

人權宣言

中華紙漿相信塑造人權充分保障環境，與企業永續經營密不可分。尊重人權是我們的核心理念，也是我們的經營之道。認同並支持聯合國《世界人權宣言》、《商業與人權框架》、《全球盟約》、《國際勞動組織公約》各項國際人權公約，要求合作廠商營運活動，確保不侵犯基本人權，使公司內、外部成員，均能獲得公平有尊嚴對待。並透過人權評估等盡職調查，加強及提升內部同仁與利害關係人的人權意識。

華紙承諾，帶頭在全球尊重人權，並融入到我們的經營活動和價值鏈中，我們將做到以下各項：

1. 遵守華紙各經營所在地的法律法規，如果當地法律欠缺相關規範，則採納和應用國際標準。
2. 支持並尊重國際人權，公司不違反人權亦不與違反人權者同流合污。
3. 尊重職場人權，禁止任何形式之歧視、禁止強迫勞動與童工、不妨礙員工結社自由。
4. 致力提升員工安全健康環境，遵循法規改善環境安全與衛生，保障員工的安全有效降低職災風險。
5. 保持獨立申訴機制暢通。及時調查指控並採取行動以鑑別、降低對人權的負面影響。
6. 透過能力建設，督促合作夥伴不斷改進。
7. 定期評估人權風險、政策和影響，持續不斷推行動人權實踐工作，並以透明公開的方式定期報告我們為人權所做的努力。

黃鯤雄

董事長兼執行長



Human Rights

Chung Hwa Pulp Corporation (CHP) believes that respect for human rights and provide an adequate environment are so directly to integrity and performance that they are inextricably linked. Respecting human rights is a core value at CHP and is embedded in the way we do business. We are committed to support the United Nations Universal Declaration of Human Rights, UN Guiding Principles on Business and Human Rights, United Nations Global Compact and International Labor Organization conventions. Our company requires all operating activities are not complicit in human rights abuses, which also included our business partners and tenant companies. We are ensuring that all employees are treated with equal dignity and respect. We are committed to providing the comprehensive human rights assessment survey to strengthen and enhance the human rights awareness to all our employees and stakeholder.

CHP's commitment to leadership in integrating respect for human rights worldwide into our operations and value chain, CHP will in practice:

1. Comply with laws and regulations where CHP does business and adopt and apply international standards where laws are less stringent.
2. Supports and respects international human rights in the human rights component. We do not violate human rights nor complicit with human right violations supporters.
3. Prohibit any kind of discrimination, forced labor and child labor. We would not interfere the Employees' rights to freedom of assembly and association.
4. Our company is committed to providing a safe and healthy environment and complies with applicable regulations.
5. Provide access to independent grievance mechanisms. Promptly investigate allegations and pursue action to identify or mitigate any adverse human rights impacts immediately.
6. Promote continual improvement through capability building for our business partners.
7. Regularly assess human rights risks, policies, and impacts and advance our human rights practices through a journey of cumulative progress. Report transparently on our efforts.

Kirk Hwang
Chairman & CEO

