

Kadda Hotel 人權與人員保障聲明

Human Rights and Workforce Protection Statement

我們的立場：

Kadda Hotel 璽賓行旅秉持尊重人權、保障員工與旅客安全與尊嚴的核心價值，正式承諾遵循《聯合國世界人權宣言 (UDHR)》、《聯合國全球盟約 (UN Global Compact, UNGC)》及《國際勞工組織 (ILO)》的核心勞動標準，並全面導入企業治理與營運政策中。

我們相信，永續發展的根本在於「以人為本」，確保所有利害關係人——包含員工、旅客、供應商及在地社區——皆在尊重、公平與安全的環境中共榮共好。

Kadda Hotel is dedicated to upholding human rights and ensuring the safety and dignity of all employees and guests.

We adhere to the **Universal Declaration of Human Rights (UDHR)**, the **United Nations Global Compact (UNGIC)**, and the **International Labour Organization (ILO)** Core Labour Standards, fully integrating these principles into our business governance and operations.

We believe that sustainable growth begins with people—building a culture of respect, fairness, and protection for every stakeholder, including employees, guests, suppliers, and the local community.

國際承諾與遵循架構：

Kadda Hotel 的人權政策遵循以下國際準則：

- **聯合國全球盟約 (UNGC) 十項原則**
 - 原則一：尊重並支持國際人權保護
 - 原則二：不涉入任何人權侵害行為
 - 原則三：維護結社自由與集體協商權
 - **原則四：消除一切形式的強迫勞動**
 - **原則五：確保不使用童工**
 - 原則六：消除就業與職業歧視
- **聯合國商業與人權指導原則 (UNGPs)**
- **國際勞工組織 (ILO) 核心公約第 138 號 (最低就業年齡) 與第 182 號 (最惡劣童工形式)**

Kadda Hotel aligns its Human Rights Policy with the following international frameworks:

- **United Nations Global Compact (UNGC) – Ten Principles**
 - Principle 1: Support and respect the protection of internationally proclaimed human rights
 - Principle 2: Ensure non-complicity in human rights abuses
 - Principle 3: Uphold the freedom of association and the right to collective bargaining
 - **Principle 4: Eliminate all forms of forced and compulsory labor**
 - **Principle 5: Abolish child labor in all its forms**
 - Principle 6: Eliminate discrimination in employment and occupation
- **UN Guiding Principles on Business and Human Rights (UNGPs)**
- **ILO Conventions No. 138 (Minimum Age) and No. 182 (Worst Forms of Child Labour)**

我們的行動與保障措施：

1. **合法聘僱與勞動保障：**所有員工皆依《勞動基準法》聘任，確保工時合理、薪資合法、休假充足。
2. **禁止童工與強迫勞動：**Kadda Hotel 嚴格禁止聘用未達法定年齡者，亦不允許任何形式的強迫、壓迫或人身束縛之勞動行為。供應商亦須簽署《人權與永續承諾書》，共同遵守此原則。
3. **性別平等與多元包容：**依《性別平等工作法》推行友善職場文化，杜絕歧視與性騷擾。
4. **職場安全與健康：**設立職安衛管理制度與急救應變計畫，提供安全工作環境與定期健康檢查。
5. **申訴與保護機制：**提供匿名申訴管道，保障員工能於無報復風險下反映問題。
6. **人權與倫理教育：**每年舉辦人權教育與企業倫理培訓，提升全員認知與行動力。

1. **Fair Employment Practices:** All employees are hired under Taiwan' s Labor Standards Act, ensuring fair wages, legal working hours, and sufficient rest days.
2. **Prohibition of Child and Forced Labor:** Kadda Hotel strictly prohibits the employment of anyone under the legal working age and does not tolerate any form of forced, coerced, or bonded labor. All suppliers must sign the *Human Rights & Sustainability Commitment* to uphold these principles.
3. **Gender Equality and Inclusion:** The hotel promotes a workplace free from discrimination or harassment in compliance with the Gender Equality in Employment Act.
4. **Occupational Safety and Health:** A formal occupational safety system and emergency response plan ensure safe working conditions and regular health checks.
5. **Grievance and Protection Mechanism:** Confidential reporting channels enable staff to voice concerns without fear of retaliation.
6. **Human Rights and Ethics Training:** Annual training sessions enhance awareness of ethical conduct and social responsibility among all employees.

與 SDGs 永續目標連結

SDG 目標	Kadda 實踐內容
SDG 3 健康與福祉	提供員工與旅客安全與健康的環境
SDG 5 性別平等	打造多元包容、無歧視職場
SDG 8 合法工作與經濟成長	嚴禁童工與強迫勞動，保障正當就業
SDG 10 減少不平等	確保薪資與晉升機會公平
SDG 16 和平正義與制度	建立透明申訴與人權治理制度
SDG 17 夥伴關係	與政府及社區合作推動人權與永續

SDG Alignment

SDG Goal	Kadda Implementation
SDG 3 Good Health & Well-being	Safe and healthy environment for all staff and guests
SDG 5 Gender Equality	Inclusive and discrimination-free workplace
SDG 8 Decent Work & Economic Growth	Prohibition of child and forced labor, fair employment guaranteed
SDG 10 Reduced Inequalities	Fair pay and equal advancement opportunities
SDG 16 Peace, Justice & Strong Institutions	Transparent governance and grievance mechanisms
SDG 17 Partnerships for the Goals	Cooperation with local and public sectors on human rights and sustainability

Kadda 的永續承諾：

Kadda Hotel 承諾持續檢視與改進人權政策的執行成效，並透過公開透明的永續報告，揭露人權、員工保障與供應鏈責任管理成果。

我們相信，唯有在保障人權的基礎上，永續發展才能真正長遠，並為旅宿產業建立正向與可信的典範。

Kadda Hotel pledges to continuously evaluate and improve the effectiveness of its Human Rights Policy, reporting transparently on performance related to human rights, employee protection, and responsible supply chain management.

We believe that sustainability can only be achieved through a foundation of respect for human dignity—creating a model of ethical and trustworthy hospitality for the future.