

Human Rights Policy

Chunghwa Telecom supports and voluntarily abides by internationally recognized human rights conventions, including "Universal Declaration of Human Rights", United Nations Global Compact", "United Nations Guiding Principles on Business and Human Rights", human rights framework and spirit of "International Labor Organization guiding principles," human rights promotion assessment and other internal due diligence work, thereby strengthening the human rights awareness of internal colleagues and stakeholders.

Chunghwa Telecom's Human Rights Policy is applicable for the Chunghwa Telecom and its affiliated organizations. In addition, the same standard shall apply for Chunghwa Telecom's suppliers to meet expectations in line with the policy spirit and basic principles.

According to the management items and characteristics of Chunghwa Telecom, we are particularly concerned about the following human rights and have proposed corresponding policies to facilitate the promotion of internal action plans to be integrated into the corporate culture and value chain:

We are committed to providing employees with a dignified and safe work environment. We shall implement hiring diversity, fair salary and promotion opportunities and keep employees from discrimination, harassment or unfair treatment due to race, gender, skin color, nationality, religion, age, political inclination and other situations protected by applicable laws.

We abide by the relevant laws and regulations to continue to improve work environmental safety and health conditions through various preventive measures and protective equipment. We are also committed to reducing the risk of occupational hazards and prohibiting any form of forced labor and child labor, in order to protect the physical and mental health of employees.

We encourage our employees to organize and join legitimate unions in order to protect their own working rights. Chunghwa Telecom shall continue to maintain unobstructed channels for employees to express their opinions thereby safeguarding the employees' interests and making an effort to promote harmonious labor relations.

To serve business owners, Chunghwa Telecom protects consumers and the clients' private life from infringement by others and to ensure autonomous control of personal information, we have established a complete customer personal information protection and management system review mechanism to maintain a client's privacy and interests.

We are concerned about whether our products and services promote welfare and we are committed to shortening the digital gap, creating digital opportunities, and letting more people receive adequate and fair opportunities to access education through digital technology, thus improving the quality of life. In addition, we also try to ensure uninterrupted communications when a disaster occurs to safeguard people's property and life.



General Manager

11 March, 2014