



DIMERCO'S Code of Ethics and Business Conduct 中菲行對於道德與商業行為的信守

Revision Table

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Dimerco's Code of Ethics and Business Conduct 中菲行對於道德與商業行為的信守

The Integrity program is a common set of values by which Dimerco and its directors, management and employees act with respect to its customers, shareholders, business partners, suppliers and the international community.

「堅持高度職業道德」是中菲行向來的一項普遍價值原則，其規範公司、董事、經理人和每一位員工對於中菲行客戶、股東、業務夥伴、供應商，甚至於全世界社會的所有行為。

Dimerco is active in the logistics business around the globe and has a strong commitment to integrity to ensure responsible, transparent and ethical business practices.

中菲行致力於提供全球化的物流服務，並堅持高度的職業道德，以確保所有的商業行為，均可以符合勇於負責、透明開放，與不違反道德規範的標準。

Integrity

堅持高度職業道德

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1.0 Introduction

1.0 前言

The Integrity program is a clear commitment from the Dimerco Express Group (hereafter as Dimerco) governing ethics, compliance and business conduct.

本專章係中菲行國際物流集團(以下簡稱中菲行)對於道德、法令遵循，暨商業行為所做的絕對信守與承諾。

The Integrity program reflects our longtime values and defines us in every aspect of our global business, now and into the future. These common values are a promise to our employees, our customers, our suppliers, our shareholders, our partners and all of the communities in which we trade.

本專章除了反映我們長久以來的價值觀之外，亦定義了我們現在與未來攸關全球業務的每一個面向。而這些共通的價值觀，即係我們對於每一位員工、客戶、供應商、股東、合作夥伴，暨所有交易對象的承諾。

Our directors, managers and employees will actively and continually develop the Integrity program which will benefit everyone that is involved in business with Dimerco.

我們的董事、經理人，與每一位員工將會持續且積極地改善本專章的內容，以求加惠於所有與我們交易的每一個對象。

1.1 Ethics Policy

1.1 道德規範

The Dimerco consists of a wide range of business interests around the Globe and we are committed to Integrity in every aspect of our activities. As a culturally diverse Group we are committed to a clear Ethics Policy which is implemented throughout all subsidiaries of our Group in all locations.

雖然中菲行的業務範圍遍及全球，但我們承諾誠信與正直的理念，會根植在我們所有的作為裡。鑑於各地方文化的差異性，我們仍會確保一個清楚且明瞭的道德規範，可以落實在集團的每一個角落裡。

- We adhere to fair business practices
- 遵從市場上的公平機制；

- We meet our commitments
- 信守承諾；

- We adhere to the laws of the countries in which we trade
- 遵循當地法令的規範；

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- We do not take, pay or benefit from bribes of any sort
不從事賄賂或其他類似的貪瀆行為；
- We do not deliberately misrepresent ourselves in any way
不會蓄意地誤導交易對象對於我們的信任；
- We care about the health, safety and security of our staff and the greater community
妥善照顧員工暨其他社群攸關健康、安全與保安等議題；
- We respect each individual as well as the communities and cultures of the countries in which we trade
尊重個人、社群與各個交易國家文化上的差異性；與
- We expect our employees to be honest, professional and proud of their work
教導員工應該要有誠實、專業，暨以工作為榮的觀念。

The above statements are the foundation of our Ethics Policy. They are developed throughout this document and actively implemented through the Integrity program.

以上即為我們對於道德規範所立下的基準，我們會隨時增補相關的內容，並確保其可以有效地被執行。

1.2 Code of Business Conduct

1.2 攸關商業行為的準則：

The Integrity program is the basis of the Dimerco Code of Business Conduct. This entire document details the principles of the Code.

本專章是中菲行國際物流集團規範商業行為準則的基礎。全文對於準則的基本信念有著詳細的說明。

Integrity is based on the following core values:

所謂的誠信與正直乃係基於以下幾項核心價值觀：

- **Integrity is more important than profit**
- **誠信與正直比賺取利潤更為重要：**

Dimerco clearly understands that following the Integrity program might restrict short-term profitability or market presence in some locations. No employee or division of Dimerco will ever be criticized for their commitment to Integrity.

中菲行瞭解因為本專章的執行或許會影響到某些區域的短期獲利或市場占有率，但我們確信沒有一位員工或單位會因為信守本章規範而受到任何懲罰。

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We believe that Integrity will increase our business overall and ensure that we meet the needs of the future.

我們相信對於誠信與正直的堅持可以讓業務全面成長，並確保公司可以符合未來的需求。

- **We obey the law**
- **法令遵循：**

Every Dimerco entity obeys the laws of the countries in which it trades or to which it is subject. Our management in each location intelligently applies the Integrity program and in the event that there is ever any doubt or potential conflict with laws and regulations in any specific location our management must seek advice from the relevant Dimerco legal department or the Integrity helpline.

中菲行的每一個事業體均會遵守當地與交易對象所屬國家法令的規定。在每一個地區的管理階層，均會謹慎地遵守本專章的規範。遇有任何法令衝突上的問題，則被要求應該徵詢集團法務部門或協助熱線的意見。

- **Integrity is**
- **誠信與正直的定義**

The Integrity program does not address every conceivable business practice in every global location. It is intended to be used as a general guideline for the conduct of all Dimerco personnel and to communicate a realistic standard and minimum expectation for companies and individuals trading with us.

本專章無法顧及到全球每一個區域內，所有可以預料到的商業模式，但希望可以成為中菲行所有員工攸關行為準則的一般性指導方針，並達到與客戶溝通的真實標準與最基本期待。

Each of the companies of the Dimerco must have in place its own specific Code of Conduct which must comply with the Integrity program. Any existing policies or Codes must be reviewed periodically to ensure compliance with the minimum requirements of the Integrity Program.

中菲行國際物流集團下的每一家公司均需要有一套遵循本專章規範的行為準則。任何現存的政策或準則必須定期地被瀏覽與檢討，以確認均符合本專章的最基本要求。

Integrity is intended to be applied intelligently and in a practical manner to all working practices in all locations in order to meet our ethical and legal commitments and enhance our business.

為信守道德與法令上的承諾暨為強化業務，各地區的實際作業均被要求必須確實符合誠信與正直的原則。

- **All Dimerco employees must follow the Integrity program**
- **所有中菲行的員工必需遵守本專章的規範**

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All employees of the Dimerco will receive this document and are obliged to behave in accordance with the Integrity program.

所有的員工均會收到本專章的規範內容，暨被要求必須嚴格遵守。

Where language or literacy levels are thought to restrict comprehension of the Code the regional management must ensure that all employees fully understand the requirements of this Code.

若因為言語或字義上的隔閡，則各地區的管理階層必須確保所有的員工均已經充分瞭解本專章的要求。

1.3 Integrity is a Commitment

1.3 誠信正直是一種承諾：

The clear statements above are the foundation of our Integrity program. We are committed to implementing these standards in every location and recognize that they are fundamental to Dimerco's future success.

以上宣言乃係本專章的基礎。茲此承諾我們會在每一個區域執行這些標準，並確信其將會成為中菲行未來成功的重要元素。

Any Dimerco employee that becomes aware of any issue or practice that involves a potential violation of an applicable law or violation of any provision of the Integrity program has an affirmative responsibility to report the matter to their immediate management structure or to the Integrity helpline.

任何中菲行員工獲悉可能違反法令或本專章的行為時，即必須向其直接主管或專責人員報告。

Dimerco commits that all reported violations will be properly investigated and that we will never impose any penalty or allow any kind of employment disadvantage to any employee for reporting illegal or unethical behavior unless such report is found to be deliberately untrue, malicious or vindictive. If the reporting employee was involved in activity that is found to violate this Code, the employee will be appropriately disciplined for the violation, though a voluntary disclosure may be given favourable consideration in the discipline process.

公司對於前開報告均會詳加調查，且不會針對報告者有任何懲罰或不利於勞動契約的舉動，除非最後發現此一報告係蓄意造假、惡意，或報復的行為。假若報告者本身亦涉及違反本專章的行為時，則一樣會遭受到適當的懲罰，雖然自願性地揭露可以在量刑的過程中獲得減輕懲罰的考量。

Any Dimerco employee in any location is invited to contact the Integrity helpline or relevant Dimerco legal department to clarify any questions, clear any doubts or discuss any concerns. The confidentiality of any report will be maintained strictly.

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任何地區的中菲行員工均可以透過熱線聯繫專責人員，或聯繫集團法務部門，以澄清任何問題、釐清疑慮，或討論其他相關的議題。所有通報的機密性將會嚴格地被遵守。

2.0 Business Conduct

2.0 商業行為

2.1 Adaptation to the International Marketplace

2.1 對於國際市場的適應性

The Dimerco trades on a global basis through a wide range of services and industries, each of which has its own specific requirements and customers.

中菲行國際物流集團提供全球化的物流服務，然產業界有其自己的一套需求細節與客戶。

2.2 Compliance with applicable Laws

2.2 法令遵行

Each of the countries in which we trade has its own laws and regulations and Dimerco follows every country's laws in each location.

雖然每一個國家的法令均有不同，但中菲行國際物流集團均願意配合遵守。

Every Dimerco Office must follow the law of the country in which it trades or to which it is subject. On a local level each individual office must follow any applicable law of their relevant city, state, province, region or similar subdivision.

中菲行的每一辦公處所，均必須遵守交易對象所在地國或自己當地法令的規範。地方層級的個人辦公室，亦必須遵從攸關城市、州、省、地區，或其他相對應組織所頒行的法令規定。

In the rare event that such laws impact the legal environments of other countries (such as official trade sanctions, embargoes or known export / import controls) the trading division must seek clear and formal advice from the relevant Dimerco legal department or the Integrity helpline.

假若前開法令影響到其他國家的法律環境時（譬如說正式的貿易制裁、禁運，或進出口管制等），則事業單位必須徵詢集團法務部門，或熱線專責人員的建議。

Dimerco does not accept any excuse for individuals or departments breaking any applicable law.

中菲行無法接受個人或部門違反法令的任何藉口。

2.3 Anti-Corruption Policy—Guidelines

2.3 反貪瀆政策（指導方針）：

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- Dimerco personnel may not under any circumstance, directly or indirectly offer, give or promise any money, goods, incentive or services to any official (of any rank) of any government that could in any way be considered or perceived as a bribe or improper payment.
- 中菲行員工在任何情況下，均不得直接或間接地提供、給與，或承諾任何金錢、商品、獎勵或服務予任何階層的公務人員，其足以被認為或推定係一種賄賂或不正當給付。
- Dimerco personnel may not under any circumstance directly or indirectly offer, give or promise any individual, company or third party any money, goods, incentive or services that may be considered or perceived as corrupt, illegal or promoting unfair corporate advantage.
- 中菲行員工在任何情況下，均不得直接或間接地提供、給與，或承諾任何金錢、商品、獎勵或服務予任何個人、公司行號或第三者，其足以被認為或推定係一種貪瀆、違法或不當公司利益的推展。
- The Integrity program encourages extreme caution in appointing any consultants, business partners, subcontractors or any similar outside party that could in any way be considered or perceived as a facilitator of improper practices.
- 本專章要求在委任顧問、商業夥伴、次承攬人，或其他類似的外部組織時，應該特別謹慎，以避免被認為或推定係不正當行為的贊助者。
- **Compliance**
- 法令遵循

The Dimerco recognizes and adheres to the various anti-corruptions laws in place globally including the **US Foreign Corrupt Practices Act (FCPA)**, the **OECD Convention on Combating Bribery of Foreign Officials** and the **European Union Anti Corruption Policy**

中菲行國際物流集團茲此承認並願意確實遵守包括美國海外反貪腐行為法、經濟合作暨發展組織反對在國際商務中賄賂外國公職人員公約，與歐盟反貪腐政策在內的各式各樣反貪瀆規範。

- **Enforcement**
- 執行

Dimerco recognizes the importance of clear enforcement and auditing of all transactions to ensure that our business is executed without corrupt practices.

為確保業務執行並無貪瀆，中菲行注重徹底執行與事後稽核的重要性。

Dimerco is requiring that its overseas sub-contractors and Agents Certify that they are aware of the FCPA requirements of Dimerco.

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我們國外的次承攬人與代理行均被要求必須充分瞭解我們的反貪瀆要求。

Dimerco as a matter of policy prohibits its officers, directors, employees, agents, subcontractors, port services providers, customs brokers, terminal operators, truckers, and any other service providers, from corruptly, either directly or indirectly, offering anything of value to a foreign government official, foreign political party or candidate for foreign office to influence an official act or secure an improper advantage in order to obtain or retain business.

中菲行國際物流集團從政策上，即嚴格禁止其主管、董事、員工、代理行、次承攬人、港口服務業者、報關行、櫃場、卡車公司，與其他服務提供者，直接或間接地賄賂外國政府官員、外國政治團體或候選人，並企圖藉此影響若干行政措施或擷取不正當利益，以取得或維持彼此間的交易。

- **Individual Responsibility**
- 個人的職責

All Dimerco offices, and relevant management personnel, must familiarize themselves with the anti-corruption laws applicable to their activities in the countries in which they trade, as well as the laws of any other countries which could affect their activities or those of another Dimerco company with which they trade.

所有中菲行辦公室暨相關管理階層的人員，必須嫻熟交易當地攸關反貪瀆的相關法令，或其他足以影響作為的他國法令，或交易對象。

2.4 Business with our Customers

2.4 與客戶間的交易

Dimerco will make every effort to retain existing business and to develop new business with our customers. We are committed to fair and legal trade and we require behavior in line with the commitments and objectives of the Integrity program.

中菲行會盡力維持或發展與客戶間的業務往來，我們承諾維持一公平與合法的交易型態，並確保所有的行為與本專章的內容與目標並行不悖。

We wish to win new business and maintain existing business by providing products and services that offer quality and value and meet the demands of the marketplace.

我們期待以提供高質感與價值的商品與服務，來符合市場的需求，並藉以獲取與維持新、舊業務。

In the event that any customer in any location, for any reason feels that our trading divisions do not meet the spirit of the Integrity program we invite him to first contact a senior member of our regional trading division, and in the event that a satisfactory solution is not reached, to contact our Integrity helpline where the concern will be addressed at a high level within our management structure.

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假若任何區域的客戶認為我們某一事業單位未能夠符合本專章的精神時，其首先可以與該事業體的資深主管商討。假若仍無法獲得解決時，則請與熱線專責人員洽商，以確保其意見可以被轉陳到管理階層的高級主管。

2.5 Business with Governments

2.5 與政府間的業務

Dimerco frequently provides services to national and international governmental bodies and organizations either under regional trading conditions or under specific contractual conditions.

中菲行依照當地的慣例或特別的條件，經常性地提供服務給各國的政府及組織。

Our Group values and encourages business with government bodies and understands the specific needs of this important and complex business environment. Our individual trading divisions are available to offer further details on developing or maintaining individual government contracts and services.

中菲行國際物流集團重視並珍惜與政府機構的合作機會，並瞭解此一合作關係的重要性與複雜度亟需要特別的處理。我們的事業單位對於如何發展或維持與政府機構的合作關係已經做好了準備。

The following statements summarize Dimerco's Integrity in this complex area:

以下說明中菲行對於前開領域所為的職業道德需求：

- We will approach government business through appropriate / official channels only and shall comply fully and transparently with the agreed terms of any business undertaken
- 透過正常公開的管道維持與政府機構的合作關係，暨嚴格遵守契約的規定並保持交易的透明度；
- We will not use improper means of any sort to influence the award or execution of government business
- 不使用不正當的方式去影響投標的結果；
- We will comply with the laws and regulations of the relevant national or international body
- 嚴格遵守法令；
- We will adhere to all relevant anti-corruption laws
- 嚴格遵守攸關反貪腐的法令；

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Integrity: Dimerco's Code of Ethics and Business Conduct

- We will adhere to all relevant import / export control laws, boycott or sanction laws of the host nation and will, to the best of our ability, make known any potential discrepancy with the laws of other nations
- 嚴格遵守攸關對於敵對國家的進出口管制法令、杯葛或禁運措施，並竭盡所能地發掘任何可能違法的地方；
- We will not accept any government contract in which a conflict of interest is in any way demonstrated
- 確保不接受互有利益衝突的政府機構契約；
- We will not knowingly employ any person or company that is disqualified from providing services to government
- 不蓄意地僱傭不合格的人員或公司來提供服務；
- We will be transparent in our dealings and our record-keeping
- 確保所有的交易與紀錄完全透明；與
- We will observe any confidentiality requirement and will not allow records or any other relevant materials to be inappropriately disclosed
- 遵守所有保密規定，並確保不讓任何資訊非法地被揭露。

2.6 Business with Partners

2.6 與夥伴之間的合作關係

In many locations individual trading divisions of the Dimerco are involved in many different types of agreements with outside companies or individuals.

在許多區域裡，中菲行的獨立事業體常與外部的公司或個人存在有各式各樣的合作關係。

These may include joint venture and joint service agreements, equity participation, subcontracting agreements, charter or lease agreements, use of common-user services and a wide range of similar activities which are intended to be mutually beneficial.

這其中可能包括合資、聯營、股份投資、次承攬、租（傭）、使用共同使用人所提供的服務，暨其他對於雙方均有利益的合作關係。

As with all Dimerco transactions the principle of Integrity must apply and the Dimerco Office will not knowingly enter or maintain any agreement in which our Code of Ethics and Business Conduct is in any way compromised.

誠信與正直的原則將會適用在中菲行所有的交易上，我們絕對不允許道德與商業行為準則在執行上可以有任何妥協的地方。

For clarity, we are honest and ethical with our partners and we expect our partners to be honest and ethical with us.

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彼此以誠實與道德規範相待之，乃係我們與合作夥伴間的共識。

Dimerco Offices must report any actual or suspected inappropriate activity undertaken by potential or current partners to their direct management.

中菲行若知悉現有或可能合作的夥伴，有實際或可疑的不正常行為時，即被要求應該立即向其直接主管報告。

2.7 Business with Suppliers

2.7 與供應商的交易關係

Dimerco is supplied by a wide range of global manufacturers, vendors and service providers covering the demands of the many industries in which we participate. The goods and services provided by our suppliers range from complex contractual supply chain agreements to occasional provision of minor items.

中菲行因為涉及諸多業別，所以有非常廣泛的全球供應鏈，而這些供應商所提供的商品與服務範圍包羅萬象。

We expect our suppliers to be honest and ethical and wherever possible to subscribe to a code of conduct similar to our own Integrity program.

我們期待前開供應商應有誠實與遵守道德的特質，暨可能的話有著與我們類似的職業道德規範。

Every reasonable effort is made to ensure that our suppliers behave responsibly and observe the laws of the countries in which we trade, including anti-corruption laws and practices.

我們所做的每一項合理努力，均為確保供應合作廠商能夠遵守攸關法令的要求，這其中包括反貪腐的規定。

Our purchasing of goods and services is based on quality, service, price, suitability, availability and similar relevant factors. We observe the relevant laws of each country in which we trade.

我們所購置的貨物與服務，乃係基於質量、服務、價格、合適性、可利用性，與其他相似因素的考量。我們遵從交易國攸關法令的需求。

Dimerco applies Integrity to our dealings with suppliers and we commit to behaving reasonably and ethically at all times. Dimerco will not apply duress or unfairly use our size or dominant position (in certain trades and marketplaces) to secure any inappropriate advantage. We employ fair business practices with all suppliers.

中菲行與供應商的交易適用誠信正直原則，我們承諾行為常保合理與符合道德的規範。在若干交易與市場上，我們不會使用脅迫或濫用規模或地位優勢來擷取任何不當利益。公平交易原則適用於我們與供應商之間的交易。

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2.8 Shareholders and Investors

2.8 股東與投資人

Dimerco is committed to constantly developing shareholder and investor value by progressively increasing our earnings and providing a long-term return on their investment.

中菲行國際物流集團承諾會藉由增加營收與提供長期性投資報酬的方式，來經常性地擴展股東與投資人的價值。

We support this commitment by managing all Dimerco subsidiaries in an efficient, transparent and ethical manner. All transactions and operations are conducted under the accepted principles of good corporate governance and we apply the Integrity program to all of our dealings.

我們藉由要求所有分公司維持一有效率、透明與具道德的態度，來確保前開承諾的執行。所有的交易與營運操作，均會遵從良好的公司治理原則暨本專案的規範。

All legal, fiscal and contractual reporting and adherence processes are completed in accordance with the relevant laws of the nations in which we trade, operate or are listed.

所有的法律、會計、契約報告，與附屬程序，均需依照各地攸關法令的規定執行。

Dimerco reports all relevant matters to shareholders, investors and the relevant authorities in a clear, timely and transparent manner.

對股東、投資人與主管機關的相關報告，中菲行確保係在一清楚、即時與透明的狀態下完成。

2.9 Reporting, Recording and Disclosing Information

2.9 報告、紀錄與信息揭露

Almost every employee of the Dimerco formally reports or records information. This can range from the simplest timesheet to very detailed data management systems and other formal reporting structures for commercial, financial, legal, compliance or audit purposes.

幾乎所有中菲行的員工均須要提報正式的報告或紀錄信息，這範圍從最簡單的時間表，到非常詳細的資訊管理系統，暨其他為商業、融資、法律、遵循或稽核等正式報告均包括在內。

Every Dimerco report or record at every level should be complete, accurate and honest. There should be no evasive or misleading statements and no exaggeration or omission. Integrity is a requirement in reporting and record keeping.

所有的報告或紀錄均被要求必須符合完整、真確，與誠實的原則，不得有閃爍、誤導、誇大或錯誤的陳述。誠實與正直係報告或紀錄的基本要求。

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Informal internal communications should also be treated with the same level of concern for accuracy and honesty. Employees should avoid inappropriate humor or remarks which could be misunderstood out of context.

內部資訊的交流亦必須符合真確與誠實的要求。員工亦應避免不恰當的詼諧或足以導致誤解的簽註。

Each individual or department's reports and records should, where practical, be approved by their immediate superior before being distributed to other parties or to the hierarchy of the trading division.

在實際可行的情況下，每一位個人或部門的報告與紀錄，在分送予其他單位或事業體前，均應得到直接主管的許可。

The Dimerco does not allow its employees to inappropriately disclose any information, reports or records (by any means including email). Such actions may lead to disciplinary action or dismissal of offending employees. In some cases such violations may also lead to criminal or civil prosecution.

中菲行不允許員工以任何型態（包括電子郵件）不恰當地揭露任何訊息、報告或紀錄。違反者將依情節輕重接受懲處。在若干情況下，違反行為可能會遭致民、刑事追訴。

Our Integrity program also prohibits any trading division, department or employee of Dimerco from obtaining direct or indirect benefit derived from inappropriate use of confidential records or reports received or obtained from outside parties. Such inappropriate actions may lead to disciplinary action or dismissal of offending employees. In some cases such violations may also lead to criminal or civil prosecution.

本專章一樣禁止任何員工或單位，藉由不適當地使用來自外部取得的機密紀錄或報告，來獲取直接或間接的利益。凡是有前開不當行為的員工將會接受包括解職在內的懲處，甚至在若干情況下，違反行為可能會遭致民、刑事追訴。

Disclosure of information falls into three main areas:

資訊揭露包括以下三項主要範圍：

- **Confidential Information**
- **機密資料**

Dimerco maintains contractually and commercially confidential information. We do not disclose any confidential information to any third- parties except where required to do so by law or with the express permission of the third party.

中菲行保有契約上與商業上的機密資料。除因法令或第三者的明示同意外，否則我們不會揭露任何機密資料予他人。

Where information or records are subject to confidentiality the relevant information is limited only to authorized personnel.

屬於機密的資料或紀錄者，祇限於被授權人可以存取。

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- **General Business Information**
- 一般商業資訊

General business information is maintained in line with good commercial practice. This information is not specifically 'confidential' but is held within the company for commercial, operational and legal reasons.

一般性的商業資訊，我們會依照商業慣例加以保存。雖然此類資訊非屬「機密」，但為商業、營運與法令上的需求，我們會加以保存。

Dimerco does not provide any third-party with any information concerning our customers, suppliers (or other relevant parties) without receiving specific permission, unless required to do so by law.

除非應法令的需求，否則中菲行不會在未經允許的情況下，提供第三者任何攸關客戶或供應商的資訊。

- **Public Information**
- 公共資訊

All public information, such as filed accounts and shareholder information and similar records and reports are available to any appropriate party on request.

所有的公共資訊，譬如說歸檔帳號、股東資料，或其他類似紀錄與報告，得經適當聲請而取得。

Much of this information is in the public domain and can be accessed through the normal channels (media, government records, internet etc).

這些資訊大多數均可從公共資源，或正常管道中取得（媒體、政府報表、網際網路等）。

2.10 Competition

2.10 競爭

Dimerco undertakes to apply Integrity to all of our business practices and we seek to win business only by fair and honest means.

中菲行承諾在所有的營業行為上適用誠信與正直準則，且僅使用公平與誠實的手續贏得業務。

The Dimerco complies with the laws of the nations in which we trade and we commit to respecting and implementing all relevant anti-trust laws, monopoly governance or similar legislation that is intended to ensure fair and unrestricted trade.

中菲行遵守交易對象所在國家的法令規章，並願意遵從和執行所有與反托辣斯司法規定、反壟斷或其他確保公平無障礙交易有關的法案要求。

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Where such regulations in one country may affect business in another country the matter should be referred to the relevant Dimerco legal department or the Integrity helpline.

當某一國家的前開法令會影響到其他國家的業務時，則必須諮詢集團法務部門或熱線專責人員的意見。

Dimerco does not tolerate unfair competition practices such as price fixing, misuse of information or trade secrets, confidential information received from past or present employees of our competitors or any other similar illegal actions.

中菲行不允許不公平競爭的行為，譬如說聯合定價、不當使用商業機密，及從競爭者過去或現在的員工處取得機密資訊等類似行為。

Our staff must not misrepresent themselves or use any other form of deception to attain competitive advantage.

我們的員工不得為擷取競爭利益，而對外做不正確的承諾，或使用其他型態的騙術。

Such inappropriate actions may lead to disciplinary action or dismissal of offending employees. In some cases such violations may also lead to criminal or civil prosecution.

前開不適當的作法，將會有若干懲處行為，且若干案件甚至涉及民、刑事等追訴。

Only Dimerco Management is authorized to make any agreement with any competitor. In the event that such an agreement is under consideration the authorized director must seek and obtain clear advice and permission from the relevant Dimerco legal department or from the Integrity helpline.

祇有中菲行管理階層才被授予與其他競爭對手簽署協議。假若前開協議列入考慮，則被授權董事必須諮詢集團法務部門或熱線專責人員的意見。

3.0 Health, Safety, Security and the Environment

3.0 健康、安全、保安及環境

3.1 Health, Safety and Security of our Employees

3.1 公司員工的健康、安全及保安

Dimerco is committed to providing its employees with a healthy, safe and secure working environment.

中菲行承諾提供員工一個健康、安全及有保障的工作環境。

We meet the legal health and safety requirements in every global location in which we trade and often exceed the national and international health and safety criteria using our own internal health and safety policies.

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我們符合各地國家法律規定應具備的健康及安全要求，公司內部健康及安全政策甚至可能超過國家及國際健康安全標準。

We have a continuous program to increase and implement a health and safety culture in every location and many of our trading divisions and individual locations have fully implemented health and safety management systems.

在公司各點及交易對象所屬地區，以及其它有完整健康安全管理系統的地區，我們會持續性的增加及改進公司健康安全文化。

All Dimerco employees have the right to work in a secure environment without any violence, intimidation, bullying or threats of any sort.

中菲行國際物流集團全體員工有權在一個不受任何暴力、恐嚇、霸凌及威脅的安全環境下工作。

3.2 Health, Safety and Security of Others

3.2 其他人員的健康、安全及保安

Dimerco are aware that there is a community in every location in which we work, and that we have an obligation to ensure that our actions do not adversely affect that community.

中菲行瞭解，各地區都有其當地的規範，我們有義務確保我們的行為不會違反當地規範。

Many of our trading divisions have detailed health and safety management systems and analyze any risk that our actions may bring to the community. We then take preventative actions to ensure that we behave as responsible corporate citizens.

許多地區都有詳盡的健康及安全管理系統，並且分析我們的行為可能對當地帶來的風險。因此我們將採取預防措施，確保我們是守規矩並負責任的企業居民。

Dimerco will continually look for ways to minimize any risk to public health, safety or security in any location in which we work.

在各地區，中菲行會持續尋找對於大眾健康、安全或保安等議題造成影響的解決方案。

3.3 Protecting the Environment

3.3 保護環境

Dimerco is committed to meeting any applicable environmental laws, regulations or relevant standards in any of its trading locations.

中菲行承諾遵守各地的環境法規或相關的標準。

The majority of our activities have minimal environmental impact and we are committed to responsible behavior in any global location where environmental concerns may arise as a result of our actions.

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我們大部分的行為對於環境影響極小，我們並且承諾在環境可能受到我們行為影響的地區，對我們的行為負責。

4.0 Employment Policies and Practices

4.0 僱用政策及實施

4.1 Respect for the Individual

4.1 尊重個體

Dimerco believes that the employees of our company are the foundation of every service and product that we offer. We are fully committed to respecting the right to fair treatment of every employee in every country regardless of seniority or status.

中菲行相信公司員工是我們所提供每一項服務及產品的基礎。我們保證，不論員工年資或身分，我們將會給予每位員工平等的權利。

Each individual will be treated in accordance with the Integrity program and we undertake to make our workplace a safe and secure environment. We will pay fair and competitive wages to all employees in line with the employment law and practices of the country in which they are employed.

我們依本專章對待每位員工，並且致力於達到工作環境的安全及保障。我們依照每位員工被僱用當地國家的僱用法律及業界標準，給付平等的酬勞給全部員工。

Respect should be mutual and we require our employees to demonstrate honesty and transparency in accordance with the Integrity program.

尊重是雙向的，我們要求員工依本專章展現其誠實及透明度。

4.2 Integrity in the Workplace

4.2 職場誠信與正直

The Integrity program does not address every conceivable employment practice in every global location. It is intended to be used as a general guideline for the employment and conduct of all Dimerco personnel and to communicate a realistic standard and expectation for all employees and for any agents, subcontractors, partners, consultants or other parties that regularly trade with us under our own contractual terms.

本專章無法顧及到全球每一個區域內，所有可以預料到的僱用模式，但希望可以成為中菲行所有員工攸關行為準則的一般性指導方針，並達到所有員工、代理行、次承攬人、合作夥伴、顧問或其他與我們有契約關係的長期合作對象的真實標準與最基本期待。

The Integrity program is not intended in itself to constitute an employment contract or to define individual terms of employment. Dimerco Offices are responsible for provision

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and enforcement of legal and fair employment terms in each of the countries in which they trade.

本專章並非意圖與個別員工成立勞務契約或特別勞務條款。中菲行各辦公處所有責任，在各地提供及執行合法及平等的勞務條款。

Some issues are absolute:

有些議題是絕對且無庸置疑的:

- We obey the employment laws in each country in which we trade
- 我們遵守各地國家的僱傭法
- We are honest with our employees and we expect our employees to be honest with us
- 我們對員工誠實，並且期待員工對我們誠實
- We care about the health, safety and security of our staff
- 我們在乎員工的健康、安全及保安
- We respect each individual employee
- 我們尊重每位員工
- Our employees are not allowed to offer, give or take bribes
- 我們的員工禁止提供、給予或收取賄賂

4.3 Equality in the Workplace

4.3 職場平等

Our general employment policy is that we will never unfairly or illegally discriminate on the basis of race, religion, sex, disability or sexual orientation.

我們的基本雇用政策為，我們絕對不會有不平等或不合法的種族、宗教、性別、殘疾或性傾向歧視。

Under normal circumstances we will select the most suitable applicant for each individual role.

在正常情況下，我們會針對個別職位選擇最適當的應徵者。

Applicants must meet the requirements of the individual role, whether through qualification, experience, physical and medical status, visa or immigration regulations or any other legal or relevant criteria.

應徵者必須符合該職位的條件，不論是資格、經驗、身體上或醫療上的狀態、簽證或移民法規、或其他法律上相關的標準。

Interview processes are conducted according to the laws of the country in which the applicant is interviewed and all applicants are treated with respect and courtesy. All information provided by the applicant must be truthful and complete.

面試程序應依照應徵者提出應徵國家的當地法令，並且應受到尊重及禮貌對待。應徵者提出的資訊應真實且完整。

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Reasonable provision is made for the employment of any qualified personnel with disabilities.

針對合格但行動不便的員工，我們將會提供合理的做法。

Dimerco reserves the right to differentiate pay and promotion on the basis of merit, seniority, geographic location, market forces and otherwise as may be logical in the context of the individual trading division. We demonstrate Integrity in all employment practices.

中菲行保留根據績效、年資、區域、市場力量或其他當地合理方式給付不同薪資及提供不同升遷方式的權力。我們展現誠信與正直的雇用政策。

All Dimerco employees or applicants can consult the trading division regional management for individual employment policies and conditions. Any unanswered questions should be referred to the Integrity helpline.

中菲行每位員工或應徵者可以詢問各地區域主管個別的雇用政策及情況。如未獲得解答，可以進而聯繫熱線專責人員。

4.4 Harassment or Unfair Practices

4.4 騷擾或不平等對待

All Dimerco employees have the right to work in a secure environment without any violence, intimidation, bullying or threats of any sort.

中菲行每位員工有權在一個不受任何暴力、恐嚇、霸凌及威脅的安全環境下工作。

We do not tolerate illegal or inappropriate behavior in any location and we are committed to ensuring that our most valuable asset, our people, are comfortable in their working environment so they can work effectively and productively without fear of unreasonable or unethical behavior.

我們不允許違法或不恰當的行為，並且我們將會確保我們最有價值的資產-我們的員工-對於工作環境感到舒適，這樣他們才能工作有效率且有產能，並免於恐懼於不合理或不道德的行為。

Dimerco does not tolerate any form of sexual, racial, religious or ethnic harassment. Each trading division and country of operation has individual laws and employment guidelines but our overriding principal is that nobody should be made to feel uncomfortable due to any form of inappropriate behavior from any fellow employee or by management neglect.

中菲行不允許任何形式性方面的、種族的、宗教的騷擾。每個地區或國家均有其個別的法律及雇用指導方針，但我們的最高原則為，任何人都不會因為其他員工不適當的行為或主管過失而產生不舒服的感受。

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Integrity: Dimerco's Code of Ethics and Business Conduct

No Dimerco employee may use their employment position to promote any political, religious, social or similar viewpoint in the workplace. No pressure may be placed on any individual to subscribe to any view that is contrary to their own personal beliefs.

中菲行任何一位員工均不得利用其職務，在辦公處所宣揚政治、宗教、社交或其他觀點。任何人不得脅迫與其觀點相反之他人接受其想法。

Any employee found to behave inappropriately towards their fellow employees may be disciplined or dismissed in accordance with the law in the country of employment. It should be noted that some forms of illegal harassment may also lead to civil or criminal prosecution.

任何員工被發現對其他同事有不恰當的行為時，該員工恐會接受包括解職在內的懲處。在若干情況下，違反行為可能會遭致民、刑事追訴。

Dimerco commits that we will properly investigate all reported cases of harassment or unfair practice and will never impose any penalty or allow any kind of employment disadvantage to any employee for reporting illegal or unethical behavior unless such report is found to be deliberately untrue, malicious or vindictive.

中菲行對於前開報告均會詳加調查，且不會針對報告者有任何懲罰或不利於勞動契約的舉動，除非最後發現此一報告係蓄意造假、惡意，或報復的行為。

In the first instance remedy should be sought from the immediate trading division management structure and if this is insufficient or if circumstances prevent direct approach to local management the issue should be addressed through the Integrity helpline.

第一時間應尋求當地主管處理，如不足或該情況不允許直接連繫當地主管，則應聯繫熱線專責人員。

4.5 Substance Abuse

4.5 物質濫用

Every Dimerco Office is committed to providing a safe working environment. Substance abuse can be detrimental to safety and social welfare.

中菲行各辦公處所致力於提供安全的工作環境。物質濫用可能有害於安全及社會福利。

Each trading division must obey the appropriate laws of the country in which it trades however the following guidelines should apply in all locations.

每個地區應該要遵守該國家適當的法律，然而以下項目應適用於全球各點。

- The possession, distribution or use of any illegal drugs or controlled substances on Dimerco premises is strictly prohibited and will lead to disciplinary actions or dismissal and may lead to civil or criminal prosecution.
- 在辦公場所持有、發放或使用違法藥物或管制物質是被嚴格禁止的，將會導致包括解職在內的懲處，也可能會遭致民、刑事追訴；

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- Misuse of non-controlled substances (alcohol, prescription or proprietary drugs and medications) that may in any way impair an employee's ability to perform the duties assigned to them, or threatens the safety and security of others, or in any way adversely affects our business or workplace, is not acceptable and may lead to disciplinary action or dismissal.
- 誤用非管制物質（酒精、處方或專門藥物），導致影響員工完成職務之能力，或威脅到他人安全，或影響公司日常業務，是不被允許的，將會導致包括解職在內的懲處。

In certain places of employment (particularly on high risk or remote worksites) the Dimerco may have a contractual or social duty of care and may require random or scheduled drug and alcohol tests. Employees working in these environments will be advised of the penalties for infraction according to the laws of that country and their terms of employment.

在特定工作場所（特別是高風險或偏遠地區），中菲行依契約上或社會照顧責任，將隨機或定期做藥物及酒精測試。我們會告知該地區員工，根據該國法律或員工守則，違反時之罰則。

4.6 Confidential Information

4.6 機密資訊

- **Dimerco commitment to employees**
- 中菲行承諾員工

Dimerco Offices will always respect the confidentiality of the employee's personal information. We will not allow access to personnel records by any unauthorized or inappropriate person unless required to do so by law.

中菲行各辦公處所會尊重所有員工個人資訊的機密性。除法律規定外，我們不會讓未被授權或不適當的人取得個人紀錄。

Individual managers are expected to treat any formal or informal personal information provided by or relating to a staff member with discretion and confidentiality.

主管應慎重及保密地對待每位員工自行提供、或與其相關的正式及非正式個人資訊。

- **Employees commitment to Dimerco**
- 員工承諾中菲行

Dimerco employees may not use information gained in the course of their employment for unethical or illegal personal gain. For example any form of insider trading or behavior in violation of relevant anti-trust laws may lead to discipline, dismissal or civil and criminal prosecution.

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中菲行員工不得利用其職務上得到的資訊以違反道德或違法的方式獲取個人利益。任何形式的內線交易，或違反相關反壟斷法的行為，將會導致包括解職在內的懲處，也可能會導致民、刑事追訴。

4.7 Conflicts of Interest

4.7 利益衝突

Identifying conflicts of interest is complex and open to wide interpretation. The Integrity program does not address every possible permutation of conflicting interest in every global location.

利益衝突的定義很複雜且有不同的解釋。本專章無法針對每一地區可能產生所有不同的利益衝突做解釋。

The potential for conflicts of interest may arise when an individual's position with a trading division may present opportunity for personal gain, other than the normal salary and benefits of their employment.

潛在利益衝突可能產生於員工在該地區因職位之便，有取得除了該工作基本薪資及福利外個人利益的機會。

Another potential conflict exists where an individual's personal interests are inconsistent with the interests of the company and may create a situation where the individual is seen to be putting their personal interests above the interest of the company.

另一個潛在衝突可能存在於當某員工的個人利益和公司利益相反時，該員工將其個人利益置於公司利益之上。

It is the duty of the employee to seek any clarification required from his direct management or from the Integrity helpline before taking any action that may be considered or perceived to be a conflict of interest.

當有利益衝突產生的疑慮時，員工於行為前有尋求其直屬主管或熱線專責人員說明的義務。

- **Political and Social Activity**
- **政治及社會活動**

Although Dimerco has no specific policy concerning employee membership of political or social organizations, we recognize the rights of the individual and the benefit of public service. Personnel may not make any Company contributions to any political parties or candidates.

雖然中菲行沒有針對員工成為政治或社會組織成員有特別規範，但我們瞭解個人權利及公眾服務的益處。員工不得以公司名義捐獻給政治組織或候選人。

We expect any employee that perceives any potential conflict with Dimerco arising from their political interests or social circumstances to abstain from involvement (in the

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specific issue) and to report any potential conflict to their trading division management as well as to the relevant political or social organization.

我們希望，員工因為其政治利益或社會情況有潛在衝突產生的可能時，能避免參與（特定活動），並且通報此潛在衝突至該地區主管及相關政治或社會組織。

- **Conflicting Employment**
- 雇用衝突

Dimerco employees must disclose to their immediate management any business relationship with suppliers or customers that are owned by, or employ in an influential position any close friends or family members or any other party that may create the perception of conflicting interest.

如該供應商或客戶是該員工好友、家庭成員或其他可能產生利益衝突的第三方所擁有或其在該公司任職於具有影響力的職位，則員工應對其直屬主管揭露任何與供應商或客戶之業務關係。

- **Loans**
- 借款

Employees may not accept loans from any person or entities having or seeking business with the Company.

員工不得接受任何與公司、或希望與公司有業務往來的個人或企業借款。

4.8 Gifts, Hospitality and Entertainment

4.8 禮物、招待或娛樂

As a general rule no gift, hospitality or entertainment between individuals should ever be accepted or given if it can be perceived in any way as a 'bribe'

原則規定為，在有構成「賄賂」可能性的情況下，任何人不得接受或給予禮物、招待或娛樂。

- **Gifts**
- 禮物
- No Dimerco employee is allowed to ask for or in any way solicit any gift, favor, money, discount, promise of benefit or any other item of value for themselves, their family or any other person from any party with whom they do business.
- 中菲行禁止員工向任何與公司有往來的他人，要求或索取禮物、恩惠、金錢、折扣、利益承諾或其他有價值的物品給自己、家人或其他任何第三人。

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- Dimerco employees may give and accept small promotional gifts providing that the gift is inexpensive, infrequently offered and could not be considered of sufficient value to in any way influence any business decision.
- 中菲行允許員工給予或接受小型促銷禮品，只要該禮品價值不高，且贈送頻率不頻繁，且其價值非足以影響任何業務決策。
- No Dimerco employee may personally accept cash or anything that can readily be converted into cash from any party for provision of Dimerco services unless the cash is being accepted on behalf of the trading division and is receipted and received in full by the company treasury.
- 中菲行禁止員工在當地私下接受任何人的現金或其他可轉換為現金物品的餽贈，除非該餽贈是以地區的名義接受，且由公司公庫接收。
- In the event that an unsolicited gift of material or significant value is received by post or other third-party delivery it should be politely returned with an explanation that it is against our company policy.
- 如有來路不明的禮物、或有不斐價值的物品以郵件或快遞方式寄送至公司，應禮貌退回，說明收受禮物將違反公司政策。

- **Hospitality and Entertainment**
- 招待及娛樂

- Dimerco employees may offer or receive appropriate levels of business entertainment that are reasonable in the context of their individual business requirements or location.
- 中菲行可以提供或接受適當程度的業務娛樂，只要該娛樂對於其個別業務需求或在該地區是合理的。

This is a discretionary area, but a general rule is to entertain, or accept entertainment, only to the level that the individual would normally expect in their personal (non-business) life and only on an irregular basis.

此規定並無特殊條件，但基本原則是，娛樂或接受娛樂招待只限於該員工私人活動（非工作上）時即可接受之程度，且非經常性發生。

- No entertainment should be offered or received that could in any way be interpreted as sufficient to influence a business decision by any party.
- 員工不得接受或提供娛樂招待，如該娛樂足以影響任何人的業務決策。

Business hospitality and entertainment must always be appropriate for the individual circumstances.

業務招待及娛樂必須在個別場合中是適當的。

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4.9 Company Property

4.9 公司財產

All Dimerco employees are expected to take reasonable actions to protect and preserve company assets and ensure their safe, efficient and legal use.

每位中菲行員工應採取適當措施保護及維持公司資產，並確保其安全、有效及合法使用。

Company assets are to be used for legitimate business purposes only and are not to be abused, damaged or used for unauthorized purposes.

公司資產只能用於合法業務目的上，不得濫用、破壞或用於未被授權的目的。

Dimerco assets include proprietary information and intellectual property, trade secrets and patents, trademarks and logos and a wide range of legal financial and commercial information and records. Unauthorized use or distribution of this information is prohibited without specific management authorization and such misuse may lead to disciplinary action, dismissal or civil and criminal prosecution.

中菲行資產包括，專有訊息及智慧財產權、營業秘密及專利、商標及標誌、及大範圍的法律上財務及商業資訊和紀錄。如未取得主管同意，非經授權的使用或散布上述資訊是被禁止的。有不當行為的員工恐會接受包括解職在內的懲處，或遭致民、刑事追訴。

In some cases trading divisions allow their employees limited personal use of company property, such as use of portable telephones or email for personal purposes.

在某些地區，公司得允許特定少數員工私人使用公司財產，譬如以私人目的使用行動電話或電子郵件。

In these cases the trading division must comply with the laws of the country in which they do business and the employee must not abuse this facility. Abuse may include distribution of inappropriate or offensive material by email, or excessive use of internet or telephone facilities.

在上開情況下，該事業體必須遵守其執行業務所在地國之法律，且該員工不得濫用設備。所謂濫用，可能包含以電子郵件散布不適當或冒犯性的內容，或過度使用網路或電話設備。

4.10 Disciplinary Actions

4.10 懲戒行動

Each Dimerco Office operates appropriate terms and conditions of employment in accordance with the laws of the country in which it trades.

每個中菲行辦公處所應根據當地國家的法律執行適當的員工條款。

Disciplinary actions against employees are always to be fair and ethical, and no assumption of guilt is acceptable without proof. The nature of a disciplinary action may

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range from a verbal warning for minor infractions to dismissal. In addition, and civil or criminal prosecution could result for major infractions.

對員工的懲戒行動必須公平及符合道德，沒有證據前不得假設其有罪。懲戒行動的方式，小至小錯誤的口頭警告，大至解職。另外，違反情況嚴重時可能會遭致民、刑事追訴。

In the event that any disciplinary action is being taken the relevant manager or supervisor should ensure that the terms of employment and the law of the relevant country are adhered to and appropriate records are kept.

在執行懲戒行動時，相關主管或監督人應確實遵守雇用契約及當地國家相關法律，且應適當保存紀錄。

4.11 Reporting Unethical Behavior

4.11 不道德行為通報

Any Dimerco employee that becomes aware of any issue or practice that involves a potential violation of an applicable law, or violation of any provision of the Integrity program, has an affirmative responsibility to report the matter to their immediate management structure or to the Integrity helpline. The Dimerco employee has the option of disclosing the matter to a Manager other than his/her own Manager, and request that the Manager to whom the matter is disclosed maintain his/her identity confidential. All Managers to whom such a disclosure is made have the responsibility of investigating the matter which is disclosed and further have the responsibility of maintaining confidential the identity of the person making the disclosure. Under no circumstance shall Dimerco take any disciplinary action upon the person making the disclosure in good faith.

任何中菲行員工發現可能有違法或違反本專章的情況時，有責任通報至其直屬主管或通報至熱線專責人員。中菲行員工可以選擇通報至其直屬主管以外的主管，並且要求該受通報主管保持員工身分機密。所有接獲通報的主管有責任調查通報事實，且有責任保持員工身分機密。任何情況下，中菲行均不得懲處善意通報的員工。

Any individual making such a report may do so anonymously as indicated above if they wish and every reasonable step will be taken to protect anonymity.

員工如欲匿名通報，可依以上方式為之，而中菲行將採取一切必要措施以維持其匿名性。

Dimerco commits that we will properly investigate all reported violations and will never impose any penalty or allow any kind of employment disadvantage to any employee for reporting illegal or unethical behavior unless such report is found to be deliberately untrue, malicious or vindictive.

中菲行對於前開報告均會詳加調查，且不會針對報告者有任何懲罰或不利於勞動契約的舉動，除非最後發現此一報告係蓄意造假、惡意，或報復的行為。

Special Obligations of Supervisors

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主管特別義務

Any supervisor, general manager, or Company officer who receives a report of a possible violation of this Code or of possible financial or legal misconduct is required to bring the matter to the attention of Chief Executive Officer. These offices will, in concert with other appropriate functional departments, investigate possible violations. All material violations of this Policy or matters involving financial or legal misconduct will be reported to the Board of Directors on at least a quarterly basis, or more frequently depending upon the level of severity of the violation.

主管、總經理、公司幹部如收到可能違反此信守或有財務或法律上的錯誤行為通報時，應將此情況通知執行長。管理部門應與適當職務部門共同調查違反行為。任何對此政策實質上的違反行為或牽涉到財務或法律上錯誤的行為，都應被通報至董事會，每季至少通報一次，如違反情況嚴重，應增加通報頻率。

5.0 The Integrity Helpline

5.0 熱線專責人員

Every Dimerco employee in every location is invited to contact the Integrity helpline to clarify any questions, clear any doubts or discuss any concerns. This invitation extends to our customers, suppliers, partners, shareholders and any other interested party.

歡迎中菲行各地區員工聯繫熱線專責人員以釐清疑問、解答疑義或討論問題。也歡迎公司客戶、供應商、業務夥伴、股東或其他感興趣之第三人聯繫我們。

Regardless of location any employee of Dimerco will have free access to the Integrity helpline. No supervisor or manager of the company is authorized to prevent any employee from accessing the helpline.

不論所在地區，中菲行每位員工可以免費聯繫熱線。公司主管不得禁止員工聯繫熱線。

The Integrity program intended to be a living, working initiative that reflects and continually enhances the Dimerco Code of Ethics and Business Conduct.

此專章是一個積極且主動的計畫，旨在持續增進中菲行對於道德與商業行為的信守。

Chief Internal Auditor

Dimerco Express Group

Email: Integrity@dimerco.com

Telephone: 886-2-2793-3399

Facsimile: 886-2-2792-7052

內部稽核長

中菲行國際物流集團

電子信箱: Integrity@dimerco.com

1. "Unless the DIMERCO Manual which violates an imperative or prohibitive provision of any local rules and regulations, all your act and omission shall follow the terms and conditions which have been specified in the DIMERCO Manual"; and
2. "The official text of this DIMERCO Manual shall be in the English. The DIMERCO Manual may contain a bilingual format and in the event of a conflict or inconsistency between the English and other language versions, the English version shall prevail".

電話：886-2-2793-3399

傳真：886-2-2792-7052

Chief Internal Auditor from CRPIA shall be held to the same obligations and standards as provided herein in Paragraph 4.11.

集團內部稽核長負責依前開第 4.11 條規定執行通報任務。

1. "Unless the DIMERCO Manual which violates an imperative or prohibitive provision of any local rules and regulations, all your act and omission shall follow the terms and conditions which have been specified in the DIMERCO Manual"; and
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