



DJSI人權議題
DJSI human rights issues

2022.3.7



人權議題列表 List of Human Rights Issues

人權議題 Human Rights Issues

個資與隱私保護 Personal Data and Privacy Protection

不歧視與反騷擾 Non-discrimination and anti-harassment

童工 Child Labor

孩童保護 Child Protection

職場健康 Workplace Health

母性健康保護 Maternal Health Protection

工作與勞動條件保障 Guarantee of Job and Labor Conditions

強迫勞動 Forced or Compulsory Labor

人身自由與安全 Personal Freedom and Safety

言論與表達自由 Freedom of Speech and Expression

集會與結社自由 Freedom of Assembly and Association

科技包容性 Technology Inclusiveness

社區居住品質 Living Quality

文化保護 Cultural preservation



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人權議題 Human Rights Issues	情境說明 Situation statement	價值鏈 Value Chain		
		自身營運 Own Operation	上游 Upstream	下游 Downstream
個資與隱私權保護 Personal Data and Privacy Protection	<ul style="list-style-type: none"> 公司或供應商未遵守資安規定，導致客戶或員工個資或隱私遭無故洩漏或盜用 公司或供應商蒐集、處理或利用客戶或員工個資時，不符合個資法或相關資安規定 	○	○	○
童工 Child Labor	<ul style="list-style-type: none"> 公司或供應商未依勞基法等規定僱用童工 	○	○	
孩童保護 Child Protection	<ul style="list-style-type: none"> 公司或供應商提供之產品或服務，未依法令分級或提供適當的兒少保護措施 			○
不歧視及反騷擾 Non-discrimination and anti-harassment	<ul style="list-style-type: none"> 員工招募、僱用、晉升、給薪或獎懲時，因性別、種族、身障、國籍或宗教等因素遭受歧視（包括未依法足額進用身障人士） 公司或供應商提供產品或服務時，因性別、種族、身障、國籍或宗教等因素給予用戶不當差別待遇 公司未建立防治員工、客戶遭性騷擾之適當措施 	○	○	○
職場健康 Workplace Health	<ul style="list-style-type: none"> 公司或供應商未依法提供適當安全衛生設備及措施，防止各類職場安全危害（包括物理、化學、生物及其他危害因子） 公司或供應商未設置提供足夠的安全衛生教育訓練而引發工安事件 公司或供應商未配合政府採取適當防疫措施，導致員工染疫 	○	○	
母性健康保護 Maternal Health Protection	<ul style="list-style-type: none"> 公司或供應商未依法給予員工產假、陪產假及育嬰假 公司或供應商未依法實施保護懷孕或哺乳期女性員工或育兒支持之措施 	○		

*盡責調查涵蓋的弱勢群體 vulnerable groups covered by the due diligence

- Own operation: all employees, including women (female employees during pregnancy and less than one year after delivery), people with disabilities, indigenous people, and migrant workers.
- Upstream: third-party employees, children, indigenous people, migrant workers, people with disabilities.
- Downstream: elderly people, children, people with disabilities, indigenous people, migrant workers, and local communities (all groups in the company's office building and facilities (computer room, base station) and near the location).



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工作與勞動條件保障 Guarantee of Job and Labor Conditions	<ul style="list-style-type: none"> 公司或供應商的工作環境或勞動條件（如工資、工時、健康安全等）不合法定基本要求 公司或供應商違法或不當使用其他勞動契約（如契約工、派遣人員、外勞等）損害勞動權益 公司或供應商未替同仁依法投保相關保險 	○	○	
強迫勞動 Forced or Compulsory Labor	<ul style="list-style-type: none"> 公司或供應商未制定不強制勞動、不超時工作、依法給付加班費等勞動管理措施 公司或供應商涉及勞力剝削（如扣留身分證件）等非法人口販運行為 	○	○	
人身自由與安全 Personal Freedom and Safety	<ul style="list-style-type: none"> 員工在工作場所遭受暴力（如肢體、言詞或精神暴力）、脅迫或恐嚇等，危害員工人身自由或安全 	○		
言論與表達自由 Freedom of Speech and Expression	<ul style="list-style-type: none"> 公司未設置有效溝通管道讓員工發表意見 員工被公司要求上班無法參與政府舉辦之投票 	○		
集會與結社自由 Freedom of Assembly and Association	<ul style="list-style-type: none"> 公司禁止或妨礙員工成立各類團體，或參與其活動 公司對參與特定團體或參加合法集會的員工，給予不當差別待遇 	○		

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科技包容性 Technology Inclusiveness	<ul style="list-style-type: none"> 公司未能提供多元社會族群便利使用之產品和服務 			○
社區居住品質 Living Quality	<ul style="list-style-type: none"> 公司或供應商未依法採取各類防止環境汙染（如空氣、水、土地等）之適當措施，對社區產生負面影響 公司或供應商未採行資源回收或事業廢棄物管理之適當措施 公司或供應商未採行可降低汙染氣體排放與噪音措施 		○	○
文化保護 Cultural preservation	<ul style="list-style-type: none"> 公司或供應商之營業活動或建設，破壞其地上或地下之文化資產，對當地社區產生負面影響 			○

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Thank You