



美時化學製藥股份有限公司

**Lotus Pharmaceutical Co., Ltd.**

美時化學製藥股份有限公司人權政策

**Lotus Pharmaceutical Co., Ltd. Human Rights Policy**

初版制定日期：2018 年 04 月 13 日

Version 00 : April 13, 2018

第 01 版：2026 年 3 月 10 日

Version 01 : March 10, 2026



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## 1 目的 Purpose

美時化學製藥股份有限公司（以下簡稱「本公司」或「美時」）深信，尊重人權是企業誠信與永續發展的基礎。本公司承諾於營運全過程中，包括研究發展、臨床試驗、藥物風險管理、製造、生產、供應鏈管理及銷售，秉持尊嚴、公平與平等的原則，並以實際行動落實人權理念。本政策適用於與公司營運相關的個人與群體，包括員工、求職者、供應商及其勞工、臨床受試者、患者、承攬商、醫療夥伴、社區居民與其他利害關係人。美時將持續推動人權保護，並防止任何形式的侵害。

Lotus Pharmaceutical Co., Ltd. (“Lotus” or “the Company”) believes that respect for human rights is the foundation of corporate integrity and sustainable development. The Company is dedicated to upholding the principles of dignity, fairness, and equality throughout all stages of its operations, including research and development, clinical trials, pharmacovigilance, manufacturing, production, supply chain management, and sales, and to implementing human rights principles through concrete actions. This Policy applies to individuals and groups connected to the Company’s operations, including employees, job applicants, suppliers and their workers, clinical trial participants, patients, contractors, medical partners, community members, and other stakeholders. Lotus will continue to promote the protection of human rights and prevent any form of violation.

## 2 適用範圍 Scope

本政策適用於本公司及其全球子公司，並延伸至全球關係企業與公司營運相關的價值鏈。美時鼓勵並推動所有供應商、承攬商及其他業務夥伴遵守本政策所載的人權原則，並在各自的營運中落實尊重人權的文化。

This Policy applies to the Company and all of its global subsidiaries and extends to its global affiliates and the value chain associated with its operations.

Lotus encourages and promotes all suppliers, contractors, and other business

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partners to uphold the human rights principles outlined in this Policy and to foster a culture of respect for human rights within their own operations.

### 3. 支持國際人權標準 **Support for International Human Rights Standards**

人權是所有人與生俱來、應受尊重與保障的基本權利。作為一家在全球營運的負責任企業，本公司承諾支持並遵循下列國際人權準則與規範，同時遵守各營運據點所在地之法律法規，秉持平等、公正與尊重的原則對待所有人員。

Human rights are the fundamental rights inherent to all individuals, which must be respected and protected.

As a responsible company operating globally, the Company is committed to supporting and adhering to the following internationally recognized human rights principles and standards, while complying with the laws and regulations of each jurisdiction in which it operates and treating all individuals with equality, fairness, and respect.

- 《世界人權宣言》( Universal Declaration of Human Rights, UDHR )
- 《公民與政治權利國際公約》( International Covenant on Civil and Political Rights, ICCPR )
- 《經濟、社會與文化權利國際公約》( International Covenant on Economic, Social and Cultural Rights, ICESCR )
- 《國際勞工組織關於工作中基本原則和權利的宣言》( ILO Declaration on Fundamental Principles and Rights at Work )
- 《聯合國工商與人權指導原則》( United Nations Guiding Principles on Business and Human Rights, UNGPs )
- 《國際勞工組織核心公約》( ILO Core Conventions )
- 《經濟合作暨發展組織負責任企業行為盡職調查指引》( OECD Due Diligence Guidance for Responsible Business Conduct )

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#### 4. 人權治理與盡職調查 **Human Rights Governance & Due Diligence**

##### 4.1 人權治理架構 **Human Rights Governance Structure**

人權政策的執行責任由 法務部門最高主管 負責，監督政策推動與持續改善，並與各部門及利害關係人協作，確保全球營運與價值鏈一致遵循。美時將人權議題納入企業永續與風險管理程序中，定期向董事會報告人權管理作為與執行成果。

The responsibility for implementing this Policy is overseen by the Head of the Legal Department, who monitors its execution and continuous improvement.

Working collaboratively with relevant departments and stakeholders, Lotus ensures consistent adherence to human rights principles across its global operations and value chain.

Human rights topics are integrated into the Company's sustainability and risk management processes, and regular reports on progress and outcomes are submitted to the Board of Directors.

##### 4.2 盡職調查 **Due Diligence**

美時依循《經濟合作暨發展組織 - 責任商業行為盡職調查指引 ( OECD Due Diligence Guidance for Responsible Business Conduct ) 》流程，執行人權盡職調查，定期辨識與評估人權風險，推動預防及減緩措施，並建立追蹤機制以確保改善成效。

Lotus follows the process outlined in the *OECD Due Diligence Guidance for Responsible Business Conduct* to conduct human rights due diligence.

The Company regularly identifies and assesses potential human rights risks, implements preventive and mitigating actions, and establishes tracking mechanisms to ensure the effectiveness of corrective measures.

##### 4.3 教育與溝通 **Education and Communication**

美時透過教育訓練與持續溝通，提升員工、合作夥伴及其他利害關係人對人權議題的認知與敏感度，並確保人權政策原則融入日常營運與管理決策中。

Lotus promotes awareness and understanding of human rights issues through training and ongoing communication with employees, business partners, and other

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stakeholders. These efforts help ensure that the principles of this Policy are embedded into daily operations and management decision-making.

#### **4.4 申訴與反報復機制 Grievance and Anti-Retaliation Mechanism**

美時設立匿名申訴管道 ( [lotus.speakup@lotuspharm.com](mailto:lotus.speakup@lotuspharm.com) ) 與反報復保護機制，鼓勵所有人員及外部利害關係人通報可能的人權侵害事件，並確保舉報人免於任何形式的不利對待或歧視。申訴管道資訊已公開於公司網站，以確保所有利害關係人均可使用。

Lotus has established an anonymous grievance channel ([lotus.speakup@lotuspharm.com](mailto:lotus.speakup@lotuspharm.com)) and an anti-retaliation protection mechanism. All personnel and external stakeholders are encouraged to report any potential human rights violations, and whistleblowers are guaranteed protection from retaliation or any form of unfair treatment. Information on grievance channels has been disclosed on the company website to ensure accessibility for all stakeholders.

#### **4.5 補救機制 Remediation Mechanism**

一旦確認由美時化學製藥股份有限公司所導致或促成的人權侵害事件，公司將依事件性質啟動補救程序，以公平、透明及及時的方式處理並採取改善措施。必要時，美時將與受影響的利害關係人及相關單位合作，確保問題獲得妥善解決，並防止類似事件再次發生。公司將定期檢視補救措施之有效性，並作為改善依據。

In the event that a human rights violation is identified as being caused or contributed to by Lotus, the Company will initiate appropriate remediation procedures based on the nature of the incident. Lotus will handle such cases in a fair, transparent, and timely manner, taking corrective and preventive actions as necessary. Where appropriate, the Company will cooperate with affected stakeholders and relevant parties to ensure effective resolution and to prevent recurrence of similar incidents. The company will regularly review the effectiveness of remedial measures and use the results as a basis for improvement.

#### **4.6 溝通與揭露 Communication and Disclosure**

美時透過多元、開放且雙向的溝通管道，傾聽利害關係人意見並回應期望。公司定期於永續報告書或官方網站揭露人權管理之措施與進展，確保資訊透明與責任落實。

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Lotus maintains diverse, open, and two-way communication channels to listen to stakeholders' views and respond to their expectations.

The Company regularly discloses its human rights management measures and progress in the Sustainability Report or on the corporate website to ensure transparency and accountability.

## 5. 人權面向 **Human Rights Focus Areas**

### 5.1 尊重職場人權 **Respect for Workplace Human Rights**

#### 5.1.1 多元平等與反歧視 ( Diversity, Equal Opportunity and Non-Discrimination )

本公司致力於實施職場多元化與包容性，保障不同國籍、種族、社會階層、語言、信仰、宗教、政治立場、籍貫、出生地、性別、性傾向、年齡、婚姻狀況、外貌特徵及身心障礙者之平等勞動權，杜絕不法歧視且確保招募、晉升等工作機會均等，以建立一個安全、尊嚴、平等、不受騷擾的工作環境。

The Company is committed to promoting workplace diversity and inclusion, ensuring equal labor rights for individuals of different nationalities, ethnicities, social backgrounds, languages, beliefs, religions, political views, places of origin, birthplaces, genders, sexual orientations, ages, marital statuses, physical appearances, and abilities.

Lotus strictly prohibits any form of unlawful discrimination and ensures equal opportunities in recruitment, promotion, and career advancement, fostering a workplace that is safe, dignified, equitable, and free from harassment.

#### 5.1.2 禁止強迫勞動 **No Forced Labor**

本公司禁止從事任何形式的強迫勞動、奴役和販賣人口的活動。

The Company prohibits the use of all forms of forced labor and any form of slavery and human trafficking.

#### 5.1.3 禁止童工 **No Child Labor**

本公司禁止僱用不符合法定最低年齡的勞工。

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The Company prohibits the employment of individuals under the applicable statutory minimum age for workers.

#### 5.1.4 安全和健康的工作場所 Safe and Healthy Workplace

本公司致力於提供安全、健康的工作場所，並遵守勞工安全和健康的法律、法規及公司內部的要求。同時關注員工身心健康，提供心理健康支持與員工協助資源，協助同仁維持工作與生活的平衡。

The Company is dedicated to providing a safe and healthy workplace and complying with applicable safety and health laws and regulations, as well as internal requirements. Lotus also promotes employees' mental well-being by providing access to psychological support and assistance resources that help maintain a healthy work-life balance.

#### 5.1.5 工時、工資和福利 Work Hours, Wages and Benefits

本公司提供員工相較於同業和當地勞動市場更具競爭性的報酬，並努力確保符合有關工資、工時、加班和福利等事項的勞動法律。

The Company compensates employees competitively compared to the industry and local labor market. The Company works to ensure full compliance with applicable wage, work hours, overtime and benefits laws.

#### 5.1.6 結社自由與集體談判權 Freedom of Association and Collective Bargaining Rights

美時尊重所有人員的表達與參與自由，承諾不以任何形式的干預或限制妨礙其合法行使相關權利。公司以信任與隱私保障為基礎，提供內外部利害關係人多元、開放且雙向的溝通機制，促進誠信、透明與尊重的溝通文化。

Lotus respects every individual's freedom of expression and participation and commits to refraining from any form of interference or restriction that may hinder the lawful exercise of these rights.

The Company provides diverse, open, and two-way communication channels for both internal and external stakeholders, grounded in trust and

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privacy protection, to foster a culture of communication based on integrity, transparency, and mutual respect.

## 5.2 病患安全與健康權 **Patient Safety and Health Rights**

### 5.2.1 藥品可近性 Access to Medicines

美時以「擴大可負擔藥品取得」為使命，持續推動藥品可近性，確保病患能公平取得安全、有效且可負擔的藥物。

Lotus is committed to its mission of “expanding access to affordable medicines,” continuously promoting drug accessibility to ensure that patients can obtain safe, effective, and affordable treatments equitably.

### 5.2.2 研發與臨床倫理 R&D and Clinical Ethics

美時嚴守臨床倫理與知情同意原則，尊重並保護受試者安全與尊嚴，確保臨床試驗過程透明、合規且保障資料隱私與機密性。

Lotus adheres strictly to clinical ethics and the principles of informed consent, respecting and protecting the safety and dignity of clinical trial participants.

The Company ensures that all clinical trials are conducted transparently and in full compliance with applicable regulations, while safeguarding the privacy and confidentiality of research data.

### 5.2.3 產品安全與品質 Product Safety and Quality

美時建立完善的藥品品質管理體系與藥物警戒 ( Pharmacovigilance ) 系統，確保產品品質、安全與療效。

Lotus has established a comprehensive pharmaceutical quality management system and a pharmacovigilance program to ensure the safety, efficacy, and quality of its products.

### 5.2.4 誠信行銷與資訊透明 Ethical Promotion and Communication

美時在所有推廣與非推廣活動中，遵循誠信、透明與準確原則，確保醫藥資訊內容真實、公正且不誤導。以病患福祉為首要考量，落實責任溝通與合規推廣，避

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免不當影響醫療專業判斷。

Lotus conducts all promotional and non-promotional activities with integrity, transparency, and accuracy to ensure that medical information is truthful, fair, and not misleading.

Patient welfare is the Company's top priority. Lotus practices responsible communication and compliant promotion, avoiding any undue influence on medical professionals' independent judgment.

#### 5.2.5 病患隱私與信任 Patient Privacy and Trust

美時尊重患者及臨床受試者之個人資料隱私，確保健康資訊蒐集、儲存與使用皆符合法令與倫理要求。

Lotus respects the privacy of patients and clinical trial participants, ensuring that the collection, storage, and use of health information fully comply with legal and ethical requirements.

### 5.3 供應鏈管理 Supply Chain Management

美時要求所有供應商、承攬商及業務夥伴共同遵守人權、環境與商業道德標準。公司將人權原則納入供應商評估，防止任何形式的強迫勞動、童工或歧視行為。

Lotus requires all suppliers, contractors, and business partners to adhere to standards of human rights, environmental protection, and business ethics. The Company integrates human rights principles into supplier assessments to prevent any form of forced labor, child labor, or discriminatory practices.

### 5.4 資料隱私 Data Privacy

美時尊重並保護員工、患者及臨床受試者的個人資料與隱私權。公司遵循相關法令及倫理準則，確保資料的蒐集、儲存、使用與跨境傳輸皆符合法規與安全標準。

Lotus respects and protects the personal data and privacy rights of its employees, patients, and clinical trial participants.

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The Company complies with applicable laws and ethical standards to ensure that the collection, storage, use, and cross-border transfer of data meet all legal and security requirements.

### **5.5 環境與社區權利 Environmental & Community Rights**

美時致力於降低營運對環境與社區的潛在影響，確保營運據點周邊之健康與環境安全。公司嚴格管理藥品生產與廢棄過程中可能造成的污染風險，並積極參與社區健康促進與公益活動，建立與在地社會共榮的長期關係。

Lotus is committed to minimizing the potential impact of its operations on the environment and surrounding communities, ensuring health and environmental safety in areas where it operates.

The Company strictly manages pollution risks that may arise during pharmaceutical manufacturing and waste disposal processes, and actively participates in community health promotion and public welfare initiatives to build long-term, mutually beneficial relationships with local communities.

### **6. 本政策經總經理公布後實施，修正時亦同。**

This Policy and any future amendments shall be implemented upon announcement by Chief Executive Officer.