

## Written Statement of No Sexual Harassment by Chunghwa Telecom Co., Ltd.

Promulgated pursuant to CHT-HR-II Letter No. 0950001344 of Chunghwa Telecom on August 2, 2006

Amended pursuant to CHT-HR-II Letter No. 0970000528 of Chunghwa Telecom on April 9, 2008

Pursuant to Article 13 of Act of Gender Equality in Employment, Article 7 of Sexual Harassment Prevention Act, Article 4 of Regulations for Establishing Measures of Prevention, Correction, Complaint and Punishment of Sexual Harassment at Workplace, and Article 4 of Regulations of Sexual Harassment Prevention, Chunghwa Telecom Co., Ltd. (referred to as “the Company” hereinafter) hereby promulgates the Written Statement of No Sexual Harassment.

1. The Company commits to protection of employees from sexual harassment, establishment of friendly working environment, and improvement of gender equality awareness of supervisors and employees so as to prevent any incident of sexual harassment.
2. The Company commits to encouragement to its personnel to participate in education and trainings pertaining to sexual harassment prevention and correction.
3. The Company commits to taking immediate, effective measures of correction and remediation in the event of actual or suspected sexual harassment.
4. The Company commits to stipulation of directions governing sexual harassment prevention and appeal management as well as establishment of sexual harassment appeal channels across the first- and second-level institutions to assist sexually harassed employee to submit appeals or undertake legal proceedings.
5. The Company commits to principles of confidentiality, objectivity, impartiality, and equality in handling sexual harassment appeals, acute detection of any power inequality with parties involved, and adoption of proper investigative measures to reveal truth and avoid a second harm to the victim therein.
6. The Company forbids any retaliatory actions or improper differential treatment to employee who is involved in sexual harassment, files an appeal about sexual harassment, or assists others in appeal filing or investigation.
7. The Company commits to appropriate disciplinary actions or other actions to perpetrator for any verified sexual harassing conduct as well as tracking, review, and supervision of the perpetrator to prevent any sexual harassment or retaliatory action that follows.
8. It is a duty for each and every one to prevent and correct sexual harassment; all employees on the Company are liable to ensure a sexual-harassment-free working environment.

The Headquarters's sexual harassment appeal channels are as follows:

Tel: (02)23443668

Fax: (02)23570007

E-mail: [chthr@cht.com.tw](mailto:chthr@cht.com.tw)

Northern Taiwan Business Group sexual harassment appeal channels are as follows:

Tel: (02)23442522

Fax: (02)23960664

E-mail: [hrchtn@cht.com.tw](mailto:hrchtn@cht.com.tw)

Southern Taiwan Business Group sexual harassment appeal channels are as follows:

Tel: (07)3443212  
Fax: (07)3443190  
E-mail: hrn@cht.com.tw

Enterprise Business Group sexual harassment appeal channels are as follows:

Tel: (02)23266814  
Fax: (02)23266832  
E-mail: ebg-hr@cht.com.tw

Mobile Business Group sexual harassment appeal channels are as follows:

Tel: (02)33166061  
Fax: (02)23569440  
E-mail: human@cht.com.tw

International Business Group sexual harassment appeal channels are as follows:

Tel: (02)23443904  
Fax: (02)23224081  
E-mail: hr6060@cht.com.tw

Data Communications Business Group sexual harassment appeal channels are as follows:

Tel: (02)23442619  
Fax: (02)23924735  
E-mail: ps@cht.com.tw

Telecommunication Laboratories sexual harassment appeal channels are as follows:

Tel: (03)4244251 、 (03)4245252  
Fax: (03)4205250  
E-mail: hanlan@cht.com.tw

Telecommunication Training Institute sexual harassment appeal channels are as follows:

Tel: (02)29639533  
Fax: (02)29554144  
E-mail: csh48325@cht.com.tw