



台灣大哥大
Taiwan Mobile

台灣大哥大「人權議題」列表

Taiwan Mobile's Human Rights Issues

2025



Taiwan Mobile 人權議題列表 List of Human Rights Issues

項目 Item	人權議題清單 List of Human Rights Risk Issues	2025 重點檢視 Targeted Review of Relevant Legal and Regulatory Updates (2025)
A	個資與隱私保護 Personal Data and Privacy Protection	政府修正「資通安全管理法」，現有情境可涵蓋。The Government amended the law “Cyber Security Management Act”,The existing situation statement remains fully applicable.
B	童工 Child Labor	-
C	孩童保護 Child Protection	-
D	不歧視與反騷擾 Non-discrimination and anti-harassment	-
E	職場健康 Workplace Health	-
F	母性健康保護 Maternal Health Protection	-
G	工作與勞動條件保障 Guarantee of Job and Labor Conditions	政府調升基本工資金額，現有情境可涵蓋。The government Increase in the minimum wage. The existing situation statement remains fully applicable.
H	強迫勞動 Forced or Compulsory Labor	各項法令、法規無變動，目前無需調整。As there were no changes to the relevant laws and regulations, no adjustments are currently required.
J	人身自由與安全 Personal Freedom and Safety	政府修正「執行職務遭受不法侵害預防指引」，現有情境可涵蓋。The Government amended the law “Guidelines for the Prevention of Unlawful Infringement in the Performance of Duties (4th Edition)“, The existing situation statement remains fully applicable.
K	言論與表達自由 Freedom of Speech and Expression	-
L	集會與結社自由 Freedom of Assembly and Association	-
M	科技包容性 Technology Inclusiveness	-
N	社區居住品質 Local communities Living Quality	-
P	文化保護 Cultural preservation	-
Q	生物多樣性 Biodiversity	-



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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
A	個資與隱私權保護 Personal Data and Privacy Protection	● 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 The company or supplier fails to comply with information security regulations, resulting in the unauthorized disclosure or theft of customer or employee personal information or privacy ● 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 When the Company or its suppliers collect, process or use the personal information of customers or employees, it does not comply with the Personal Information Law or relevant information security requirements	○	○	○
B	童工 Child Labor	● 公司或供應商未依勞基法等規定僱用童工 The company or supplier does not employ child labor in accordance with the provisions of the Labor Standards Act, etc	○	○	
C	孩童保護 Child Protection	● 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 The products or services provided by the company or suppliers are not graded by law or provide appropriate child protection measures			○
D	不歧視及反騷擾 Non-discrimination and anti-harassment	● 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) Discrimination on the basis of gender, race, disability, nationality, or religion in recruitment, hiring, promotion, salary, or punishment of employees (including failure to adequately employ persons with disabilities in accordance with the law) ● 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 When the company or supplier provides products or services, it improperly discriminates against users based on factors such as gender, race, disability, nationality, or religion ● 公司未建立防治員工、客戶遭性騷擾之適當措施 The Company has not established appropriate measures to prevent sexual harassment of employees and customers	○	○	○

*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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E	職場健康 Workplace Health	● 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) The company or suppliers fail to provide appropriate safety and health equipment and measures in accordance with the law to prevent various workplace safety hazards (including physical, chemical, biological and other hazards) ● 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 The company or supplier fails to provide adequate safety and health education and training, resulting in industrial safety incidents ● 公司或供應商未配合適當自主健康管理，導致員工傳染病群聚感染。 The company or suppliers do not cooperate with appropriate self-health management, resulting in clusters of infectious diseases among employees.	○	○	
F	母性健康保護 Maternal Health Protection	● 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 The Company or its suppliers have not implemented measures to protect pregnant or lactating female employees or to support childcare in accordance with the law	○		
G	工作與勞動條件保障 Guarantee of Job and Labor Conditions	● 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)不符合法定基本要求 The working environment or working conditions (e.g. wages, working hours, health and safety, etc.) of the company or supplier do not meet the basic legal requirements ● 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、移工等)損害勞動權益 The company or its suppliers illegally or improperly use other labor contracts (such as contract workers, dispatched workers, migrant workers, etc.) to harm labor rights and interests ● 公司或供應商未替同仁依法投保相關保險或提撥退休金 The company or the supplier has not taken out the relevant insurance or made a pension for the employee in accordance with the law	○	○	

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H 強迫勞動 Forced or Compulsory Labor	- 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 The company or its suppliers have not formulated labor management measures such as non-forced labor, no overtime work, and overtime pay in accordance with the law - 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 Companies or suppliers are involved in illegal human trafficking practices such as labor exploitation, such as withholding identity documents	○	○	
J 人身自由與安全 Personal Freedom and Safety	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 Violence (e.g. physical, verbal or psychological violence), coercion or intimidation to which an employee is subjected in the workplace that endangers the employee's physical freedom or safety	○		
K 言論與表達自由 Freedom of Speech and Expression	- 公司未設置有效溝通管道讓員工發表意見 The company did not set up effective communication channels for employees to express their opinions - 員工被公司要求上班無法參與政府舉辦之投票 Employees are asked to work by the company and are not allowed to participate in government-sponsored voting	○		
L 集會與結社自由 Freedom of Association and Collective Bargaining	- 公司禁止或妨礙員工成立各類團體，或參與其活動 The Company prohibits or hinders employees from forming various groups or participating in their activities - 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 The company treats employees who participate in certain groups or participate in legal gatherings unduly discriminatory	○		

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M 科技包容性 Technology Inclusiveness	● 公司未能提供多元社會族群便利使用之產品和服務 The company fails to provide products and services that are convenient for diverse social groups			○
N 社區居住品質 Local communities Living Quality	● 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 The company or suppliers fail to take appropriate measures to prevent environmental pollution (such as air, water, land, etc.) in accordance with the law, which has a negative impact on the community ● 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 The Company or its suppliers have not adopted appropriate measures for resource recovery or industrial waste management ● 公司或供應商未採行可降低汙染氣體排放與噪音措施 The company or supplier has not adopted measures to reduce pollutant emissions and noise		○	○
P 文化保護 Cultural preservation	● 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 The business activities or construction of a company or supplier that destroys its cultural assets, both above and below ground, and negatively affects the local community			○
Q 生物多樣性 Biodiversity	● 公司在重要生物多樣性地區(如森林、海岸、濕地、國家公園等)或其附近從事營運活動，致有害於保護生物多樣性及零毀林承諾 The Company engages in operations in or near Important Biodiversity Areas (e.g., forests, coasts, wetlands, national parks, etc.) that are detrimental to biodiversity conservation and zero deforestation commitments		○	○

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Thank You