

# 台灣大哥大股份有限公司 Taiwan Mobile Corp.

## 盡職調查流程 Due Diligence Procedure

### A) 評估範圍：涵蓋公司所有部門及主要子公司

Investigate scope : all departments

### B) 追蹤國際人權規範、國內法令：

- 追蹤國際規範：持續關注國際及產業人權議題發展趨勢等。· 如 UNGC Human Rights Principles, GeSI...
- 追蹤國內法令：持續關注國內人權相關報告，法令法規，如勞基法、性別平等法、勞安相關規定....；並參考申訴管道、實際訪談，議題涵蓋面向包含基本人權、工作環境、身心安全...等，
- 依前述規範/法令之要求，調整本公司的人權承諾及做法。

### B) track International human rights norms Domestic law


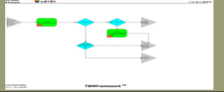
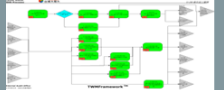


- Tracking international norms: Continue to focus on trends in international and industrial human rights issues. , such as the UNGC Human Rights Principles, GeSI...
- Tracking domestic laws and regulations: Continue to pay attention to domestic human rights related reports, laws and regulations, such as Labor law, Gender equality law, and Labor safety regulations....; and refer to the complaints channel and actual interviews. The topics cover basic human rights, work environment, and mind and body. Security...etc.
- Adjust the company's human rights commitments and practices in accordance with the requirements of the aforementioned norms/decrees.






### C) 人權議題鑑別與排序：

- 檢視公司價值鍊，辨識可能的人權議題「利害關係人」，包含供應商、員工、客戶...等，並包含特定及弱勢族群
- 與對應責任部門和利害關係人討論，確認針對不同利害關係人，具重大負面衝擊的人權議題為何 (salient human right issues)

### C) Identification and sequencing of human rights issues

- Review related value chain in company, to find out possible 'interested party' . Include suppliers, employee, customers, and so on, especially vulnerable groups
- Discuss with the corresponding responsible departments and 'interested parties' , confirmation for different 'interested parties' , what are the salient human rights issues that have a major negative impact?

國際現況及發展趨勢				
議題鑑別	基本人權	工作環境	身心安全	.....
利害關係人(價值鏈)				
供應商				
員工				
客戶				
社會大眾				



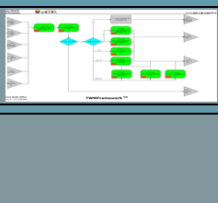
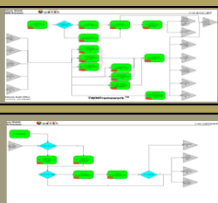
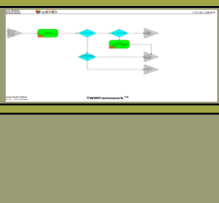
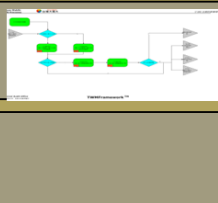
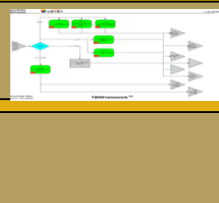
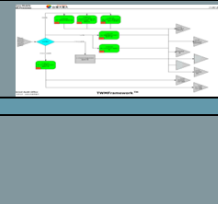
International and Industrial human rights Issues and development trend				
Issue identification on	basic human rights	working environment	safety of body and spirit	.....
interested party (Value Chain)				
suppliers				
employee				
customers				
Community				

D) 人權議題管理措施：

- 責任部門：依鑑別出的議題，找出與各「利害關係人」有相關業務的部門，如採購、人資、勞安/資安、行銷等。
- 召開跨部門小組會議，討論各單位因應各人權議題進行的管理規劃、對應的管理目標及可能的補償措施，並辨識是否有需加強管理之議題。

D) Human rights issues management measures：

- Responsible department：Based on identified issues, find out the department that has business relevant to 'interested party'. Such as procurement, human resources, labor safety / security, marketing and so on.
- Hold some meeting to discuss the projects and actions that related to human rights issue, corresponding management objectives and possible compensation measures, and identify whether the need to strengthen the management of the issue.

		議題鑑別			
管理措施		基本人權	工作環境	身心安全	.....
責任部門	採購				
	人資				
	勞安、資安				
	行銷				
	.....				

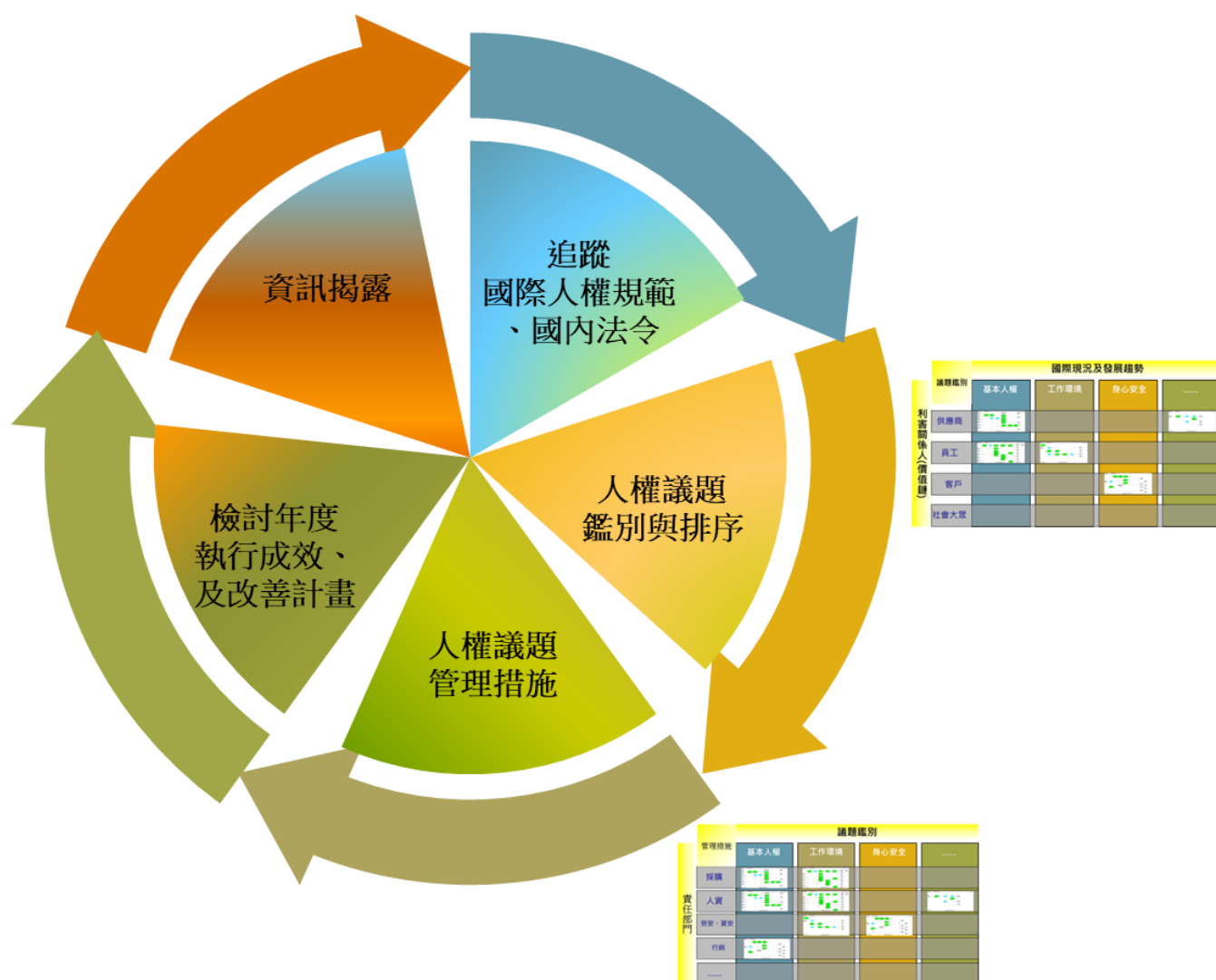
		Issue identification			
Responsible department	Management measures				.....
	procurement				
	HR				
	labor safety / security				
	marketing				
	.....				

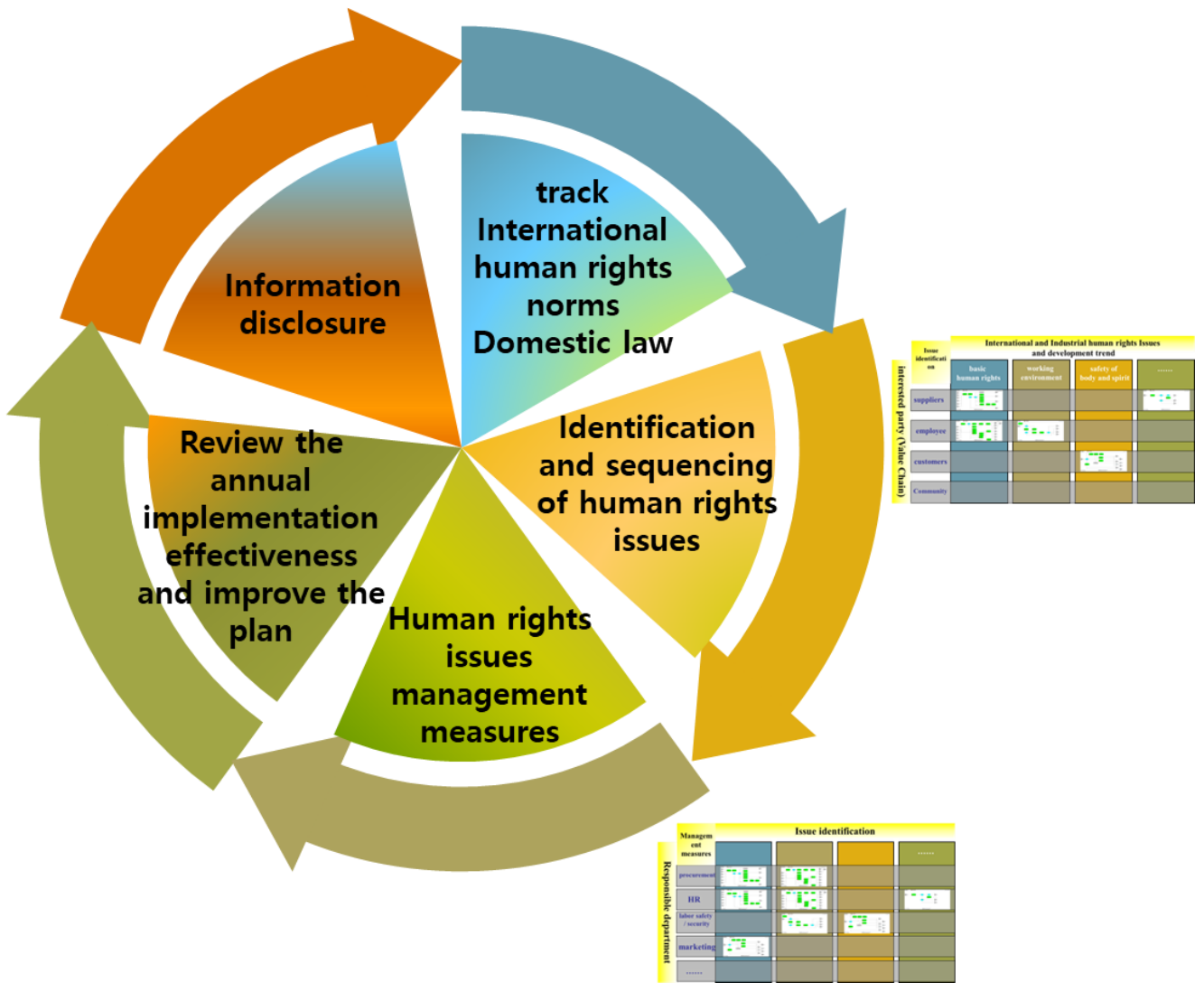
E) 檢討年度執行成效、及改善計畫

- 檢視人權議題管理績效，檢討是否需改善管理措施，以及是否有需執行補償措施。
- 彙整成盡職調查報告，並做為隔年改進參考。
- 每年依上述流程，定期檢討。

E) Review the annual implementation effectiveness and improve the plan

- View human rights issues management performance, to review the need for improved management measures and the need for compensation measures.
- Consolidate into due diligence report and as a reference for improvement over the next year
- Follow the same process to review human rights related issue every year.





**F) 資訊揭露**

- 每年公開揭露人權議題辨識流程、辨識出的重大人權議題，其衝擊之對象和因應措施
- 若有採取補救措施，亦公開說明

**F) Information disclosure**

- Each year, public disclosure of human rights issues identification process, identified significant human rights issues, the impact of the object and the response measures
- If there are remedial measures, also openly stated