

創鉅應材多元、平等、共融宣言

Diversity, Equity and Inclusion Statement

創鉅支持「多元 (Diversity)、平等 (Equity)、共融 (Inclusion)」的價值觀，深信這是塑造健康正向職場文化的根基，並邁向企業永續經營的重要因素。我們期望持續營造一個具備尊重與包容性、提供平等機會的工作環境，使每位員工都能發揮潛能、實現自我價值，與員工共創美好未來。

XALLOY supports the values of "Diversity", "Equity", and "Inclusion", believing that these principles are the foundation for building a healthy and positive workplace culture and are crucial to achieving "sustainable corporate development". We aim to continue creating a work environment that is respectful, inclusive, and offers equal opportunities, where every employee can unleash their potential, accomplish their self-worth, and co-create a better future together with the company.

尊重多元，實現平等

創鉅尊重員工的獨特性與差異，竭力遵循法令規定與國際公認之人權政策，無論在聘用、升遷、教育訓練與各樣政策上，皆不以性別、性傾向、年齡、種族、國籍、宗教與政治立場為由，予以歧視。

Respect for Diversity, Achieving Equity

XALLOY respects the uniqueness and differences of our employees. We adhere strictly to legal regulations and committed to internationally recognized human rights policies. We do not discriminate on the basis of gender, sexual orientation, age, race, nationality, religion, or political stance in hiring, promotion, training, and various policies.

營造共融，持續落實

創鉅透過定期教育訓練以及政策宣導，幫助員工培養尊重、擁抱多元的意識。定期召開勞資會議，並明訂「職場不法侵害保護辦法」，藉由提供各式溝通與申訴管道，創造開放的對話環境，維持良好信任的組織氛圍，積極杜絕任何形式的歧視與騷擾，使「多元、平等、共融」價值在組織文化中不斷深化，落實光洋文化信念第三條「員工為本」。

Creating Inclusion, Continuously Implementing

XALLOY helps employees cultivate awareness of respect and embrace diversity through regular training and policy promotion. We hold regular labor-management meetings and establish the "Directions for Prevention and Management of workplace misconduct". By providing various communication and grievance channels, we create an open ambiance, maintain a trustworthy organization atmosphere, and actively eliminate any form of discrimination and harassment. We ensure that the values of "Diversity", "Equity", and "Inclusion" are continuously deepened within the

organizational culture, accomplishing the third tenet of the culture beliefs and declaration of SOLAR, "Employees First."

創鉅承諾將持續在「多元、平等、共融」價值上深耕，打造與員工共榮的職場環境，落實企業永續發展的目標。

XALLOY is committed to continuously cultivating the values of "Diversity", "Equity", and "Inclusion", creating a workplace environment that co-prosper with employees, and fulfilling the goal of sustainable corporate development.



創鉅先進材料股份有限公司 董事長