流程與結構
本公司組織治理的決策流程與結構遵循 ESG 永續發展為基礎，持續要求供應商落實遵守勞工人權、健康與安全、環境、道德規範與管理系統的 RBA 行為準則。
- 公平營運交易與消費者關注
本公司要求供應商遵守道德規範的反貪腐、公平競爭、社會責任促進與尊重財產權；消費者關注部份承諾公平合約、永續消費、保護客戶健康與安全與隱私。
- 深化區域性策略合作
本公司以在地供應鏈優先，促進社區參與及發展、協助推動地方創生並創造就業與技能發展，達到社會投資當地創造財富與收入。
- 監控供應鏈安全
本公司監控供應鏈風險並致力與信賴的供應商建立長期關係，並確保他們能提供高品質、安全的產品。
- 創造競爭優勢及成本優化
本公司優化供應商品質性能及落實核心競爭力、提升技術製程能力效率、成本/運作管理控制，以創造最大的經濟價值的同時善盡社會責任。

- Organizational Governance and Decision-Making Structure**
Our governance framework is grounded in ESG sustainability principles. We continuously mandate that suppliers adhere to the RBA (Responsible Business Alliance) Code of Conduct, ensuring full compliance across labor rights, health and safety, environmental protection, business ethics, and management systems.
- Fair Operating Practices and Consumer Interests**
Flytech mandates that suppliers uphold the highest ethical standards, specifically regarding anti-corruption, anti-bribery, fair competition, and the protection of intellectual property rights. Regarding consumer interests, we are committed to ensuring fair contracting, promoting sustainable consumption, and safeguarding customer health, safety, and data privacy.
- Regional Strategic Partnership and Local Impact**
Flytech prioritizes local sourcing to stimulate community engagement and regional development. We are committed to fostering local revitalization, creating employment

opportunities, and advancing skill development. Through these efforts, we aim to drive social investment that generates sustainable wealth and enhances income levels within the local community.

4. Supply Chain Security and Risk Monitoring

Flytech actively monitors supply chain risks and is committed to fostering long-term partnerships with trusted suppliers. We ensure the integrity of our supply chain by mandating that all partners provide high-quality, safe, and compliant products.

5. Competitive Advantage and Cost Optimization

Flytech enhances supplier quality and performance by leveraging core competencies and improving technical process efficiency. Through rigorous cost and operational management, we aim to maximize economic value while simultaneously fulfilling our corporate social responsibilities.

第四條：供應商永續目標宣導 Advocacy of Supplier Sustainability Goals

為實現卓越的環境保護、社會責任和經濟效益，我們通過多種管道，例如通話、郵件和宣傳影片，向供應商宣導永續要求和目標，促使其關注永續議題，提高對環境、社會和公司治理(ESG)的認識，並引導其遵循「ISO 14064-1 溫室氣體盤查標準」和產品「ISO 14067 碳足跡查證」，實現改善。

Flytech is dedicated to fostering environmental and social excellence by integrating sustainability into our supplier engagements. Through targeted outreach via calls, emails, and multimedia content, we raise awareness of ESG principles among our partners. We specifically guide our suppliers toward adopting ISO 14064-1 for greenhouse gas inventories and ISO 14067 for product carbon footprint verification, ensuring a measurable and transparent path toward a low-carbon supply chain.

第五條：供應鏈管理政策 Supply Chain Management Policy

一、永續性採購規範

在供應商選擇時，飛捷尋求財務結構穩定、健全組織架構、穩定交貨品質、控制適當成本、追求創新技術、交期可配合規劃資格的夥伴，共同打造永續供應鏈，一同建立互利共創雙贏的合作模式。

飛捷更重視具有配合創新綠色產品的能力，供應商應建立人權、健康與安全、環境和道德等政策，並承諾協助調查揭露和持續改善，並達成風險控制和永續供應管理。

二、供應商評等與績效追蹤

我們透過書面審查或實地到廠，通過環境保護、製程能力、品質驗證、成本/營運控管等評估，篩選具備良好品質和環境管理之廠商；若未達合作標準的供應商需限期改善。

環境	<ul style="list-style-type: none"> 在地供應商優先，降低運輸能源與排放 制定減排計畫和目標，降低環境衝擊 發展生物多樣性、零毀林或土地保護 環安衛調查表 開發綠色設計、使用再生原物料，創造循環經濟
社會	<ul style="list-style-type: none"> 關注供應商的職業安全衛生措施、工作健康、環境安全 保護勞動者的人權權益、不歧視勞動者、禁止強迫勞動、禁止騷擾、不僱用童工、合法的加班時數及工作條件、允許合法的結社自由及集體談判權，以及隱私權保護 遵守責任採購，要求供應商簽署「不使用衝突礦物聲明書」並確保其來源非衝突礦產 善盡供應商企業社會責任
治理	<ul style="list-style-type: none"> 公開揭露資訊或公司治理評鑑 (如年報或永續報告書) 確保供應商資通訊安全 反對不當利益衝突及反腐敗 公平交易且反對不正當限制競爭行為

- 交期穩定，減少廠區庫存管理能源

對於新供應商，我們積極要求其遵循環保法規和國際標準、提供有危害性物質限制之報告以符合國際環境相關法令之規定，填寫「綠色料件保證書」、「不使用衝突礦物聲明書(註)」、「環境保護暨禁用物質承諾說明書」，並納入 ISO 9001 與 ISO 14001 的規範。

註：針對關鍵供應商，另參照責任礦產倡議組織所提供的「衝突礦產調查表」CM 等調查表，以確認供應商使用的礦產材料，並非自剛果民主共和國及其鄰近國家受武裝團體控制之礦區(“衝突區域”)所開採的衝突礦產，符合國際環保標準規範。

飛捷的「供應商品質調查表」除對產品品質、交期、技術能力進行調查外，飛捷並特別針對永續目標增加調查項目共七項合計 15%，包含：

- (1) 有 ISO 14001 環境管理系統，並說明下列事項是否已明確合規：
 - 製程中污染處理符合政府環保法令的規定
 - 包裝使用材料符合政府環保法令的規定
 - 事業廢棄物處理符合政府法令的規定
 - 產品及製程已明確符合無鉛規範
- (2) 有 ISO 9001 品質管理系統驗證
- (3) 有 ISO 45001 職業安全衛生品質管理系統
- (4) 有 ISO 27001 資訊安全管理系統
- (5) 建立隱私權保護管理政策
- (6) 有企業社會責任人權管理系統(如 RBA / Sedex / SA8000/BSCI 任一種)
- (7) 完成年度組織型溫室氣體盤查(ISO 14064-1 或 GHG Protocol)

針對既有供應商，我們每年透過季度業務審查(Quarterly Business Review, QBR)，以下列永續考量因子(估評估合格供應商因子的 10%) 評估供應商的永續能力：

- (1) ESG 永續報告及相關永續揭露審查
- (2) 具有 ISO 45001 職業安全衛生品質管理系統及完成年度維護
- (3) 具有 ISO 9001 年度驗證
- (4) 具有 ISO 14001 環境管理系統及完成年度維護
- (5) 具有 ISO 27001 資訊安全管理系統及完成年度維護
- (6) 建立隱私權保護管理政策
- (7) 具有企業社會責任人權管理系統及完成度維護(如 RBA / Sedex / SA8000 / BSCI 任一種)
- (8) 完成年度組織型溫室氣體盤查(ISO 14064-1 或 GHG Protocol 查證)
- (9) 無 ESG 永續事項重大缺失事件

三、稽核並輔導改善機制

飛捷根據「供應商品質調查表」標準或 QBR 審查標準進行評分，以分數前 20%或達 A 級以上之供應商為 ESG 低風險廠商；以分數前 21%-90%或達 B 級之供應商為 ESG 一般風險廠商；以分數最低 10%或未達 C(含)之供應商為 ESG 高風險廠商。如為 ESG 高風險廠商，我們提供輔導或協助，安排複查確認改善達標。若供應商無法在期限內達標，飛捷保留降低交易量或終止交易的可能性。

四、定期追蹤與評估

我們定期至少一年一次追蹤相關驗證資格效期，確保其合格供應商資格，若不達標則依照稽核並輔導改善機制協助改善。

1. Sustainable Procurement Standards

In supplier selection, Flytech prioritizes partners with stable financial structures, robust organizational frameworks, and a proven track record of consistent quality and cost-effectiveness. We seek collaborators who pursue innovative technologies and demonstrate

flexibility in delivery scheduling to meet project requirements. Together, we strive to build a sustainable supply chain and foster a mutually beneficial, win-win partnership. Furthermore, Flytech emphasizes suppliers' capabilities in developing innovative green products. Suppliers are required to establish comprehensive policies regarding human rights, occupational health and safety, environmental protection, and business ethics. Additionally, suppliers must commit to supporting transparency through investigations and disclosures, driving continuous improvement, and achieving excellence in risk mitigation and sustainable supply management.

2. Supplier Evaluation and Performance Tracking

Suppliers undergo rigorous evaluation through documentary audits or on-site inspections, covering environmental protection, process capabilities, quality certifications, and cost/operational management. Flytech selects partners who demonstrate excellence in quality and environmental stewardship. Suppliers failing to meet these criteria are required to implement corrective actions and achieve compliance within a specified timeframe.

Environmental	<ul style="list-style-type: none"> • Prioritize local procurement to minimize transportation-related energy consumption and carbon emissions. • Establish carbon reduction initiatives and measurable targets to mitigate environmental impact. • Promote biodiversity conservation, ensuring zero deforestation and responsible land use throughout the supply chain. • Administer ESH (Environmental, Safety, and Health) Assessments to ensure supplier compliance. • Advance Green Design and Circular Economy by integrating recycled raw materials and sustainable product architecture.
Social	<ul style="list-style-type: none"> • Monitor and ensure supplier compliance with Occupational Health and Safety (OHS) standards, prioritizing workplace safety and environmental integrity. • Safeguard labor rights and human dignity by strictly prohibiting discrimination, forced labor, harassment, and child labor. We mandate adherence to legal working hours, fair labor conditions, the freedom of association, and collective bargaining rights, alongside the protection of worker privacy. • Uphold Responsible Sourcing by requiring all suppliers to sign a "Conflict Minerals Declaration," ensuring that all materials are sourced from Conflict-Free smelters and refiners. • Advocate and mandate the fulfillment of Corporate Social Responsibility (CSR) throughout the supply chain.
Governance	<ul style="list-style-type: none"> • Maintain transparency through public disclosure and corporate governance assessments (e.g., Annual Reports or Sustainability Reports). • Fortify ICT (Information and Communication Technology) Security across the supply chain to ensure data integrity and protection. • Prohibit conflicts of interest and strictly enforce anti-corruption and anti-bribery policies. • Uphold fair trade principles and actively oppose any anti-competitive practices or unfair market restrictions. • Optimize operational efficiency by ensuring stable delivery schedules, thereby reducing energy consumption related to inventory and warehouse management.

For new suppliers, Flytech mandates strict adherence to environmental regulations and international standards. Suppliers must provide hazardous substance restriction reports to ensure compliance with global environmental legislation. Furthermore, they are required to complete the "Green Material Guarantee," "Conflict Minerals Declaration (Note)," and the "Environmental Protection and Prohibited Substances Commitment Statement."

These requirements are fully integrated into our ISO 9001 Quality Management and ISO 14001 Environmental Management Systems.

Note: For key suppliers, Flytech utilizes the Conflict Minerals Reporting Template (CMRT) provided by the Responsible Minerals Initiative (RMI). This process verifies that mineral materials are not sourced from "Conflict Areas" (specifically those controlled by armed groups in the Democratic Republic of the Congo and its neighboring countries), thereby ensuring full alignment with international ethical and environmental standards.

Beyond investigating product quality, delivery, and technical capabilities, Flytech's "Supplier Quality Survey" incorporates seven specific sustainability items, weighted at 15% of the total evaluation. These items include:

- (1) ISO 14001 Environmental Management System (EMS) certification, with demonstrated compliance in the following areas:
 - Manufacturing pollution treatment complies with government environmental regulations.
 - Packaging materials comply with government environmental regulations.
 - Industrial waste disposal complies with government environmental regulations.
 - Products and manufacturing processes strictly adhere to lead-free (RoHS) standards.
- (2) ISO 9001 Quality Management System (QMS) certification.
- (3) ISO 45001 Occupational Health and Safety (OH&S) management system certification.
- (4) ISO 27001 Information Security Management System (ISMS) certification.
- (5) Implementation of a formal Privacy Protection Management Policy.
- (6) Adoption of a Corporate Social Responsibility (CSR) or Human Rights Management System (e.g., RBA, Sedex, SA8000, or BSCI).
- (7) Completion of an annual organizational Greenhouse Gas (GHG) inventory (aligned with ISO 14064-1 or the GHG Protocol).

For existing suppliers, Flytech conducts annual sustainability assessments via the Quarterly Business Review (QBR) process. These sustainability factors are weighted at 10% of the total supplier evaluation and include the following criteria:

- (1) Review of ESG Sustainability Reports and relevant sustainability disclosures.
- (2) ISO 45001 (Occupational Health and Safety) certification with completed annual maintenance.
- (3) ISO 9001 (Quality Management System) annual certification/recertification.
- (4) ISO 14001 (Environmental Management System) certification with completed annual maintenance.
- (5) ISO 27001 (Information Security Management System) certification with completed annual maintenance.
- (6) Implementation and active management of a Privacy Protection Policy.
- (7) Adoption and maintenance of a Corporate Social Responsibility (CSR) or Human Rights Management System (e.g., RBA, Sedex, SA8000, or BSCI).
- (8) Completion of an annual organizational Greenhouse Gas (GHG) inventory (verified under ISO 14064-1 or the GHG Protocol).
- (9) Zero records of major non-compliance or significant incidents regarding ESG sustainability matters.

3. Audit and Remediation Mechanism

Flytech evaluates suppliers based on the "Supplier Quality Survey" or QBR standards, categorizing risk levels according to their performance. Suppliers scoring in the top 20% or achieving a Grade A or higher are classified as Low-Risk ESG Suppliers, while those scoring between 21% and 90% or achieving a Grade B are defined as Moderate-Risk ESG Suppliers. Conversely, suppliers scoring in the bottom 10% or failing to meet a Grade C requirement are identified as High-Risk ESG Suppliers. For these high-risk partners, Flytech provides remediation guidance and support, followed by a re-evaluation to verify compliance. Should a supplier fail to meet the required standards within the specified

timeframe, Flytech reserves the right to reduce procurement volume or terminate the partnership.

4. Regular Tracking and Evaluation

Flytech conducts periodic tracking of supplier certifications at least once a year to verify their continued validity and maintain qualified supplier status. In instances of non-compliance or expired certifications, Flytech will initiate assistance and remediation efforts in accordance with the established Audit and Remediation Mechanism.

第六條：訂定與施行 Establishment and Implementation

本守則經總經理通過後施行，修正時亦同。

This Policy shall take effect upon approval by the President; the same procedure shall apply to any subsequent amendments.