

劳工与人权政策

Labor and Human Rights Policy

一、目的

I. Purpose

立讯精密致力于成为一家有温度、负责任的企业，推进全社会的可持续发展。为将对人的关爱融入公司运营与供应链管理，推动劳工权益保护与员工福祉水平提升，强化内部与供应链劳工权益风险管控，制定本政策。

Luxshare Precision is committed to becoming a caring and responsible enterprise that promotes sustainable development across society. This Policy is formulated to integrate care for people into corporate operations and supply chain management, promote the protection of labor rights and the improvement of employee well-being, and strengthen the management of labor rights risks across our operations and supply chain.

二、范围

II. Scope

本政策适用于立讯精密工业股份有限公司及附属公司（以下简称“立讯精密”或“公司”或“我们”）全体员工，在合理可行的范围内，政策约束覆盖公司上下游所有合作伙伴。

This Policy applies to all employees of Luxshare Precision Industry Co., Ltd. and its subsidiaries (hereinafter referred to as “Luxshare Precision”, “the Company” or “we”). To the extent reasonably practicable, this Policy also applies to all upstream and downstream partners of the Company.

三、治理架构

III. Governance Structure

公司已建立由董事会及战略委员会、可持续发展推进中心和可持续发展执行团队构成的“决策—规划—执行”三级可持续发展治理架构。

The Company has established a three-tier sustainability governance structure featuring “Decision-Making – Planning – Execution”, comprising the Board of Directors and the Strategy Committee, the Sustainable Development Center, and the Sustainability Execution Team.

董事会作为最高决策机构，以定期会议及不定期专项汇报等形式，听取由战略委员会审议、可持续发展推进中心提出的 ESG 相关部署，审视公司的 ESG 目标及进展、决议并批准 ESG 重要议题的尽职调查结果，并听取利益相关方关切的其他问题反馈。有关 ESG 管理架构各层级的职能详情，请参阅[公司官网](#)。

As the highest decision-making body, the Board of Directors listens to ESG-related strategies which are proposed by the Sustainable Development Center and reviewed by the Strategy

Committee, reviews the Company's ESG goals and progress, deliberates and approves the due diligence results of ESG material topics, and listens to feedback concerning stakeholders' interests through regular meetings and ad hoc special reports. For detailed information regarding the functions of each level of the ESG management structure, please refer to the [Company's official website](#).

四、管理承诺

IV. Management Commitment

立讯精密遵循并响应国际公认的多项人权公约，严格开展管理与监察。立讯精密承诺遵循并高标准执行以下原则：联合国《世界人权宣言》《国际劳工组织核心公约》《联合国工商企业与人权指导原则》、全球苏利文原则、社会道德责任标准（SA 8000），以及海内外运营所在地适用的法律法规。

Luxshare Precision adheres to internationally recognized human rights conventions, and conducts rigorous management and supervision. Luxshare Precision is committed to implementing the following principles with high standards: the United Nations *Universal Declaration of Human Rights*, the *Core Conventions of the International Labour Organization*, the *United Nations Guiding Principles on Business and Human Rights*, the *Global Sullivan Principles*, the *Social Accountability 8000 International Standard*, and all applicable laws and regulations in the jurisdictions where we operate.

（一）职业健康与安全

i. Occupational Health and Safety

立讯精密严格遵守各运营地环境、职业健康安全（EHS）相关法律法规，贯彻职业健康安全相关要求，着力打造“零工亡事故、零职业病”的工作环境，通过体系化管理充分保障员工职业健康安全。

Luxshare Precision strictly complies with applicable environmental, health and safety (EHS) laws and regulations in all our operating locations, and implements relevant occupational health and safety requirements. We are committed to creating a working environment with “zero fatal accidents and zero occupational diseases” and safeguarding employees' occupational health and safety through systematic management.

立讯精密承诺从以下行动入手，守护员工职业健康：

Luxshare Precision promises to take the following actions to protect employees' occupational health:

- 制定并持续完善 EHS 管理制度，确保 EHS 管理体系覆盖全体员工及工作场所；
- Develop and continuously improve the EHS management policies and procedures and ensure the EHS management system covers all employees and workplaces;
- 建立 EHS 风险防控机制，定期开展危险源识别、排查与评估，对 EHS 风险实行动

态监控与分级管理，并据此开展 EHS 稽核，预防相关事故发生；

- Establish an EHS risk prevention and control mechanism by regularly conducting risk identification, inspection and assessment, and implementing dynamic monitoring and graded management of EHS risks, and conducting EHS audits accordingly to prevent related incidents;
- 主动识别工作场所职业病风险，针对性落实预防方案，控制健康损伤隐患；
- Proactively identify occupational health risks in the workplace and implement targeted prevention measures to mitigate potential risks to employee health;
- 面向全体员工、供应商及承包商常态化开展 EHS 培训与演练，营造“人人懂安全、事事重安全”的工作环境，提升 EHS 事件处置能力；
- Provide regular EHS training and drills for all employees, suppliers and contractors to foster a work environment where “everyone understands safety and prioritizes safety in every task”, thereby enhancing the capability to handle EHS incidents;
- 建立 EHS 事故管理及工伤应急处置流程，确保工伤事件得到及时、规范处置，并按照事故等级落实处置、调查和整改要求。
- Establish EHS incident management and work-related injury emergency response procedures to ensure that work-related injury incidents are handled in a timely and standardized manner, and the response, investigation and corrective actions are implemented in accordance with the incident severity level.

（二）工作条件

ii. Working Conditions

立讯精密充分尊重每位员工的贡献，建立科学的薪酬与福利保障体系，为员工提供具有市场竞争力的薪酬，并全方位关怀员工福祉，致力于为员工创造稳定、健康、和谐的工作与生活环境。

Luxshare Precision fully respects the contributions of every employee and has established a scientific compensation and benefits system to provide employees with market-competitive compensation and comprehensive support for their well-being, with the aim of creating a stable, healthy and harmonious working and living environment for employees.

立讯精密承诺从以下行动入手，保障员工薪酬与福利：

Luxshare Precision promises to take the following actions to safeguard employee compensation and benefits:

- 建立覆盖全体员工的基于科学绩效评估机制的可变薪酬管理体系，并推行股权激励计划，持续为员工提供具有市场竞争力的薪酬；

- Establish a variable compensation management system for all employees based on a scientific performance-based evaluation mechanism, and implement equity incentive plans to continuously provide employees with market-competitive compensation;
- 结合行业特色与员工需要，为全体员工提供涵盖福利保险、家庭支持、健康关怀等方面的非薪酬福利，全方位关怀员工福祉。
- Provide all employees with a range of non-pay benefits based on industry characteristics and employee needs, including welfare and insurance, family support and health care, to support employee well-being.

（三）社会对话

iii. Social Dialogue

立讯精密严格遵守各运营地法律法规，充分保障员工结社自由与集体谈判合法权利，构建开放包容的劳资沟通机制，维护和谐劳动关系。

Luxshare Precision strictly complies with applicable laws and regulations in all our operating locations. We fully respect employees' legitimate rights to freedom of association and collective bargaining, and maintain an open and inclusive labor-management communication mechanism to maintain harmonious labor relations.

立讯精密承诺从以下行动入手，畅通员工与公司之间的沟通：

Luxshare Precision promises to take the following actions to facilitate communication between employees and the Company:

- 员工可在法律允许范围内自主组建、加入或选择不加入各类员工组织并开展集体协商，公司严禁任何干预、歧视、报复或骚扰行为，确保员工在无压力、无恐吓的环境下行使权利；
- Employees may freely form, join or choose not to join various employee organizations and conduct collective bargaining within the scope permitted by law. The Company strictly prohibits any interference, discrimination, retaliation or harassment, ensuring that employees can exercise their rights in an environment free from pressure and intimidation;
- 为工会及各类员工组织的设立与履职提供必要便利，保障员工在薪酬、工时、结社、集体谈判等方面的合法权益；
- Provide necessary facilities for the establishment and operation of trade unions and other forms of employee organizations, to safeguard employees' legitimate rights and interests regarding compensation, working hours, association, collective bargaining and other matters;
- 搭建常态化双向对话平台，鼓励管理层与员工真诚沟通，积极回应员工在职业发展、身心健康、工作环境等方面的诉求，推动企业与员工协同成长。

- Build regular two-way communication channels, encourage open dialogue between management and employees, and actively respond to employees demands regarding career development, physical and mental health and work conditions to promote shared growth between the Company and our employees.

（四）职业发展与培训

iv. Career Development and Training

立讯精密高度重视人才梯队建设，着力打造专业化、多层次的人才队伍，持续优化人才培养体系，以丰富的培训资源赋能员工成长，实现员工与公司共同发展。

Luxshare Precision attaches great importance to talent pipeline building and strives to build a professional and multi-level workforce. We continuously optimize our talent cultivation system and provide diverse training resources to empower employee growth, so as to promote the shared development of employees and the Company.

立讯精密承诺从以下行动入手，帮助员工在岗位上发挥优势、实现自我：

Luxshare Precision promises to take the following actions to support employees in leveraging their strengths and achieve their full potential:

- 搭建新员工融入培训体系，助力新员工快速适应岗位，增强对公司的理解与认同感；
- Establish a new hire integration training program to help new employees quickly adapt to their roles and enhance their understanding of and identification with the Company;
- 提供管理与专业双通道职业成长路径，支持员工结合自身特长与工作需要自主选择发展方向；
- Provide dual-channel career growth pathways in management and professional fields, support employees to independently choose their development direction based on their own strengths and job needs;
- 结合不同岗位及员工综合能力发展需求，为全体员工打造人才培养与技能提升体系，提升员工知识能力和技能素养；
- Develop a talent training and skills enhancement system for all employees based on the needs of different positions and employees' comprehensive capability development to improve employees' knowledge capabilities and professional competencies;
- 为全体员工提供继续教育与学历提升支持，赋能员工长期能力成长。
- Provide support for continuing education and academic advancement to all employees to empower their long-term capability development.

（五）禁止童工与未成年工保护

v. Prohibition of Child Labor and Protection of Young Workers

立讯精密坚决禁止雇佣和使用童工，全力保护未成年人身心健康与合法权益，对符合法定就业年龄的未成年工实行特殊劳动保护。

Luxshare Precision strictly prohibits the employment and use of child labor and makes every effort to protect the physical and mental health and legitimate rights and interests of minors by providing special labor protection for young workers who meet the legal working age.

立讯精密承诺从以下行动入手，杜绝童工，切实保护未成年劳动者：

Luxshare Precision promises to take the following actions to eliminate child labor and effectively protect young workers:

- 在招聘阶段和日常巡查阶段人工核对身份证、当地公安机关开具的相关证明等证件核查员工年龄；
- Manually verify employees ages during the recruitment stage and daily inspection by checking ID cards, relevant certificates issued by local public security authorities and other documents;
- 设立系统管控模块，当被录用者身份证号码输入时，未达到法定年龄系统会自动警示；
- Establish a system control module which automatically give an underage warning when the ID number of a minor applicant is entered;
- 一旦发现童工行为，立即停止其工作，安排体检，护送回监护人身边，并协助其继续完成义务教育。
- Once child labor is identified, immediately terminate the child's work, arrange a medical examination, escort the child back to his or her guardians, and assist the child in completing compulsory education.

（六）反歧视与反骚扰

vi. Anti-Discrimination and Anti-Harassment

立讯精密对工作场所内任何形式的歧视与骚扰行为坚持零容忍，持续营造多元、平等、包容的职场环境，尊重并切实维护员工合法权益。

Luxshare Precision maintains zero-tolerance for all forms of discrimination and harassment in the workplace. We continuously foster a diverse, equal and inclusive work environment, and respects and effectively safeguards the employees' legitimate rights and interests.

立讯精密承诺从以下行动入手，打造开放、融合、平等的职场环境：

Luxshare Precision promises to take the following actions to foster an open, inclusive and equal workplace:

- 在招聘录用、工作分配、薪酬福利、培训机会、晋升任免、纪律惩戒、解聘退休等所有环节，不因种族、年龄、性别、性取向、民族、地域、残疾、宗教信仰、

政治面貌、工会会员身份、军籍、国籍、婚姻状况、孕产状态、健康状况、社会阶层、身体特征等因素实施任何形式的歧视；

- Prohibit all forms of discrimination based on race, age, gender, sexual orientation, ethnicity, geographic region, disability, religion, political affiliation, union membership, military status, nationality, marital status, pregnancy, medical condition, social class, or physical characteristics in all aspects of employment, including recruitment, job assignment, compensation and benefits, training opportunities, promotion and appointment, disciplinary punishment, termination and retirement;
- 持续完善无障碍设施建设，为残障员工提供友好、便捷的工作场所；
- Continuously improve workplace accessibility to provide a friendly and convenient workplace for employees with disabilities;
- 围绕残障友好、女性关怀、跨文化融合等主题开展培训，强化平等对待与相互尊重的职场文化。
- Conduct training on themes such as disability inclusion, support for women, and cross-cultural integration to foster a workplace culture of equal treatment and mutual respect.

（七）禁止强迫劳动

vii. Prohibition of Forced Labor

立讯精密禁止任何强迫性劳动行为，通过制度建设与全流程管控，保护员工自愿工作的基本权利。

Luxshare Precision prohibits any form of forced labor and protects employees' fundamental right to work voluntarily through institutional development and process control.

立讯精密承诺从以下行动入手，确保员工所有工作出于自愿：

Luxshare Precision promises to take the following actions to ensure that all work is performed voluntarily by employees:

- 签订劳动合同并明确雇佣条件，严禁收取押金或扣押证件，发现强迫劳动现象立即追究责任，并为受影响者提供支持；
- Employment contracts shall be signed to clearly define employment terms. The collection of deposits or the withholding of identification documents is strictly prohibited. Any instances of forced labor must be investigated immediately, and support shall be provided to affected individuals;
- 所有加班应出于员工自愿，并且不得强迫员工在非上班时间内参与生产制造或与之相关的会议或活动；
- All overtime shall be voluntary, and employees shall not be forced to participate in manufacturing or meetings or related activities beyond working hours;
- 规范加班审批管理，员工因工作关系需要临时加班，应按管理规定提交申请，并

经由上级相关主管审批确认后方可执行，并按规定足额支付加班补偿。

- Standardize overtime approval management. If the employee needs to work overtime temporarily, he/she shall submit an application in accordance with the management requirements and submit it to the supervisor for approval before execution, with overtime compensation paid in full in accordance with applicable requirements.

五、量化目标

V. Quantitative Targets

议题 Topic	量化目标 Quantitative Targets
职业健康与安全 Occupational Health and Safety	2026 年到 2030 年，可记录员工工伤率持续保持在 0.33‰以下 From 2026 to 2030, maintain a recordable work-related injury rate below 0.33‰
	2026 年到 2030 年，受噪声影响岗位年度检测覆盖率保持 100% From 2026 to 2030, maintain 100% annual testing coverage for noise-exposed positions
工作条件 Working Conditions	2026 年到 2030 年，保证为 100%员工提供充足的清洁用水、环境卫生和个人卫生（WASH）设施 From 2026 to 2030, ensure that adequate Water, Sanitation, and Hygiene (WASH) facilities are provided for 100% of employees
	2026 年到 2030 年，确保运营地法律法规要求的法定社会保障覆盖 100%的员工 From 2026 to 2030, ensure 100% employees are covered by statutory social security as required by applicable laws and regulations in each operating location
	2026 年到 2030 年，保持为符合当地法规要求的 100%员工提供育儿假 From 2026 to 2030, ensure parental leave is provided to 100% of employees in accordance with local regulations
社会对话 Social Dialogue	2026 年到 2030 年，各子公司每年至少开展 1 次员工沟通座谈会 From 2026 to 2030, each subsidiary shall conduct at least one employee communication session per year

议题 Topic	量化目标 Quantitative Targets
	2026 年到 2030 年，每年对 100%运营点开展 1 次敬业度满意度调研 From 2026 to 2030, conduct one engagement and satisfaction survey annually across 100% of operational sites
职业发展与培训 Career Development and Training	2026 年到 2030 年，100%员工年均培训时数保持不低于 20 小时 From 2026 to 2030, ensure that 100% employees receive an average of at least 20 training hours per year
禁止童工与未成年工保护 Prohibition of Child Labor and Protection of Young Workers	2026 年到 2030 年，每年开展 1 次覆盖所有子公司的童工与未成年风险评估 From 2026 to 2030, conduct one child labor and young worker risk assessment covering all subsidiaries annually
反歧视与骚扰 Anti-Discrimination and Anti-Harassment	2026 年到 2030 年，接受多元化培训的间接员工比例达到 100% From 2026 to 2030, complete diversity training for 100% of indirect employees
	2026 年到 2030 年，董事会女性董事比例不低于 1/3，独立董事比例不低于 1/3 From 2026 to 2030, percentages of female directors and independent directors in the Board are not less than one third
	2026 年到 2030 年，每年招收的 18-30 岁青年员工占新进员工 20% From 2026 to 2030, ensure 20% of new hires are young employees aged 18-30 annually

六、相关方参与及投诉

VI. Stakeholder Engagement and Complaints

公司积极与政府及监管机构、股东及投资者、供应商、客户、员工、社区成员、合作伙伴（行业协会、非政府组织等）等利益相关方沟通与合作，持续完善职场多元平等、职业健康安全、工作条件等劳工权益管理能力，并协同供应链上下游及行业伙伴推进负责任、可持续的用工实践。

The Company actively engages and collaborates with stakeholders, including governments and regulatory authorities, shareholders and investors, suppliers, customers, employees, community members and partners (industry associations, non-governmental organizations, etc.), continuously strengthens our management capabilities in labor rights, including workplace diversity and equality, occupational health and safety, working conditions and other areas, and works with upstream and downstream supply chain and industry partners to promote responsible and sustainable employment practices.

公司以公开、透明的方式与利益相关方沟通我们的目标、承诺、绩效和进展，定期通过[公司官网可持续发展专栏](#)、可持续发展报告等渠道披露劳工与人权管理方面的成果。

The Company communicates goals, commitments, performance and progress with stakeholders in an open and transparent manner, and regularly discloses achievements in labor and human rights management through channels such as the [Sustainability Section of the Company's official website](#) and sustainability reports.

利益相关方如对劳工与人权工作有咨询、意见或改进建议，或发现劳工与人权违规问题，均可通过以下联系渠道提交反馈与线索。公司承诺对举报人的身份和举报内容严格保密，严格执行举报人保护机制，采取一切必要措施防止举报人因善意举报而遭受任何形式的报复或歧视。

Stakeholders may submit inquiries, comments or suggestions for improvement regarding our labor and human rights work, or report any labor and human rights violations through the contact channel below. The Company commits to maintaining the confidentiality of whistleblowers' identities and reported information, strictly enforcing our whistleblower protection mechanism, and taking all necessary measures to prevent any form of retaliation or discrimination against whistleblowers for making reports in good faith.

反馈渠道：LaborCaring@luxshare-ict.com

Feedback Channel: LaborCaring@luxshare-ict.com

七、审查机制

VII. Review Mechanism

本政策发布于立讯精密官网。政策文件每年定期审查，必要时予以更新。政策新版发布时，将通过官网更新，并明确标识最新发布日期和版本编号，便于利益相关方及时了解最新管理要求。若中英文版本内容存在释义差异或歧义，以中文版本为准。

This Policy is published on the official website of Luxshare Precision. The Policy is reviewed annually and updated as necessary. When a new version of this Policy is released, it will be updated on the official website with the latest release date and version number clearly indicated to keep stakeholders informed of the latest management requirements. In the event of any discrepancy or ambiguity between the Chinese and English versions, the Chinese version shall prevail.