

NDPE Policy

President-Nisshin recognizes that while plantation development has contributed significantly to economic development, deforestation and other unsustainable practices have many negative consequences for people and the environment. For that reason, we are working closely with other growers, traders, processors, NGOs, end-user companies, financial institutions and other industry stakeholders to protect forests, peatlands, and human and community rights.

President-Nisshin 意識到，儘管人工林的發展為經濟發展做出了巨大貢獻，但森林砍伐和其他不可持續的做法卻對人類和環境造成許多負面影響。因此，我們正在與其他種植者，貿易商，加工者，非政府組織，最終用戶公司，金融機構和其他行業利益相關者緊密合作，以保護森林，泥炭地以及人權和社區權利。

Core to our policy is a commitment to creating a transparent sourcing network with full traceability. We look forward to close consultation with communities, NGOs, our industry partners, and financial institutions to ensure effective implementation of these policies. 我們政策的核心是致力於創建具有完全可追溯性的透明採購網絡。我們期待與社區，非政府組織，我們的行業合作夥伴和金融機構進行密切磋商，以確保有效執行這些政策。 **No Exploitation of People and Local Communities**



NO Deforestation

No development on High Carbon Stock (HCS) Forests or High Conservation Value (HCV) Areas 高碳儲量（HCS）森林或高保護價值（HCV）地區沒有發展

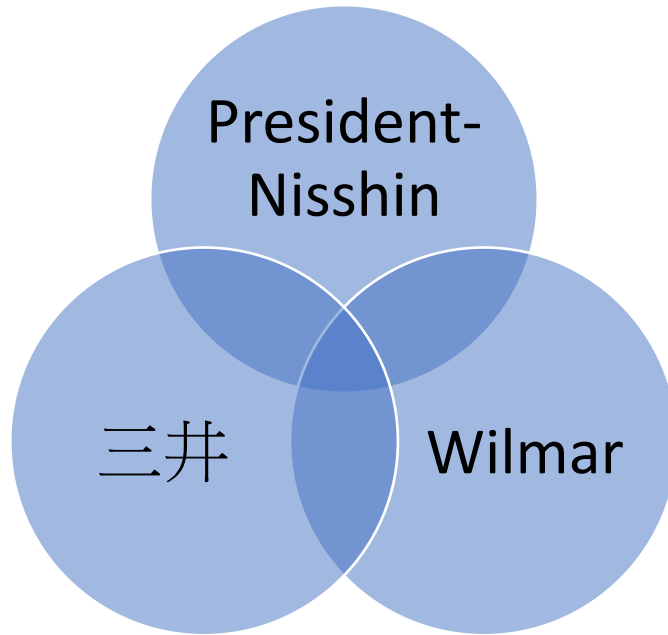
President-Nisshin requires the protection of HCS forest and HCV areas in all estates within our global supply chain under the full scope of this policy. Any plantation development activity must identify HCV areas and HCS forests for protection utilising international best practice guidance from the Roundtable on Sustainable Palm Oil (RSPO) Principles and Criteria, High Conservation Value Resource Network (HCVRN) and the High Carbon Stock (HCS) Approach.

要求在此政策的全部範圍內，保護我們全球供應鏈中所有產業中的 HCS 森林和 HCV 地區。任何人工林開發活動都必需根據國際可持續發展棕櫚油圓桌會議（RSPO）原則和標準，高保護價值資源網（HCVRN）和高碳儲量（HCS）方法的國際最佳實踐指南，確定要保護的 HCV 區域和 HCS 森林。

In the business owned by President-Nisshin, we have made more specific commitments, including choosing to purchase Wilmar's source of RSPO palm oil, because this source has best management practices for the sustainable management of the environment and natural resources

And because Wilmar's public policies, public commitments, and RSPO palm oil sources have the best management practices for sustainable environmental and natural resource management, President-Nisshin chose Wilmar as a single source, and used Mitsui and ISF in the production area (Malaysia). Regularly provide tracking and hold video conferences to assist in supervision, creating a long-term and sustainable win-win supply and marketing environment for President-Nisshin, Mitsui, and Wilmar.

在統清所擁有的業務中，我們做出了更具體的承諾，包括選擇購買 Wilmar 的 RSPO 棕櫚油來源，因為該來源具有可持續管理環境和自然資源的最佳管理實踐而由於 Wilmar 公司之公共政策、公共承諾、及 RSPO 棕櫚油來源具有可持續管理環境和自然資源的最佳管理實踐，因此統清選擇以 Wilmar 為單一貨源，並藉由三井、ISF 在產地(馬來西亞)定期提供追溯及召開視訊會議協助監督，創造統清、三井、及 Wilmar 長期且可持續之三贏供銷環境。



No Burning 不焚燒

We do not allow the use of fire in the preparation of new planting, or re-planting or any other development, in accordance with the full scope of this policy. Any deliberate burning activities for land clearing by our suppliers will not be tolerated.

根據本政策全部範圍，我們不允許在準備新的種植，重新種植或任何其他開發的過程中使用火種。我們的供應商不得進行任何故意的焚燒活動清理土地。

Progressively Reduce Greenhouse Gas Emissions on Existing Operations

逐步減少現有運營中的溫室氣體排放

For President-Nisshin-owned operations, we will adopt and implement significant GHG emissions reduction targets, which will be achieved by treating mill effluent to reduce methane emissions, halting deforestation, as well as best management practices of cultivated peatland. We expect suppliers to also adopt these practices.

對於 **President-Nisshin** 擁有的業務，我們將採用並實施重要的溫室氣體減排目標，這將通過處理工廠廢水以減少甲烷排放，阻止毀林以及耕地泥炭地最佳管理實踐來實現。我們希望供應商也採用這些做法。

Please refer to our website for more information on President-Nisshin's efforts to reduce greenhouse gas emissions.

有關 **President-Nisshin** 減少溫室氣體排放的努力的更多信息，請參閱我們的公司網站。

No New Development on Peat

No New Development on Peatland regardless of Depth

President-Nisshin will not accept new development on peatland, regardless of the depth of peat, in accordance with the full scope of this policy.

根據本政策的全部範圍，不論泥炭的深度如何，統清公司都不接受泥炭地的新發展。

No Exploitation of People and Local Communities

President-Nisshin is committed to ensure that the following principles apply to the rights of all people directly impacted by any operation covered under the full scope of this policy. This includes people living locally in nearby or adjacent communities, and people working as employees and contractors, including temporary and migrant workers.

President-Nisshin 致力於確保以下原則適用於受本政策完整範圍所涵蓋的任何運營直接影響的所有人的權利。這包括居住在附近或鄰近社區的本地人，以及作為僱員和承包商工作的人員，包括臨時工和移民工人。

Respect and Support Internationally Recognized Human Rights

尊重和支持國際公認的人權

We commit to upholding and promoting internationally-recognized human rights as described in the International Bill of Human Rights (consisting of the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economics, Social and Cultural Rights) and the International Labour Organization (ILO) eight fundamental Conventions and Declaration on Fundamental Principles and Rights at Work.

我們致力於維護和促進《國際人權法案》（由《世界人權宣言》，《公民權利和政治權利國際公約》和《經濟，社會，文化權利國際公約》組成）中所述的國際公認的人權）和國際勞工組織（ILO）關於工作中的基本原則和權利的八項基本公約和宣言。

Our position on No Exploitation and our policies, action plans and mechanisms are guided by the United Nations Guiding Principles on Business and Human Rights, which encompasses the three pillars of 'Protect Respect and Remedy', plus promotion of human rights. President Nisshin passed the 2018-2021 Sedex Member Ethical Trade Audit (SMETA). http://www.president-nisshin.com.tw/?page_id=2035

我們在“不剝削”方面的立場以及我們的政策，行動計劃和機制均以《聯合國企業與人權指導原則》為指導，其中包括“尊重和補救”以及促進人權的三個支柱。統清公司通過了 2018-2021 年 Sedex 會員道德貿易審核（SMETA）。

Respect and Recognised the Rights of All Workers 尊重和認可所有工人的權利

We commit to ensuring that the rights of all people working in any operation covered under the full scope of this policy are respected according to local, national and ratified international laws.

我們承諾確保根據當地，國家和已批准的國際法律，尊重這項政策的全部範圍內從事任何作業的所有人的權利。

The following requirements are central to successful implementation of this policy:
以下要求是成功實施此政策的關鍵：

1. Elimination of forced, bonded (including debt bondage) or indentured labour, slavery and trafficking of persons, and restrictions on workers' freedom of movement. President-Nisshin is committed to upholding the rights to freedom of movement and the right to resign from employment.

消除強迫，奴役（包括債務奴役）或契約勞動，奴役和人口販運，並限制工人的遷徙自由。 President-Nisshin 致力於維護遷徙自由權和辭職權。

2. Upholding the rights of workers to freedom of association, collective bargaining, and to form and join trade unions of their choice. 2. 維護工人的結社自由，集體談判權以及組織和參加其選擇的工會的權利。

3. Ensuring ethical recruitment such that workers do not incur any recruitment fees at any stage of the recruitment process, and no retention of passports/identity documents. Workers may voluntarily want to have their passports or identity documents held by the management for safekeeping purposes. In such cases, the documents should be returned to the workers upon request. There should be evidence of due diligence in applying this to all contract workers and suppliers.

確保符合道德的招募，以使工人在招募過程的任何階段都不會招致任何招募費，也不會保留護照/身份證件。出於保護目的，工人可能自願希望將其護照或身份證明文件由管理層保留。在這種情況下，應根據要求將文件退還給工人。在將其應用於所有合同工和供應商時，應有盡職調查的證據。

4. Providing a safe and healthy workplace , as outlined in our **Ethical Trading Initiative**

([http://www.president-nisshin.com.tw/testreport/Ethical-Trading-Initiative-\(ETI\)%E9%81%93%E5%BE%B7%E8%B2%BF%E6%98%93%E8%A6%8F%E7%AF%84.pdf](http://www.president-nisshin.com.tw/testreport/Ethical-Trading-Initiative-(ETI)%E9%81%93%E5%BE%B7%E8%B2%BF%E6%98%93%E8%A6%8F%E7%AF%84.pdf)). President-Nisshin will work to protect workers, local communities, and the environment from exposure to hazardous chemicals.

按照我們的《道德貿易規範》所述，提供一個安全健康的工作場所。
President-Nisshin 將努力保護工人，當地社區和環境免受有害化學物質的侵害。

5. Respect for diversity, and provision of a working environment free from discrimination, harassment and abuse, as outlined in our **Ethical Trading Initiative**.

如《道德貿易規範》所述，尊重多樣性，並提供沒有歧視，騷擾和虐待的工作環境。

6. Commitment to best practices in terms of fair working conditions, including the payment of wages that meet or exceed legal requirements, taking into account reasonable production targets and working hours. other focus areas include workplace accident insurance, documented employment contracts, confidentiality, accommodation and access to remedy.

承諾在公平的工作條件方面採取最佳做法，包括支付符合或超過法律要求的工資，同時要考慮合理的生產目標和工作時間。其他重點領域包括工作場所意外傷害保險，書面僱用合同，保密性，住宿和獲得補救的機會。

Respect and Protect the Rights of Children and Their Welfare

尊重和保護兒童權利及其福利

President-Nisshin does not tolerate child labour, any forms of child exploitation and child abuse; committing to its elimination throughout our supply chain. Ensuring welfare and special care for children in our operations as well as our third-party suppliers' operations is under the full scope of this policy, as outlined in our **Ethical Trading Initiative**.

President-Nisshin 容許使用童工，任何形式的對兒童的剝削和虐待。致力於在整個供應鏈中消除它。如我們的《道德貿易規範》所述，在我們的運營以及第三方供應商的運營中確保對兒童的福利和特殊照顧屬於本政策的全部範圍。

Complaints and Grievances

Resolve All Complaints and Conflicts through an Open, Transparent and Consultative Process 通過公開，透明和協商的程序解決所有投訴和衝突

President-Nisshin operates a **Grievance Procedure and scope specification** ([http://www.president-nisshin.com.tw/Grievance-Procedure-and-scope-specification\(20201021\).pdf](http://www.president-nisshin.com.tw/Grievance-Procedure-and-scope-specification(20201021).pdf)) to enable any stakeholder to raise a grievance against any party. All grievances logged under the Grievance Procedure shall be dealt with in a timely manner, and all investigations and findings will be reported transparently with full public disclosure.

President-Nisshin 實施了申訴程序，以使任何利益相關者都能對任何一方提出申訴。根據申訴程序記錄的所有申訴均應及時處理，所有調查和調查結果將透明地報告，並進行充分的公開披露。

Results of grievance cases investigated through external mechanisms (e.g. RSPO Complaints Procedure), where outcomes do not ensure compliance with President-Nisshin's NDPE policy, they will be subjected to an internal review, and where relevant, a separate recommendation on suspension for the supplier will be made by the Grievance Unit.

通過外部機制（例如，**RSPO** 投訴程序）調查的申訴案件結果，如果結果不能確保遵守 **President-Nisshin** 的 **NDPE** 政策，則將對其進行內部審查，並且適當時，申訴小組將另外提出暫停供應商的建議。

President-Nisshin supports protection for environmental and human rights defenders and prohibits threats, harassment, intimidation, the use of violence, or retaliation against anyone who raises a concern, lodges a complaint or participates in an investigation or whistleblowing.

President-Nisshin 支持保護環境和人權捍衛者，並禁止威脅，騷擾，恐嚇，使用暴力或對任何提出關注，提出投訴或參與調查或舉報的人進行報復。

Finally, President-Nisshin maintains a clear and strong commitment to non-violence and will do whatever possible, in all contexts, to prevent the use of force or the threat or real application of violence.

最後，**President-Nisshin** 對非暴力行為保持明確和堅定的承諾，並將在所有情況下盡一切可能防止使用武力或威脅或實際施加暴力。