

佳世達科技隱私權政策

Privacy Policy of Qisda Corporation

1.簡介 Overview	1
2.個人資料蒐集/處理/利用目的與個資範疇 Scope of personal data and the purposes of collection/processing/use of personal data.....	2
3.個人資料分享限制 Restrictions on personal data sharing	3
4.個資當事人之權利與聯繫 Rights of the personal data subject and contact information...	4
5.個人資料之跨境傳輸 Cross-border transfer of personal data.....	6
6.個人資料保護 Protection of personal data	6
7.個人資料保留期間 Retention period of personal data.....	7
8.Cookies政策與類似技術 Cookies policy and similar technology	7
9.個資保護 Personal data protection	8
10.個資保護之內部管理機制 Internal management mechanism of personal data protection.	8
11.未成年人個資保護 Personal data protection for minors.....	9
12.隱私權更新 Update of this Privacy Policy.....	9

1.簡介 Overview

佳世達科技股份有限公司(以下稱為“本公司”或“我們”)對於您提供給我們的個人資料相當重視，並致力保護您的權利。在本隱私權政策中(以下稱為本政策)，我們將說明如何蒐集、使用和保護您的個人資料，以及讓您了解擁有哪些權利與如何行使這些權利。

為落實隱私權及個資保護，我們除要求自身之外，同時亦要求子公司、合資公司、供應商、承包商、外部顧問及協力廠商等依循本政策。

Qisda Corporation (hereinafter referred to as "the Company" or "we") puts great emphasis on the personal data you provide to us and is committed to protecting your rights. In this Privacy Policy (hereinafter referred to as "this Policy"), we will elaborate on how we collect, use and protect your personal data and let you know about the rights you possess and how to exercise them.

In addition to ourselves, we also require that our subsidiaries, joint ventures, suppliers, contractors, external consultants and third-parties comply with this Policy in order to implement privacy and personal data protection.

2. 個人資料蒐集/處理/利用目的與個資範疇 Scope of personal data and the purposes of collection/processing/use of personal data

本公司依各營運據點之隱私權保護相關法規與歐盟「一般資料保護規範(General Data Protection Regulation, GDPR)」之相關要求蒐集/處理/利用個人資料。

(1) 我們可能基於以下目的蒐集/處理/利用您的個人資料(包含但不限於)：

- 提供產品與服務及相關改善
- 溝通與行銷
- 管理本公司通訊/資訊/保全/人事系統
- 網站維護與溝通
- 招募與面試
- 履行法定義務
- 主張、行使或防禦法律上權利
- 依法協助公務機關執行法定職務之必要
- 執行其他佳世達營運管理之必要

(2) 基於上述目的，我們蒐集/處理/利用的個人資料範疇(包含但不限於)：包含姓名、性別、生日、身分證字號/護照、服務機構、職稱、電話、電子郵件、通訊地址、臉部照片、本公司網站Cookie 蒐集之資料、面試者學、經歷與資格證照，以及其他可以直接或間接辨識身分的相關資訊等。

(3) 針對各項目的蒐集之個人資料，我們進行嚴密的管控及保護，同時禁止使用於超越原特定目的之外的用途。

The Company collects/processes/uses personal data in accordance with the local privacy protection laws and regulations of each regional operation office, as well as the General Data Protection Regulation (GDPR) of the European Union.

(1) We may collect/process/use your personal data for the following purposes (including but not limited to):

- Providing products and services and related improvements
- Communication and marketing

- Managing our communication/information/security/human affairs systems
- Website maintenance and communication
- Recruitment and interview
- Fulfillment of legal obligations
- Asserting, exercising or defending legal rights
- When required, to assist government authorities in carrying out their legal duties
- When required, to perform the operations management of the Company

(2) For the above purposes, we collect/process/use the following personal data (including but not limited to): name, gender, date of birth, ID card/passport number, workplace, title, telephone number, email address, mailing address, face photo, information collected by cookies on our website, interviewee's educational and professional experience and qualifications and other relevant information that can directly or indirectly identify you.

(3) We take strict measures in controlling and protecting personal data collected for different purposes and prohibit any use for purposes other than those for which it was collected.

3.個人資料分享限制 Restrictions on personal data sharing

我們不會向第三方共享、出售、轉讓或以其他方式分享您的個人資料，除非基於法律或其他相關要求。在前述合法或基於相關要求的前提下，本公司有可能分享您的個人資料：

(1)基於法律要求或與保障法律權益等相關要求，提供個人資料給法律 / 司法等相關主管機關。

(2)您同意之對象(包括但不限於後列對象，例如佳世達集團公司或與佳世達共同行銷或合作推廣業務或交互運用客戶資料之公司等)。

(3)依本政策的規定，提供您的個人資料給本公司的付款服務機構、貨運公司，以及相關供應商等。

(4)已與本公司簽署保密協議並提供本公司顧問服務之外部專業人士，如會計師、律師、稽核人員、顧問等。

We will not share, sell, transfer or otherwise make your personal data available to third-parties except as required by law or other relevant demands. To the extent that the aforementioned conditions are met, we may share your personal data as follows:

- (1) To provide your personal data to legal/judicial authorities as required by law or in connection with the protection of legal rights.
- (2) To provide your personal data to whom you have consented (including but not limited to the latter, e.g. Qisda affiliate companies or companies with which Qisda jointly markets or cooperates in the promotion of its business or the reciprocal use of customer data).
- (3) To provide your personal data to our payment service providers, shipping companies and related suppliers in accordance with this Policy.
- (4) External professionals who have signed confidentiality agreements with us and provide consulting services to the Company, such as accountants, lawyers, auditors, consultants, etc.

4.個資當事人之權利與聯繫 Rights of the personal data subject and contact information

個資當事人享有以下的權利與主張，如果您想行使相關權利，或關於隱私權之相關疑義，請利用以下管道提出。

佳世達科技股份有限公司HR部門

333 桃園市龜山區山鶯路157號

電話：(03)359-8800

傳真：(03)359-9000

電子郵件：Grace.Wu@qisda.com

- (1)查閱個人資料。
- (2)提供資訊副本。
- (3)更正不正確之個人資料。
- (4)刪除個人資料。
- (5)停止蒐集、處理與利用個人資料。

(6)在可能的範圍內，以可使用以及機器可以判讀之形式，要求將您的個人資料移轉給其他控管人之權利。

(7)撤回同意處理資料之權利；此不影響撤回通知前處理該資訊的合法及正當性。

(8)針對各類或不同目的之個人資料蒐集，依各自分類取得同意；若有不同意之類別，則不得進行個人資料蒐集。

The personal data subject has the following rights. If you want to exercise your rights or have question about your rights, you can contact us at:

Qisda Corporation

Human Resources Department

No. 157, Shanying Road, Gueishan District, Taoyuan City, Taiwan 333, R.O.C.

Tel: (03)359-8800

Fax: (03)359-9000

E-mail: Grace.Wu@qisda.com

(1) Access to your personal data.

(2) To receive a copy of your personal data.

(3) To correct your personal data that is not accurate.

(4) To delete your personal data.

(5) To stop the collection, processing and use of your personal data.

(6) Request to transfer your personal data to other administrators to the extent possible and in a form that can be used and interpreted by a machine.

(7) To withdraw your consent to the processing of your personal data. Doing so does not affect the lawfulness and legitimacy of the processing of your personal data prior to the withdrawal.

(8) To obtain separate permission for the collection of personal data for each category or purpose. If the permission of a category is not given, then the data of such category should not be collected.

5.個人資料之跨境傳輸 Cross-border transfer of personal data

因本公司業務與服務具跨國性，本公司有可能會將您的個人資料傳輸到本公司集團內之其他公司或營運據點。資料傳輸規範將依各營運據點之隱私權保護法規與本政策規範進行。

(1)若本公司將您的個人資料傳送到第三地，且接收您的個人資料之人所在的國家未獲得歐盟適足性認定或類似認定時，本公司將採取適當之保護措施，例如與該接收方簽訂歐盟標準契約條款。

(2)若您直接移轉任何您的個人資料至歐洲經濟區以外的本公司關係企業時，本公司無法對該個人資料之傳輸負任何責任。

Due to the multinational nature of our business and services, we may transfer your personal data to other companies or regional operation offices within our group. The transfer of personal data will be governed by the privacy laws and local regulations of each regional operation office and this Policy.

(1) If the Company transmits your personal data to a third country and the recipient of your personal data is located in a country that does not have EU adequacy decision or similar approval, the Company will take appropriate protective measures, such as entering into EU standard contractual terms with the recipient.

(2) If you transfer any of your personal data directly to our affiliates outside the EEA, we cannot be held responsible for the transfer of that personal data.

6.個人資料保護 Protection of personal data

我們採取所有必要的技術與安全防護措施與依循ISO 27001的精神，確保個人資料的安全性，相關安全維護措施如下：

(1)使用安全之資料傳輸及儲存設備，如以安全加密方式(SSL、HTTPS等)進行個資傳輸及建立防火牆。

(2)對個資進行分級分類管理，訂定個資保密等級，確保個資於蒐集、處理及利用不逾越特定目的，亦不會被未經授權者使用。

We take all the necessary technical and security measures and follow the objective of ISO 27001 to ensure the security of personal data. The relevant security maintenance measures include:

(1) Use of secure data transmission and storage devices, such as secure encryption (SSL, HTTPS, etc.) for personal data transmission and firewalls.

(2) Classification and management of personal data and establishment of confidentiality levels to ensure that personal data is not collected, processed or used for any purpose other than that for which it was collected, processed or used, and that it is not used by unauthorized persons.

7.個人資料保留期間 Retention period of personal data

本公司致力採取合理措施以確保為達成目的之必要期間內處理您的個人資料。若未特別約定，個人資料保存期限以五年為限，若有其他特別規定，將依其約定期限予以保留。

The Company is committed to taking reasonable measures to ensure that your personal data is processed for as long as necessary to achieve the purposes for which it was collected. If not specifically agreed, personal data will be retained for a period of five years or, if otherwise specified, for the period agreed.

8.Cookies政策與類似技術 Cookies policy and similar technology

在Cookie中，我們會使用「追蹤識別碼 (TrackID)」來追蹤訪客的行為，如追蹤訪客的網頁瀏覽、停留時間、裝置訊息等資訊作為網站內容調整的參考。我們亦會使用其他的分析服務，來分析訪客的線上行為來作為網站整理瀏覽數據的參考。多數瀏覽器上皆可由其使用者刪除或阻擋cookies，或變更使用習慣，您也可以從瀏覽器的設定中允許或拒絕cookies。

We use "TrackID" in cookies to track visitor behavior, such as tracking visitor's web browsing history, time spent, device information and other information as a reference for adjustment of website content. We also use other analytics services to analyze visitors' online behavior as a reference for generating browsing data on our website. Most brows

ers allow users to delete or block cookies or change their usage habits. You can change the browser setting to allow or reject cookies.

9.個資保護 Personal data protection

本公司運用合理的行政管理、科學技術、人事組織及物理性方法保護您的個人資訊，使其不致遺失、遭竊及未經授權後使用或修改，我們並持續更新及測試我們保密技術。

We adopt reasonable administrative, technical, organizational and physical measures to protect your personal data from loss, theft, unauthorized use or modification and we continually update and test our privacy protection technologies.

10.個資保護之內部管理機制 Internal management mechanism of personal data protection

(1)基於本公司對於隱私權保護之重視，若發生違反事件，我們採取零容忍政策，並視情節輕重對違反人員進行懲處與法律行動。

(2)為強化與落實隱私權保護，隱私權及保護為本公司風險管理範疇之一，並訂有風險管理政策與風險管理委員會，作為依循原則並進行監督管理。

(3)本政策之內容由品質管理系統處進行修訂，並由法務單位進行管理機制之推動。

(1) Since we care about privacy protection, we adopt a zero-tolerance policy in the event of a breach and will punish and take legal action against the violator depending on the severity of the situation.

(2) In order to strengthen and implement privacy protection, privacy rights and its protection is recognized as one of the risk management areas by the Company. A risk management policy has been established as the principle to follow and a risk management committee have been formed for supervision the management.

(3) The contents of this Policy shall be revised by Quality Management Department and review of the promotion of the management mechanism shall be conducted by Legal Department.

11. 未成年人個資保護 Personal data protection for minors

倘未成年人於使用本公司相關服務有同意我們蒐集、利用及處理其個人資料時，應在法定代理人或監護人之同意下為之。其法定代理人或監護人得隨時請求本公司終止該未成年人之服務，或行使本隱私權政策第5、6條之當事人權利。

If a minor consents to the collection, use and processing of his/her personal data through the use of our services, he/she should do so with the consent of his/her legal representative or guardian. The legal representative or guardian may at any time request the Company to terminate the services of the minor or to exercise the rights of the data subject as set forth in sections 5 and 6 of this Policy.

12. 隱私權更新 Update of this Privacy Policy

我們將盡最大的努力確保本政策之合法性與準確性，因此隨時有可能更新我們的內容。我們將保留隨時更改的權利，建議定期瀏覽以了解最新內容。

We make every effort to ensure the legality and accuracy of this Policy and therefore may update it at any time. We reserve the right to make changes at any time and recommend that you check back regularly for the latest content.