



Table of human right risk structure

對象 Target	政策 Policy	易受影響族群 Vulnerable group	議題 Topic	減緩措施 Mitigation measures	監督機制 Supervision measures
員工 Employee	1. AUO 人權政策 AUO Human Rights Policy 2. AUO 永續政策 AUO Sustainability Policy	1. 直接員工 Direct employees 2. 外籍員工 Foreign staff 3. 青年勞工 (未成年工) Youth employees (child / underage labor) 4. 身心障礙者 (disabled people) 5. 原住民 (Indigenous people)	1. 歧視 Discrimination 2. 性騷擾 Sexual harassment 3. 職場安全健康 Occupational safety and health 4. 結社自由 Freedom of association 5. 薪資福利 Remuneration and welfare 6. 個資風險 Personal information risks 7. 自由選擇職業 Freedom of job selection 8. 工時 Work hours	1. 建立管理辦法 - 針對已鑑別人權議題建立招募、溝通、性騷擾防治及資訊保護等相關機制 Establishing management regulations - Systems for recruitment, communication, prevention of sexual harassment, and information protection were established for human rights issues that were already identified. 2. 教育訓練 Training (1) 人權議題列入新人訓必訓、管理訓課程 Human rights issues were included within mandatory training for newly hired staff and management training. (2) 每年舉辦健康大師講座 Seminars from health professionals were provided every year 3. 宣導與溝通 Promotion and communication (1) 合理工時文化宣導 Promote a culture for reasonable work hours (2) 提供多元溝通管道 Provide diverse communication channels (3) 每年舉辦個資宣導月 Organize a promoting personal information protection month every year (4) 每年舉辦健康促進活動 Organize health promoting activities every year (5) 年度利害關係人關切議題調查 Investigate topics of concern by stakeholders for the year 4. 系統管理 System management (1) PTMS 系統機制 PTMS system	1. 永續委員會 Sustainability Committee 2. 個資委員會 Personal Information Committee 3. 資安委員會 Information Security Committee 4. 安全衛生委員會 Health and Safety Committee



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				(2) 合理工時文化管理系統 Management System for a Culture of Reasonable Work Hours 5. 稽核評鑑 Audit and assessment	
關係企業 Affiliated businesses		關係企業 Affiliated businesses	1. 商業機密外洩 Leakage of trade secrets	1. 建立管理辦法 - 針對已鑑別人權議題建立資訊保護等相關機制 Establishing management regulations - Systems related to information security were established for human rights issues that were already identified.	資安委員會 Information Security Committee
合作夥伴 Partners		合作夥伴 (供應商/外包商/承攬商) Partners (suppliers / vendors / subcontractors)	1. 歧視 Discrimination 2. 性騷擾 Sexual harassment 3. 薪資福利 Remuneration and welfare 4. 職場安全健康 Occupational safety and health 5. 個資風險 Personal information risks 6. 自由選擇職業 Freedom of job selection	1. 建立管理辦法 - 針對已鑑別人權議題建立溝通及年度稽核等相關機制 Establishing management regulations - Systems related to communication and annual audits were established for human rights issues that were already identified. 2. 宣導與溝通 Promotion and communication (1) 供應商大會宣導 Announcements during supplier meetings (2) 行為準則聲明書簽署 Signing of declarations for upholding the code of conduct (3) 誠信守則簽署 Signing of code of business conduct and ethics (4) 資安保密協定簽署 Signing of information security agreements	永續委員會 Sustainability Committee



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				3. 每年供應商風險自評 Conduct annual supplier risk self-assessments 4. 每年稽核供應商是否落實人權政策 Annually audit suppliers to verify proper implementation of human rights policies	
客戶 Customers		客戶 Customers	1. 商業機密外洩 Leakage of trade secrets 2. 個資風險 Personal information risks 3. 智慧財產權 Intellectual property rights	1. 建立管理辦法 - 針對已鑑別人權議題建立資訊保護等相關機制 Establishing management regulations - Systems related to personal information protection were established for human rights issues that were already identified. 2. 風險評估 Risk Assessment (1) 客戶滿意度調查 Customer satisfaction survey (2) 年度利害關係人關切議題調查 Investigate topics of concern by stakeholders for the year 3. 舉辦教育訓練及宣導活動 Hold training and promotion activities 4. 保密合約/NDA 簽訂 Signing of confidentiality agreements / NDAs	永續委員會 Sustainability Committee 個資委員會 Personal Information Committee 資安委員會 Information Security Committee
社區 Community		1. 臨近廠房 Nearby factories 2. 下游農民 Downstream farmers 3. 周遭居民 Surrounding residents	1. 放流水汙染 Pollution caused by discharges 2. 異味飄散 Spread of abnormal odor 3. 低頻噪音 Infrasound noise 4. 弱勢關懷 Care for the underprivileged	1. 建立管理辦法 - 針對已鑑別人權議題建立定期監測、溝通及汙染防治等相關機制 Establishing management regulations - Systems related to regular monitoring, communication, and prevention of pollution were established for human rights issues that were already identified. 2. 預防及改善措施 Preventive and corrective measures (1) 環境風險評估 Environmental risk assessments (2) 廢水全回收工程	永續委員會 Sustainability Committee 安全衛生委員會 Health and Safety Committee 年度管理審查會議 Annual management review meetings



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				Complete wastewater recycling project (3) 檢測及通報 Testing and notification 3. 宣導與溝通 Promotion and communication (1) 加強鄰里拜訪 Improve neighborhood visits (2) 利害關係人反饋意見(NGO、鄰里居民)調查 Investigate feedback and opinions of stakeholders (NGOs and community residents) (3) 年度利害關係人關切議題調查 Investigate topics of concern by stakeholders for the year (4) 社服機構團體深耕陪伴 Long-term partnerships with social service agencies (5) eKids 光能未來營、老實聰明體驗營活動舉辦 Organize eKids Bright Futures Camp and Honestly Smart Camp (6) 增加鄰里就業機會 Improve employment opportunities for community residents	