

ANNEX C: Alternative FSC form for self-declaration regarding FSC-POL-01-004.

S e l f - D e c l a r a t i o n

regarding FSC-POL-01-004

(Policy for the Association of Organizations with FSC)

The signing Organization is associated with the Forest Stewardship Council, A.C., one of its subsidiaries or affiliates (hereinafter: FSC) by being either a member of or having a contractual relationship with FSC. Hereby the signing Organization explicitly states that it has read and understood the "Policy for the Association of Organizations with FSC" as published under www.fsc.org. This policy stipulates FSC's position with regards to unacceptable activities by organizations and individuals which already are or would like to be associated with FSC as well as the mechanism for disassociation.

In light of the above, the Organization explicitly agrees currently and in the future, as long as the relationship with FSC exists, not to be directly or indirectly involved in the following unacceptable activities:

- a) Illegal logging or the trade in illegal wood or forest products;
- b) Violation of traditional and human rights in forestry operations;
- c) Destruction of high conservation values in forestry operations;
- d) Significant conversion of forests to plantations or non-forest use;
- e) Introduction of genetically modified organisms in forestry operations;

In addition, the signing Organization recognizes that the principles established by the International Labor Organization through the 1998 Declaration on Fundamental Principles and Rights at Work (the "Principles") serve to guide governments in the protection of the basic rights of workers without defining a uniform path for every nation to follow. Based upon these Principles, and consistent with applicable national law, rights, regulations, and administrative/judicial rules and procedures, the signing Organization shall respect:

- a) freedom of association and the effective recognition of the right to collective bargaining;
- b) the elimination of all forms of forces or compulsory labor;
- c) the effective abolition of child labor; and
- d) the elimination of discrimination in respect of employment and occupation.

Hualien city 2023/7/26.

City, Date

黃祥榮

林業及自然保育署
花蓮分署

For the Organization

(Include the full name of the organization and representative, authorized signature and, if applicable, the organization's stamp)

留用

FSC™ 價值的承諾

一、本分署表明並承諾遵守 FSC™ FM 原則及準則及 FSC-POL-01-004 條文所定義的 FSC™ 價值，並且簽署 ANNEX B 自我宣告。

二、本分署宣示絕不直接或間接涉及以下的活動：

(一) 非法砍伐林木或非法木材或林產品貿易；

(二) 在森林作業時，違反傳統及人權；

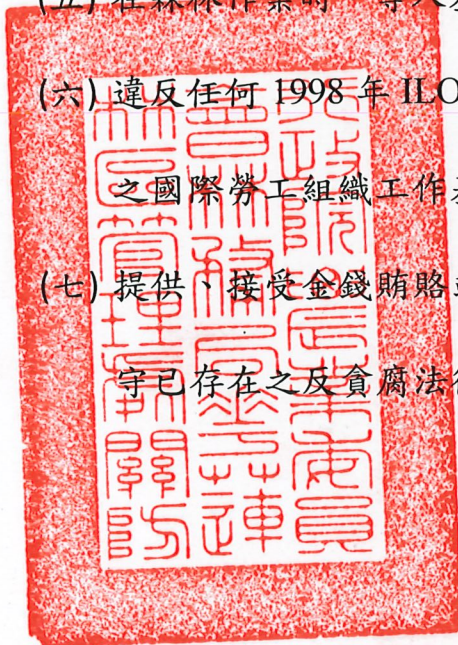
(三) 在森林作業時，破壞高保育價值；

(四) 明顯改變森林成種植林或非森林使用；

(五) 在森林作業時，導入基因改良物種；

(六) 違反任何 1998 年 ILO 國際勞工組織核心公約所定義之國際勞工組織工作基本原則及權利宣言。

(七) 提供、接受金錢賄賂或任何其他形式之貪腐，且遵守已存在之反貪腐法律。



留用

分署長：

黃群策

日期：2023/ 7 / 26

壹、核心勞工政策

本分署為滿足 FSC™ 組織之核心勞工要求，制定了相關政策和程序並公開讓每位員工知曉本分署之核心勞工政策，同時每年進行自我評估以供驗證單位查核。本公司核心勞工政策：

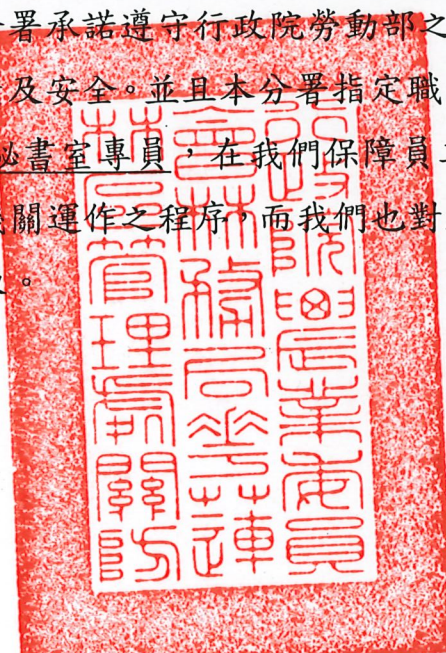
- (一) 不聘僱及使用童工及未成年工。
- (二) 禁止強迫員工勞動。
- (三) 禁止雇用行為和職業方面的歧視。
- (四) 支持員工結社自由與與集體談判的權利。

若員工工作上有上述侵犯、騷擾或違反政策之事宜，請聯繫(網址：<https://hualien.forest.gov.tw/suggestion>)

分署長： 黃群東
日期：2023/ 7 / 26

貳、職業健康與安全

本分署承諾遵守行政院勞動部之所有勞工法令，保障所有員工其職業健康及安全。並且本分署指定職業健康與安全代表為勞工安全衛生管理-秘書室專員，在我們保障員工的職業健康與安全其規範內包含所有機關運作之程序，而我們也對所有員工進行健康和安程序的教育訓練。



分署長： 黃群東
日期：2023/ 7 / 26

留用

反貪腐政策

本分署遵循聯合國反貪腐公約指導原則，並依據林業及自然保育署法規落實以下廉政措施：

- (一) 遵守員工廉政行為規範，實施課責機制，建構成員反貪意識，拒絕貪腐賄賂行為。
- (二) 強化廉政經營責任制度，定期評估廉政風險，落實內控風險管理。
- (三) 促進行政作為公開透明，防止利益衝突。
- (四) 鼓勵社會參與反貪，形塑貪腐零容忍意識。
- (五) 推動企業誠信倫理，凝聚公私部門反貪共識。
- (六) 預防及打擊貪腐行為，維護組織公益。



分署長：

黃群東 ²⁰²³

留用

日期：2023/

7 / 26