



EVERGREEN

Evergreen Human Rights Policies

Evergreen has the interests and wellbeing of its employees as its focus in pledging to carry out the business philosophy of “creating profits, caring for employees and giving back to the society” and this is Evergreen’s guarantee for its stakeholders. Evergreen is committed to promoting a working environment where all workers are treated with respect and dignity in accordance with the UN’s Universal Declaration of Human Rights and the ILO’s Declaration on Fundamental Principles and Rights at Work.

The Company’s core policies and procedures in respect of employment are centered around the principles of Employment law occupational health & safety and personal data protection regulations. Evergreen considers it to be a duty to uphold the dignity and respect of all of our employees. Evergreen’s commitment to these laws, are as follows;

● Equal opportunity, diversity and tolerance

Evergreen is an equal opportunity employer and is committed to a policy of treating all its employees and job applicants equally as required by laws. It is also the policy of the Company to take all reasonable steps to employ and promote employees on the basis of their abilities and qualifications without regard to any protected characteristic (sex, sexual orientation, race, age, marital status, religion, appearance, disability). The Company promotes a diverse, equal and fair working environment free from unlawful discrimination in all aspects of employment. Employees will not be treated differently or discriminated against in any form on the basis of any relevant protected characteristic.

● Dignity and Respect in the workplace

Evergreen seeks to provide a work environment in which all employees are treated fairly and Evergreen will not tolerate bullying, discrimination or harassment for any reasons related to any relevant protected characteristic. The Company is committed to ensuring that there is no use of all forms of forced labor and child labor. Evergreen continues to promote gender equality, maternity protection and freedom of assembly and speech in workplace.

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- **Open communication and interaction**

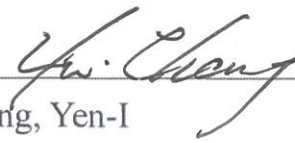
Evergreen strives to create and maintain various open communication channels to encourage and develop the employer-employee relationship in workplace. Labor-Management Council regularly holds meetings for labor matters. Evergreen encourages all employees to engage with management to enable the Company to promote and foster an open and inclusive working environment.

- **Protect the physical and mental wellbeing of employees**

Evergreen complies with occupational health & safety regulations and continues to promote and train employees on health & safety awareness to ensure that the work environment remains safe at all times and that the risk of any occupational accidents in the workplace is minimal. This promotes a safe working environment for employees and also improves employee's wellbeing whilst at work.

- **Privacy and personal data protection**

Evergreen stores and processes personal data in accordance with the data protection laws. The Company's employees are trained in these principles and are committed to ensuring that all data is kept in accordance with the data protection laws.


Chang, Yen-I
Chairman of the Board

Date 2020/10/19

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