

Regulations Governing Anti-discrimination and Anti-harassment of Chunghwa Telecom

Approved on May 5, 2021
Amendment to Article V on September 22, 2021

I. Regulations Statement:

Chunghwa Telecom endeavors to build a harmonious working environment and prevent illegal discrimination and harassment. We tolerate and are friendly to each person we are associated with. In the working environment of Chunghwa Telecom, each and every employee can work at ease, put their talent in good use, while be free from discrimination or any form of violence and be treated with due respect fairly with equal opportunities. Any harassment or discrimination, illegal or not, carries the potential impact to the individual involved, the group, and even the enterprise. Therefore, Chunghwa Telecom is committed to no tolerance. We set up unimpeded grievance channels for internal employees or external personnel to submit complaint for any issue encountered.

II. Anti-discrimination: We tolerate not any form of illegal discrimination. Discrimination refers to discrimination, harassment, or unfair treatment due to race, gender, religious belief, age, political inclination, or any condition protected by the pertaining laws and regulations.

III. Anti-harassment: We forbid any form of harassment. Harassment refers to an act by an individual that leads to terror, fear, or distress in another individual that may violates the dignity of the latter, or creates an unfavorable working environment for the violated individual. An act of harassment comes in many forms, including but not limited to:

- Threatening or intimidating behavior;
- Insulting, belittling, or bullying behavior;
- Negative language, comment, or non-verbal body movement that is abusive or insulting; or
- Physical contact, such as offensive or malicious touch or stalking behavior.

IV. Sexual harassment prevention and correction: To create a working environment of gender harmony that is respectful and fair, Chunghwa Telecom enacted relevant definitions and handling procedures:

- Written Statement of No Sexual Harassment by Chunghwa Telecom Co., Ltd.
- Disposal Directions for Prevention and Complaint handling against Sexual Harassment in Chunghwa Telecom Co., Ltd.

V. Report, Investigation, and Handling

Means to report for violation are as follows, which is handled by the Organization and Talent Development Department of Chunghwa Telecom.

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e-mail: chthr@cht.com.tw

Upon receiving report or complaint over violation, Chunghwa Telecom is to examine prudently that may lead to investigation. Where a violation is established, proper measures will be taken to rectify the violation. Chunghwa Telecom shall take disciplinary action against the perpetrator in line with the regulations while forbids any retaliatory action against the whistleblower.

Considering the nature of privacy and confidentiality in cases of this kind, all records of complaint, investigation, and handling thereof are to be kept confidential. Hence, Chunghwa Telecom does not disclose relevant information or disciplinary action with the individual(s) involved; however, certain de-identified information may be disclosed on the regular promotion of employee conduct.