

美利達工業股份有限公司「零招聘費用政策」

- 一、 本公司奉行「零招聘費用」原則，即在聘用外籍移工過程中，外籍移工無需支付任何招聘相關登記介紹費用給本公司或任何招聘代理或仲介機構。
零招聘費用原則涵蓋輸出國與接收國之招聘、僱用、處理、交通及持續管理等相關費用。
- 二、 本公司將負責監督與本公司有合作關係的招聘或仲介機構，確保其不得向外籍移工收取任何招聘相關費用。若發現其違反本政策或相關法令，本公司有權要求該機構立即償還向移工收取的費用，並暫停與該機構進行任何後續合作，直至糾正為止。
- 三、 本政策自 2025 年 10 月 1 日起生效，並適用於本公司所有外籍移工招募、聘僱或續聘案。此外，本公司將定期檢討並更新本政策，以符合法令或主管機關之最新規範。

Zero Recruitment Fee Policy

1. Our company adheres to the principle of “Zero Recruitment Fees”, which means that during the hiring process of foreign migrant workers, they are not required to pay any recruitment-related fees to our company or to any recruitment agency or intermediary. The “Zero Recruitment Fee” principle covers all recruitment, employment, processing, transportation, and ongoing management costs incurred both in the labor sending country and the labor receiving country.
2. Our company shall be responsible for monitoring all recruitment or intermediary agencies that cooperate with us to ensure that no recruitment-related fees are charged to foreign migrant workers. If any violation of this policy or relevant laws and regulations is discovered, our company reserves the right to demand the immediate reimbursement of any fees collected from workers and to suspend further cooperation with the agency until corrective actions are completed.
3. Our company will periodically review and update this policy to ensure compliance with the latest laws and regulatory requirements.