



職業健康安全政策與最高管理者承諾書 OH&S POLICY AND TOP MANAGEMENT COMMITMENT

本公司是專業的 IC 封裝測試廠，在電子供應鏈中屬於勞力密集的產業。勞動力是公司的根本，保護工作者是公司的主要任務與責任之一。公司為完善職業健康安全管理系統，依 ISO45001：2018 職業健康安全管理系統建立、實施與維持相關要求。

Lingsen is a professional IC assembly and testing house, which is labor-intensive industry in the electronic supply chain. Labor is the foundation of the company, and protecting workers is one of the company's main tasks and responsibilities. The company establishes, implements and maintains relevant requirements in accordance with the ISO 45001:2018 Occupational Health and Safety Management System.

所有同仁皆應遵照發行的職業健康安全管理手冊，執行職業健康安全工作。總經理是公司職業健康安全管理系統最高管理者，將依簽署的菱生職業健康安全政策作為公司推動職業健康安全管理的方向。總經理並承諾與確保所列事項，所有同仁應共同參與、營造安全健康的工作職場：

All colleagues should follow the Occupational Health and Safety Management Manual, implement occupational health and safety management. The general manager is the company's top management of occupational health and safety management system. The company will promote the direction of occupational health and safety management according to the signed occupational health and safety policy. General manager commits and ensures the items listed, all colleagues should be co-participation, and creates a safe and healthy workplace.

一、職業健康安全政策：

OH&S policy：

1. 提供安全與健康的工作場所，預防工作傷害和健康危害。
Provide a safe and healthy workplace, prevent work injuries and health hazards.
2. 以消除、替代、工程措施、行政管理、個人防護具等順序管控危害。
Control hazards in the order of elimination, substitution, engineering measures, administrative management, and personal protective equipment.
3. 符合適用的法律與要求。
Comply to fulfil legal requirements and other requirements.
4. 全體員工參與管理、持續改進職業健康安全管理系統。
All employees participate in management and continuous improvement of the occupational health and safety management system.

二、總經理承諾與確保下列事項：

The general manager commits and ensures the following：

1. 提供健康和安全的工作場所和活動，全面負責預防工傷和健康問題。
Taking overall responsibility and accountability for the prevention of work-related injury and ill health, as well as the provision of safe and healthy workplaces and activities.
2. 建立與公司經營策略方向一致的職業健康安全政策和目標。
The OH&S policy and related OH&S objectives are established and are compatible with the strategic direction of the organization.
3. 將職業健康安全管理系統的要求整合到公司的業務流程。
Integrate of the OH&S management system requirements into the organization's business processes.
4. 提供建立，實施，維護和改進職業健康安全管理系統所需的資源。
The resources needed to establish, implement, maintain and improve the OH&S management system are available.
5. 傳達「有效的職安衛管理」和「符合職安衛管理系統要求」的重要。
Communicating the importance of effective OH&S management and of conforming to the OH&S management system requirements.
6. 確保職業健康安全管理系統達到預期的結果。
Ensuring that the OH&S management system achieves its intended outcome(s).
7. 指導與支持所有人員對職業健康安全管理系統做出有效性的貢獻。
Directing and supporting persons to contribute to the effectiveness of the OH&S management system.
8. 推動持續改進職業健康安全管理。
Promoting continual improvement.
9. 支持所有管理人員在其領導管理中加入職安衛作為。
Supporting other relevant management roles to demonstrate their leadership for OH&S as it applies to their areas of responsibility.
10. 創造，領導和促進內部支持職業健康安全管理系統預期結果的文化。
Developing, leading and promoting a culture that support the intended outcomes of the OH&S management system.
11. 保護通報事件、危害、風險及機會的工作者免受報復。
Protecting workers from reprisals when reporting incidents, hazards, risks and opportunities.
12. 建立和實施工作者諮詢和參與職業健康安全管理過程。
Establishes and implement a process for consultation and participation of workers.
13. 支持勞工安全衛生委員會之運作。
Supporting the establishment and functioning of health and safety committees.

總經理：



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