



關於本報告書

About this report

大同公司自2002年起出版環境報告書,最初內容著重在環境保護績效之議題,隨者企業社會責任已成為公司的核心價值,報告書揭露的內容也擴大到營運、品質服務、環境保護及社會關懷等四個層面,因此於2008年更名為永續報告書。2012年大同企業永續報告書與過去版本最大的不同在於有經過外部查證,揭露資訊更為完整、全面。此次發行之報告書揭露項目採用GRI(G3.1)綱領,以期能夠充分及有系統的展現公司在邁向永續發展上的努力成果,並作為與利害相關者溝通之工具。

Tatung Co. started to publish "Tatung Environmental Report" annually since 2002 and renamed it as "Tatung Corporate Sustainability Report" in 2008. The contents were mostly in environmental aspects at the beginning and gradually widen in operation, quality and service, environmental protection and social care within time. The biggest change in this report is Tatung Co. introduced the third party to verify the contents of this report. The disclosed information is more completed. The contents in the reports are disclosed based on GRI (G3.1) guidelines including economic, quality and service, social, and environmental performances. We expect this report can act as a tool to communicate with shareholders and interested parties.

範圍 / Scope

本報告書內容展現大同公司於國內的經濟、品質服務、社會及環境活動之績效。

This report discloses the economic, quality and service, social and environmental performances and activities of Tatung Co. in Taiwan.

報告年度 / Reporting year

本報告書以一年為週期,除非特別説明,所有資料皆為2011年度之活動及數據。

The time frame of this report is one year period. All activities and data disclosed are from 2011 unless otherwise stated.

投資公司 / Subsidiary

本報告書揭露範圍為大同股份有限公司於台灣之營運活動,包含總公司、重電廠、電線電纜廠、冷氣廠及三峽廠等五個營運據點。投資公司之活動無涵蓋在此報告書中。

The scope of this report includes the activities and performances of Tatung Co. in Taiwan. The sites include the headquarter, Transformer & switchgear plant, Wire and Cable plant, Air conditioner plant and Motor plant. The data and activities of subsidiaries are not disclosed in this report.

數據量測技巧 / Data measurement techniques

經營績效數字係依據一般公認會計原則編制(由年報中摘錄),以新台幣呈現。社會、品質績效數字則由內部相關一級單位統計。環境績效數字則由各事業處提出,以國際通用指標呈現,經環安處核評後採用。

The numbers in economic performances are calculated with financial accounting standards and accounting principles (cited from Annual Report and presented as NTD). The numbers in social and quality performances are gathered by related departments in the company. The numbers (presented as international indicators) in environmental performances are collected by business units and then reviewed/corrected by Environment and Safety Division.

報告書撰寫綱領及查證 / GRI guidelines and verification

本報告書經過第三方公正單位TÜV Asia Pacific Ltd. Taiwan Branch 查證,其架構乃參照2011 年全球報告倡議組織 (Global Reporting Initiative, GRI)公佈之永續報告第3.1代綱領(Sustainability Reporting Guidelines Version 3.1, GRI G3.1) 及AA1000AS: 2008 為報告撰寫依據。本報告書揭露等級為A+。TUV NORD Assurance Statement查證聲 明書附於本報告附錄三。

The contains of this report follow the requirements of AA1000AS:2008 and Global Reporting Initiative (GRI) guidelines (G3.1) and have been verified by $T\ddot{U}V$ Asia Pacific Ltd. Taiwan Branch. The disclosure level of this report is A^+ . The assurance statement is enclosed in Annex 3.

歷年報告書 / Previous reports

大同公司自2002年發行大同企業環境報告書,至此報告書已為第11版。前版報告書於2011年12月刊印,歷年報告書可於大同企業網站下載 http://www.tatung.com。

Tatung Co. published the first Tatung Environmental Report in year 2002. The previous report was published in December, 2011. Previous reports can be found on http://www.tatung.com.

本報告書聯絡資訊 : 大同股份有限公司 / 環安處 / 張漢聲 工程師

電話: 02-25925252#3167 / 傳真: 02-25984566 / E-mail: h.s.chang@tatung.com

Contact of this report: Han-sheng Chang / Environment & Safety Division / Tatung Co. Tel: +886-2-25925252 ext. 3167 Fax: +886-2-25984566 E-mail: h.s.chang@tatung.com

本報告書採用再生紙及環保黃豆油墨印刷。

The report is printed on recycled paper with soy bean oil.

本報告書為中英文對照,惟英文版本係由中文版翻譯而來,如有疑問之處應以中文版為準。本報告書內容已力求完整與正確,若有出入應以相關單位資料為主。 The English contents in this report are translated from Chinese version. If there is any conflict between the English version and the original Chinese version or any difference in the interpretation of the two versions, the Chinese version shall prevail.

經營階層聲明

企業永續發展及社會責任是公司創立以來持續堅守的承諾,同時也是近年來利害相關者最關注的議題。大同透過發行『大同企業永續報告書』,將公司在營運、品質服務、環保及社會關懷之承諾與成果向關心大同之社會大眾及同仁溝通,同時也作為大同成長、茁壯之記錄。

在2011年歐債危機引起的負面效應下,大同進行策略、組織與體質調整,去年6月股東常會選出獨立董事,並成立審計委員會及薪酬委員會,提昇公司內部各事業單位體質並落實公司治理。今年因應景氣復甦及提昇利潤成長,大同將持續推動集團資源整合,並努力推動節能環保之新產品開發,強化品牌價值,建構優勢整合,透過有效投資管理進而提升獲利。未來投資策略將以節能減碳及服務業導向為基本主軸,著重在節能、環保、醫療、綠色能源等領域,並配合以海外業務擴大及品牌的發展為相輔相成之目標。

在全球能源逐漸耗竭,地球暖化之際,節能減碳更為全球各政府,企業,家庭刻不容緩之

家庭兩大主軸節電抗漲方案。在企業端,以智慧能源控管搭配節能產品為訴求,強調分析能源使用與需求,並做即時用電控管,反應異常狀況,提升能源使用效率,進而達到節能、節費。而在家庭消費端則以LED照明為主軸,推出一系列節能抗漲專案,在大同3C通路販售,先以台灣市場為主軸,進而推展海外市場。在公司營運方面,各廠區持續執行『污染預防有回報(3P)計畫』,從源頭降低能資源之使用及廢棄物的產生,並積極推行ISO 50001能源管理系統以達到節能的目標。環保署於今年5月公告將二氧化碳、甲烷、氧化亞氮、氫氟碳化物、全氟碳化物及六氟化硫等六類溫室氣體列為空氣污染物,未來被公告之公私場所應申報排放量。大同將持續依據ISO14064-1進行全公司之溫室氣體盤查作業,目標於2013年完成所有廠區溫室氣體排放量盤查,以符合未來法規之要求及作為減少排放量之基礎。

課題。在產品及服務方面,因應油電雙漲,大同推出企業與

工業報國、投身公益、關懷弱勢是大同 回饋社會的使命,2011年大同投身多次公 益活動,幫助失親兒童重拾笑顏。大同將會 持續與大同大學及大同高中建教合作,推 動專業與通識並重的優質教育,為國作育 英才;同時持續辦理捐血活動,紓解血慌並 捐助公益團體,幫助孩童與弱勢家庭。

展望未來,大同公司將時時刻刻鞭策自己,秉持著『正、誠、勤、儉』的經營理念,持續強化公司治理,在追求營收及獲利成長的同時,善盡企業社會責任以達到永續經營的日標。

董事長 /Chairman

林莉山

經營階層聲明

Top Management Statement

Corporate sustainability and social responsibility is the commitment that Tatung Co. has been carried out since funded as well as the most concerned topic by the interested parties. Tatung Co. communicates and passes the performances and commitments on the operation, quality and services, environmental protection and social participation fields with the employees and the interested parties by continuing publishing "Tatung Corporate Sustainability Report". Meanwhile this publication records the way Tatung Co. develops and grows.

Year 2011 was quite challenging to Tatung Co. The Company improved corporate governance, and conducted adjustments in operating strategies and organization structures despite impacts from European debt crisis. In 2011, Tatung Co. elected independent directors in annual shareholder meeting in June; and then established auditing and remuneration committee to strengthen corporate governance. In the years ahead, Tatung Co. will seek for adequate strategic alliances and investment opportunities in an effort to promote integration of group resources, aggressively launch new energy saving and eco-friendly products to the markets, enhance brand value, establish integration advantages, and increase profitability through effective investment management. Also, Tatung Co. will enhance cost competitiveness and expand global market penetration by reinforcing worldwide sales channels and manufacturing centers.

Since the global energy resources will be gradually depleted along with global warming, the issue of "energy saving and carbon reduction" should be vigorously pursued by governments, enterprises, and households in the whole world. The key feature of the products Tatung Co. now offers is energy-saving. For consumer market, the products includes energy-saving appliances (inverter-type refrigerators, washing machines, LED television, etc.), air-conditioners (inverter air conditioners), LED lighting, etc. In addition, the products for enterprise markets include energy-saving and high-efficiency motors, amorphous core transformers, smart meters, and energy saving and energy management systems, etc. The fore-mentioned products are all high value-added products for energy-saving and carbon-reduction. As for the company operations, Tatung Co. continues to carry out "Pollution, Prevention, Pays (3P) Program" in the factories to reduce the consumption of the energies and resources and reduce the amount of industrial wastes from the origin. Tatung Co. also starts to promote ISO 50001 energy management system in order to achieve the goal of energy reduction. EPA promulgated that CO₂, CH₄, N₂O, HFCs, PFCs, and SF₆ are listed as air pollutants in May, 2012. In the future, industries will be forced to report the GHG emissions to the authority. Tatung Co. will continue to carry out GHG inventory in the factories to comply with the future regulation and uses it as the baseline to carry out GHG reduction projects.

Serving the country through industry, contributing to the community, and caring disadvantages are always Tatung's corporate value from establishment. Tatung Co. organized many public charities in 2011. Tatung Co. will keep carrying out industry-education cooperation with Tatung University and Tatung Senior High School as well as contribute in community and care about disadvantaged families by arranging blood donation.

Looking toward future, we will continue to carry on our founder's operational ideas of "integrity, honesty, industry and frugality" and integrate the resources from within the Tatung Group to provide high quality products and services. We will take corporate social responsibility into the operation and achieve the goal of sustainability in the near future.

目錄 Contents

關於本報告書/About this report

經營階層説明/Top Management Statement

第一章 Chapter 1	利害相關者鑑別及重大性議題的評估與回應 Identification on the interested parties and evaluation and responding to the significant topics		
第二章 Chapter 2	公司概況與治理 Profile and governance of Tatung Co.	2.1 公司介紹/Profile and governance of Tatung Co. 2.2 組織架構與治理/Corporate organization and governance 2.3 財務表現/Financial Performances 2.4 風險及機會/Risk and opportunities 2.5 業務範圍及產品內容/Services and products	5 11 20 21 23
第三章 Chapter 3	理念與願景 Philosophy and Vision	3.1 創業精神與經營理念/ Corporate value and management philosophy 3.2 我們的願景/Our vision	33 33
第四章 Chapter 4	品質與服務 Quality performances and customer services	4.1 品質績效/Quality performances 4.2 供應鏈管理/Supplier management 4.3 客戶服務/Customer services	35 39 39
第五章 Chapter 5	社會績效 Social performances	5.1 人權及反歧視/Human rights and anti-discrimination 5.2 員工行為與倫理守則/Employees'code of ethics 5.3 員工組成、發展與權益/ Employee composition, career development and benefits 5.4 安全衛生零災害/Health, safety and disaster free 5.5 社會參與及回饋/Participation and benefits to the society	41 43 43 55 61
第六章 Chapter 6	環境績效 Environmental performances	6.1 環境管理/Environmental management 6.2 能資源使用與廢棄物產出/ Input of resources and energies and output of wastes and others 6.3 綠色產品樂活地球/Green products for a better earth 6.4 環境支出及法規符合度/ Environmental costs and conformity of regulations	63 65 73 75

附錄一 2011年度實施3P計畫廠公司

Annex 1 The factories and subsidiaries participated in 3P program in 2011

附錄二GRI 指標對照表Annex 2List of GRI Indicators附錄三外部查證聲明

Annex 3 Statement of verification

附錄四 意見調查表

Annex 4 Feedback survey form

第一章 利害相關者鑑別及重大性議題的評估與回應

聆聽及回應利害相關者關注的議題是公司在邁向永續發展及實踐企業社會責任之路上非常重要的一環。因此大同公司透過鑑別出利害相關者,並與其溝通來了解他們寶貴的意見,以發掘公司營運上的盲點。大同公司透過本報告書相關內容來回應經過重大性議題評估所定義出的重要性議題。

大同公司於彙編本報告書時,首先成立永續報告書彙編小組,成員由總公司一級單位及各廠區代表組成。在鑑別利害相關者及評估重大議題時,由環安處召開會議,依據某組織或個人是否會被公司營運所產生的衝擊有所影響及是否會對公司營運造成衝擊之組織或個人之原則討論,總計鑑別出七組利害相關者(如表1-1所示)。

在利害相關者關注議題的評估方面,各單位先從個別利害相關者之溝通管道彙整出利害相關者關注之議題(如表1-2所示),同時利用矩陣分析工具,將各議題依利害相關者關切程度分為高、中、低度三個等級,以及依據對公司立即或潛在衝擊程度分為高、中、低度三個等級來做綜合分析。各單位根據過往營運之經驗及透過彙編小組會議討論,總計共定義出10項高度重大性議題、10項中度重大性議題及1項低度重大性議題(圖1-1)。大同公司將在本報告書中對此20項高、中度重大性議題做出回應及揭露。

表1-1 大同公司利害相關者清單及其溝通管道
Table 1-1 Tatung Co.'s interested parties and their engagement channels

利害相關者 Interested parties		溝通管道 Engagement channels		
	股東 Shareholders	股東會、電話、電子郵件 Shareholders meetings, direct phone line, e-mail		
	客戶 Customers	客服、產品專責窗口 Customer service, PM		
	員工 Employees	申訴制度、教育訓練課程、通告 Complaint mechanism, education and training, notice board		
	地方居民及團體 Local residents and communities	電話(公司各負責單位)、不定期公益活動 Direct phone line, social charity/donation activities		
	政府機關 Government agencies	政府機關稽查 Government inspection		
	供應商 Suppliers	供應商評鑑、採購部門 Review on the suppliers, procurement department		
	消費者 consumers	大同綜合訊電客服電話、門市、大同3C展售中心網站 TCPC phone line, 3C Stores, official website		

利害相關者鑑別及重大性議題的評估與回應

Chapter 1 Identification on the interested parties and evaluation and responding to the significant topics

Listening and responding to the topics that are concerned by the interested parties is a key element for a company to achieve sustainable development and carry out corporate responsibility. Tatung Co. finds out the blind spot and gains value opinions by communicating with the interested parties. The contents of this report are to disclose the indentified significant topics to the interested parties.

Tatung Co. formed CSR Reporting Group to compose this report. The group members include the top level departments and all the factories. During the identification on the interested parties process, Environment & Safety Division organized a meeting to identify the interested parties based on the following two principles: any organization or person will be negative affected by the operation of the company; any organization or person will have impact on the company. Seven interested parties were identified through the meetings and discussions (as shown in Table 1-1).

When evaluating the significant topics that concern the interested parties, each department gathered the concerned topics by the interested parties from their engagement channels (as shown in Table 1-2). The topics were analyzed by matrix tool which separating the level of concerns to the interested parties into three levels and separating the level of impact to the company into three levels. Ten high significant topics, ten medium significant topics, and one low significant topic (as shown in Figure 1-2) were defined and disclosed in this report.

表1-2 利害相關者關切議題
Table 1-2 The most concerned topics by the interested parties

公司治理營運相關議題	人權及勞資關係相關 議題	環境保護相關議題 Issue on	產品相關議題 Issue on	客戶及消費者 相關議題	社會相關議題 Issue on social
Issue on company operation	Issue on labor- relation	nvironmental protection	products	Issue on customer and onsumers	engagement
公司治理 Company operation	員工教育訓練及職涯規 畫之議題 Employee education and training and career development	能資源使用量 Consumption on resources an energies	產品品質及安全 性之議題 Product quality and safety	客戶及消費者滿意 度 Customer satisfaction	公平交易之議題 Fair trade
法規符合度 Level of regulation conformity	人權相關議題 Human rights	溫室氣體排放、減量相關資訊 Information on GHG emissions and reduction	環保、節能標章產品 Green mark, energy label products	客戶及消費者隱私 Customer privacy	與當地社區關係 Engagement on local society
營運風險管理 Risks Management	福利制度 Welfare	污染物之排放 Emissions on pollutants	綠色產品 Other green products		社會公益相關議題 Social welfare
投資者之溝通方式 Communication channels with the shareholders	員工多元化及兩性平等 議題 Employee diversity and gender equality	廢棄物清理情形 Industrial wastes treatment	產品訊息揭露 Product information		
董事會運作之議題 The issues raised by the board of directors	職業安全衛生議題 Health and safety management	環境管理作法 Environmental protection management			
道德、行為守則及反 貪腐的聲明 Ethic statement	失能傷害頻率、失能傷 害嚴重率、職業病及死 亡職災議題 FR, SR, occupational disease and death incident	營運活動對於周遭 環境的影響 Impacts on the surroundings by the operation			
財務資訊揭露 Financial information	供應商評鑑及管理 Management on the supply chain	原物料來源 Origins of resources			
市場佔有率 Market share					

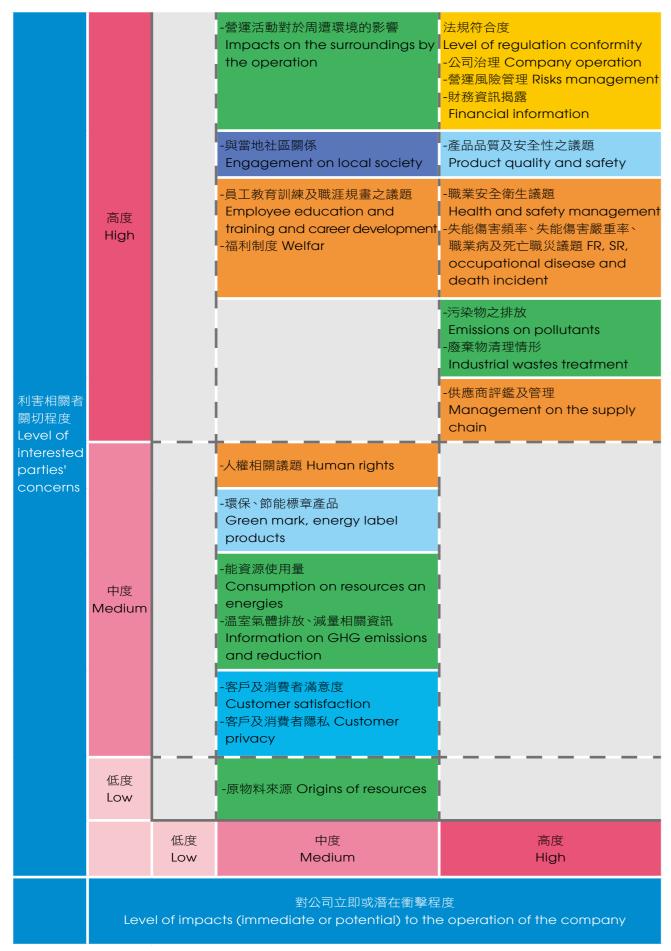


圖1-1 重大性議題分析結果 Figure 1-1 Evaluation on the significant topics



第二章 公司概況與治理

2.1 公司介紹

大同公司創立於1918年(當時公司名稱為協志商號),為達成與大同大學暨大同高級中學建教合作,將其學校基金投資收益全部使用於教育之用,接受該校基金之投資,並為使本公司資本充足起見接受一般人士之社會投資,於1968年依照公司法股份有限公司之規定改名為大同股份有限公司(下稱大同公司),其擁有的品牌名稱為『大同』。

大同公司為台灣首批上市企業之一(股票交易代號:2371), 秉持信守對品質的堅持及顧客的服務, 奠定公司穩固的基礎。在94年的經營歲月中, 緊貼國家社會的發展與世界產業局勢的變遷而不斷創新, 逐步發展成為擁有「電力事業群」、「消費事業群」、「系統事業群」三大事業群的主體。大同公司並且主動參加與其產業相關之各種組織(表2.1-1), 交流最新產業訊息, 掌握趨勢。大同公司之製造及產銷運籌體系涵蓋歐洲、美洲、中國、東南亞等全球12個國家, 提供全球客戶優異的產品研發製造、完善的物流運籌、快優的服務網絡(如圖2.1-2所示)。

大同公司為了活化資產並創造公司與股東最大利益,於2011年處分北投廠土地及廠房;同年依2010年股東常會決議辦理減資,減資比例57.86868536%,即原股票每仟股換發421.3131464股,2011年4月11日減資完成新股上市,資本額為新台幣233.95億元。

大同公司旗下投資橫跨光電、能源、電信、系統整合、工業系統、品牌通路、資產開發等產業。其中,上市櫃公司包含中華映管(2475)、福華電子(8085)、尚志半導體(3579)、綠能科技(3519)、尚志精密化學(4738:興櫃)、精英電腦(2331)、大同世界科技(8099)等。詳細國內投資事業如表2.1-2所示。

2011年大同公司不管是在運作、服務及產品上榮獲多項獎項及認證(表2.1-3),來自各方的肯定是大同成長的原動力。



圖2.1-1 大同公司基本資料
Figure 2.1-1 Information of Tatung Company

Chapter 2 Profile and governance of Tatung Co.

2.1 Company profile

Tatung Company (show as Tatung Co.) was funded in 1918 and formerly known as Xie Chih Business Enterprise. In 1968, the company changed her name to Tatung Co. based on the Company Act and release the shares to public. Tatung Co. is listed on the Taiwan Stock Exchange (TSE) under the trading code of 2371. The brand name is TATUNG.

Tatung Co. holds 3 business groups. To sustain strong and long-term growth, Tatung Co. focuses particularly on the development of advanced technologies and global network of operation. With its overseas branches expanding into 12 countries, Tatung Co. is in a solid position to deliver products more efficiently and render customer services more effectively (as shown in Figure 2.1-2). Tatung Co. offers customers tremendous advantages on cost, speed, and seamless backend support to stay ahead in today's dynamic business world. Tatung Co. specializes in the ODM/OEM business and serves branded customers on a global basis. In addition, Tatung Co. takes part in many associations and organizations (Table 2.1-1) which related to her industries to gather the latest information and trends.

In order to make best use of assets pursue the greatest value for shareholders, Tatung Co. held an open bidding over the original Beitou Plant in 2011. In the same year, Tatung Co. had its capital reduction by 57.86868536% as in the resolutions of the 2010 General Shareholders' Meeting. The trading suspension period of the old common shares started from 24th March to 10th April. The date of the listing of the new shares was on 11th April. The new capital is NTD\$ 23.395 billion.

As a conglomerate, Tatung Co's investees involve in some major industries such as optoelectronics, energy, telecommunication, system integration, industrial system, branding channel, and asset development. Those that are public listed on the Taiwan Stock Exchange include Chunghwa Picture Tubes (2475), Forward Electronics (8085), Shan Chih Semiconductor (3579), Green Energy Technology (3519), Tatung Fine Chemicals (4738: Emerging stock market), Elitegroup Computer Systems (2331), and Tatung System Technologies (8099). Table 2.1-2 demonstrates the domestic subsidiaries of Tatung Co.

Tatung Co. received many awards and certifications on operations and products in 2011 (Table 2.1-3). All these acknowledgements from all sides is certainly the driving force behind the growth of Tatung Co.

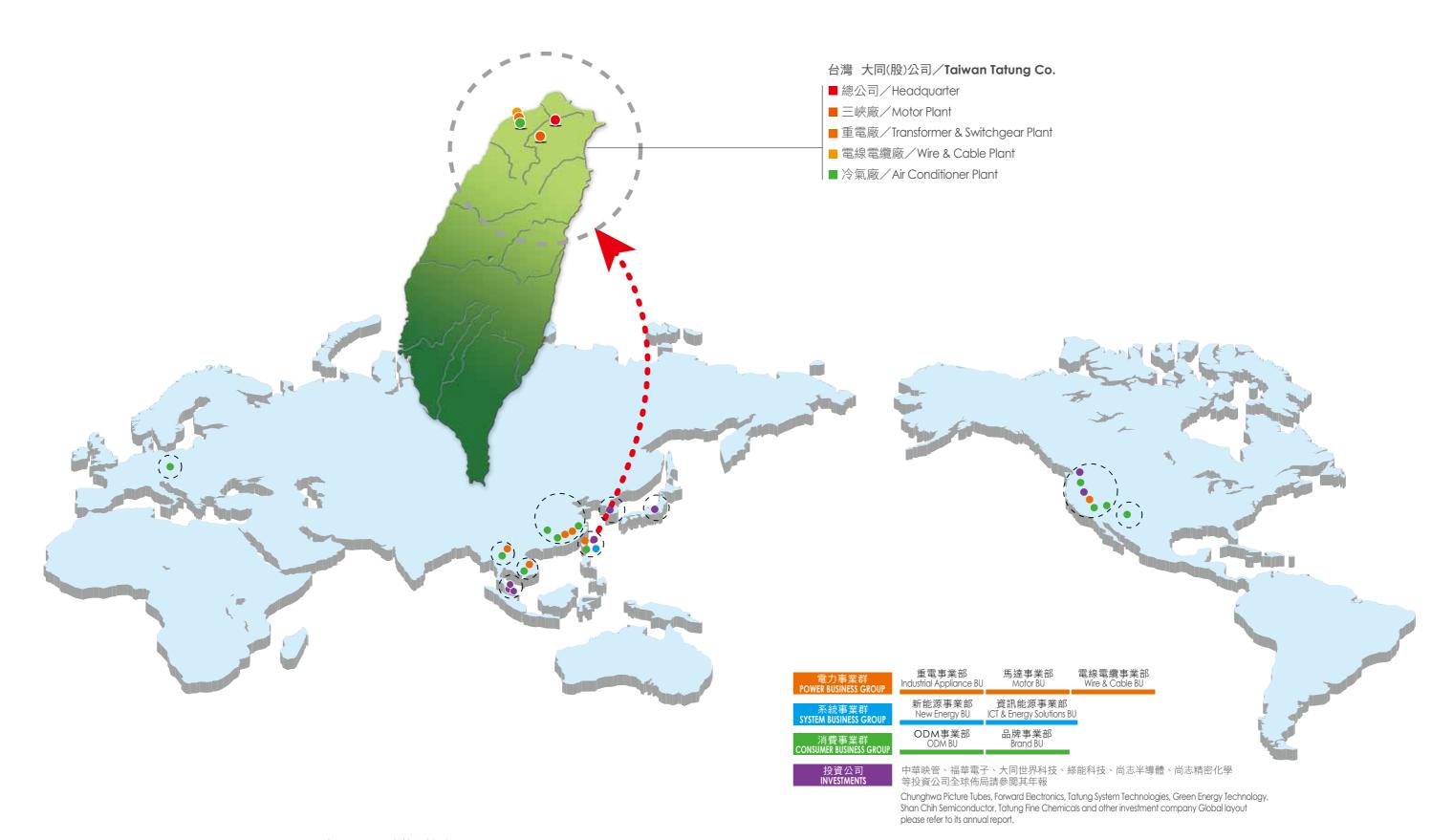


圖2.1-2 大同公司全球營運據點 Figure 2.1-2 Tatung Co. Global Network

表2.1-1 大同公司參加之社團一覽表 Table 2.1-1 Memberships in associations and or in organizations

臺北市進出口商業同業 公會 Importers and Exporters Association of Taipei	台北市電器商業同業公會 Taipei Electrical Commercial Association	臺灣區電氣工程工業同 業公會 Taiwan Electrical Contractors Association	台灣區機器工業同業公會 Taiwan Association of Machinery Industry
台灣區電機電子工業同業公會 Taiwan Electrical and Electronic Manufacturers' Association	臺灣區電線電纜工業同業公會 Taiwan Electric Wire & Cable Industries Association	社團法人台灣數位電視協會 Taiwan Digital Television Committee	電機電子環境發展協會 Electric-Electronic & Environmental Technology Development Association of R.O.C.
中華民國三三企業交流 會 The Third Wednesday Club	中華民國國際經濟合作協會 Chinese International Economic Cooperation Association	中華民國產品包裝協會 Chinese Taipei Packaging Association	中華民國工商協進會 Chinese National Association of Industry and Commerce, Taiwan
中華民國正字標記協會 CNS Certification Mark Association, R.O.C.	中美經濟合作策進會 ROC-USA Business Council	社團法人中華民國工業 安全衛生協會 Industrial Safety and Health Association of the R.O.C.	

表2.1-2大同公司國內投資事業 Table 2.1-2 The domestic subsidiaries of Tatung Co.

光電事業	Chunghwa Picture Tubes, Ltd. 化工事業 Chemical Engineering Business		坤德(股)公司 Kuender Co. , Ltd.
Optoelectronics			尚志精密化學(股)公司 Tatung Fine Chemicals Co. , Ltd.
能源事業 Energy Solutions	尚志半導體(股)公司 Shan Chih Semiconductor Co. , Ltd.	通路事業 Retail Channel Business	大同綜合訊電(股)公司 Tatung Consumer Products (Taiwan) Co. , Ltd.
Business	綠能科技(股)公司 Green Energy Technology Inc.	資產開發事業 Asset Development Business	尚志資產開發(股)公司 Shan Chih Asset Development Co. , Ltd.
電信事業 Telecommunication	大同電信(股)公司 Tatung InfoComm Co. , Ltd.		中華電子投資(股)公司 Chunghwa Electronics Development Co. , Ltd.
	大同世界科技(股)公司 Tatung System Technologies Inc.		協志聯合科技(股)公司 TISNet Technology Inc.
電子資訊事業 Electronics & Information Business	大同聯合科技(股)公司 Tatung Technology Inc.		尚志投資(股)公司 Shan Chih Investment Co. , Ltd.
	中研科技(股)公司 Central Research Technology Co. , Ltd.		大同生科(股)公司 Sequal Technologies Co. , Ltd.
	拓志光機電(股)公司 Toes Opto-Mechatronics Co. , Ltd.		大同壓鑄(股)公司 Tatung Die Casting Co., Ltd.
重電事業及工業系統 Industrial Appliance Business and System	大同大隈(股)公司 Tatung-Okuma Co. , Ltd.		尚志國際通運(股)公司 Shan Chih International Express Co. , Ltd.
	大同住重減速機(股)公司 Tatung SM-Cyclo Co. , Ltd.		志生投資(股)公司 Chih Sheng Investment Co. , Ltd.

註:投資公司數據未包含於本報告書中。

Note: The data in this report does not include subsidiaries.

表2.1-3大同公司獲獎及認證一覽表

Table 2.1-3 Awards and certifications received by Tatung Co.

獎項名稱 Name of Awards	説明 Descriptions
台灣精品獎 Taiwan Excellence Award 2011	桌扇、氧氣機、電子壓力鍋(2型)、電冰箱(2型)、電鍋、變頻式冷氣一對多、分離式冷氣一對二、多功能燜燒電鍋。 Desk fan, oxygen concentrator, electrical pressure cooker, refrigerators (2 models), rice cooker, multiple DC inverter air conditioner, split air conditioner, multi-function electronic thermo pot.
金點設計產品認定證書 Certificate for "Golden Pin Design Product"	大同電鍋五十周年經典版、大同空氣清淨機。 Tatung Rice Cooker/TAC-11A, Tatung Air Purifier/TACR-300UV.
2011美國工業設計大獎包裝類金獎 2011 IDEA Gold Winner in Packaging and Graphics category	大同電鍋五十周年紀念經典電鍋 Tatung Rice Cooker/TAC-11A
第二屆『數位時代綠色品牌大調查』	家電國產品牌第一名,家電類別優選。 Top in House Appliance/Taiwan Brand Category, Distinguish in House Appliance Category
第二屆『Yahoo!奇摩情感品牌大獎』 2011 YAHOO! Emotive brand awards	家電國產品牌第一名,家電/數位/影音產品類別第三名 Top in House Appliance/Taiwan Brand Category, Third in House Appliance/Digital/Audio/Video Category
經濟部『台灣百大品牌』 Top 100 Taiwan Brands	_
台北市政府優良哺集乳室認證標章 Taipei City Excellent Breast-feeding room	_
台北市勞動安全獎『100年績優自主管 理單位』 Taipei City Labor Safety Award 'Distinguish Self-management Organization'	_
台北市『職場勞工健康促進自主管理』 Taipei City Labor Health Promotion Self-management Organization	_
台北市『企業足超額進用身心障礙認證標章(甲等)』 Taipei City Government Hiring disable employees Label	_





2.2 組織架構及治理

組織架構

大同公司治理組織架構於股東會下設有董事會、稽核委員會、董事長、總經理,最高管理者為林蔚山董事長,並無兼任行政職位。公司於營運上除行政幕僚外,尚有電力事業群、消費事業群、系統事業群等三大事業群及國內外投資公司,組織架構如圖2.2-1所示。

2.2 Corporate organization and governance

Organization

The operation structure of Tatung Co. is shown on Figure 2.2-1. The top manager is Chairman, Wei-shan Lin, and he does not have any other administrative position. Apart from the administrative division, Tatung Co. is also consisted with three main business groups and domestic/overseas subsidiaries.



圖2.2-1 大同公司營運組織圖 Figure 2.2-1 Tatung Co. Organization Chart

- 註 :組織圖更新至2012年6月
- 註1:於桃園縣大園工業區內設有重電廠
- 註2:於新北市三峽區設有三峽廠
- 註3:於桃園縣大園工業區內設有電線電纜廠
- 註4:於三峽廠內設有長晶中心、於重電廠內設有電表中心
- 註5:於桃園縣大園鄉設有冷氣廠

Note: The structure chart is updated until June 2012.

Note 1: Owns Transformer and switchgear Plant at Dayuan Industrial Park.

Note 2: Owns Motor Plant in Sanxia district, New Taipei City.

Note 3: Owns Wire and cable Plant at Dayuan Industrial Park.

Note 4: Owns Crystal Growing Center at Motor Plant and Electrical Meters Center at Transformer & switchgear Plant.

Note 5: Owns Air Conditioner Plant in Dayuan Township, Taoyuan County.

2012 Corporate Sustainability Repor

公司治理

股東會

股東會由全體股東組成,依相關規定定期召開年度股東大會及不定期召開臨時股東會。每位股東均可於股東會上向公司反應意見及表決議案。公司設有股務單位,負責處理股東提出之建議或疑問,並設有發言人及代理發言人處理及因應。公司亦架設中英文網站(http://www.tatung.com)揭露財務與公司治理相關資訊,利害相關者可透過電話及電子郵件等方式與公司互動。

政策

大同公司除了依法經營外,尚頒佈『股利政策』、『品質政策』、『勞工政策』、『環境政策』及『安 全衛生政策』作為各工作的最高指導原則:

股利政策

- 一、本公司目前主要為馬達、家電、數位電子、系統整合、重電及電線電纜等產品,其中以數位電子產品所占比重最大, 而數位電子產業之環境多變,且正值穩定成長階段,為使股東能平均獲利,並使長期持有股東獲致最大利益,特訂此 政策。
- 二、本公司經會計師查核簽證之財務報表如有盈餘,除依法繳納營利事業所得税及彌補往年虧損外,應先提撥10%的法定 盈餘公積及就當年度所發生之股東權益減項提列特別盈餘公積,若有餘才進行盈餘分派。
- 三、分配盈餘時應依法就盈餘提撥不高於1%為董監事酬勞及不低於1%為員工紅利。
- 四、盈餘分派的總額以不低於累計可分配盈餘之60%。
- 五、盈餘分配之股票股利及現金股利比率,視當年度之實質獲利與本公司資金規劃情況決定,但現金股利之比率不得低於當次盈餘分配之10%。

品質政策

- 一、顧客至上:
- 二、全員參與:
- 三、六大根本力:『性能優越、品質可靠、交貨準時、服務快優、訪銷盡心、收入大於支出』

勞工政策

大同公司是高科技、世界性工業公司。本公司願遵守以下承諾,以利永續發展。

- 一、尊重勞工、保障勞工權益、善盡社會責任。
- 二、持續執行勞工管理制度改善計畫,並逐年審查執行績效,以達保障勞工權益。
- 三、公司勞工管理制度,必須符合勞動相關法規及其他要求事項。
- 四、傳達公司勞工管理相關訊息給同仁、客戶、協力廠及其他利害相關者。

環境政策

大同學校公司是高科技、世界性工業公司。本學校公司遵守以下承諾,以利永續發展:

- 一、善盡環境保護、經濟成長及社會責任。
- 二、持續執行污染預防有回報(3P)計畫,並逐年審查此計畫之執行績效,以達環境零污染。
- 三、學校公司活動、產品、服務,必須符合環保法規及其他要求事項。
- 四、傳達學校公司環保訊息給同仁、客戶、協力廠及其他利害相關者。

安全衛牛政策

大同學校公司是高科技、世界性工業公司。本學校公司遵守以下承諾,以利永續發展:

- 一、善盡安全衛生、經濟成長及社會責任。
- 二、持續執行災害預防有回報計畫,並逐年審查此計畫之執行績效,以達安全衛生零災害。

Governance

Shareholders" meeting

Shareholders' meeting is consisted with each shareholder and held once per year. Extraordinary shareholders' meetings are held under exceptional circumstances. Each shareholder has right to express his/her opinions to the company and involves in decision making with votes. Tatung Co. has the group which is responsible for gathering/disclosing company's information and responding to shareholders. Tatung Co. also sets up company's official site (http://www.tatung.com) to disclose the related governance news and company activities and to act as a communication channel between the company and investors/interested parties.

Policies

Apart from complying with regulations, Tatung Co. also announced "Dividend Policy", "Labor Policy", "Quality Policy", "Environment Policy", and "Health and Safety Policy" as the guidelines to practices all measures in each field:

Dividend Policy

- 1. The Company is committed to ensure steady business growth in order to provide stable profits for its shareholders and greater returns for its long-term shareholders.
- 2. If the Company's audited financial statements show a profit, the earnings shall first be used to pay its income tax and recoup previous losses pursuant to the law, after which 10% shall be set aside as legal and special reserves and the remainder, if any, shall be allocated for distribution.
- 3. The Company shall allocate no more than 1% of earnings available for distribution as a bonus to directors and supervisors and not less than 1% as a profit-sharing bonus to employees in accordance with the law.
- 4. Total distributed earnings shall not be less than 60% of accumulated distributable earnings.
- 5. Stock and cash dividend distribution ratios shall be determined based on the Company's profits and funding plans in the current year, with the provision that the cash dividend ration shall be no less than 10% of distributable earnings.

Quality Policy

- I. Customer First
- II. Total Participation
- III. Six Key Management Principles

Labor Policy

Labor rights have become more and more important in recent years. The management of labor is one of the issues for an enterprise on its way to achieve sustainable development. For respecting and ensuring the dignity and rights of are safeguarded as complying with any legal regulations, Tatung announced "Tatung Labor Policy" in 2005 as the guideline in dealing with labor issues.

Tatung Co. is a multinational, high tech company. Tatung Co. will comply with the following commitments to achieve the goal of sustainable development:

- 1. Respecting and safeguarding the rights and interests of labor, as well as fulfilling the social responsibilities.
- 2. Continually improving the Labor Management Regulation with an annual performance appraisal to ensure the rights and the interests of the laborer are protected.
- 3. Ensuring that the Labor Management Regulation complies with Labor Standards Law and other requirements.
- 4. Delivering the information relating to labor management to all colleagues, customers, contractors, and interested parties.

Environment Policy

Tatung schools-company, as a global high-tech industrial company, will observe the following commitments for sustainable development:

- 三、學校公司活動、產品、服務,必須符合安全衛生法規及其他要求事項。
- 四、傳達學校公司安全衛生管理訊息給同仁、客戶、協力廠及其他利害相關者。







環境政策 Environment Policy

董事會與功能性委員會

大同公司最高治理機構為董事會(表2.2-1),公司章程中明定公司設董事五至九人任期三年,採候選人提名制,股東應就董事候選人名單中選任之,連選得連任。董事名額包括依法選任不少於三人且不少於董事席次五分之一之獨立董事,獨立董事之專業資格、持股與兼職限制、提名與選任方式及其他應尊循事項,依公司法及相關法規辦理。董事會管理公司經營績效,致力於股東利益極大化,當遇有與其自身或其代表之法人有利害關係時,依公司法第206條第二項準用第178條利害迴避之規定來避免最高治理單位出現利益衝突之情事。

董事會轄下設置稽核委員會,協助董事會及經理人檢查及覆核內部控制制度之缺失及衡量營運之效果及效率,並適時提供改進建議,以確保內部控制制度得以持續有效實施及作為檢討修正內部控制制度之依據。此外,董事會下另設有兩個功能委員會來協助董事會之運作:審計委員會旨在協助董事會執行其監督職責及負責公司法、證券交易法及其他相關法令所賦予之任務。審計委員會之運作,以監督公司財務報表之允當表達、簽證會計師之選(解)任及獨立性與績效、公司內部控制制度之有效實施、公司遵循相關法令及規則、公司存在或潛在風險之管控等為主要目的。鑒於薪資報酬制度為公司治理及風險管理重要之一環,為強化公司治理,並健全本公司董事(含獨立董事)及經理人薪資報酬制度,爰依法於董事會下設薪資報酬委員會,並訂定本公司薪資報酬委員會組織規程,以資遵循。對於董事會職能之績效,公司依據「公司治理」自評指標進行評量,並於審計委員會中提出相關績效報告。

大同公司董事、監察人之車馬費與報酬授權董事會依董事、監察人對本公司營運參與之貢獻價值,並參酌國內、外業界水準議定之。總經理、副總經理及協理秉承董事會之命處理公司業務。該委任、解任及報酬均依公司法辦理。如公司有盈餘時,另依公司章程第二十四條之規定分配酬勞。詳細資料請參閱大同公司100年度年報。

- I. We shall do our best to implement environmental protection, economic development and social responsibility.
- II. We shall continually implement Pollution Prevention Pays (3P) program and review its performances yearly to achieve non-polluted environment.
- III. All schools-company's activities, products and services shall comply with environmental regulations and other requirements.
- IV. We shall communicate schools-company's environmental information to our colleagues, customers, suppliers, and other interested parties.

Health and Safety Policy

Tatung schools-company, as a global high-tech industrial company, will observe the following commitments for sustainable development:

- 1. We shall do our best to implement health and safety, economic development, and social responsibility.
- 2. We shall continually implement the Disaster Prevention Pays plan and review its performance yearly to achieve a disaster free working environment.
- 3. All schools-company's activities, products, and services shall comply with the health and safety regulations and other requirements.
- 4. We shall communicate schools-company's health and safety information to our colleagues, customers, suppliers and other interested parties.

Board of directors and functional committees

The highest governance authority of Tatung Co. is the board of directors. The members of the board of directors and other functional committees are listed on Table 2.2-1. Tatung Co. Company Articles list that the company shall have five to nine members in board of directors and shall be appointed for a period of three years. The shareholders shall vote from the director candidate list at shareholder's meeting. The number of the directors elected to not less than three and not less than one fifth of the number of directors of independent directors. The professional qualifications, number of shares owned, part-time constraints, nominated and elected way and others of independent directors should be according to regulation and Company Act. The board of directors manages the company operation performances, works hard to maximize the benefits for the shareholders. When there is event of conflicts of interest during board of directors' meeting, Tatung Co. follows the measures in related regulations.

Tatung Co. has Audit Committee (which is responsible to Board of Directors) to review and assess the qualitative aspects of financial reports, the registered accounting firm's selection, independence and qualifications, the effectiveness of the systems of internal control, the Company's compliance with significant applicable legal and regulatory requirements and the Company's existing or potential risk management. In view of the compensation program is as an important aspect of corporate governance and risk management. The board of directors also has two functional committees, one is Audit Committee (functional), and the other is Compensation Committee. The Audit Committee (functional) is responsible for oversight of the Company Act, Securities and Exchange Act, and such other related laws and regulations. The Compensation Committee is responsible for approving the Compensation Committee Charter for intensifying corporate governance and consolidating the director and executive compensation programs. In regarding to the Board's performances, Tatung Co. evaluates the performances in accordance to "Corporate governance self-evaluation indicators" and reports the results to Audit Committee (functional).

Tatung Co. authorizes the board of directors to determine the directors and supervisors' traveling expenses and remuneration based on the contribution to the operations of the Company with reference to the domestic and outside the industry standards agreed. The president, vice president and associate adhere to the orders of the Board to deal with the company's business. The appointment, dismissal and remuneration are following the Companies Act. Allocation of rewards such as the company has a surplus, and the other in accordance with the provisions of Company Article 24. For more information, please refer to the 2011 Tatung Co. Annual Report.

表2.2-1 大同公司董事會及功能委員會名單

Table 2.2-1 Members of board of directors and functional committee

姓名 Name	林蔚山 Wei-shan Lin	│ │ 林郭文艷 │ Wen-yen Lin Kuo │	从 从 Wei-tung Lin)))	張益華 I-hua Chang	李龍達 Lung-ta Lee	大同大學/陳火炎 Huo-yen Chen, representative of Tatung University	呂東英 Daung-yen Lu	蘇鵬飛 Peng-Fei Su	劉宗德 Tzong-Der Lio
董事會 Board of Directors	董事長 Chairman	董事 Director	董事 Director		董事 Director	董事 Director	董事 Directo	獨立董事 Independent director	獨立董事 Independent director	る る る る る は る は は は は は は は は は は は は は
審計委員會 Audit Committee								〇 (召集人 Convener)	0	0
薪資報酬委員會 Compensation committee							0			0
目前兼任本公司及其他公司之職務 Job title assumed in the Company and an other company	能科技(股)公司董事長、大同綜合訊電(股)公司董事長、尚志資產開發(股)公司董事長、尚志精密化學(股)公司董事長、拓志光機電(股)公司董事長、大同住重減速機(股)公司董事長、中華電子投資(股)公司董事長兼總經理、大同壓鑄(股)公司董事長、協志工業叢書出版(股)公司董事長、大同生科(股)公司董事長、尚志投資(股)公司董事長兼總經理、大同泰國(股)公司董事長、大同日本(股)公司董事長、大同新加坡電子(股)公司董事長、大同運訊(股)公司董事長、大同顯示器墨西哥(股)公司董事長、大同越南有限公司董事長、大同新加坡電機(股)公司董事長 Chairman of Tatung Company, Chairman of Chunghwa Picture Tubes, Ltd. Chairman of Forward Electronics Co., Ltd. Chairman of Green Energy Technology Inc., Chairman of Tatung Consumer Products (Taiwan) Co., Ltd.	理、大同世界科技 (股)公司董事長、精 英電腦(股)公司董事長、精 表、大同墨西哥公司董事長、大同新加坡資訊(股)公司董事長、大同新加坡資訊(股)公司董事長 President of Tatung Company, Chairman of Tatung System Technologies Inc. Chairman of Tatung ation(Singapore) Pte. Ltd. Chairman of Tatung Mexico S.A. de C.V, Chairman of Tatung Czech s.r.o. Chairman of Elitegroup Computer Systems Co., Ltd.	董事 Chairman of Fu Ting Securities Investment Trust Co., Ltd. Direct of Tatung Industry Company.		公司董事、大同 林業營造(股)公司 董事長、正聲廣 播(股)公司董事、 中華電子投資(股) 公司董事、禾大	尚志精密化學(股)公司董事、綠能科技(股)公司董事、創盛世有限公司董事、別盛世有限公司董事、大同日本(股)公司董事、綠昇投資(股)公司董事、宗駿集團有限公司董事長、宇駿(潍坊)新能源科技有限公司董事長、尚志國際化工有限公司董事長、淮安尚志高科技材料有限公司董事長、吳江尚化翅膠有限公司董事長、吳江尚化翅膠有限公司董事長、東莞同鋰貿易有限公司		中華無形資產暨 企業評價協會常 務理事、國立管理 學研究所兼任教 授、中華公司治 理協會理事長 Managing Director, Chinese Association of Business and Intangible Assets Valuation. Adjunct Professor, Graduate Institute of Finance, National Chengchi University.		無 NIL

註:呂東英獨立董事已於2012年9月請辭

Note: Independent director Daung-yen Lu has resigned in September, 2012.

與利害相關者及員工溝通之機制

Mechanisms for interested parties and employees to communicate to the highest governance body

傾聽及回應利害相關者及員工的建議是公司能否持續向上發展的重要關鍵,大同公司依下列作法與利害 關係人及員工溝通:

- 1. 設置審計委員會信箱,以做為公司員工、股東及利害關係人與審計委員會有效溝通管道。
- 2. 設置股東徵詢信箱及徵詢專線,提供股東反應關心事項。
- 3. 設置專線、傳真及e-mail信箱,提供社會大眾溝通管道。
- 4. 設實體「董事長信箱」、電子「人資服務信箱」供員工直接與管理階層溝通及即時服務員工。
- 5. 依勞資會議實施辦法舉辦勞資會議定期開會,相互溝通意見,協商解決問題。
- 6. 訂定員工申訴辦法。
- 7. 雙週發行電子報主動溝通。
- 8. 大同公司建議獎 暨營業秘密獎勵辦法。

Listening and responding the suggestions from the interested parties and employees is the key factor whether a company can continue growing. Tatung Co. communicates with the interested parties and employees by the following mechanisms:

- 1. Set up "Audit Committee Mailbox" as a communication channel between the shareholders, employees, interested parties and members of Audit Committee.
- 2. Set up "Shareholder Mailbox" and direct phone line to provide important information to shareholders.
- 3. Set up direct phone line, fax and e-mail for publics to response their opinions.
- 4. Set up "Chairman Mailbox" and HR e-mail for employees to communicate with managers.
- 5. Organize labor relation meetings for the company and labors to communicate and solve problems.
- 6. Establish "Measures for processing employees' complaints"
- 7. Publish biweekly company electronic newspapers to deliver information to employees.
- 8. Establish "Measures for rewarding recommendations and trade secrets".

2.3 財務表現 / Financial Performances

在財務收支及獲利能力方面,大同公司2011年營收淨額為384.08億元,較2010年度減少0.05%,詳如表 2.3-1所示。大同公司之營運正常,無接受政府財務援助。更深入的公司營運績效及財務狀況,可參考「大同公司100年度年報」,或至本公司網頁查詢:http://www.tatung.com

As for financial performances, the operating income in 2011 is NT\$38.41 billions, posting an 0.05% decrease than in 2010. However, Tatung Co. still operates normally on a daily basis and accepts no financial support from the government. Table 2.3-1 shows Tatung's financial data in 2011. For more detailed operation performances, please look into Tatung 2011 Annual Report or visit the website http://www.tatung.com.

表2.3-1大同公司2011年營收狀況
Table 2.3-1 Financial income and expense of Tatung Co. in 2011

	項目 Items	新台幣 NTD\$
財務收支	營業收入 Operating income	38,408,478
	已實現營業毛利 Realized operating gross profit	3,180,288
	用人費用 ¹ Personnel expenses ¹	3,214,807
Financial Income and Expense 單位:新台幣仟元	營業淨利 Net income	378,650
Unit: NT \$ Thousand	營業外收入及支出 Non-operating income and expense	866,517
	税後淨利 Net income after tax	1,379,850
	每股盈餘(元) Earnings per share (NT\$)	0.59

註1:用人費用包含薪資、勞健保、退休金、其他用人費用

Note¹: Personnel expenses include salaries, staff labor and health insurance, pension, and others

2.4 風險及機會

大同公司因應迅速變化的產業情勢及氣候變遷,設有風險管理組織專門進行重大事項之風險評估分析,表2.4-1為大同公司之風險管理組織架構。其中對於氣候變遷所造成之風險及機會,大同公司亦加以評估與因應,因應全球暖化對節能減碳技術之大量需求,本公司重電事業部、電線電纜事業部、新能源事業部發揮本業各領域的深厚基礎,加強投入研發,積極擴大智能電網技術開發與關鍵產品、系統的業務,以確立本公司在國內發電、輸配電、能源管理等技術與市場的領導地位,並進軍海外市場,朝擠身國際能源技術大廠的目標邁進。此外,順應節能減碳的潮流,家電事業部秉承優良傳統,加強開發品質健康、環保、省電、高效能之緣色家電產品,擴大業績與利潤。

除了氣候風險外,大同公司提出針對利率、匯率變動、通貨膨脹情形、國內外重要政策及法律變動、股權大量轉移及經營權之改變對公司損益、財務業務之影響及未來因應措施:

1. 利率方面:

- (1)根據中長期借款餘額,依衍生性金融產品處理程序,透過銀行承作利率避險。
- (2)籌辦中長期債券,鎖定利率,例如固定利率之海外交換債、國內零利率之可轉換公司債等,如此就可將長短期利率風險降至最低。

2. 匯率方面:

公司對於進出口的外匯操作以自然避險為主,依據外幣資產負債的淨部位,利用各項避險工具,以規避匯率波動可能產生的風險。對各項衍生性金融商品的風險管理,本公司根據所制定的"衍生性金融商品交易處理程序"規範,對於外匯風險停損及內控制度皆訂有完整的監督辦法。

3. 通貨膨脹方面:

近年之通貨膨脹率對公司的營運及獲利無重大影響。

4. 國內外重要政策及法律變動方面:

對影響本公司之國內外重要政策及法律之變動,本公司均能掌握,並調整公司內部控制作業及營運活動,以確保公司運作順暢。對各項政府獎勵投資抵減(免),以及經濟部科專補助等,本公司各研發單位及財務部門都配合積極爭取。

- 5. 董事、監察人或持股超過百分之十之大股東,股權大量轉移或更換方面: 本公司董監事持股歷年來一向均相當穩定,並無股權大量移轉或更換。
- 6. 經營權之改變方面:

本公司有堅強的經營團隊,並無經營權之改變對公司之影響及風險。

此外,大同公司將『正、誠、勤、儉』的創業精神深植同仁日常工作中,也得到社會大眾廣大的認同。 大同公司會繼續秉持此優良傳統,積極不斷地追求革新,確實作好公司治理。針對各種突發狀況,均有專人 或專案小組專責規劃因應,將企業經營之不確定性降至最低。公司林董事長於今年因『通達案』遭受不利之 判決,大同公司相信林董事長的清白,並支持董事長上訴以證明其清譽。公司營運、財務與業務一切正常, 不會受該案影響。其他財務及法律面之風險管理請詳見大同公司100年度年報。

表2.4-1 大同公司風險管理架構 Table 2.4-1 Tatung Co. risk management structure

風險管理	負責部門	風險業務事項
Risk management	Bodies in charge	Responsibilities
策略及營運風險 Strategy & operation risk	1.董事會Board of Directors 2.高階管理階層 High-level management 3.各廠、處管理階層 Management of each factory and division	負責公司經營方針之訂定與執行、營運效益之評估與分析 Stipulation & implementation of management policies. Assessment & analysis of operation performance
市場風險 Market risk	各廠處業務單位 Sales unit of each factory and division	負責公司各項業務之推廣、市場調查與評估 Business & sales promotion as well as market research and evaluation
財務風險及流動性風險	財務處	負責成本之彙整與決算、資金調度控管、利率及匯率之避險措施
Financial & liquidity risk	Finance division	Final accounting of cost, funds allocation and control, and hedging of interest and exchange rates
法律風險	法律處	負責訴訟及非訟案件之處理
Legal risk	Legal division	Process of litigation and non-litigation cases

註:大同公司彩色電視機貨物税案敗訴定讞,需補税、罰款五億三千多萬元,大同已自2009年起陸續繳納該税款,預計2014年繳納完畢。

Note: Tatung Co. was required to pay an overdue tax, a fine of more than \$ 534 million due to lost commodity tax law case. Tatung Co. has paid the tax after another since 2009, and expected to be finished the payment in 2014.

2.4 Risks and opportunities

When facing on rapid changing business environment and climate change, Tatung Co. assigns responsible departments to process risk assessment on significant topics. Table 2.4-1 shows Tatung Co. risk management structure. Other than financial and operational risks, Tatung Co. also assesses the risk and opportunity from climate change and proposes countermeasures. With the mass demand for energy efficiency and carbon reduction technique to cope with global warming, Industrial Appliance Business Unit, Wire & Cable Business Unit and Energy Solutions Business Unit of the Company have developed deep technical foundation, kept putting efforts on research and development, and expanded the business of key products as well as system aggressively in smart grid to ensure its technology and market leading position in domestic electricity generation, power transmission & distribution and energy management. Home Appliance Business Unit also has strived to carry on fine tradition, and reinforced to develop high-quality green home appliances with health, environmental protection, energy-saving and high efficiency concepts to increase the sales performance and profit.

Apart from Climate risks, impact of interest rate and exchange rate fluctuations, inflation, major changes in domestic and foreign government policies and law, major transfer or swap of stocks, and change in management of the Company which may impact on Tatung Co.' earnings/operations and countermeasures are also analyzed:

1. Interest rate:

- (1) Financial derivative products can been used as a hedge against interest rate fluctuations for the Company's long-term debts.
- (2) When considering mid to long-term bond issues, the Company carefully sets its target interest rate to lower its interest rate risks as much as possible. For example, the Company's offshore exchangeable corporate bond issue offers a fixed interest rate, while its domestic secured convertible bond offers a zero coupon rate.

2. Exchange rate:

The Company has a natural hedge against currency fluctuation as its business involves imports and exports. It also utilizes derivatives to hedge the remainder of its foreign exchange position that is exposed to currency exchange risks. The management of risks involving such financial derivative products are set forth in the Company's "Financial Derivative Products' Transaction Procedures." The Company also has an internal control system to supervise stoploss foreign currency transactions.

3. Inflation:

Inflation in the past year had no adverse impact on the Company's operations and profitability.

- 4. Major changes in domestic and foreign government policies and laws:
- The Company carefully monitors any changes in local and foreign policies and makes appropriate adjustments in the Company's internal control system and operations when necessary. The Company's R&D units and financial department continues to avail of and seek various investment incentives, such as tax credit, granted by the Ministry of Economic Affairs and other government agencies.
- 5. Major transfer or swap of stocks by Tatung's directors, supervisors or major shareholders with over 10% of Tatung's total outstanding shares:
- The Company carefully monitors any changes in local and foreign policies and makes appropriate adjustments in the Company's internal control system and operations when necessary. The Company's R&D units and financial department continues to avail of and seek various investment incentives, such as tax credit, granted by the Ministry of Economic Affairs and other government agencies.
- 6. Change in management of the Company:

The Company has a strong and stable management team, and there is no risk from the change in the management of the Company.

In addition, Tatung Co. was founded on philosophy that emphasizes "integrity, honesty, industry and frugality." These four core values are strictly followed by each and every individual in Tatung Co. and have won public recognition. Tatung Co. will strive to carry on this tradition, while, actively pursue new ideas to ensure better corporate governance. Tatung Co. also appointed a special task force to respond to unforeseen situations in order to reduce uncertainties and ensure smooth business operations. Chairman of Tatung Co. suffered adverse judgment, Tatung Co. believes that the Chairman of the innocence and to prove their way and support the chairman of an appeal. Company's operation, financial and business status are as usual and will not be affected by the case impact. The description of financial, legal and other risk is addressed in Tatung 2011 Annual Report.

2.5 業務範圍及產品內容

一、業務範圍

大同公司主要分為「電力事業群」、「消費事業群」、「系統事業群」三大事業群,製造及產銷運籌體系涵蓋歐洲、美洲、中國、東南亞等全球12個國家,提供全球客戶優異的產品研發製造、完善的物流運籌、快優的服務網絡

大同公司所經營業務主要內容如下:

(一)包括下列各項產品設計、製造、買賣、承裝、網路 系統、自動化系統、租賃、維修服務及進出口銷售 代理:

•		
	1. 製鋼機械類	2. 重電機器類
	3. 家電機器類	4. 冷凍機器類
	5. 空調機器類	6. 金屬加工機器類
	7. 電子工業類	8. 電線電纜類
	9. 化學工業類	10. 廚房用具類
	11. 木材製品類	12. 塑膠工業類
	13. 事務用品類	14. 音樂器材類
	15. 度量衡器類	16. 輸送器材類
	17. 交通器材類	18. 醫藥用品用具類
	19. 微生物發酵產品類	20. 建築事業類
	21. 家具類	22. 太陽能工業類
	23. 水處理工程工業類	24. 通信器材類
	25. 停車場設備類	26. 自動化機器人
	27. 汽車類	28. 半導體事業類
)	雜誌出版印刷業	

- (二)雜誌出版印刷業
- (三)報關業
- (四)一般進出口貿易業務(許可業務外)
- (五)受政府工業主管單位委託辦理工業區之開發、租 售(營造業除外)

二、產品內容

大同公司跨足馬達、家電、數位電子、系統整合、能源 事業及重電等事業,如圖2.5-1所示。2011年產值約為新台 幣6百億元,產量約為1千2百萬台,詳見表2.5-1。



2.5 Services and products

I. Services

Tatung Co. holds three business groups. To sustain strong and long-term growth, Tatung Co. focuses particularly on the development of advanced technologies and global network of operation. With its overseas branches expanding into 12 countries, Tatung Co. is in a solid position to deliver products more efficiently and render customer services more effectively. Tatung Co. provides the following services to our customers:

A. Includes the design, manufacture, sale, installation, network system, automation system, lease, maintenance service, import, export and agency of the following products:

4. Refrigerator

10. Cookware

6. Metal processing

8. Wire and Cable

12. Plastic industry

20. Architecture

14. Musical facilities

16. Transmission facilities

18. Healthcare products

22. Solar power industry

26. Automation robots

28. Semiconductor

24. Telecommunication facilities

2. Heavy electric machinery

- 1. 1.Steel and machinery manufacturing
- 3. Household appliance
- 5. Air Conditioner
- 7. Electronic industry
- 9. Chemical industry
- 11. Wood-made products
- 13. Office appliance
- 15. Precision meter
- 17. Transportation facilities
- 19. Microbe fermentation
- 21. Furniture
- 23. Water treatment engineering
- 25. Parking facilities
- 27. Cars
- B. Magazine publishing
- C. Customs broker
- D. Ordinary import/export (excluding permitted business)
- E. Development and lease (excluding construction industry) of industrial parks on behalf of the relevant authority.

II. Products and services

The products and services provided by Tatung Co. cover from motor business, home appliance business, digital consumer business, system integration business, energy solutions business and industrial appliance business (as shown in Figure 2.5-1). The production value is around NTD\$ 60 billion and the production amount is around 12 million sets in 2011 (as shown in Table 2.5-1).



重電事業部 Industrial

appliance business unit

產品及服務項目:

各式電力變壓器、配電變壓器、電抗器、配電盤、控制盤、GIS瓦斯絕緣開關、地下二路及四路開關、配電器材、電容器、電抗器、比壓器及系統工程等產品及服務。

Motor business



產品及服務項目:

各式交直流感應馬達、同步馬達(1/8HP~30,000HP)、減變速機、變頻器、各型通風機、油電式注塑機馬達、耐高溫馬達、浸水馬達、高效能低排碳交流感應馬達、耐超高溫馬達、大型耐壓防爆馬達、電動載具馬達、船用及陸用柴油發電機組、水力發電組、馬達發電機組、各式鑄件、磁石、鋁鋅合金壓鑄品、精密CNC車床、磨床、綜合加工機等。

電線電纜事業部

Wire & Cable Business Unit



產品及服務項目:

變頻馬達線、壓縮機用線、300℃消防排煙馬達線、400℃消防排煙馬達線、漆包絞線、漆包鋁線、高焊性均匀錫厚無鉛鍍錫銅線、裸銅線、無氧銅線、平角漆包線、各種銅合金線、600V~161kV高低壓XLPE電纜、EPR乙丙烯、氯磺化聚乙烯橡膠電纜、低煙無毒難燃電纜、鎧裝電力電纜、鋼芯鋁線耐候XLPE電力電纜、耐熱耐燃電纜、耐燃匯流排配電系統、通信電纜、LANCABLE、鐵弗龍線、筆記型電腦線、RG Type、CNS、JIS等高頻同軸電纜、各類電子用線、4~300C溝槽型單模光纜、6C~216C管型充膠單模光纜、光纖引線跳接線、單一束管單模光纜、引接充膠單模光纜、耐彎曲單模光纜等產品。

Products:

Responsible for designing, manufactur ing, and selling of transformers, switchgears, gas insulated switchgears, underground 2-way/4-way switches, system engineering, and advanced energy development.



重要認證 / Important certifications

..........

Products:

Responsible for designing, manufacturing, and selling of electric motors, Immersible pump motors, PM motors, EV motors, drives, generator sets, and power systems.



重要認證 / Important certifications

Products:

Responsible for manufacturing and sale of various wires, cables, optical fiber cables, and busway.



重要認證 / Important certifications

圖2.5-1 大同公司產品及服務項目

Figure 2.5-1 Products and services provided by Tatung Co.



新能源事業部 New Energy Business Unit

產品及服務項目:

ANSI、IEC之規格智慧電表、電子式電表、機械式電表、AMI用讀表介面單元、集中器、系統管理軟體、饋線資訊末端設備與控制軟體、工廠/辦公室/教室/宿舍用電監控系統、卸載控制、計費系統、讀卡機、加值機、單晶/多晶/薄膜太陽光發電系統及風力機/風力發電系統、大容量太陽能逆變器代工、太陽能多晶矽錠代工等。

資訊能源事業部 ICT & Energy Solutions Business Unit

產品及服務項目:

資訊系統整合產品、資安、網路及通訊系統整合產品、 應用軟體開發、公文管理系統、社會福利資訊系統、節 能整合工程、中央監控能源管理系統、節能設備販售及 保養、節能輔導診斷及其他太陽能系統整合等產品及服 務。

Products:

Development and manufacture of smart grid-related products and systems, such as smart meters, AMI and distribution automation systems, which intends to consolidate the domestic market and continue to explore overseas smart grid market; in clean energy, from upstream, the establishment of the Ingot-Growing Center expertise in solar poly-silicon ingot foundry business; renewable energy division develops its own micro inverter which combines with Tatung Group's solar modules, completing solar power system. Also responsible for using 1.5~15kW wind turbine building a wind power generation system.

ISO9001、ISO14001、 OHSAS18001認證,各式電表皆經 台電形式認證、合格之第三公證單 位檢驗並鉛封、ANSI國際認證、 IEC國際認證。

重要認證 / Important certifications

Products:

With large -scale system integration capabilities and involved projects throughout the government departments, schools and enterprises, ICT and Energy Solutions BU primarily provides cloud technology, system integration services, communication network services, energy management services and software development, including document management system, attendance management system, enterprise resource management system and various information management systems, etc. She has won the software development certification of the Capability Maturity Model Integration (CMMI) maturity Level 3. Besides, ICT and Energy Solutions BU also supports energy system integration and related technology services which consist o f energy-saving integration engineering, the energy management with central monitoring & controlling, sales and maintenance for conserving energy facilities, counseling & diagnosis for energy-saving and integration with other solar systems.

CMMI Maturity Level 3, 新式樣專利-講桌

重要認證 / Important certifications

圖2.5-1 大同公司產品及服務項目(續)

Figure 2.5-1 Products and services provided by Tatung Co.



ODM事業部

ODM business unit

產品及服務項目:

高畫質數位液晶電視及液晶顯示器、整合型多媒體液晶顯示器、智慧型電視機、智慧型電視機上盒、IPTV機上盒、數位媒體播放機、PC與遊戲機用之有線/無線耳機、HD網路攝影機、WIFI連線之家庭自動化控制及其相關裝置等。

品牌事業部 Brand business unit

產品及服務項目:

高畫質數位電視、LED背光液晶電視、3D液晶電視、智慧聯網液晶電視、窗型冷氣機、分離式冷氣機、商用箱型冷氣機、中央系統空調冰水機、除濕機、空氣清淨機、電冰箱、洗衣機、冷凍冷藏設備、電風扇、電熱水瓶、蒸汽熨斗、吹風機、電茶壺、電鍋、電子鍋、火鍋、電磁爐、微波爐、果汁機、烤麵包機、冰箱及除濕機用壓縮機、製氧機、低週波刺激器、脫式血壓計、血氧濃度計等。

Products:

The ODM Division provides global customers with value-added product design and manufacturing services. With strong research and development background, and quality-driving production control, the Division has met competitive challenges and established its business focus on advanced displays and digital accessories. In the advanced display area, the emphasis is on feature-enhanced LCD monitors and smart TV's, while the digital accessories mainly on networked gaming headsets, HD-cameras, and IP settop boxes. Tatung's customers can benefit from Tatung's fast reaction to accommodate market needs and flexibility in design customization. The ongoing research and development on connected home solutions has increased the ODM Division's value to customers who have embraced the smartliving era to come. The Division continues to develop solutions that enhances the total experiences of energy-conservation, easy to use, and digital lifestyles.



重要認證 / Important certifications

Products:

Responsible for designing, manufacturing, and sale of consumer electronics products such as green energy-saving LCD display with LED backlight, LCD TV embedded Hi-HD tuner, LCD displays featuring 3D technology and internet connectivity, home appliances, commercial appliances, medical equipment, and medical oxygen concentrators



重要認證 / Important certifications

圖2.5-1 大同公司產品及服務項目(續)

Figure 2.5-1 Products and services provided by Tatung Co.

表2.5-1 大同公司產值產量一覽

Table 2.	表2.3-1 人间公司连恒座里- 5-1 Production amount and va					
	產量(台) Amount (sets)	產值(仟元) Value (Thousand NTD\$)				
ODM事業部 ODM Business Unit	9,095,118	12,103,184				
資訊能源事業部 ICT & Energy Solutions Business Unit	91,899	1,682,134				
品牌事業部 Brand Business Unit	2,320,743	4,190,109				
新能源事業部 New Energy Business Unit	193,960	750,957				
重電事業部 Industrial Appliance Business Unit	2,608	3,816,449				
馬達事業部 Motor Business Unit	137,960	3,168,918	9 7	T Z	-	
電線電纜事業部 Wire & Cable Business Unit	01	34,435,963	* *		◇ 2012數位時代雜誌 第	第三屆綠色品牌大調查
合計 Total	11,842,288	60,147,714		TOP Green	大同響	催八八
註 ¹ :單位不是『台』 Note ¹ : The unit is not "set"				Brands 2012	本土品牌-家電	類人し、
			緑	色品牌		To T
						THING THE PARTY OF

第三章 理念與願景

3.1 創業精神與經營理念

創業精神

1918年林尚志先生以「正誠勤儉」為創業精神,設立 大同公司前身『協志商號』,自此展開大同持續繁榮及不斷 超越的泉源。

正:正心 Integrity

誠:誠意 Honesty

勤:勤勉 Industry

儉:節儉 Frugality



經營理念

- ●「建教合作研究發展」
- ●「社會投資公眾公司」
- ●「勞資一體產業自治」
- 「創造利潤分享顧客」

3.2 我們的願景

以創新科技提供優質產品,實現節能、環保、健康之生 活,善盡世界公民責任。

Chapter 3 Philosophy and Vision

3.1 Corporate value and management philosophy

Established in 1918, Tatung Company (formerly known as Xie Chih Business Enterprise) has evolved and grown over the decades into one of Taiwan's leading conglomerates. The foundation of the Company is built on four fundamental values – Integrity, Honesty, Industry, and Frugality. They represent the essence of the Company's commitments to our customers, shareholders, and employees.

Mr. T. S. Lin, Chairman Emeritus of the Company further extended the precepts behind these core values to serve as the guidelines for the Company's continued success and prosperity.

Industry-education cooperation
Shareholder responsibility
Employee harmony
Customer satisfaction

3.2 Our vision

Ilnnovation for quality

Products for energy saving, environmental friendly, and healthy life

Fulfillment of social responsibility as a corporate citizen





第四章 品質與服務

4.1 品質績效

品質管理

大同公司有近百項產品己取得ISO 9001品質系統驗證,如表4.1-1所示,此系統對內可為落實標準化、減少偏差以及經驗知識傳承之工具,除可提升管理能力外,亦可使產品品質穩定,降低產品不良率及減少抱怨;對外則可加強客戶信心,進而拓展市場以提升競爭力,達到企業永續經營之目標。大同公司於總公司設有經財團法人全國認證基金會依據ISO17025:2005認證之校正實驗室,提供產品精確的量測及校正檢驗,以及設有大同電機電子設備限用有害物質檢測實驗室專精電機電子材料、元件、成品之限用有害物質檢測。在廠區則有變壓器測試實驗室、配電盤測試實驗室以及空調設備實驗室(詳如表4.1-2所示),能對產品品質提供良好的保障。

表4.1-1 大同產品通過ISO 9001驗證統計表
Table 4.1-1 Tatung Product ISO9001 Certification List

廠區 Factories	登錄類別及認可登錄範圍 Registered Products
冷氣廠 Air Conditioners Plant	ISO 9001:2008→窗型冷氣機、分離式冷氣機、除濕機、箱型冷氣機、中央冷氣系統之冰水機、電鍋、電扇、微波爐。 ISO 9001:2008→Window mounted air conditioners, separated type air conditioners, dehumidifiers, box shaped air conditioners, water cooling central air conditioning systems, electric fans, rice cookers, microwave ovens
三峽廠 Motor Plant	ISO 9001:2008 (BSMI)→發電機(10560KVA以下)、馬達 (500HP「含」以上),馬達 (500HP以下)。 ISO 9001:2008 (BV Cert.)→發電機(10560KVA以下)、馬達 ISO 9001:2008 (BSMI)→The design, development, production, installation and servicing of: generators (less than 10,560KVA) The design, development, production and servicing of: electrical motors (500HP and above) The productione of: Electrical motor (less than 500HP) ISO9001:2008 (BV Cert.)→The design, development, production, installation and servicing of: generators (less than 10,560KVA) The design, development, production and servicing of: electrical motor
重電廠 Transformer & Switch Gear Plant	ISO 9001:2008→油浸式變壓器、油浸式電抗器、油浸式變比器、乾式變壓器、乾式電抗器、樹脂型乾式變壓器、樹脂型乾式變比器、高低壓配電盤、閉鎖型裝甲開關箱、馬達控制中心盤、配電中心盤、分電箱、整流器、非晶質鐵心變壓器、六氟化硫氣體絕緣開關設備、各型電容器、電度表。 ISO 9001:2008→Oil-immersed transformers, reactors, potential & current transformers; dry type transformers, reactors; cast resin dry type transformers, cast resin dry type potential & current transformers; high voltage & low voltage metal-enclosed switchgear & control gear; metal-clad switchgear; motor control center; metal-enclosed low voltage power circuit breaker switchgear; distribution board; rectifier; amorphous metal transformers, gas insulated switchgear; capacitors; watt-hour meters
電線電纜廠 Wire and Cable Plant	ISO 9001:2008→電力用電線電纜(包含161KV以下(含)交連聚乙烯絕緣電纜)、匯流排、電子線、通信用電線電纜、光纖電纜、裸銅線、漆包銅線、鍍錫銅線。 ISO 9001:2008→Power wires and cables (including cross-linked polyethylene insulated shielded power cable rated 161 KV and below), bus-way (bus duct), electronic wires, telecommunication wires and cables, optical fiber cables, bare copper wire, enameled copper wires, tinned single solid copper wire
長晶中心 Crystal Growing Cente	ISO 9001:2008→多晶矽晶錠 ISO 9001:2008→Multi crystal silicon ingots

Chapter 4 Quality performances and customer services

4.1 Quality performances

Quality management

In the area of product quality, Tatung Co. has nearly 100 products that have received ISO 9001 quality system certification (as shown in Table 4.1-1). In the factory, this system serves as a tool for standardization of products, reduction of anomalies, and passing on of knowledge and experience. In addition to improving managing ability, it can also stabilize product quality and reduce defective products as well as complaints. Outside the factory, this system can help improve customer trust, gain competitive edge on the market, and enable the company to reach its goals in sustainable development. Other than the management system, Tatung Co. has Calibration Lab and Tatung Environmental Research Center in headquarter. These two laboratories provide accurate measuring and calibration test services and hazardous substances testing service. Other than those, Tatung Co. has Transformer Testing Lab, Switchgear Testing Lab and Air Condition Facility Testing Lab in the factories (as shown in Table 4.1-2) to provide the assurance of excellent quality.

表4.1-2 大同公司經TAF認證實驗室一覽表
Table 4.1-2 TAF certified laboratories in Tatung Co.

實驗室名稱及認證編號 Name of Lab and certification number	檢驗/檢測項目 Testing items	認證日期 Date of certification
校正實驗室 Calibration Lab L0003-090302	產品量測及校正檢驗 Measuring and calibration of products	1990.06.01
大同環境檢驗測定研究中心 Tatung Environmental Research Center L1697-101024	飲用水水質及水量、電機電子產品有害物質檢測 Water quantities and quality, hazardous substances of electric and electrical products.	2007.10.24
大同變壓器測試實驗室 Tatung Transformer Testing Lab L2306-101227	變壓器測試 Transformers testing	2010.12.27
空調設備測試實驗室 Air Conditioning Facility Testing Lab L2270-110120	冷氣機及冰水主機之冷卻耗電功率、能力及能源效率比值 Cooling capacity and EER of air conditioners.	2011.01.20
大同配電盤測試實驗室 Tatung Switchgear Testing Lab L2308-110323	配電盤測試 Switchgears testing	2011.03.23









廠區獲得ISO9001驗證證書 ISO 9001 certificates of the factories

全國認證基金會認可實驗室證書 TAF certificate of accreditation

商品安全與標示

大同公司秉持著顧客至上、全員參與及六大根本力的精神,持續提昇產品品質以服務客戶,所有產品皆依相關規定(如中國國家標準、國際電工標準、美國國家標準協會等等)設計、製造,並通過相關檢驗合格,才上市銷售,確保消費者之人身安全。對於外銷歐洲之產品,大同公司亦透過有害物質的管理措施,確保產品不含有害物質,符合相關規定。

在產品標示方面,大同公司之電器商品皆依『電器商品標示基準』規定於商品本體或內外包裝或説明書上標示相關訊息。除此之外,關於產品的安全使用、維護方法及注意事項等相關資訊,亦會附於產品包裝內,讓消費者能夠安全及正確的使用大同產品。因此大同公司於2011年沒有違反資訊揭露相關法規之規定。

此外,對於設計或生產中有瑕疵之產品,大同公司亦主動於官網、媒體告知消費者召回或檢修之訊息,為的就是避免消費者於使用此類有瑕疵之產品時受到損傷。例如大同公司於2007年製造的數款除濕機,因供應商提供之零件瑕疵,在使用時可能會有意外的發生,因此大同於2007年起陸續公告召回,提供免費到府檢修的服務(圖4.2-1);大同3U21W省電燈泡(型號:LS-3U21WD),批號為0904、0905、0906,因部份零件問題,為避免顧客使用上產生困擾,亦公告召回,無條件接受免費換貨(圖4.2-2)。大同公司會加強整體供應鏈品質的控管,避免類似情況再度發生,確實提供消費者健康、節能、安全之產品。



圖4.2-1 公告召回之除濕機型號 Figure 4.2-1 Model of recalled dehumidifiers

公平交易與反壟斷

大同公司對於廣告的製作、促銷等活動皆遵守公平交易法、個人資料保護法、商標法及國家通訊委員會等政府法令及機關之要求來辦理。因此於2011年製播的廣告或促銷活動並無違反政府法規之情事發生。公司亦鼓勵員工不定期參加反托拉斯法、公平交易法相關研討會;本公司制式經銷合約亦明定:「經銷商就商品銷售給其客戶之價格有自由決定之權,惟不得有惡意削價競爭或意圖損害本公司形象之行為」。

Product safety and labeling

Tatung Co. believes in customer first and six key management principles, continues to provide high quality of products to the customers. All the products are designed, and manufactured in accordance to associated regulations/standards such as CNS, IEC, ANSI, etc. The products must fulfill the requirements and pass the test before put in to market. For the products sold to EU, Tatung Co. has hazardous substances management procedure to ensure that there is no hazardous substance in the product.

As for product information and labeling, all the electronic appliances are labeled with safety guide, maintenance guide, important message on the product itself or on the package or on the manual based on the regulation. So every customer can have the knowledge to us the product safe and well. There is no violation on information disclosure issue in 2011.

In addition, for the defected products from the design or manufacture stage, Tatung Co. makes recall on the official website and media to prevent the consumers getting harm from further using of such product. For example, few models of dehumidifiers manufactured in 2007 are recalled since 2007 due to one defected part provided by a supplier. Such defected part will cause unexpected accident while the machine is running. Consumers who have these particular types of dehumidifiers, please make a phone call to Tatung Co. or TCPC and the specialist will arrived to your place for service free of charge; one of the fluoresced lamps (Model: LS-3U21WD), batch number 0904, 0905 and, 0906, is recalled due to parts problem. All the consumers will have the defected lamp replaced with a new one when they bring the defected one to any of Tatung 3C Store. Tatung Co. will further enhanced the quality of the supply chain to prevent such problem happened again.



圖4.2-2 公告召回之省電燈泡型號 Figure 4.2-2 Model of recalled fluoresced lamp

Anticompetitive behavior

The commercial advertisements and promotion that made by Tatung Co. are all complied with the regulations. There is not violation against the laws in regarding to advertisements and on sale promotion in 2011. Tatung Co. also encourages the employees to participate in seminars regarding to anti-trust and fair trade topics. Besides, Tatung Co. also requires her dealers to avoid malicious price competition behavior or intent to harm the image of Tatung Co.

4.2 供應鏈管理

大同公司深信與優良供應商、代理商建立互信互助良好的關係,可以有競爭力成本做到可靠的品質保證、準時交貨、提高生產力,將成果與世界各地消費者分享。因此,大同公司於總公司設立『供應鏈管理處』負責供應商之篩選及管理。藉由『供應商引進及管理辦法』的規定來引進及管理供應商。對於提供原物料、零件及產品之供應商,大同公司經由品管、採購、設計、製造四個機能的實地評鑑作業來審視供應商的良莠,評鑑內容主要包含供應商的設計/技術能力、品質管理能力、製造生產能力以及經營管理能力。除此之外,大同公司尚會針對供應商對於有害物質(RoHS及REACH)的管理、危險性工作的安全措施以及環境管理系統是否建置等項目做額外之評估,為的是提昇全體供應鏈之能力,讓供應商能夠跟大同一起成長。相關管理流程如圖4.2-1所示。

此外,對於進入大同廠公司提供服務之供應商(如施工、廢棄物清除、修繕等等),大同公司為維護其承攬人及雇用人員及設備之安全衛生,訂有『大同公司工程承攬人施工安全衛生管理辦法』,確實要求承攬人及其雇用人員遵守,以降低意外發生。

關於供應鏈的人權議題(包含人權、結社自由、童工、強迫勞動等)方面,大同公司目前尚未將人權議題納入供應鏈之管理及合約中,未來將逐步研究將人權議題納入供應鏈管理。



4.3 客戶服務

「大同大同服務好,大同產品最可靠」,大同公司自創業以來即秉持著客戶至上、『一通電話,服務就來』的宗旨,提供客戶快優的服務。大同公司透過投資公司『大同綜合訊電』提供消費者舒適的購物環境及優良的維修服務。公司另設有資訊服務站、大冷服務站、重電配電器材服務站、重電電線電纜服務站、以及重電馬達業務服務站等,服務具特殊需求之客戶。2009年大同綜合訊電公司(訊電)成立『大同快速維修中心』,技術士均擁有國家級證照,為大同產品愛用者提供更優質、更快速的維修服務。

除了實體的服務據點外,大同綜合訊電亦提供上網叫修服務,消費者如有產品需要維修服務,可直接在大同官方網站的客戶服務(http://www.tatung.com)或大同3C展售中心官網(http://tcpc.tatung.com/)中選擇維修服務單並輸入資料(如圖4.3-1所示),網站資料處理中心將申請資料分派至國內所屬轄區服務站,並使用電子郵件回覆客戶且由服務站快優處理。處理完畢後將使用電子郵件寄發服務意見調查卡以得知客戶的滿意度,並做為持續改進的依據,圖4.3-2為網上叫修的服務流程。同時為更廣泛聆聽消費者的聲音,訊電亦於網站提供「意見快遞」服務,消費者可透過此管道反映問題及提供建議,如圖4.3-3所示。大同公司向來注重顧客對於我們產品或服務的滿意度,當有顧客的產品來到大同進行維修時,即會將顧客資訊自動轉為電訪名單,並於維修完成後執行滿意度電訪作業。對於回覆不滿意之顧客,大同將會進行二次服務或針對不滿意事項進行檢討,以求改進。大同公司於2011年的客戶滿意度調查結果為86.31%滿意。

消費者於購買產品時所填之個人資料皆依據『電腦處理個人資料保護法』之規範,未在合法範圍或未經 消費會員及一般消費者同意下,不會提供其個人資料給第三人,因此於2011年並無客戶抱怨資料外洩之情事。

4.2 Supplier Management

Tatung Co. believes that with good relationship with decent suppliers can make sure getting high quality parts/ products to raise productivity to share the benefits to the consumers around the world. Hence, Tatung Co. have "Supply Chain Management Division (SCMD)" in headquarter to in charge with the selection and management on the suppliers. For materials/parts/products suppliers, SCMD evaluate a supplier's overall quality by conducting onsite audit on QA/QC, procurement, design, and manufacture aspects based on "Introducing and managing measures on suppliers". The evaluation items include quality management, hazardous substances management (RoHS and REACH), safety measures on dangerous working forms, and environmental management. Tatung Co. wishes the suppliers who collaborate with Tatung Co. can grow together.

As for the safety on the service-providing suppliers who operate in the factories and subsidiaries, Tatung Co. implements "Tatung health and safety management method for construction suppliers" to reduce the probability of accident.

As for the human rights issues (human rights, freedom of association, child labor, forced labor, etc.) on the suppliers, Tatung Co. not yet included such issues neither into the management measures nor in the contracts. Tatung Co. will gradually consider implementing human rights issues into supplier chain management in the future.

4.3 Customer services

Tatung Co. has been since the start that uphold "the customer first", "having only one phone call, the service is to" aims to provide fast and excellent services to customers. Tatung Co. entrusts her subsidiary company "TCPC" to provide a comfortable shopping environment as well as excellent maintenance services to consumers. There are also service stations opened for specific industries such as information (OA), large-size air conditioners, heavy appliances, wires and cables, and motors. Tatung Consumer Products Co., Ltd (TCPC) launched "Tatung fast-repair Center" to provide even faster and better services since 2009. All the technicians are well trained, experienced and acquired national licenses

In order to provide a more convenient customer service, Tatung Co. provides an online service application form on Tatung's service website (http://www.tatung.com) and TCPC official site (http://tcpc.tatung.com/) where the customers can make a service request online (as Figure 4.3-1 shows). The system will assign the service request to the accordance service station and provide rapid and high quality services. At the end of each case, customers are able to provide any positive or negative feedbacks by filling the online survey which will be used for future improvement. Figure 4.3-2 shows the flowchart of Tatung online service. To extend the channels for listening to the customers, Tatung Co. also provides an online feedback service which customers can ask questions, express their opinions and give positive feedbacks to Tatung Co. and TCPC (as Figure 4.3-3 shows). Tatung Co. takes great concern on the customer satisfaction. When a customer approaches to repair a product, Tatung Co. will transfer his/her information onto phone interview list and make an interview on the satisfaction about the repairing experience by phone. When the feedback is unsatisfied, Tatung Co. will conduct the second service or make improvement. The result of customer satisfaction in 2011 is 86.31% satisfied.

The information that customers provided during purchasing or servicing, Tatung Co. follows the regulation to protect such information from leaking to the third parities. There is no complaint about information leaking from the customers in 2011.



圖4.3-1 線上維修服務單 Figure 4.3-1 Tatung products online service form



圖4.3-2 大同網上叫修流程 Figure 4.3-2 Flowchart of Tatung online service



圖4.3-3 意見快遞服務 Figure 4.3-3 Tatung Online Feedback Service

第五章 社會績效

5.1 人權及反歧視

平等的工作環境

大同公司注重人權,所有員工、應徵者及協力廠員工,不分種族、思想、宗教、黨派、籍貫、出生地、性別、性傾向、婚姻、容貌、身心障礙或工會會員身分等,均能享有公平且有尊嚴的被對待。公司於勞工政策中明訂「尊重勞工、保障勞工權益、善盡社會責任」、「公司勞工管理制度,必須符合勞動相關法規及其他要求事項」等承諾,於新進員工招募時符合並優於每百名員工進用一名身心障礙員工之法令規定,足額進用以提供弱勢團體平權之工作機會,此外本公司於人才招募網及合作之人力銀行網站上皆有刊登「本公司歡迎身心障礙者及原住民朋友前來應徵」之跑馬燈訊息,藉此宣示本公司對於所有求職者皆一視同仁,反歧視之用心。大同公司的努力獲得台北市政府的肯定,獲頒100年度台北市政府企業足額進用認證標章。我公司並設有「性騷擾防制措施、申訴及懲戒辦法」,並於內部網站公告,嚴禁工作場所之任何性騷擾行為,以維持一個安全且健康的工作環境。2011年度大同公司並無歧視或違反人權相關情事發生,我們也會持續宣導反歧視的政策,讓歧視事件不會發生。

人權相關訓練

大同公司之願景乃以善盡世界公民責任為己任,積極投入社會公益活動,尊重與關懷生命。隨然目前教育訓練中尚無專為一般員工實施人權議題之課程,但講師們會於新進員工課程中強調待人接物之道理,於主管培育課程中強調尊重個別差異、避免偏見與歧視,恪守平等、正義、同理心、親和力展現等原則,使公司全員上下瞭解並實踐人權之真諦。對於公司安勤人員,每位安勤在執行勤務前,皆被施以要尊重員工情感及意願之教育,如此一來在確保員工人權的同時,也使勤務工作順利進行。

集會結社自由

大同公司員工為了保障勞工權益、改善勞工生活、締結團體協約等目的,於1959年成立大同公司產業工會,凡是在大同公司任職且滿16歲之男女員工,均可參加為會員,公司不干涉員工是否加入工會之意願。 2011年有超過81%的員工為工會會員。

童工與強迫勞動

大同公司於2011年並無雇用童工,且於工作規則中明定不雇用未滿15歲之童工,但因業務需要得雇用15歲以上未滿16歲之勞工從事工作,唯不得從事繁重及危險性工作,。工作規則中同時明定員工工作時間以及每週總工時的時數,若有調整或延長工作時間,需經工會或員工同意後方能實施,因此沒有強迫勞動的情況出現。

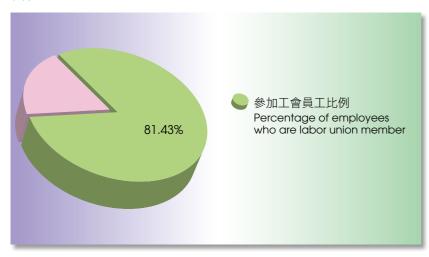


圖5.1-1參加工會員工比率 Figure 5.1-1 Percentage of employees covered by collective bargaining agreements



台北市政府企業足額進用認證標章 Taipei City Government Hiring disable employees Label

Chapter 5 Social performances

5.1 Human rights and anti-discrimination

Anticompetitive behavior

Tatung Co. takes great concern on human rights. All employees, applicants and contract workers are treated with dignity, fairness and respect regardless of their race, religion, skin colors, genders, marriage status, disables, member of union, birth place, and nationalities etc. Commitments of respect and ensure the benefits of labors, fulfill social responsibility and comply with regulation are clearly stated in the Labor Policy. Tatung Co. hires one handicapped worker per every 100 workers and provides equal opportunities for minority groups. On the recruiting network and the human resource banks Tatung Co. also makes the announcement of "Handicapped and aborigines are sincerely welcome" to declare our determination on anti-discrimination. The efforts that Tatung Co. pays off and earns "Taipei City Government Hiring disable employees Label". Tatung Co. also established "Anti-sexual harassment Regulation" and published on the internal website. Sexual harassment in any forms is prohibited in any working places in Tatung Co. There is no discrimination and anti-human right incident in 2011. Tatung Co. will continue to promote anti-discrimination policy in the company to prevent discrimination.

Trainings on human right

The vision of Tatung Co. is to fulfill the social responsibility. Tatung Co. actively involves in social welfare activities, respects and cares for life. Although there is no particular human rights education and training courses for the employees currently, but the lecturers will be stressed in the course of new employees to treat people the truth, respect for individual differences and avoid prejudice and discrimination and abide by equality, justice, empathy heart, affinity, and to show the principles of the company staff from top to bottom to understand and practice the true meaning of human rights. As for security personnel, education in regarding to respect the employees' emotion and wills is given before carrying out their duties. This is not only ensure the employees' human rights but also make security duties go smooth.

Freedom of association

The employees of Tatung Co. founded "Tatung Co. Labor Union" in 1959 for the purposes of taking care of labors' rights, improving labors' living standard, conducting collective bargaining, etc. Each employee who is 16 years old or older has freedom choice to be the member of the union. Tatung Co. does not interfere the wills of the employees. There are currently 81.43% of employees whom are the members of the union.

Child labor and forced labor

Hiring child labor (below 15 years old) is prohibited by Tatung Co. However Tatung Co. can hire labors that are over 15 years old but below 16 years old when necessary. Such employees will not be given heavy duty and dangerous works. In "Company Rules" defined the working hours for a day and for a week. If there is necessary to adjust or prolong the working hours, the practice only can be implemented after getting the agreement by the labor union or the employee. There is no force laboring situation in Tatung Co.

5.2 員工行為與倫理守則

大同公司創業精神乃為「正、誠、勤、儉,代表:正心、誠意、勤奮、節儉,對於不正當行為、不當資金往來嚴加禁止,於每一課程中,強調公司經營理念、績效制度,於職場中,貫徹執行。大同公司在工作規則及企業倫理聲明中規定員工不得藉職務上的便利,營私舞弊或收受他人餽贈,亦不得對外洩漏公司各項技術及業務內容,並對此訂立相關控管措施,如透過內部控制制度的建立與稽核委員會、內控委員會之定期及不定期查核,對於供應商則於合約中要求不得向大同員工賄絡或提供不當利益,對於貪污案件,經查屬者,除行政與個人權益處分外,另會追究其法律責任,以杜絕貪瀆或洩密情事之發生。因此2011年並無發生員工貪污之情事。

除此之外,大同公司亦訂有內部重大資訊處理作業程序,並將此資訊宣達予員工、董事及經理人,以避 免其違反內部重大資訊處理作業程序而發生內線交易。

5.3 員工組成、發展與權益

員工多樣性

大同公司的招募與人才的拔擢政策,皆秉持唯才是用之原則,不予任何年齡、性別、種族之歧視,而以能力表現、適才適所來選任人才。是故目前公司係依策略發展方向,設計合理的組織架構並佈建各階人才。各單位每年依據公司經營發展,擬定年度人力預算,並經由總經理核決後生效。各單位有用人需求產生時將依據該人力預算,向人力資源處出用人需求申請。人力資源處將利用各徵才管道,展開職缺訊息發布並進行人才招募任用之程序,人才招募之程序遵照相關法規,採公平公正之作業模式徵選合適人才。相關員工雇用情形請見表5.3-1、5.3-2及圖5.3-1。從圖表中可以發現,大同公司進用超過93%的本國籍員工及超額進用身心障礙人士,確保他們工作的權益;公司提供良好的工作環境,員工穩定工作,因此離職率僅有1.37%。

表5.3-1 大同公司員工組成一覽(依性別區分)
Table 5.3-1 Composition of Tatung Co.'s employees (by genders)

	男性 Male	女性 Female	
總員工人數 No. of total employee	3,157	909	
外籍員工人數 No. of foreign employee	256	3	
身心障礙員工人數 No. of disabled employee	48	4	
依雇用型態區分 Sorted by employment type			
正職人數 No. of full-time employee	2,700	882	
約聘人數 No. of part-time employee	457	27	
依管理職方式區分 Sorted by position type			
主管人數 No. of manager	929	138	

註:大同公司計有14名身心障礙員工擔任主管職,佔總主管人數1.31%。 Note: There are 14 disabled managers (1.31%) in Tatung Co.

5.2 Employees' code of ethics

The employees in Tatung Co. abide by Company Rules which are designed to uphold the principles of "integrity, honesty, industry, and frugality." All employees follow a code of ethics and are dedicated to contribute to the stability, continuity and prosperity of the Company and workers alike. Tatung Co. realizes that the incidents of corruption can heavily damage the company's reputation and operation and such risk is possibly existed. Hence, Tatung Co. states that the employees are prohibited neither to perform malpractices and/or accept gifts of others in regarding to their jobs nor to leak the contents of the technical and business to others on "Company Rules". Anti-corruption measures from different approaches are made to prevent the occurrences of such incidents. The employees are also encouraged to inform their managers or higher tier personnel about corruption incidents. Tatung Co. will also file a law suit to the employee who accepts bribery. In addition, Tatung Co. has set up standard operation procedures for internal dealing of matters of significance. There is no corruption incident in 2011.

5.3 Employee composition, career development and benefits

Employee diversity

The recruitment policy of Tatung Co. holds equality as the central concept; only capability is taken into account when selecting an employee. Every division/factory evaluates the potential developed situation to propose a human resource budget and authorized by the president. When there is an empty position, the division/factory proposes a request to HR department based on the human resource budget. HR department will then start to process the recruiting procedure from different channels. Every recruiting procedure is complied with the regulations. Table 5.3-1, Table 5.3-2, and Figure 5.3-1 demonstrate the employee compositions of Tatung Co. From the tables, Tatung Co. recruits more 93% of local employees and more disable employees than the requirement by the regulation which protects disables' right to work. Tatung Co. also provides a well working environment for her employees and the turnover rate is only 1.37%.

表5.3-2 大同公司員工組成一覽(依年齡區分)
Table 5.3-2 Composition of Tatung Co.'s employees (by ages)

	少於 30 歲 Less than 30s		30歲~50歲 30~50		超過50歲 Over 50	
	男 Male	女 Female	男 Male	女 Female	男 Male	女 Female
員工人數 No. of employee	590	138	1,723	594	844	177
新進員工比例 Percentage of new employee hires (%)	0.58	0.15	0.62	0.12	0.05	0.00
員工離職比率 Percentage of employee leaving (%)	0.34	0.08	0.62	0.14	0.14	0.05

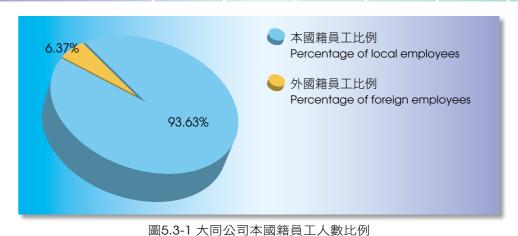


Figure 5.3-1 Percentages of local employees in Tatung Co.

起薪及績效考核

大同公司依據政府頒佈之各項勞動、性別平等相關法令,制定工作規則、福利、薪資、津貼、休假、職災補償及撫恤等,女性員工與男性員工之起薪及津貼比例為1:1;技術員之標準起薪與最低工資的比率為1:1;職員則為1.7:1,兩者比例皆未包含津貼及獎金。所有員工不分性別依照『績效管理辦法』接受考核,考核結果做為訓練發展、晉升、調動、調薪、獎金核發及汰換不適任人員之依據,讓員工薪酬及勞務對價做最合情、合理匹配,進而使員工皆能安心、滿意於各工作崗位。

育嬰假制度

大同公司對於產假及育嬰留停作法,皆依法令辦理,百分百提供員工產後及留停復職之工作。針對育嬰 留停統計數據如下:

- 女性:於2011年申請育嬰留停者共4人,應於2011年育嬰留停結束者共4人,有申請並實際回任者2人,恢 復工作率100%,回任者目前留任率100%。
- ◆ 男性:於2011年申請育嬰留停者共6人,應於2011年育嬰留停結束者共4人,有申請並實際回任者3人,恢 復工作率100%,回任者目前留任率100%。

退休金制度

大同公司訂有職工退休辦法,1998年九月以前每月按職工薪資總額4%提列退休金準備。自1998年十月起,依勞動基準法規定每月按給付薪資總額之2%提撥退休準備金,本公司嗣於2007年四月向台北市勞工局申請核准變更勞工退休準備金提撥率調整為每月薪資總額4%,並以勞工退休準備金監督委員會名義存入臺灣銀行退休金專戶,故未包括於本公司上開財務報表之中。勞工退休金條例自2005年七月一日起施行,並採確定提撥制。實施後員工得選擇適用「勞動基準法」有關之退休金規定,或適用該條例之退休金制度並保留適用該條例前之工作年資。對適用該條例之員工,本公司每月負擔之退休金提撥率,不得低於員工每月薪資百分之六。若大同公司員工因個人關係未達退休條件而不能繼續服務,得申請辭職,由公司給予退職慰勞金。

申訴制度及最短通知期

為了促進勞資和諧,大同公司設有「員工申訴制度實施辦法」及其他措施(如表5.3-3所示),使廠區及投資公司員工因工作肇致之爭議問題,得以迅速圓滿處理。表5.3-4為近3年度發生勞資糾紛所導致之損失。另外,當公司營運出現重大狀況而有可能影響員工時,大同公司依法於工作規則中訂定最短通知期,於10日前預告工作滿3個月以上到1年的員工,於20日前預告工作1年以上到3年的員工,於30日預告工作3年以上的員工。

表5.3-3 大同公司勞資協議措施 Table 5.3-3 Labor relation measures

勞資協議 Management of labor relations	措施 Measures
『異見』表示與勞資溝通管道 Channels for employees to voice dissent or communicate with management	員工申訴制度實施辦法 Regulation of Processing Employees'Complaints
	員工意見箱 Employees'Mail Box
	研修中心受訓中建言 Voice out opinions in training at the Study Center
	品管思考圈活動提議 Present proposals during QC activities
	工會體系定期、不定期勞資會議或例會 Communication during regular/special meetings between management and the labor unions

Basic salary and performance review

Tatung Co. enacts its rules and regulations on "Company Rules", welfare, salary, allowances, day offs, and compensation for occupational injuries. The ratio of basic salary and allowance between male employee and female employee is 1:1; the ratio of basic salary and legal salary on technicians is 1:1, on staffs is 1.7:1 (both are excluded allowance and bonus). Every employee's performance is reviewed regularly based on "Performance management method". The reviewed result is used as the base for training, promoting, salary adjusting, bonus earning, and firing. The method ensures reasonable alignment between employees' salary and labor contributed.

Parental leave

Tatung Co. followed the associated regulation to offer employees parental leave. Tatung Co. guarantees the job opportunity after parental leave. The statistics on parental leave in 2011 are follows:

- Female: four female employees applied for parental leave, the number of employees who ended of parental leave in 2011 is four. Two applied and returned to work, all of them were given jobs and been worked until now.
- ◆ Male: six male employees applied for parental leave, the number of employees who ended of parental leave in 2011 is four. Three applied and returned to work, all of them were given jobs and been worked until now.

Pension Plan

As for pension plans and retirement benefit, Tatung Co. has established an "employee retirement plan" and required by "employee's retirement pension committee" to contribute the retirement pension fund under Labor Standard Law in the Bank of Taiwan. For employees who elect to be subject to the Labor Pension Act (as effected on July 1, 2005) the Company will make monthly contributions of no less than 6% of the employees' monthly wages to the employees' individual pension accounts. If an employee is unable to continue work for the company due to his/her own factor, the employee can apply for leaving job own his/her own, Tatung Co. gives retirement benefit for his/her effort in the company.

Procedure for complaints and shortest notice period

Tatung Co. also has "Regulation of Processing Employees' Complaints" and other measures (shown as in Table 5.3-3) in place for the employees to complain about any dispute and provides a channel to deal with. Table 5.3-4 shows the amount of losses due to labor relation disputes in recent three years. Tatung Co. sets the minimum notice periods regarding to operational changes on "company work standards": 10 days in advance for the employees who have been working for three months to one year, 20 days for one year to three years, 30 days for longer than three years.

表5.3-4 近三年度發生勞資糾紛所導致之損失 Table 5.3-4 The amount of losses due to labor relation disputes

年度/Year	損失金額(新台幣:元) Amount of losses(NTD: dollars)	
2009	0	
2010	0	
2011	0	

職涯訓練

大同公司注重員工專業發展,鼓勵員工自我進修,培養「知、德、能」兼備人才,除成立「研修中 心」,提供新進及在職員工多元的教育訓練資源,建構組織學習、員工終身學習文化,以系統化管理做好人 才育成外,更結合外部資源,積極與產、官、學各界合作,提供員工最新之專業訓練管道及財務補助,內容 包括人力資源管理、資訊通訊、財税稽核、科技管理、環保安全衛生、光電半導體及生物科技等。此舉不但 大大增強員工專業技能亦厚植企業於該領域之實力。表5.3-5為大同公司員工訓練一覽。

大同人的學習地圖 拓展職能。展望高峰



新進/一般同仁

新幹班 -般勞工安全衛生教育訓練

中階主管 副課長~經理

- 中階主管領導才能班
- 績效管理職能班
- 。問題分析與解決職能班
- 。創新職能專班
- 。安全衛生中高階主管班

專業基石

基層主管養成班

【資訊電腦】Android APP開發班 【環安訓練】環境保護教育/安全衛生教育 【法律實務】研發人員專利實務班 【人力資源】招募甄選暨面談技巧演練班

高階主管

副處長級以上~

策略地圖

與 BSC實務演練班



大同八大訓練面向 Eight training aspects for Tatung Co.

Education and career development

Tatung Co. pays enormous attention on employee's professional development and encourages them to learn by partially supporting the tuition fee for studying in Tatung University and broadening the contents of the online TKM lectures. Besides, Tatung Co. also established "Study Center" to plan and implement the education and training for employees. Other than the internal education/training system, Tatung Co. also seeks assistance from governments, institutions and industries to provide employees the latest information and technologies and financial supports. The training courses across from the area of human resources management, information and communication, tax and audit, technology management, environmental protection, health and safety, optoelectronic and semi-conductor, and bio-technologies. The trainings are not only strengthening the ability among the employees but also enhanced the professions of Tatung Co. in relative fields. Table 5.3-5 shows the number of employees and the hours spent on education and training in 2011.

表5.3-5 2011年教育研修訓練時數 Table 5.3-5 Education hours in 2011

	員工人數 No. of employees	受訓人次 No. of trained employees	訓練總時數(小時) Total training hours	每名員工平均受訓 時數(小時) Average training hours per employee
	依管理職分	折 Analyzed by m	anaging position	
一般員工 General employees	2,999	6,801	28,049	9.35
主管 Managers	1,067	2,794	13,446	12.60
依職務別分析 Analyzed by employment position				
專員 Technicians	1,045	1,265	6,562	6.28
工程師(含技師) Engineers	3,021	4,142	18,470	6.11
依性別分析 Analyzed by genders				
男性員工 Male	3,157	8,069	34,263	10.85
女性員工 Female	909	1,571	7,656	8.42

員工福利

在員工福利方面,公司設有福利委員會辦理員工各項福利業務,範圍非常廣泛,包括日常生活、教育獎助、喪葬補助及免息分期付款等各項福利活動,詳如表5.3-4所示。

除此之外,大同公司為讓女性員工可以更自在、更方便的完成哺育下一代的工作,而不需要犧牲掉自己 其他工作上的能力,或是增加自己生理或心理上不必要的負擔,公司特別設置哺集乳室,給予更親善環境方 便產後女員工哺育母乳,也是公司送給女員工最貼心的生育禮物。總公司之哺集乳室完善設施與管理制度獲 得台北市衛生局肯定,獲頒2011年台北市『優良哺集室』認證。

表5.3-6 員工福利措施 Table 5.3-6 Employees'welfare

員工福利措施 Employees'welfare	實施情形 Implementation
工者有其屋 Housing loan program	協助同仁造產,受惠同仁兩千戶以上,實現恆產樂業 Providing interest-free housing loans to key managers and employees. This program benefited more than 2,000 employees and their families.
工者有其股 Stock ownership	自民國1992年起工者有其股改以員工持股會方式,繼續為員工累積財富 Tatung Co. subsidized employees to buy corporate stocks since 1992 as part of their savings.
補助 Subsidies	員工子女高中大學教育補助、同仁或其配偶直系親屬喪葬補助、同仁或其子女結婚禮金、員工生育禮金、員工喪亡禮金 Education subsidies for employees'children in senior high school and college/university; funeral subsidies for colleagues or their spouses and immediate relatives; financial gifts for death of colleagues; cash gifts for weddings of employees or their children as well we for birth of employees.children.
員工餐廳 Restaurants	於總公司及廠公司設有餐廳、麵食部、水果部、福利社等 Restaurants, noodle stands, fruits shops and grocery stores are provided in Headquarter and factories/subsidiaries.
福利品 Benefits	免息分期付款購買公司產品、廉價供應百貨 Employees can purchase Tatung products via zero-interest installments and price discounts on groceries in corporate stores
社團活動 Club activities	公司設有教養、康樂、體育、電腦、語文、登山、攝影等社團,提供多元化的社交生活 Tatung Co. organizes education, recreation, physical education, computer, languages, hiking/mountain climbing and photography clubs to provide variety of social activities after work.
員工安全保障 Health and safety plan	勞保、健保、團險、退職慰勞金、每年免費健康檢查 Labor insurance, health insurance, group insurance, retirement pension, free annual health check-up.
專案退休 Retirement plan	依勞動基準法及勞工保險條例等法規辦理或從優辦理 Equal or better than regulation.

49

社會績效

Welfares

Tatung Welfare Committee handles a broad range of employee welfare issues including: daily activities, financial assistance for education, funeral assistance, and interest free installment loans. Table 5.3-4 shows employees' welfare implemented in the factories and subsidiaries.

Besides, in order to provide female employees a more comfortable and more convenient way to nurture the next generation without having to sacrifice their own work, or to increase their physical or psychological unnecessary burden, Tatung Co. set up a nursery room for post-natal breast-feeding employees. It is also the company's most intimate birth gift for female employees. The nursery room in headquarter is also certified with "Taipei City Excellent Breast-feeding room" by Taipei City Government in 2011.





總公司哺集乳室 Nursery room in the headquarter

健康促進與疾病預防

在員工健康促進方面,大同公司深信員工及家庭的健康是公司無形之資產,因此每年均辦理相關健康講座、研習以及健康檢查等活動來讓員工認識自身及家庭健康之重要,相關具體做法如下:

- 1. 空氣清新健康快樂的職場環境
 - 大同公司所有廠區全面禁煙,於會客室、各出入口設置明顯禁菸標示及公告,嚴禁員工、包商、訪客攜帶香煙、火柴、打火機進入公司,為員工及來賓訪客營造一個空氣清新健康快樂職場。
- 2. 公司福利委員會定期辦理各項體能與文教活動,鼓勵員工勵行健康生活並成立有氧健康體能促進社團為員工提供公餘時間舒展筋骨,紓解壓力的體能促進活動項目。
- 3. 健康園遊會活動

大同公司每年定期與台北市中山區健康服務中心共同辦理健康園遊會活動,安排市立聯合醫院醫師等專業人員到廠為員工辦理高血壓、血脂、血糖三高篩檢、口腔癌篩檢及婦女子宮頸抹片、乳癌檢查及體適能檢測等篩檢活動,公司並每年為員工安排優質的員工定期健康檢查,以發揮早期發現早期治療預防功效,保障員工健康。

4. 於公司辦理健康講座以及於內部網頁及電子刊物宣導重大疾病之訊息,並且提供員工預防及治療之管道。

2011年辦理相關健康及重大疾病講習活動如下:

(一) 年度急救人員研習活動

目的:增進員工緊急應變能力,提昇急救知能。

主辦單位:研修中心/健康中心

1. 急救人員年度複訓研習活動

時間:100.05.09-100.05.10共50 位專業急救員參加年度複訓

2.職業災害急救人員證照研習活動

時間:100.05,16-100.05,18,共40位員工參加專業急救員新訓教育訓練。

(二) 員工定期健康檢查活動

定期健康檢查可早期發現潛在疾病,早期治療降低罹病率,保護員工健康。

辦理時間:

主管健康檢查: 100.06.12—100.08.06,378位主管參加檢查。 員工健康檢查: 100.08.19—100.12.30,1558位員工參加。

主辦單位:健康中心/總公司廠區各單位

(三) 辦理健康園遊會活動

大同公司每年與台北市中山區健康服務中心合辦健康園遊會活動,提供員工免費三高(血壓、血糖、膽固醇)、口腔癌、大腸癌、子宮頸癌、乳癌篩檢及體適能檢測活動,為員工提供國人常見疾病預防篩檢措施,並建立員工預防保健觀念。

(四)總公司及廠區辦理健康講座提供公司主管員工正確預防保健知識(表5.3-7),以維護全員健康。





公司於內部網站及電子刊物發佈重大疾病訊息

Tatung Co. publishes information of serious diseases on the website and e-publication

Health promotion and disease prevention

Co. doing this is to build a clean air and healthy workplace for everyone.

Tatung Co. believes that the health of the employees and their families is a kind of assets to the company. Tatung Co. organizes numerous health speeches, seminars, health checks to let the employees understand the importance of their health and promote to their families. The concreted measures are follows:

- 1. Clean air, healthy and happy workplace environment Smoking has been proven to have negative effects to the health and smoking in workplace increases the risk of fire incidents. Smoking within the boundary of the companies/factories has always been prohibited. The employees, contractors, and visitors are not allowed to bring cigarettes, matches and lighters into the company. Tatung Co. also clearly posts/marks "NO SMOKING" notice in the meeting room, at entrances and exits. The reason for Tatung
- 2. Welfare Committee regularly organizes the physical and cultural activities to encourage the employees having healthy living. It also establishes aerobic fitness club to provide employees physical activities to stretch and relieve pressures in their spare time
- 3. Health examination fair
- Tatung Co. works with Health Center of Zhongshan District of Taipei City to organize Health examination fair on a yearly basis. The specialists from Taipei City Hospital are invited to the company to do high blood pressure, hyperlipoidemia and high blood sugar screening, oral cancer screening, and cervical smear, breast cancer screening for women. Tatung Co. also arranges high-quality health check annually in order to find out any premature diseases and treat them in advance to protect employees' health.
- 4. Tatung Co. organizes health promotion seminars and also publishes information about serious diseases on the company website and e-publications. The information contains not only about the diseases but also the preventions and treatment channels.

Health and serious disease seminars in 2011:

- A. Fist aid training, 50 certified employees were retrained, 40 new employees were certified.
- B. Employees regular health check
- By carrying out regular health check can find out potential diseases in advance to heal early. 357 managers and 1,558 employees were given health check in 2011.
- C. Tatung Co. works with Zhongshan district Health Service Center to organize Health Fair in the company to provide free health check items for the employees.
- D. Organized health speech for the employees' health knowledge and awareness in the headquarter and the factories (Table 5.3-7).







年度急救人員研習活動 First aid training



健康園遊會 Health fair











- 1. 總公司健康講座活動 Health speech at the headquarter
- 2. 重電廠健康茶會 Health seminar at Transformer & switchgear Plant 3. 三峽廠健康促進活動
- Health promotion at Motor Plant
- 4. 電線電纜廠口腔癌篩檢活動
- Screen test for oral cancer at Wire and cable Plant
- 5. 冷氣廠健康講座活動 Health speech at Air conditioner Plant

表5.3-7 2011年辦理健康講座活動概況 Table 5.3-7 Health speeches in 2011

辦理月份 Time	活動項目 Subject	主辦單位 / 協辦單位 Organizers	辦理地點 Location
2011.01	健康講座一心血管保健 Health speech - heart blood vessel	健康中心/馬偕醫院 Health center/Mackay Memorial Hospital	總公司 Headquarter
2011.02	健康茶會 Health seminar	重電廠 Transformer & switchgear plant	重電廠 Transformer & switchgear plant
2011.03	減重講座一怎樣吃最健康 Weight control - healthy eating	健康中心/中山區健康服務中心 Health center/Zhongshan district health center	總公司 Headquarter
2011.03	減重講座一運動課程 Weight control - exercise	健康中心/中山區健康服務中心 Health center/Zhongshan district health center	總公司 Headquarter
2011.05	健康講座一菸害防治 Health speech - smoking prevention	健康中心/中山區健康服務中心 Health center/Zhongshan district health center	總公司 Headquarter
2011.05	健康講座一肝病防治 Health speech - lever disease	健康中心/中山區健康服務中心 Health center/Zhongshan district health center	總公司 Headquarter
2011.05	健康講座一下背痛保健 Health speech - lower back pain prevention	健康中心/中山區健康服務中心 Health center/Zhongshan district health center	總公司 Headquarter
2011.06	健康講座一健康飲食 Health speech - healthy eating	健康中心/中山區健康服務中心 Health center/Zhongshan district health center	總公司 Headquarter
2011.07	健康講座一婦癌防治 Health speech - female cancers	健康中心/婦癌防治協會 Health center/婦癌防治協會	總公司 Headquarter
2011.08	健康講座一肝炎預防之道 Health speech - Prevention of liver disease	冷氣廠/敏盛醫院 Air conditioner plant/Min- Sheng General Hospital	冷氣廠 Air conditioner plant
2011.08	口腔癌、大腸癌篩檢 Screen test for oral cancer and colon cancer	電線電纜廠 Wire and cable plant	電線電纜廠 Wire and cable plant
2011.08	健康講座一聰明吃快樂動 Health speech - eat smart, exercise delight	健康中心/中山區健康服務中心 Health center/Zhongshan district health center	總公司 Headquarter
2011.09	口腔癌及大腸癌防治宣導 Health speech - prevention of oral cancer and colon cancer	重電廠/長庚紀念醫院 Transformer & switchgear plant/Chang Gung Memorial Hospital	重電廠 Transformer & switchgear plant
2011.09	聽力健康促進 Health promotion - listening	三峽廠/恩主公醫院 Motor plant/En Chu Kong Hospital	三峽廠 Motor plant
2011.10	三高預防健康促進 Health promotion - Prevention of high blood pressure, blood sugar, and blood lipid	三峽廠/恩主公醫院 Motor plant/En Chu Kong Hospital	三峽廠 Motor plant
2011.12	正己烷作業人員健康促進 Health promotion - n-hexane operating employe	三峽廠/恩主公醫院 Motor plant/En Chu Kong Hospital	三峽廠 Motor plant
2011.12	健康講座一健康減重:聰明吃健康動 Health speech – eat smart, exercise delight	冷氣廠/桃園縣衛生局 Air conditioner plant/Public Health Bureau Taoyuan County Government	冷氣廠 Air conditioner plant

5.4 安全衛生零災害

安全衛生工作守則

大同公司深知對於危險物及有害物如果認識不足或未作好安全管理措施,則可能對勞工安全衛生造成不同程度影響,導致職業災害層出不窮,不但危及勞工生命安全,更危及社會大眾安全,並對附近環境造成相當程度之衝擊。因此大同公司於工作規則中明定公司應依勞工安全衛生有關法令,辦理安全衛生工作,並定期舉行員工之身體檢查,其全部費用由公司負擔。為預防職業災害,保障勞工安全與健康,大同公司製作並提供員工『安全衛生工作守則』供員工依循,同時依規定設置安全衛生管理單位及勞工安全衛生管理人員,實施自動檢查、加強勞工安全衛生教育訓練及法規宣導,增進員工對安全衛生之認知及責任,降低災害發生率。此外大同公司各廠區設有勞工安全衛生委員會(表5.4-1),依規定定期召開『勞工安全衛生委員會議』,其中勞方代表比列高達40.48%(優於法規規定的三分之一),充分溝通安全衛生工作內容及改善事項,降低職災發生之機會。

表5.4-1 2011年勞工安全衛生委員會勞工代表比例

Table 5.4-1 Percentage of labor representative in Health and Safety Committee in 2011

廠公司 Factories/subsidiaries	勞方代表比例 Percentage of Labor representative
三峽廠 Motor Plant	54.55%
重電廠 Transformer & Switchgear Plant	35.71%
電線電纜廠 Wire and Cable Plant	33.33%
冷氣廠 Air Conditioner Plant	38.46%
平均 Average	40.48%

職業安全衛生管理

重視安全衛生是大同公司既定政策,藉著制度化、文件化、系統化之方式,積極辦理教育訓練、法規查核、危害鑑別風險評估,設定安全衛生改善優先順序,訂定目標及改善方案,經由執行改善方案及定期稽核,再由管理階層審查以持續改善安全衛生績效,讓公司的營運風險達到零災害目標,目前大同公司所有廠區皆已通過OHSAS 18001職業安全衛生管理系統驗證(詳如表5.4-2所示)。除此之外,重電廠通過勞委會制定之臺灣職業安全衛生管理系統(TOSHMS),三峽廠目前則在建置當中,預計2012年底完成建置。

除了管理系統的運作外,大同公司環安處每年於廠公司推動『災害預防有回報』計畫,最終就是要達到零災害的目標。其工作內容為:

- 1. 各廠公司執行災害預防計畫並由環安處進行評鑑。
- 2. 彙整廠公司執行災害預防計畫之成果,表揚績效顯著之廠區,以利經驗及技術交流,持續改善作業環境績效。
- 3. 甄選及推薦績效優良廠公司,參加各項政府舉辦之選拔活動。

表5.4-2 通過驗證OHSAS18001或TOSHMS廠區 Table 5.4-1 Factories with OHSAS 18001

廠區 Factory	OHSAS18001驗證日期 ^註 Certification Year ¹	TOSHMS驗證日期 ^註 Certification Year ¹
重電廠 Transformer & Switchgear Plant	2008.07	2010.07
電線電纜廠 Wire and Cable Plant	2009.06	_
冷氣廠 Air Conditioner Plant	2010.03	_
三峽廠 Motor Plant	2011.01	Under process

註:驗證日期為首次通過驗證年月

Note: Certification Year represents the year that first time acquired certification.

5.4 Health, Safety, and Disaster Free

Health and safety guidebook

In the case that recognition of dangerous materials is unsatisfactory, or that safety management has not been satisfactorily accomplished in any of the factories, there may be effects of varying degree to the health and safety work, and as a result, cause frequent disasters. This would not only threaten the safety of workers, but also the safety of the masses, as well as adversely impact the surrounding environment. Therefore, improving work time safety and sanitation educational training, as well as advocating regulations thereof, will improve the safety knowledge and responsibility taken by employees. In addition, it will improve the innate safety of the plant, and reduce the frequency of disaster. Because of this, every year Tatung has been enthusiastically involved in the promotion of educational training, and advocations of related regulations. In addition, Tatung Co. issues "Tatung Health and Safety Guidebook" to employees in order to raise their awareness regarding to occupational risks and holds "Health and Safety committee meetings" (Table 5.4-1) in the factories to communicate and/or review the contents and progress of health and safety jobs carrying out to reduce the risk of occupational disaster. The average percentage of labor representatives in the committees is 40.48% better than regulation requirement (33.33%).



大同安全衛生工作守則 Tatung health and safety guidebook

Occupational Health and Safety Management

Focusing on the issue of health and safety is one of the long standing policies in Tatung Co. With a regulated, system based, culture based strategy, Tatung Co. has aggressively participated in education training, regulation consulting, and risk assessing, and has established the procedures to improve the issues of health and safety, as well as set objectives and reform projects. These are accomplished through the execution of reform projects and periodical assessments, as well as reviewed by the management, and aided in the continued improvement of health and safety performances, and hence assist Tatung Co. to achieve the goal of a disaster free working environment. Currently all the factories of Tatung Co. have been certified with OHSAS 18001 management systems (as shown in Table 5-6). In addition, Transformer & Switchgear Plant also acquired Taiwan Occupational Safety and Health Management Systems (TOSHMS), established by Council of Labor Affairs, certification, Motor Plant is processing to establish TOSHMS and expecting to complete it at the end of 2012.

Other than relying on the management systems, Tatung Co. also carries out "Occupational accident Prevention Pays" program every year by ESD and work hard to achieve the final target: disaster free in the factories and subsidiaries. The contents of the program are summarized as follows:

- 1. The factories and subsidiaries implement the projects which can improve/prevent health and safety issues then ESD reviews the performances and provides feedbacks.
- 2. An annual Disaster Prevention Pays seminar is organized to present and honor the factories and subsidiaries with outstanding performances in the projects. This seminar also provides great opportunities for the higher managers to share their experiences.
- 3. Recommends outstanding factories or subsidiaries to compete governmental awards.

冷氣廠OHSAS18001證書 Air Conditioner Plant OHSAS18001 certificate



三峽廠OHSAS18001證書 Motor Plant OHSAS18001 certificate



安全衛生法規宣導及教育訓練

法規宣導:

- 一. 宣導「危險物與有害物標示及通識規則」、「侷限空間作業危害預防要點」、「有機溶劑中毒預防規 則」、「職業災害勞工保護法」、「勞工作業環境空氣中有害物容許濃度標準」、「勞工作業環境 測定實施辦法」、「吊升荷重在3公噸以上固定式起重機操作人員術科實習規範」、「堆高機操作人 員術科實習規範」等相關管理措施,以減低對勞工安全衛生之危害。
- 二. 依據「勞工安全衛生設施規則」, 做好噪音、振動之控制工程, 加強宣導個人防護具使用, 避免員工 受到噪音、振動之危害造成不良影響;並做好工作場所通道、廠場、廁所整潔衛生及通風換氣之相 關管理及要求。

教育訓練:

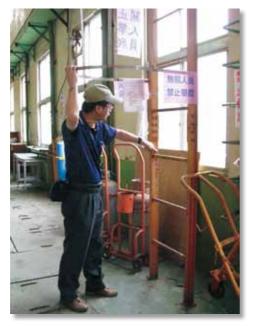
為了提升員工對於勞工安全衛生的認識,環安處每年皆主動與研修中心合作開辦針對新進員工、一般員 工及中高階主管安全衛生在職訓練,介紹勞工安全衛生相關法規及職業災害的預防。在專業訓練方面,各廠 公司依據業務需求透過研修中心或自行開辦有機溶劑作業人員復訓、工作安全分析、堆高機及起重機等在職 專班。



環安處進行年度廠公司安全衛生評鑑 ESD conducting yearly health and safety evaluation in the factories and subsidiaries



總公司舉辦消防演練 Fire-fighting practice in eadquarter





研修中心開辦安全衛生在職訓練課程 Health and Safety Training Class held by Study Center

Regulation promotion and training classes on health and safety issues

Promotion on the related regulations

- I. Advocation of high risk management processes, including: "Regulation of Labeling and Hazard Communication of Dangerous and Harmful Materials", "Limited Space Prevention Standards", "Volatile Organic Chemicals Poisoning Prevention Regulations", "Occupational Accident Prevention Dan", "Toleration Standards for Dangerous Matter in Labor's Working Condition", "Labor's Working Condition Testing Methods", "Standard for training the operation personnel for stationary crane which bearing 3 tons or more", and "Standard for training the operation personnel for forklift". These aim to reduce the danger to work safety and sanitation.
- II. Complete noise and vibration control construction, according to the "Labor Safety and Sanitation Equipment Regulations"; improve advocation of use of preventative devises, and avoid noise and vibration danger to workers; manage the sanitation and ventilation of all corridors, factories, and restrooms in the work environment.

Educations related to health and safety issues

In order to raise the awareness of occupational health and safety among the employees and to comply with current regulations, Environment and Safety Division incorporates with Study Center to open "Health and Safety Training Class" for new recruits, general employees and managers in headquarter every year. The training classes introduce the related health and safety regulations and demonstrate the prevention of the occupational disasters. The factories and subsidiaries also organize training courses through Study Center or themselves for the needs of the business operations such as VOCs & Designated Chemicals class, Job Safety Analysis class, Forklifters and Stationary Cranes training class-



廠區舉辦安全衛生漫畫宣導 Health and safety promotion board in the factory

安全衛生績效

大同公司透過前述作法,持續建立安全衛生文化,致力降低職災風險,提供一個安全舒適之工作環境。若不幸有職災發生,所有個案均會進行原因分析並擬定改善方案,確保不再發生。大同公司在2011年度職業災害統計以性別區分,結果如表5.4-2所示。大同公司之女性員工之失能傷害頻率及失能傷害嚴重率均較男性員工為低,2011年度無死亡職災的發生。大同公司將會持續加強安全衛生議題的管理,已降低職災發生的機會,保障員工的安全。

表5.4-2 職災統計分析表 Table 5.4-2 Occupational accidents analysis

	男性 Male	女性 Female
失能傷害頻率 ¹ FR ¹	2.11	1.57
失能傷害嚴重率 ² SR ²	58.52	3.14
職業病發生率 ³ Occupational disease rate ³	0.15	0
死亡職災次數 No. of death incidents	0	0

- 註1:失能傷害頻率係從勞委會公布之職災指標中選擇出來作為職災統計之依據,其計算公式為:(失能傷害次數/總經歷 工時)x1,000,000
- 註2:失能傷害嚴重率係從勞委會公布之職災指標中選擇出來作為職災統計之依據,其計算公式為:(總損失日數/總經歷工時)x1,000,000
- 註3:職業病發生率之計算公式為:(職業病發生次數/總經歷工時)x1,000,000

Note1: FR is one of the indicators selected by CLA for occupational disaster statistic purpose. The formula is $(No. of disability/Total working hours) \times 1,000,000$

Note2: SR is one of the indicators selected by CLA for occupational disaster statistic purpose. The formula is (Total lost days/Total working hours) x 1,000,000

Note3: Occupational disease rate's formula is (No. of occupational diseases/Total working hours) x 1,000,000

Performances of Health and Safety

By implementing the measures mentioned in the previous topics, Tatung Co. continues to establish safety culture, reduce occupational disaster risk and provide a safe working environment. When an occupational disaster is occurred, cause analysis will be conducted and counter-measures will be implemented to prevent such case happening again. Frequency of Disability Rate (FR) in 2011 for male employee is 2.11, for female employee is 1.57 at Tatung Co. Severity of Disability Rate (SR) in 2011 for male employee is 58.52, for female employee is 3.14 at Tatung Co. Tatung Co. will continue to enhance the management of health and safety issues to minimize the accidents during operation.



5.5 社會參與及回饋

參與公共建設,實現工業報國

大同公司創業以來即秉持著工業報國的精神,積極投入公共建設領域,重電事業部多年來生產品質優良、高效率之重電產品,如變壓器、發電機、電線電纜等,對我國公共建設有諸多貢獻。近年來政府積極建置智慧電網,提高用電之可靠度、品質、效率及潔淨度,大同公司亦投身承攬智慧型電表基礎建設以及風力發電機組,為我國電力發展盡一份心力,並可藉此減少我國溫室氣體排放量,達到節能減碳的目標。

大同慈善足球夏令營

大同公司與財團法人台灣兒童暨家庭扶助基金會、財團法人至善社會福利基金會合作,結合企業資源,於台北市、新北市、台中市、彰化縣、台東縣等縣市舉辦多場《大同慈善足球夏令營》,400位國小學童在大同足球隊教練的帶領下,了解足球運動的規則並實際比賽演練,學習團隊合作及運動家精神,期許孩童們在未來生活中持續實踐並培養努力不懈的態度。





失親不失學,助學無樂界

大同公司舉辦《失親不失學,助學無樂界》草地音樂會,為失親兒搭起公益平台募集助學金,邀請流行樂界、藝文界首次跨界同台演出,共同為失親的學童們盡一份力量,使失親的孩子毋需因經濟因素失去學習的動力與興趣。活動總計募得近新台幣86萬元,全數善款捐贈予財團法人台北市失親兒福利基金會,不僅讓失親兒重拾笑顏,享受上學的樂趣,更藉此平台讓更多的社會人士瞭解失親學童們的需要。

愛心企業定期捐血活動

公司向來熱心公益,每年於寒、暑假血荒期間均辦理捐血活動,發揮雪中送炭博愛精神,普獲社會肯定,不論天候晴雨,或工作忙碌,熱心的大同人總是熱烈響應捐血,2011年共捐出171袋熱血,為急需救助傷患注入一股暖流,豎立熱心社會公益典範。





5.5 Participation and benefits to the society

Participation in infrastructure projects, serving the country through industry

Tatung Co. always actively gets involved in government's infrastructure projects with the spirit of serving the country through industry. Industrial Appliance Business Unit produces high quality and energy efficient industrial appliances, such as transformers, generators, cables, wires, etc. which have great contribution to the infrastructure projects carried out by the government. In recent years, the government actively establishes AMI (Advanced Metering Infrastructure) and wind turbines to provide a reliable, better quality, efficient and clean electricity. Tatung Co. contributes herself by contracting AMI and wishes to reduce country's GHG emissions by doing it.

Tatung Charity Soccer Summer Camp

Tatung Co. invited 400 children from Taiwan Fund for Children and Families(TFCF) & Zhi-Shan Foundation TAIWAN to participate in "Tatung Charity Soccer Summer Camp". The camp was held respectively in Taipei City, New Taipei City, Taichung City, Changhua County, and Taitung County where children were accompanied by a team of the Company's qualified coach to physically play on the field after tutorial sessions. The Company hoped, through actual practice, children could not only experience the fun and be guided into liking outdoor activities but, more importantly, to learn the spirit of teamwork and sportsmanship.

Fund raising for children to school

To raise general public's awareness of the schooling issue amongst the disadvantaged, Tatung Co. organized an open concert inviting entertainers, pop music performers, and classical music artists to jointly perform in the amphitheatre of Daan Park to raise funds for orphans and children with single parent. Tatung Co.'s fundraising campaign for the underprivileged children also included constructing a website as a platform to disseminate information as well as enable voluntary public donations at any time during the giving campaign. All proceeds of NT\$856,436 was donated to Taipei Orphan Welfare Foundation.

Blood donation events

Tatung Co. arranges blood donation events during winter and summer vocations every year and has been honored by governmental institution and non-governmental organizations. The blood donation events were arranged in January and July in 2011, regardless whether it was good or poor weather condition, Tatung employees always urged in participating in the events. One hundred and seventy-one bags of blood were donated in 2011.





第六章 環境績效

6.1 環境管理

ISO 14001環境管理系統

大同公司於1996年5月開始推行ISO14001環境管理系統,以持續改善環境績效並有助提高經營績效,而強化內外銷競爭力及提昇公司形象,目前在國內四個廠區均通過驗證,我們承諾將會持續推動廠公司建立 ISO14001環境管理系統,以持續改善的管理模式善盡社會責任。表6.1-1為大同公司通過ISO 14001 環境管理系統驗證之廠區。

溫室氣體資訊管理系統

人類活動產生之溫室氣體所造成的全球暖化現象,已對於人類的永續發展造成極大的威脅。企業致力於節能減碳不僅可以對社會做出貢獻,亦可藉由能源效率的提高而降低營運成本。利害相關者與社會大眾皆日益期盼企業揭露溫室氣體排放量之資訊。為了徹底掌握公司之溫室氣體排放量及因應環保署於2012年將二氧化碳、甲烷、氧化亞氮、氫氟碳化物、全氟碳化物及六氟化硫等六類溫室氣體公告為空氣污染物,外來將會要求產業申報排放量,大同公司全面推動所屬廠區進行符合ISO14064-1要求之溫室氣體資訊管理系統並據此進行排放量盤查工作,並按合理保證等級完成第三方查證。表6.1-2為大同廠區執行溫室氣體盤查一覽。

此外為厚植公司溫室氣體盤查能力,環安處與研修中心合作開辦ISO14064-1溫室氣體管理訓練班及溫室氣體內部查證訓練班,以期培育公司各單位溫室氣體盤查種子人員,掌握溫室氣體排放情形。同時我們會持續加強廠務管理並提升能源使用效率,降低溫室氣體的排放量,為地球盡一份心力。



大同公司環境管理系統執行流程圖 EMS establishing and implementing procedure



冷氣廠ISO14001證書 Air Conditioner Plant ISO14001 certificate



電線電纜廠ISO14001證書 Wire and Cable Plant ISO14001 certificate



冷氣廠溫室氣體查證聲明 Air Conditioner Plant GHG verification statement

Chapter 6 Environmental performances

6.1 Environmental management

ISO 14001 Environmental management system

Tatung Co. believes that by implementing ISO14001 is able to continue to improve environmental operating performances, and improve export competitively and company images. Thus, in May, 1996, Tatung Co, started to implement ISO14001 among the factories and the subsidiaries. Table 6.1-1 shows the factories which have been certified with ISO14001 certification.

Greenhouse Gas Management System

Greenhouse gas emitted by human activities have already caused global warming and led to the threat on the sustainable development. Corporations actively to reduce the greenhouse gas emissions are not only to show a responsible image to the public but also able to reduce the operation costs from running the business. The interested parties and publics nowadays are expecting corporations to disclose their greenhouse gas emissions information, too. In order to investigate the amount of GHG emission thoroughly and comply the regulation in the future, Tatung Co actively implements ISO14064-1 greenhouse gas management system into the factories. Once the factory completes GHG inventory, verification will be conducted by third party based on reasonable level of assurance. Table 6.1-2 shows the factories have done GHG inventory and verified by third party.

For the purpose of enhancing the ability to do greenhouse gas inventory in the factories, ESD and Study Center cooperates to run two training courses, ISO14064-1 GHG Management Class and ISO14064-1 Internal Verification Class from this year. We are expecting to have more well-trained employees through these classes and they are able to do the greenhouse gas inventory well and pass the verification by the third party in the future. At the same time, the factories will continue to reduce GHG emissions by any possible measures.

表6.1-1 大同公司通過ISO14001環境管理系統驗證廠區 Table 6.1-1 ISO14001 certification status

廠區/Factory	通過日期/Date
冷氣廠 Air Conditioner Plant	1998.07
重電廠 Transformer & Switchgear Plant	1998.10
三峽廠Motor Plant	1999.04
電線電纜廠 Wire and Cable Plant	2000.06

表6.1-2 ISO14064-1溫室氣體資訊管理系統查證廠區
Table 6.1-2 The factories carry out GHG inventory by using ISO14064-1

廠區/Factory	盤查年度/Year	經第三方查證年度/Years verified by third party
冷氣廠 Air Conditioner Plant	2009, 2010, 2011	2009, 2010, 2011
電線電纜廠 Wire and Cable Plant	2010, 2011	計畫2012年查證 Scheduled in 2012
三峽廠 Motor Plant	2010, 2011	2010, 2011
重電廠 Transformer & Switchgear Plant	2010, 2011	計畫2013年查證 Scheduled in 2013

污染預防有回報(3P)計畫

大同公司於1993年開始推動實施「污染預防有回報(3P)計畫」,下稱3P計畫,將清潔生產觀念納入公司經營文化,使公司發展與環境保護能兼籌並顧,成為真正永續發展的公司。

其工作內容包括:

一、推行清潔生產技術,將資源充分有效利用,以減少廢棄物及降低生產成本:

即一方面改善現有製程及改善管理操作以消滅污染源,並改善原物料、加強廢棄物回收再利用及交換再利用,另一方面開發和選擇零污染或低污染新製程等,以減少廢棄物。

二、開發綠色產品,以創造產品附加價值:

即應用「為環境而設計」(Design for Environment) 概念,力求產品設計符合「可回收、低污染、無害化、省資源、省能源、長命化」,以利於環境及產業發展。

三、每年定期進行各廠區3P計畫成果之書面及現場評鑑,以利管理階層審查環境績效及擬定新的政策、目標及標的。

各廠區於2011年度完成執行3P專案41件,創造經濟效益約新台幣344萬元(如圖6.1-1所示)。大同公司將會持續推動3P計畫,提昇公司環境績效,以降低對地球的負荷。

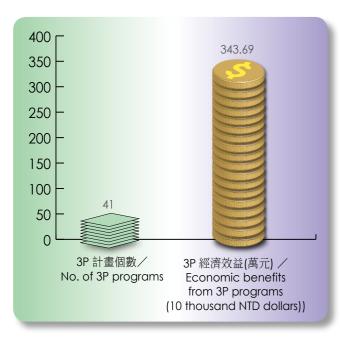


圖6.1-1 2011年3P計畫個數及產生之經濟效益 Figure 6.1-1 No. of 3P programs and economic benefits in returned in 2011

Pollution Prevention Pays (3P) Program

Tatung Co. started to implement "Pollution Prevention Pays, 3P" program in the factories and the subsidiaries which have manufacturing function since 1993 to help Tatung to develop environmentally sound operations. The factories and subsidiaries which participate in 3P program are listed in Annex 2. The elements of 3P program are listed as follows:

I. Promote Clean Production technology, fully utilize resources and materials and to reduce the wastes and the production costs. One aspect of this is to improve the existing manufacturing processes and management operations, with the objective of eliminating sources for pollution. Also improve upon raw materials, and improve upon the recycling/reuse, and exchange/reuse of waste materials. Another aspect of this is to develop and choose zero pollution or low pollution manufacturing processes to reduce the amount of wastes.

II. Develop green products to create additional values for products. The objective is to apply the concept of "Design for the Environment, DfE", in the design phase to produce "recyclable, low pollution, toxic-free, resource saving, power saving, and durable" products to benefit the environment.

III. ESD conducts yearly on-site auditing and evaluation in each factory and subsidiary to benefit management in their review of environmental performances and draft of new policy and objectives.

There are 41 3P programs practiced in 2011 in the factories and created benefits of NT\$ 3.44 million (as shown in Figure 6.1-1). Tatung Co. will continue to practice 3P program to elevate her environmental performances and minimize environmental impacts from her operations.

6.2 能資源使用與廢棄物產出

圖6.2-1展示大同公司於2011年能資源投入及廢棄物產出之情形,相關細節將於後文中詳細描述。

6.2 Input of resources and energies and output of wastes and others

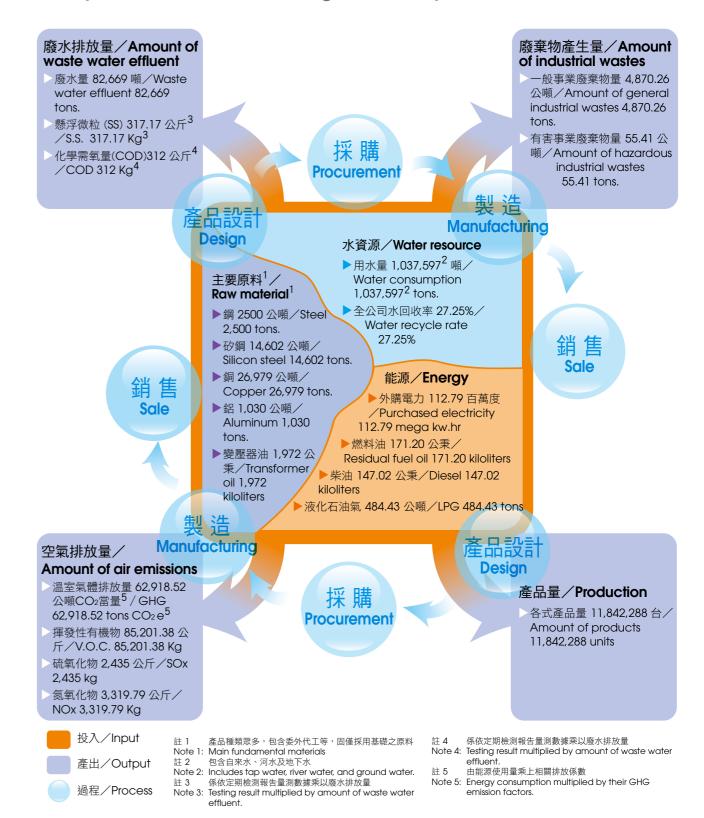


圖6.2-1 大同公司物質能源流説明 Figure 6.2-1 Tatung Co. material and energy flow

主要原料使用與管理

大同公司於採購原物料時,優先考量品質、價格、交期、售後服務等四因素,以決定供應商,且為了保持優良產品品質及可靠度,於採購主要原料時,皆要求使用全新原料。2011年計使用鋼2,500公噸、矽鋼14,602公噸、銅26,979公噸、鋁1,030公噸、變壓器油1,972公秉。

能源使用與溫室氣體排放

大同公司所使用到的直接能源為燃料油、液化石油氣及柴油三項,間接能源為外購電力。各項能源於2011年之使用量如圖6.2-2所示。其中最大量的能源為外購電力,約佔總能源的91.75%,其次為液化石油氣,約佔5.52%(圖6.2-3)。在溫室氣體排放量方面(未包含範疇三之其他間接溫室氣體排放量),由於尚有兩個廠區仍在進行ISO14064-1溫室氣體盤查,因此2011年之溫室氣體排放量由各廠區之化石燃料使用量(不包括運輸所使用之汽、柴油)乘上個別化石燃料之排放係數,再加上外購電力使用量乘上其排放係數得知。經計算,2011年大同公司總計排放62,918.52公噸二氧化碳當量的溫室氣體(圖6.2-4),其中96.08%為使用外購電力的排放,排名第二的液化石油氣則佔總排放量的2.46%。

大同公司透過『污染預防有回報(3P)』計畫,於各廠公司推動清潔生產及節能專案,透過更換高效率之燈具、設備汰舊換新、冷媒及SF6製程改善及管理等措施,於2011年總計節省305.94千度,相當於1,101.39十億焦耳之外購電力,等同減少163.98公噸CO2e之溫室氣體排放量;減少液化石油氣4公噸(201.88GJ),相當於減少12.77公噸CO2e之排放量;減少R-410a冷媒於生產過程中之溢散約0.128公噸,相當於減少220.8公噸CO2e之排放量;減少SF6於生產過程中之溢散約0.05076公噸,相當於減少1,213.16公噸CO2e之排放量。大同公司於2011年度總計減少1,610.73公噸CO2e之溫室氣體排放量。

Consumption and management of main resources

Tatung Co. put quality, price, supply days, and after sale service into account when selecting a supplier. In order to ensure a good quality, Tatung Co. requires suppliers to provide new resources. 2,500 tons of steel, 14,602 tons of silicon steel, 26,979 tons of copper, 1,030 tons of aluminum, and 1,972,000 liters of transformer oil are consumed in the operation of Tatung Co.

Energy consumption and Greenhouse gas emission

There are two types of energies that Tatung Co. consumes - direct energy and indirect energy. The direct energy sources that Tatung Co. consumes are residual fuel oil, LPG, and diesel. The indirect energy source is purchased electricity from Taiwan Power Company. The most consumed energy in 2011 is purchased electricity (91.75%) followed by LPG (5.52%). The amount of energy consumption and their percentages, please refer to Figure 6.2-2 and Figure 6.2-3. Due to there are still two factories undergoing the establishment of GHG emission inventory, the GHG emission (Scope 3: other indirect GHG emission is not included) in this report is calculated as follows: the amount of fossil fuel consumption multiplied by each emission factor, and the amount of electricity consumption multiplied by its emission factor. The total emission from Tatung Co. in 2011 is 62,918.52 tons CO2e GHG in 2011 (as shown in Figure 6.2-4). The largest portion is from purchased electricity (96.08%), the second largest is from LPG (2.46%).

With the implementation of 3P program, the factories introduced various energy-saving projects every year. In 2011, 305.94 kkwh of electricity was saved (1,101.39 GJ) which is equaled to 163.98 tons CO2e reduction; 4 tons of LPG (201.88GJ) was saved which is equaled to 12.77 tons CO2e reduction; 0.128 tons of R-410a coolant was saved which is equaled to 220.80 tons CO2e reduction; 0.05076 tons of SF6 was saved which is equaled to 1,213.16 tons CO2e reduction. Tatung Co. reduced 1,610.73 tons CO2e in GHG in 2011 in total.

表6.2-1 主要原料使用量及來源 Table 6.2-1 Amount and sources of main resources

主要原料/Main resources	使用量 Amount of consumption	於台灣購買比例 Locally purchase percentage
鋼 Steel	2,500公噸 (tons)	99.62 %
矽鋼 Silicon steel	14,602公噸 (tons)	59.84 %
銅 Copper	26,979公噸 (tons)	8.05 %
鋁 Aluminum	1,030公噸(tons)	98.27 %
變壓器油 Transformer oil	1,972公秉 (1,000 liters)	97.49 %

註:由於大同公司產品種類眾多,且有委外代工、製造之生產模式,因此於選擇原料時,僅採用上述五項基礎主要原料。

Note: Tatung Co. produces hundreds of different products. Some of them are OEM/ODM made. Therefore, the main resources are only selected from the above six fundamental resources.

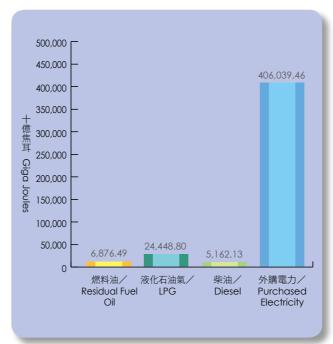


圖6.2-2 能源使用量 Figure 6.2-2 Energy consumption

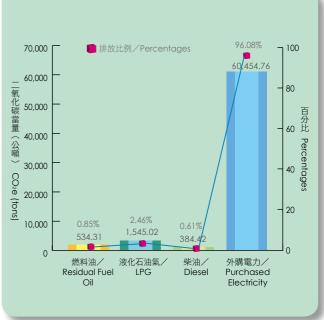


圖6.2-4 溫室氣體排放量及排放比例 Figure 6.2-4 GHG emissions and percentages



圖6.2-3 各項能源使用比例 Figure 6.2-3 Percentage of each energy source

水資源使用與管理

大同公司用水來源可分為自來水、地下水及河水,各 廠區均依規定取得主管機關核發之水權並抽取低於核 准水量之用水。於廢水處理及排放方面,各廠區亦均 取得經主管機關核准之『水污染防治措施』及排放許 可,並且按照該措施的規定設置及操作廢水處理設 施,避免污染水體。放流廢水之水量及水質均定期檢 測並向主管機關申報,檢測結果均符合放流水標準, 因此大同公司之排水不致對於承受水體之生物多樣性 產生重大衝擊。大同公司於2011年用水約1.04百萬立 方公尺(如表6.2-2), 放流82,669立方公尺(如表6.2-3),造成如此大的差距的原因為廠房設備年舊,取水 管線破損所導致。大同公司將會逐步檢修,減少用水 的浪費。在節水績效方面,大同公司持續提昇廢水回 收再利用率,以減少對於自然環境之衝擊。於2011年 計有282,716立方公尺的廢水被回收再利用,相當於 總用水量之27.25%。大同公司將會持續致力於用水 回收率的提升,以減少對於自然環境的衝擊。



冷氣廠廢水處理設施 Waste water treatment facility at Air Conditioner Plant



電線電纜廠廢水處理設施 Waste water treatment facility at Wire and Cable Plant

Consumption and management of water resource

The sources of water for Tatung's factories are from tap water, ground water and river water. All the factories have granted the permit from the authorities to withdraw the water from the authority, and have withdrawn the amount of water less than the permitted quantities. All the factories also acquire government-approved "Water pollution prevention measures" and "Permit for effluent" and set up waste water treatment facility based on the prevention measures. All the facilities are operated in accordance to the prevention measures and the amount and quality of the effluent are regularly tested and reported to the authorities. The test results are all below the effluent standard in 2011. By doing the above measures, the effluent by Tatung Co. does not have significant impacts on the biodiversity on the reception water bodies. Tatung Co. consumed approximately 1.04 million m³ (as shown in Table 6.2-2) of fresh water and emitted 82,669 m³ (as shown in Table 6.2-3) of effluent in 2011. The reason for such difference is due to the factories/ facilities is very old and having leaks at the water intake pipes. Tatung Co. will gradually check the leaks and repair them in order to conserve water resource. Tatung Co. encourages the factories practicing water conservation on the daily activities and having 282,716 m³ (27.25%) of water was recycled and reused. Tatung Co. will continue to work hard to rise the recycling percentage that to reduce the impacts to the physical environment.

表6.2-2 大同公司用水量 Table 6.2-2 Water consumption by Tatung Co.

廠區/來源 Factory/Source	自來水(m³) Tap water	地下水 (m³) Ground water	河水(m³) River water	總用水量(m ³) Total Consumption
總公司 Headquarter	101,287	0	0	101,287
三峽廠 Motor Plant	64,474	0	230,745	295,219
重電廠 Transformer & switchgear Plant	42,633	172,638	0	215,271
電線電纜廠 Wire and Cable Plant	59,720	304,154	0	363,874
冷氣廠 Air conditioner Plant	4,495	57,451	0	61,946
總計 Total	272,609	534,243	230,745	1,037,597

表6.2-3 大同公司廢水排放狀況 Table 6.2-3 Waste water treatment and effluent description

廠區 Factory Factory	處理方式 Treatment method	污染物濃度 (COD) mg/L	污染物濃度 (SS) mg/L	放流水量 (m³)Amount of effluent	承受水體 Reception water body	放流水有無被 他人再利用 Effluent reused by others
三峽廠 Motor Plant		24.4	16	1,268	三峽河 Sanxia river	
重電廠 Transformer & switchgear Plant	依法設置廢水 處理廠 Factory owned wastewater treatment	未檢出	5	22,060	新街溪 New street river	無
電線電纜廠 Wire and Cable Plant	plant in accordance to the requirement by the regulation	未檢出	2.8	43,631	新街溪 New street river	None
冷氣廠 Air Conditioner Plant		17.9	4.1	15,710	田心仔溪 Tianxinzhi river	
總計 Tatal		-	-	82,669	-	-

廢棄物減量與管理

大同公司對於廢棄物減量之觀念,多從產品設計及製程改善以預防廢棄物的產出。大同公司於2011 共產生4,925.66公噸之事業廢棄物,其中一般事業廢棄物為4870.26公噸,有害事業廢棄物為55.41公噸。 所有廢棄物之清理皆遵守相關規定,委託國內合格之 代清理業者依法妥善處理完畢,並無輸入有害事業廢棄物或將有害事業廢棄物運輸到國外之情事;對於可 以再利用、資源化之廢棄物則廠內回收再利用或依再 利用相關規定辦理。從表6.2-4可知大同公司對於廢棄物之處理可分為八種方式,2011年約有4,124.40 公噸(約83.73%)之廢棄物被有效回收再利用,其中有 231.82公噸之廢棄物採熱回收之方式,讓廢棄物變為 資源,降低環境衝擊。

空氣污染物排放及管理

大同公司各廠區依法設置合格之空氣污染防治設備,並配置專責人員依相關規定操作,致力降低污染物排放濃度,合乎標準。營運過程中所排放之主要空氣污染物為氮氧化物、硫氧化物及揮發性有機物,其排放量均依法定期申報及繳納空氣污染防治費用。2011年各空氣污染物排放量如圖6.2-5所示。

臭氧消耗物質之排放量

為了減少臭氧消耗物質之使用,大同公司自2000年起開始陸續生產使用R-410A之環保冷媒,為全國第一家生產環保冷媒之業者。除此之外,大同公司之冷氣亦積極申請環保標章(使用環保冷媒為基本要求),不但提高能源效率,同時也減少有害物質之使用,目前計有52款之冷氣獲得環保標章。

主管機關為了削減臭氧消耗物質的排放量,規定自2011年起,冷卻能力小於7.1kw之冷氣機禁止使用傳統冷媒(R-22),因此大同公司遵守主管機關的規定,自2011年起全面停止使用R-22冷媒於7.1kw以下之冷氣機。

經統計大同公司2011年於生產冷氣設備時,逸 散排放5,199.16公斤之R-22冷媒,大同公司將致力於 加強製程管控,降低充填冷媒時的逸散量,減少環境 衝擊。

Reduction and management on industrial wastes

Tatung Co. has already been plenty of pollution reduction in the factories, mostly resulting from green product design phase and improvement of manufacturing process. In 2011, 4,925.66 tons of industrial wastes were generated by Tatung Co., 4,870.26 tons were general industrial wastes and 55.41 tons were hazardous industrial wastes. All the industrial wastes were entrusted by licensed treatment agencies in Taiwan for treating. None of the hazardous industrial wastes was export to overseas. The factories also have been working so hard to recycle and/or reuse the wastes within factory boundary to minimize the impact to the environment. There are eight methods implemented to treat the industrial wastes as shown on Table 6.2-4. 4,124.40 tons (83.73.%) of industrial wastes were recycled or reused. 231.82 tons of these were recovered in the form of heat.

Air pollutants emission and management

Tatung Co. sets up and operates air pollutants treatment facilities in the factories by the requirements of related regulations. The emissions have to meet or lower than nation standards. The main air pollutants from the operation are NOx, SOx, and VOC. The amount of air pollutants emitted in 2011 is shown in Figure 6.2-5.

Emissions of ozone-depleting substances by type and weight

In order to reduce the usage of ozone depleting substances, Tatung Co. started to use R-410A coolant in some of the air conditioners which is the first Taiwan company to do so. In addition, Tatung Co. actively applies Green Mark for the air conditioners and the basic requirement is use no ozone depleting substances. There are 52 models of air conditioners acquired Green Mark.

The authority regulates that the air conditioners with cooling capability less than 7.1kw is forbidden to use R-22 as coolant since 2011. Therefore, Tatung Co. stopped using R-22 coolant on the air conditioners with cooling capability less than 7.1kw from 2011.

Tatung Co. emitted 5,199.16kg R-22 coolant during the manufacturing air conditioners in 2011. Tatung Co. will enhance the management on the manufacturing process to reduce coolant emissions and reduce the impact to the environment.

表6.2-4 大同公司廢棄物處理方式 Table 6.2-4 Tatung Co. wasters treatment methods

處理方式 Treatment methods	再利用 Reuse	焚化處理 cinerate	固化處理 Solidify	掩埋處理 Landfill	物理處理 Physical treatment	熱處理 Thermal treatment	化學處理 Chemical treatment	熱回收 Heat recovery	總計 Total
一般事業廢棄 物(公噸) General industrial waste (tons)	3,892.58	680.13	21.33	0	43.12	0	1.27	231.82	4,870.26
有害事業廢棄 物(公噸) Hazardous industrial waste (tons)	0	35.93	13.68	0.37	5.38	0.05	0	0	55.41

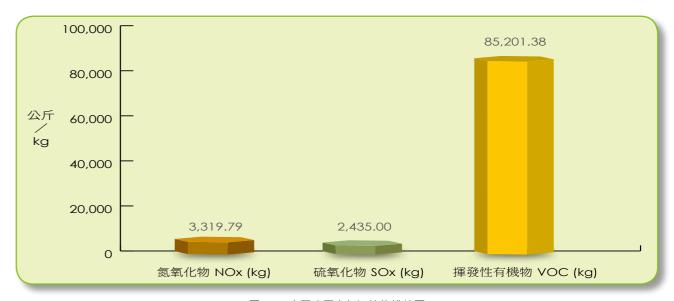


圖6.2-5 大同公司空氣污染物排放圖 Figure 6.2-5 Tatung Co. air pollutants emissions



重電廠空氣污染防治設施 Air pollutant prevention facility at Transformer & switchgear Plant



冷氣廠空氣污染防治設施 Air pollutant prevention facility at Air Conditioner Plant

6.3 綠色產品樂活地球

大同公司對綠色產品之開發不遺餘力,自1993年環保署推動環保標章制度以來,共有270件產品獲頒環保標章。而在經濟部能源局建立之節能標章制度上,我公司迄今亦有205件產品獲頒節能標章(表6.3-1)。在產品無毒化部分,大同公司銷歐產品依據歐盟ROHS指令及REACH法規規定,透過供應鏈管理及生產管制等作法,確保產品中不含有害物質。

隨著全球暖化議題越來越受到關注,大同公司亦開始展開產品碳足跡的揭露,希望能提供更詳細的排碳資訊給消費者及客戶,以便選擇環境衝擊較小之產品。三峽廠於2010年度與中國鋼鐵股份有限公司合作,就交流感應馬達(三馬力)進行碳足跡盤查,並完成外部查證。自2011年起,大同公司陸續協助綠能科技公司、中華映管股份有限公司等集團投資公司進行產品碳足跡盤查。未來大同公司將視情勢發展來進行家電及資訊產品之碳足跡盤查。

關於產品廢棄後之回收比率,受限於國內之回收市場之特性及無具體回收比率數據,大同公司無從得知自身產品之回收率。但是大同公司對於其主要產品廢棄後之回收向來重視,產品於設計及生產時均儘量使用可回收之材質且自1998年起每年均依規定足額繳納『回收清除處理費』,作為政府管理廢棄物之資源回收管理基金,進行全國廢棄物回收清除處理工作。除了善盡責任業者及透過政府執行回收工作外,大同公司亦透過投資公司『大同綜合訊電』各門市均接受民眾之廢電池、光碟片及家電產品回收。

大同公司承諾將繼續秉持善盡世界公民責任的願景, 積極開發節能、環保產品,為地球的永續發展進一份 心力。



6.3 Green products for a better earth

Tatung Co. is tirelessly dedicated to the development of green products and many of them have been awarded with "Green Mark" and/or "Energy Label". There have been 270 Tatung products awarded with Green Mark since 1993. There also have been 205 Tatung products awarded with Energy Label (Table 6.3-1). As for toxic free products, Tatung Co. has followed EU RoHS directive and REACH regulation, through supply chain management and manufacturing management to ensure there is no hazardous substance in the products shipped to Europe.

As increasing awareness on the global warming issue, Tatung Co. expects the customers and consumers choosing the products which have lower environmental impacts. Hence Tatung Co. starts to carry out product carbon footprint project to disclose such information on the products. In 2010, Motor plant cooperated with China Steel Company to carry out carbon footprint inventory on A.C. motor (3hp) and verified by DNV. Tatung Co. also assists the subsidiaries such as CPT and GET to carry out product carbon footprint since 2011. Tatung Co. will consider to carry out product carbon footprint inventory on household appliance and consumer products depends on the situation in the future.

As for the recycle on the wasted products, due to the restriction of lacking recycling data from the recycling market, Tatung is unable to know the recycling percentage. However, Tatung Co. works hard to use more recyclable materials through design and manufacturing stages to produce products. Tatung Co. also pays "recycling and cleaning fee" to the government (Recycling Fund Management Board) to carry out country-wide waste recycling affairs. Apart from paying the fees and fulfill producer responsibility, Tatung Co. also works together with one of her subsidiary company "TCPC" to set up battery and fluorescent lamp recycling box at each 3C store to recycle consumers' waste batteries and fluorescent lamps as well as consumers' large wasted house appliances upon request when purchasing.

Tatung Co. commits herself to continue designing and producing more energy efficient and environmental friendly products to sustain our living planet.

大同綜合訊電門市提供日光燈及電池回收 Fluorescence lamp and batter recycle at Tatung 3C Store

表 6.3-1 獲頒環保標章/節能標章之產品

Table 6.3-1 Products awarded with Green Mark and/or Energy Label

產品 Product	環保標章 Green Mark	節能標章 Energy Label
電風扇 Electric Fan	_	0
電冰箱 Refrigerator	-	0
乾衣機 Laundry Drier	_	©
洗衣機 Washing Machine	_	0
電鍋/電子鍋 Rice Cooker/Electric Cooker	_	©
監視器 Monitor	_	©
室內照明燈具 Indoor Lighting Equipment	_	©
螢光燈管 Fluorescent Light Tube	_	0
溫熱型開飲機 Water Dispenser (warm/hot water)	_	0
冰溫熱型開飲機 Water Dispenser (cool/warm/hot water)	-	0
溫熱型飲水機 Drinking Fountain (warm/hot water)	_	0
冰溫熱型飲水機 Drinking Fountain (cool/warm/hot water)	-	©
除濕機 Dehumidifier	_	0
家用冷氣機 Air Conditioner	©	0
環保電纜 Environment Cable	©	
非晶質樹脂型乾式變壓器 Amorphous Cast-resin Dry Type Transformer	©	



監視器節能標章使用證書 Energy Label for monitors



變壓器環保標章使用證書 Green Mark for transformers



三峽廠產品碳足跡證書 Motor plant PAS2050 certificate

6.4 環境支出及法規符合度

環境保護費用及投資金額

大同公司於設廠時均有考量可能產生之污染物種類及 數量,並依此評估設置相關污染防治設備,避免環境 污染,於環境保護方面所支出之費用可分為廢棄物清 理費用、污染防治設備操作費用(空氣、廢水)、污染 防治設備設置費用,總費用為新台幣9,127,192元, 相關細節如圖6.4-1所示。

違反法規與重大洩漏

大同公司關心政府環保政策之發展及法規制定方向。 對於有關廠公司運行之政策、法規所辦之公聽會或説 明會等,皆會派員參加,獲得最新資訊。2011年大同 公司電線電纜事業部因違反毒性化學物質管理法中需 申報第四類毒性化學物質之釋放量之規定,遭主管機 關裁罰新台幣100仟元,已依法改善完成並被主管機 關認可,大同公司會更加強化管理措施,預防違反法 規之情事發生。另外,大同公司各廠區於2011年度並 無重大洩漏事件發生。

6.4 Environmental costs and conformity of regulations

Environmental protection expenditures and investments by

Tatung Co. evaluates any possible pollutants occurred from the operation of the proposed factory before it has been established. Related pollution prevention facilities will be set up based on the result of the evaluation to prevent any pollution incidents after the factory is running. The environmental protection expenditures and investments on the factories can be classified as the followings: costs on newly purchased pollution prevention facilities, costs on pollution treatment (water and air), and waste treatment. The total expenditures are NTD\$ 9,127,192. Please refer to Figure 6.4-1 for details.

Failure to comply with regulations and significant spills

Tatung Co. takes great concern on the Tatung Co. takes great concern on the development of environmental protection laws. When there are public hearings or seminars for drafting laws and regulations, Tatung Co. sends professions to receive latest information. In 2011, Tatung Co. Wire & Cable Business Unit was fined NTD\$100,000 due to violations of "Toxic Chemical Substances

> Control Act" (The act requires to declare the releasing amount of Category 4-Toxic Chemical Substances). The violation has been corrected and improved in accordance to the regulation and accepted by the authority. Tatung Co. will further enhance the management system to prevent such incidents happening again. As for significant spills, Tatung Co. did not have any significant spills in 2011.

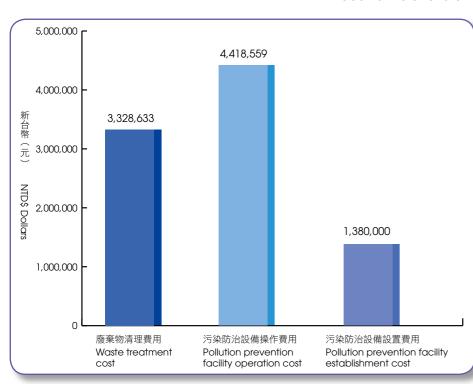


圖6.4-1 2011年各類環保費用支出

Figure 6.4-1 Environmental protection expenditures and investments by type in 2011

6.5 營運與周邊環境之衝擊

大同公司總公司座落於台北市鬧區,本身土地為工業 用地,周邊為住商混合區;擁有之廠區,如重電廠、 電線電纜廠、冷氣廠、三峽廠,皆位於政府劃定之工 業區內或位於工業用地上,周邊環境無保護區、棲息 地或具有高生物多樣性之區域。即使位於工業區內, 各廠區仍然注重綠化及盡可能保留原有植栽,祈以 最少的環境改變來達到環境與工業發展的平衡,冷氣 廠甚至於建廠時即保留了60%的綠地,在這樣的風氣 下,多數廠區及投資公司皆綠地如茵,古木參天。不 但美化景觀,並且提供各種鳥類及動物之棲身場所。

大同公司各廠區皆建置ISO14001環境管理系統並有 效的運作,每年度均根據廠內相關作業鑑別出會產生 環境衝擊之處並提出目標、標的及管理方案來降低衝 擊。相關製程所排放之廢水、空氣污染物及廢棄物, 各廠區皆依法設置污染防制設備及定期進行檢測或申 報,避免污染周邊環境,迄今並無發生對當地社區造 成重大負面衝擊之情事。。除此之外,大同公司更每 年出版大同企業永續報告書,將相關資訊揭露給利害 相關者,並將利害相關者之意見妥善回覆,降低民眾 之疑慮且提昇對於大同公司之信任感

大同公司之產品、原料不含對環境會造成重大衝擊之 物質,且於運輸途中皆妥善防護及使用合格之車輛; 對於員工之通勤,大同公司鼓勵員工上下班共乘或搭 乘大眾運輸工具,各廠區均有安排多條路線之交通 車,供員工共乘,不但可紓緩周邊道路之承載負荷, 並可降低員工通勤之溫室氣體排放。





6.5 Operation and impacts to the surrounding environment

Tatung Co. headquarter locates at the business center of Taipei City, the land use is industry and the surroundings are mixed with business area and residential area. The factories are located either in government-owned industrial park or in the industry use area. There is no environmental protection area, habitats, or high biodiversity area in surround. Although the factories are in the industrial park or industrial use area, all the factories still take preservation of native grassland and bushes as the key principle when building and operating. For instance, Air Conditioner Plant preserved more than 60% of vegetation while it was setup. Most of the factories are surrounded by open grassland and forests which not only improves the aesthetic values but also provides the habitats for birds and small animals.

All the factories have establish ISO 14001 environmental management system and functioned well. Every year factories identify the operations which cause environmental impacts and propose objectives, targets, and programs to deal with these. All the waste water, air pollutants, and industrial wastes are treated in accordance to the regulations. There is no significant negative impacts happened to the local communities since the operation. In addition, Tatung Co. publishes Tatung Co. Sustainability Report every year to disclose relative information to the interested parties and response to their opinions.

Tatung Co.'s products and raw materials contain no substances which may have significant environmental impact. During the transportation, products and raw materials are will protected and fastened and qualified vehicles are used. For employees' commuting, Tatung Co. encourages the employees to take public transportation or carpooling. Tatung Co. provides buses with many different routes for employee's commuting. This is not only reducing the traffic loading to the surrounding roads, but also reducing the indirect GHG emissions from the commuting of employees.

2012大同企業永續報告書

6.6 環境檢測績效

大同公司於1988年成立污染防治教育中心,推行環 保教育,除了在公司研修中心開設環保訓練課程外, 並與學校進行建教合作案,以灌輸正確環保知識及培 訓污染防治人才;1996年11月職業衛生實驗室取得 勞委會認可(2010年11月通過財團法人全國認證基金 會展延及勞委會認可(勞安3字第0990025275號)), 進行有機物、無機物及粉塵秤重分析。同時於2002 年8月成立環保署環檢所認可之大同環境檢驗測定研 究中心(環署環檢字第117號),認可類別為飲用水 及水質水量,定期進行廠區作業環境測定及改善工 作。此外為更進一步服務投資公司及業界,大同公司 之作業環境測定中心亦於2004年12月取得勞委會認 證(勞安三字第0930061298號)。為因應歐盟指令及 客戶要求,大同公司於2005年11月成立「RoHS檢測 實驗室」,業經財團法人全國認證基金會依據ISO/ IEC17025:2005通過認證(L1697-101102號), 旨在進 行電機電子材料、元件、成品之限用有害物質檢測分 析,為各廠公司及業界提供高水準之有害物質檢測服 務。為了確保服務水準與品質,相關同仁皆定期接受 教育訓練及考核,必能提供公正、可靠之檢驗結果。



TAF認證實驗室 Certification of Accreditation by TAF

6.6 Environmental analysis performances

In 1988, Tatung established the Pollution Prevention Educational Center, which promoted environmental protection education. Aside from the environmental protection training classes offered in the Study Center, Tatung Co. also carried out Factory and Education Collaborative Projects with Tatung University to give correct environmental knowledge, as well as train pollution prevention professionals. In September 1996, Tatung Occupational Hygiene Laboratory acquired the certification by Council of Labor Affairs, it granted the certification again in January 2009 by TAF for the analysis of organic substances, inorganic substances and dusts (CLA No. 0990025275). In August 2002 Tatung Co. established Tatung Environmental Research Center, which is recognized by the Environmental Protection Administration (EPA No. 117), and conducts regular factory environmental analysis and reform work in the areas of drinking water, water quality, and water amount. In order to extend the service for our subsidiaries and external companies, Tatung Co. established the Sampling Facility and certified by Council of Labor Affairs in December, 2003 (CLA No. 0930061298). Tatung RoHS Laboratory was established in November, 2005 and certified with ISO/IEC17025:2005 by TAF (TAF No. L1697-101102). The laboratory is able to examine and analysis any hazardous substances existing in electrical and electronic materials, parts and products. The results are able to help factories, subsidiaries and external companies complying with the requirements from customers and EU regulations. The staffs are given related training and performance review regularly to ensure the services and test results are accurate and reliable.

環境績效

附錄一 Annex 1

2011年度實施3P計畫廠公司

The list of factories and subsidiaries which participated in 3P program in 2011

重電廠	大同壓鑄公司	尚志半導體公司
Transformer & Switchgear Plant	Tatung Die Casting	Shan Chih Semiconductor Co.,
		Ltd.
電線電纜廠	大同中外貴金屬公司	中華映管公司2
Wire and Cable Plant	Tatung Chugai Precious Metals	Chunghwa Picture Tubes, Ltd.
	Co., Ltd.	
三峽廠	大同大隈公司	坤德公司
Motor Plant	Tatung Okuma Co., Ltd	Kuender Co., Ltd.
冷氣廠	大同住重減速機公司	福華公司
Air Conditioner Plant	Tatung SM-Cyclo Co., Ltd.	Forward Electronics Co., Ltd.
長晶中心1	尚志國際通運公司	綠能科技公司 ³
Crystal Growing Center	Shangchih International Express	Green Energy Technology Co.,
	Co., Ltd.	Ltd.
電表中心	尚志精密化學公司	拓志光機電公司
Electrical Meters Center	Tatung Fine Chemicals Co., Ltd.	Toes Opto-Mechatronics Co.,
		Ltd.

註:3P計畫由具有製造機能之廠公司參加,2011年度新增長晶中心以及綠能科技公司南科分公司。大同企業永續報告書僅揭露大同所屬廠區之資訊(藍色底)。

.....

註1:長晶中心位於三峽廠內,2011年起加入3P計畫。

註2:包含華映桃園廠、華映龍潭廠、華映楊梅廠等三廠。

註3:包含觀音廠、觀音二廠、大園廠、薄膜廠及南科分公司等五廠公司。

Note: Only factories/subsidiaries with manufacturing function participate in 3P program.

CPT Hukou Plant (sold) and Taiwan Telecommunication Industry Co., Ltd (cease to operate) are removed from 3P program. The environmental data disclosed in this report are from Tatung's factories (blue background).

Note1: Crystal Growing Center is located at Motor Plant and started to participate in 3P Program since 2011.

Note2: Includes CPT Taoyuan Plant, Lungtang Plant, and Yanmei Plant.

Note3: Includes Kuanyin Plant, Kuanyin II Plant, Tayuan Plant, Thin Film Plant, and Green Energy Technology Inc. Branch of Southern Taiwan Science Park.

附錄二 GRI G3.1指標對照表 Annex 2 List of GRI (G3.1) Indicators)¹

GRI參考項目與指標 / GRI indicators	頁碼 / Pages	説明 / Description
策略與分析 / Strategy and analysis		
1.1 組織最高決策者會於永續性與機構及其策略相關性的聲明 Statement from the most senior decision-maker of the organization (e.g., CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy.	經營階層聲明 Top Management Statement	
1.2 關鍵衝擊、風險與機會的説明 Description of key impacts, risks, and opportunities.	經營階層聲明 Top Management Statement 21	
組織概況 / Organizational profile		
2.1 組織名稱 / Name of the organization.	5	
2.2 主要品牌、產品及服務項目 Primary brands, products, and/or services.	5, 23	
2.3 組織的營運架構 Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	11	
2.4 總部地點 Location of organization"s headquarters.	5	
2.5 營運國家 Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	5, 7	
2.6 所有權與法律形式的性質 / Nature of ownership and legal form.	5	
2.7 組織所服務的市場 Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	5, 7	
2.8 組織規模 Scale of the reporting organization	5	
 2.9 報告期間內機構規模、結構或所有權的重大改變 Significant changes during the reporting period regarding size, structure, or ownership including: The location of, or changes in operations, including facility openings, closings, and expansions; and Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations). 	5	
2.10 獲頒獎項紀錄 Awards received in the reporting period.	10	
報告參數 / Report parameters		
3.1 資訊報告期間 Reporting period (e.g., fiscal/calendar year) for information provided.	關於本報告書 About this report	
3.2 上一份報告日期 Date of most recent previous report (if any).	關於本報告書 About this report	
3.3 報告週期 Reporting cycle (annual, biennial, etc.)	關於本報告書 About this report	
3.4 聯絡資訊 Contact point for questions regarding the report or its contents.	關於本報告書 About this report	
 3.5 定義報告內容的過程 Process for defining report content, including: Determining materiality; Prioritizing topics within the report; and Identifying stakeholders the organization expects to use the report. 	1, 3	
3.6 報告範圍 Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers).	關於本報告書 About this report	

3.7 報告範疇或邊界的限制 State any specific limitations on the scope or boundary of the report.	關於本報告書 About this report
3.8 根據何基礎來報告合資公司、子公司、租用設施、外包業務以及其他會顯著影響不同報告時期及/或不同機構間之可比較性的實體 Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	關於本報告書 About this report
3.9 數據測量技巧 Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the indicators and other information in the report.	關於本報告書 About this report
3.10 資料重述説明 Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/ acquisitions, change of base years/periods, nature of business, measurement methods).	關於本報告書 About this report
3.11 與前份報告之重大差異 Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	關於本報告書 About this report
3.12 GRI標準揭露章節 Table identifying the location of the Standard Disclosures in the report.	附錄二 Annex 2
3.13 外部保證 Policy and current practice with regard to seeking external assurance for the report. If not included in the assurance report accompanying the sustainability report, explain the scope and basis of any externa assurance provided. Also explain the relationship between the reporting organization and the assurance provider(s).	附錄三 Annex 3
治理、承諾與議合 / Governance, Commitments, and Engagement	
4.1 組織的治理架構 Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	11
4.2 説明最高管理者是否兼任行政職位(如果有請述説原因) Indicate whether the Chair of the highest governance body is also an executive officer (and, if so, their function within the organization's management and the reasons for this arrangement).	11
4.3 獨立/非獨立董事會成員 For organizations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.	15, 17
4.4 利害關係人和員工向最高管理單位提供建議或方向之機制 Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	19
4.5 對最高治理單位成員、高階經理人及行政主管的補償與組織績效問的關聯 Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance).	15
4.6 避免最高治理單位出現利益衝突的機制 Processes in place for the highest governance body to ensure conflicts of interest are avoided.	15
4.7 最高管理單位之決策能力與專業知識 Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organization's strategy on economic, environmental, and social topics.	15
4.8 使命和價值觀聲明、行為守則與政策 Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	13,33

GRI 指標對照表 (續) / Annex 2 List of GRI (G3) Indicators (continue)

4.9 監督考核程序及經濟、社會、環境績效管理 Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	15
4.10 最高管理單位評估本身績效之程序,特別是經濟、環境與社會的績效 Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	15
4.11 説明組織是否有及如何處理預警的方針或原則 Explanation of whether and how the precautionary approach or principle is addressed by the organization.	15, 21
4.12 對外發展、經濟、環境和社會法案或準則 Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	15
4.13 具會員資格之重要社團和宣傳組織 Memberships in associations (such as industry associations) and/or national/international advocacy organizations.	9
4.14 利害關係人清單 List of stakeholder groups engaged by the organization.	1
4.15 利害關係人參與之認定與選擇依據 Basis for identification and selection of stakeholders with whom to engage.	1
4.16 利害關係人參與方式 Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	1
4.17 透過利害關係人參與和回應,提出關鍵主題及問題 Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	1, 2, 3
經濟績效指標 / Economic performance indicators	
EC 1 直接經濟價值之產生與分配,包括營收、營業成本、員工待遇、捐贈、其他 社區投資、保留盈餘和借貸還款 Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	20
EC 2 因氣候變遷造成的財務負擔和其他風險、機會 Financial implications and other risks and opportunities for the organization's activities due to climate change.	21
EC 3 組織擬定之福利計畫的承諾範圍 Coverage of the organization's defined benefit plan obligations.	45
EC 4 從政府取得之重要財務援助 Significant financial assistance received from government.	20
EC 5 在各主要營運地點,新進員工依性別的標準起薪與當地最低工資的比率 Range of ratios of standard entry level age compared to local minimum wage at significant locations of operation.	45
EC 6 對於重要營業據點當地供應商的支出、政策、業務與比例 Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	68
EC 7 當地雇用程序及於重要營業據點自當地社區聘用資深主管的比例 Procedures for local hiring and proportion of senior management hired from the local community at locations of significant operation.	43

GRI 指標對照表(續) / Annex 2 List of GRI (G3) In	acators (continue)
EC 8 主要針對公益,透過商業行為、實物或慈善專業服務來提供基礎建設投資與服務的發展與影響 Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	61
EC 9 了解並描述重大的間接經濟衝擊,包括衝擊的範圍。 Understanding and describing significant indirect economic impacts, including the extent of impacts.	21
環境績效指標 / Environmental performance indicators	
EN 1 使用原料之重量或體積 Materials used by weight or volume.	67
EN 2 使用回收再利用原料百分比 Percentage of materials used that are recycled input materials.	67
EN 3 直接能源消耗 Direct energy consumption by primary energy source.	67
EN 4 間接能源消耗 Indirect energy consumption by primary source.	67
EN 5 節能 Energy saved due to conservation and efficiency improvements.	67
EN 6 能源效率及再生能源的計畫 Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	73, 74
EN 7 減少間接能源消耗的計畫 Initiatives to reduce indirect energy consumption and reductions achieved.	67
EN 8 用水量 Total water withdrawal by source.	69, 70
EN 9 用水之影響 Water sources significantly affected by withdrawal of water.	69
EN 10 水回收率 Percentage and total volume of water recycled and reused.	69
EN 11 組織位於敏感區域之土地位置與面積 Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	76
EN 12 組織所在地之生物多樣性 Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	76
EN 13 受保護或保留之棲息地 Habitats protected or restored.	76
EN 14 對生物多樣性之策略 Strategies, current actions, and future plans for managing impacts on biodiversity.	76
EN 15 瀕臨絕種的物種 Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	76
EN 16 直接及間接溫室氣體排放量 Total direct and indirect greenhouse gas emissions by weight.	67, 68
EN 17其他相關的間接溫室氣體排放量 Other relevant indirect greenhouse gas emissions by weight.	67
EN 18 減少溫室氣體排放之計畫 Initiatives to reduce greenhouse gas emissions and reductions achieved.	67
EN 19 臭氧消耗性物質的排放量 Emissions of ozone-depleting substances by weight.	71

GRI 指標對照表 (續) / Annex 2 List of GRI (G3) Indicators (continue)

EN 20 氮氧化物、硫氧化物及其他氣體之排放量 NO, SO, and other significant air emissions by type and weight.	71,72	
EN 21 廢水排放量 Total water discharge by quality and destination.	69, 70	
EN 22 依種類及處理方法劃分之廢棄物量 Total weight of waste by type and disposal method.	71, 72	
EN 23 重大洩漏的次數及洩漏量 Total number and volume of significant spills.	75	
EN 24 依照巴塞爾公約定義為有害之廢棄物 Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	71	
EN 25 排水及逕流對生物多樣性之衝擊 Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.	69	
EN 26 降低由產品及服務所產生之環境衝擊的作法 Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	39, 73, 74	
EN 27 售出之產品及其包材被回收的比例 Percentage of products sold and their packaging materials that are reclaimed by category.	73	
EN 28 違反環保法規之件數及罰款金額 Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with environmental laws and regulations.	75	
EN 29 產品、原料或人員之運輸所造成的重大環境衝擊 Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	76	
EN 30 依類別揭露環保費用及投資 Total environmental protection expenditures and investments by type.	75	
勞動行為及尊嚴勞動績效指標 Labor practice and decent work performance indicator		
LA 1 按雇用類型、雇用合約及區域劃分之員工數,並依性別來區分 Total workforce by employment type, employment contract, and region.	43, 44	
LA 2 依年齡、性別及地區分別計算新進員工人數、比例與員工離職人數及流動率 Total number and rate of new employee hires and employee turnover by age group, gender, and region.	44	
LA 3 全職員工之福利 Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	49	
LA 4 受集體協商全保障的員工百分比 Percentage of employees covered by collective bargaining agreements.	_	大同公司目前並無與 員工締結集體協商合 約,未來若勞、資一 方提出需求時,公司 將會據以因應。 Tatung Co. currently does not have collective bargain with the employees. If any of the company or employee propose the needing, Tatung Co. will response in the future.
LA 5 各類作業改變的最短通知期 Minimum notice period(s) regarding operational changes, including whether it is specified in collective agreements.	45	

GRI 指標對照表(續) / Annex 2 List of GRI (G3) In	idicators (continue)	
LA 6 在安全衛生委員會中,協助監察及諮詢職業健康與安全計畫之勞工代表比例 Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	55	
LA 7 按地區與性別劃分的工傷率、職業疾病率、損失天數率、缺勤率及與工作有關之死亡人數 Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region.	59	
LA 8 為協助員工、員工家屬或社區成員而推行,與嚴重疾病的教育、培訓、輔導、預防,以及風險監控有關的計畫 Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	51, 54	
LA 9 工會中協議之健康與安全項目 Health and safety topics covered in formal agreements with trade unions.	51, 55	
LA 10 按員工職級與性別計算單一員工每年平均受訓時數 Average hours of training per year per employee, by gender, and by employee category.	48	
LA 11 職能訓練計畫 Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	47	
LA 12 依性別區分接受定期評比與職業發展檢討之員工的百分比 Percentage of employees receiving regular performance and career development reviews, by gender.	45	
LA 13 按性別、年齡、少數民族與其他多樣性指標,細分組織之高階管理人員與根據員工種類細分每類員工之組成 Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	43, 44	
LA 14 依營運之主要據點與員工類別,劃分女性對男性之基本薪資比率和報酬比率 Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.	45	
LA 15 依性別區分,報告申請產假、育嬰假後之恢復工作率與留任率 Return to work and retention rates after parental leave, by gender.	45	
人權績效指標 / Human rights performance indicators		
HR 1 載有關注人權之條款,或已通過人權審查之重要投資協定與合約總數量與比例 Percentage and total number of significant investment agreements and contracts that include clauses incorporating human rights concerns, or that have undergone human rights screening.	39	
HR 2 已執行人權審查之供應商之比例 Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.	39	
HR 3 員工接受人權相關訓練之總時數及受訓員工之百分比 Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	41	
HR 4 發生歧視事件的總數和已採取的矯正行動 Total number of incidents of discrimination and corrective actions taken.	41	
HR 5 鑑別出可能危害或違反員工結社自由和集體協商權之作業模式與重要供應商,並説明組織支持該人權所採取之行動 Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and actions taken to support these rights.	39, 41	
HR 6 鑑別出作業模式與重要供應商對童工可能造成的危險,並衡量消除童工的貢獻 Operations and significant suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.	39, 41	

GRI 指標對照表 (續) / Annex 2 List of GRI (G3) Indicators (continue)

HR 7 鑑別出有強迫或強制性勞動風險的作業模式與重要供應商,並衡量消除所有形式的強迫勞動之貢獻 Operations and significant suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor.	39, 41	
· · ·		
HR 8 有受過人權相關政策及程序之保全人員的比例 Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.	41	
HR 9 侵犯當地人權之件數及所採取的行動 Total number of incidents of violations involving rights of indigenous people and actions taken.	41	
HR10 有多少比例(包括數目)的作業活動有經過人權評估及檢視 Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments.	41	
HR11 透過正式申訴機制投訴有關人權議題之數目 Number of grievances related to human rights filed, addresses, and resolved through formal grievance mechanisms.	41	
社會績效指標 / Society performance indicators		
SO 1 實施當地社區參與、影響評估和發展方案的營運活動之比例 Percentage of operations with implemented local community engagement, impact assessments, and development programs.	76	
SO 2 企業對貪污風險所做分析之數量及比例 Percentage and total number of business units analyzed for risks related to corruption.	43	
SO 3 員工受過反貪污訓練之比例 Percentage of employees trained in organization's anti-corruption policies and procedures.	43	
SO 4 對於貪污案件採取之行動 Actions taken in response to incidents of corruption.	43	
SO 5 参與公共政策發展與遊説 Public policy positions and participation in public policy development and lobbying.	_	大同公司向來對公共 政策保持客觀,不參 與遊說。 Tatung Co. does not participate in policy lobbying and independent to public policy.
SO 6 對政黨、政治人物及相關機構進行捐獻的總值 Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	_	大同公司對於政治向來保持客觀,於2011年沒有任何政治捐獻。 There is no financial contribution to political parties, politicians, and related institutions in 2011.
SO 7 針對反競爭行為、反壟斷、壟斷實務所採取的法律行動及結果 Total number of legal actions for anticompetitive behavior, anti-trust, and monopoly practices and their outcomes.	37	
SO 8 違反法規遭受重大罰款的金額及次數 Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with laws and regulations.	21	
SO 9 會造成當地社區潛在或實質之重大負面衝擊之作業活動 Operations with significant potential or actual negative impacts on local communities.	76	
SO 10 針對作業活動造成當地社區之潛在或發生之重大負面衝擊所採取之預防或改善措施 Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities.	76	

產品責任指標 / Product responsibility performance indicators	
PR 1 在產品生命週期的各階段,有多少比例的重要產品及服務有通過影響健康安全的評估及改善 Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	37
PR2 依結果種類説明產品及服務有違反法規及傷害健康/安全之事件數量 Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.	37
PR 3 產品訊息 Type of product and service information required by procedures and percentage of significant products and services subject to such information requirements.	37
PR 4 違反法規及自律性約定有關產品與服務所需揭露之訊息的件數 Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	37
PR 5 針對客戶滿意度所做的調查結果 Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	39
PR 6 有關市場溝通,包括廣告、促銷、贊助等活動,所做遵從法規、標準及自律性的規劃 Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	37
PR 7 依結果種類説明產品與服務違法法規及自律的市場溝通,包括廣告、促銷、 贊助等活動數量 Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.	37
PR 8 客戶抱怨關於隱私權侵犯和資料外洩等事件的總數 Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	39
PR 9 説明因產品及服務有違反法規所產生罰款的金額 Monetary value of significant fines for noncompliance with laws and regulations concerning the provision and use of products and services.	37

附錄三 外部杳讚聲明



Assurance Statement

TUV Asia Pacific Ltd. Taiwan Branch ('TUV NORD') has been commissioned by the management of TATUNG CO. ('the Company') to carry out an independent assurance of the Company's 2012 Tatung Corporate Sustainability Report for the fiscal year 2011 ('CSR Report') against the AA1000 AS (2008), TUV Asia Pacific CSR Assurance Protocol for Assurance of Sustainability Reporting and the Global Reporting Initiative 2011 Sustainability Reporting Guidelines Version 3.1 ('GRI G3.1').

TATUNG CO. is responsible for the collection, analysis, aggregation and presentation of information within the Report. TUV NORD's responsibility in performing this work (assurance of the report) is in accordance with terms of reference agreed in the scope of engagement with the Company. The management and stakeholders of TATUNG CO, are the intended users of this statement.

The assurance engagement is based on the assumption that the data and information provided to in the Company's sustainability report is complete and true.

Nature and Scope the Assurance

The scope of the assurance, based on the AA1000 AS (2008) Assurance methodology, include the text, and data in accompanying tables, contained in this report.

TUV NORD has developed a set of protocols for the Assurance of Corporate Social Responsibility Report based on AA1000 AS (2008) and guidance provided in the Global Reporting Initiative Sustainability Reporting Guidelines (2011).

The assurance of the Company's 2012 Tatung Corporate Sustainability Report for the fiscal year 2011 related to its TATUNG CO. businesses (Headquarter, Transformer & Switchgear Plant, Wire and Cable Plant, Air Conditioner Plant, and Motor Plant in Taiwan) includes the following:

- Reporting of economic, environmental, and social indicators; the year of activities covered in the Sustainability Report is 01.01.2011 to 31.12.2011;
- Information related to the Company's issues, responses, performance data, case studies and underlying systems to manage Sustainability related data and information;
- Information related to the Company's adherence to inclusivity, materiality and responsiveness and stakeholder engagements;
- Evaluation of the Accountability Principles (Type I) and specified performance information with a MODERATE level of Assurance, according to AA1000 AS (2008)
- 5) Verification of GRI G3.1 Application Level A+.

Assurance of the Sustainability Report was done on 29-30.10.2012.

Assurance Methodology

TUV NORD is a licensed global assurance provider of Sustainability services, with quality, environmental, social and sustainability assurance specialists working all over the world.

Our assurance engagement was planned and carried out in accordance with the AA1000 AS (2008) and the TUV Asia Pacific CSR Assurance Protocol for Assurance of Sustainability Reporting. Assessment of the company's adherence to inclusivity, materiality and responsiveness and stakeholder engagements was based on AA1000 APS (2008)

The Report has been evaluated and assured against the following:

- Criteria of adherence to Inclusivity, Materiality and Responsiveness
- GRI G3.1 Application Level A+

Our assurance involved the following activities:

- * Gather objective evidence on the performance indicators as mentioned in the report.
- * Review any issues raised by external parties that could be relevant to the Company's policies.
- * Review of expectations of local and national regulations; international standards and those of general concern both in the public eye and/or raised by expert opinion.
- * Documentation; record review and evaluation of the report contents against the GRI's G3.1 application requirements.
- * Discussion with managers and relevant staff on the Company's approach to stakeholder engagement.
- * Interviews with relevant staffs involved in sustainability management, gathering information and report preparation.
- * Review key organizational developments.
- * Review of internal and external audits findings.
- * Review of supporting evidence based on the information made in the report.
- * Sampling method used to ensure the correctness of the data



Opinion Statement

The Company's CSR report provides an appropriate view of the Company's CSR programs and performances during fiscal year 2011.

The economic, social and environment performance indicators as mentioned in the Sustainability report are represented appropriately. The CSR performance indicators disclosed in the report demonstrate the Company's efforts recognized by its Top Management and stakeholders.

Inclusivity: Acceptable. The Company demonstrates its commitment to its stakeholders in this report. This effort has been showcased in the Company's Sustainability report (2012 Tatung Corporate Sustainability Report). The Company conducted the participation of stakeholders for developing and achieving an accountable and strategic response to CSR. The reporting systems have been developed to gather the required information. There are fair reporting and disclosures for economic, social and environmental information in this report.

Materiality: Acceptable. The Company has established related procedures at the corporate level, as the issues which were identified by all departments were prioritized according to the extent of impact and applicable criterion for sustainable development of the company. However, the process of systematically engagement for key stakeholders and their issues should be further enhanced.

Responsiveness: Acceptable. The Company has committed to implement the CSR practice and demonstrate related performance information to respond to the expectations and perceptions of its stakeholders as appropriate. However, (i) The policies of existing international certification standards (such as: ISO 9001, ISO 14001, OHSAS 18001, TOSHMS, ISO 14064 etc.) could be integrated into the company's CSR commitment. (ii) The relevant human right requirements for supplier chain management didn't implement yet. (iii) The more clearly planning and long-term target-setting for responsiveness to all issues raised by the stakeholders could be enhanced.

Reliability and accuracy of performance information:

In accordance to Type I, Moderate level of assurance requirements, it can be concluded that the contents mentioned in the sustainability report is reliable. The company has a robust management system for obtaining objective evidences and data for the reporting in the Company's Sustainability Report.

Statement of Independence and Competence

TUV NORD Group is the world's leader in inspection, testing and verification, operating in more than 70 countries throughout the world and providing services which includes management systems and product certification; quality, environmental, social and ethical auditing and training; environmental; social responsibility and sustainability report assurance.

TUV Asia Pacific Ltd. Taiwan Branch, affirms its' independence from TATUNG CO. and confirms that there are no conflicts of interest with the organization or any of its subsidiaries and stakeholders when performing the assurance of the Sustainability Report. TUV Asia Pacific Ltd. Taiwan Branch was not involved in any manner with the said Company, when the latter was preparing the Sustainability report.

The assurance team consists of well experienced, qualified and registered Quality - ISO 9001, EMS - ISO 14001, GHG - ISO 14064, OHSAS 18001, SA 8000 Lead Auditors and AA1000 AS (2008) Accountability trained CSAP - Certified Sustainability Assurance Practitioner. The team based on their qualifications, extensive knowledge and experience of the industry provided the much required expertise for this assignment.



Jack Yeh General Manager TUV Asia Pacific Ltd., Taiwan Branch



Issue Date: 10th December 2012

TUV Asia Pacific Ltd., Taiwan Branch Rm. AI, 9FL., No. 333, Tung Hua S. Rd., Sec. 2, Taipei, 10669, Taiwan R.O.C.

意見調查表 附錄四

感謝您撥冗閱讀【2012大同企業永續報告書】,分享大同在邁向永續經營發展之路上的歷程與 成果,我們珍惜並把握每一次與您溝通的機會,未來為了呈現更充實易讀的內容,敬請您填寫此份 問卷,以郵寄或e-mail/傳真至大同公司環安處。

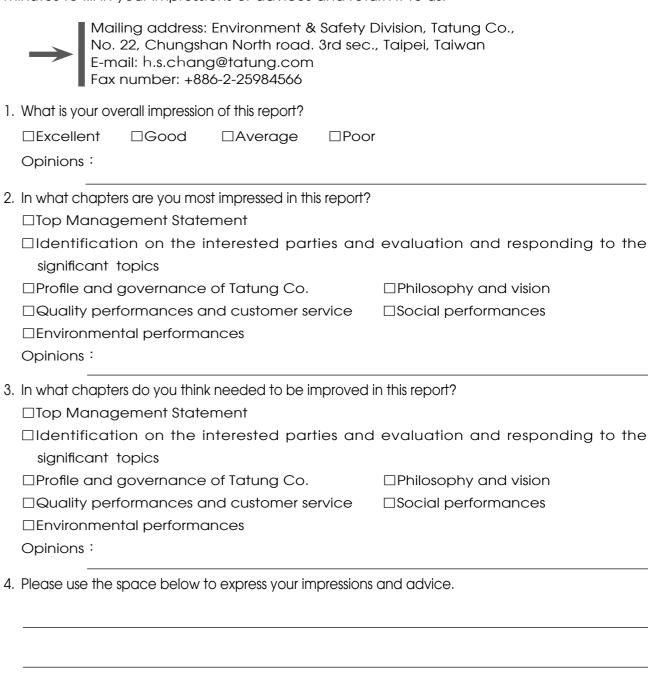
■郵寄地址:104台北市中山北路三段22號(環安處收)

E-mail: h.s.chang@tatung.com

	■ 傳真: 02-25	984566					
一、您對此份報告書之評價為何?							
□優月	良	□好		□可		口差	
原因	:						
二、您對」	二、您對此份報告書中印象較深的章節為何?(可複選)						
□經營	□經營階層聲明 □利害相關者鑑別及重大性議題的評估與回應 □公司概況與治理						
□理念	念與願景	□品質與胂	及務	口社會	績效	□環境	竟績效
原因	:						
三、您認為最需要加強的章節為何?(可複選)							
□經營	營階層聲明	□利害相關	者鑑別 及	支重大性議	題的評估與	□應 □]公司概況與治理
口理為	念與願景	□品質與胂	及務	口社會	績效	□環境	竟績效
原因	:						
四、請提係	四、請提供其他建議,以作為下一版報告書製作的參考。						
姓名			性別	□男	口女	職業別	
住址							
電話			傳真			E-mail	
□是,我願意收到下一版的大同企業永續報告書。							

Feedback Survey Form Annex 4

Thank you for reading 2012 Tatung Corporate Sustainability Report, and sharing Tatung's economic, social and environmental activities toward sustainable development. Tatung welcomes your opinions and believes that communication should be a dialogue. In order to present the next edition in clearer and understandable way, please take a few minutes to fill in your impressions or advices and return it to us.



	FAX		E-mail		
☐ Yes, I would like to receive the next Tatung Corporate Sustainability Report					

☐Male ☐Female

Gender

Name

Address

TEL

Occupation

大同公司環安處 編製

地址:台北市中山北路三段二十二號

電話 02-25925252 轉 3167 傳真: 02-25984566

Tatung Environment & Safety Division
Add: 22, Chungshan North road. 3rd sec., Taipei, Taiwan

TEL: 886-2-25925252 ext.3167

FAX: 886-2-25984566

E-mail: h.s.chang@tatung.com



PRINTED WITH 本報告書採用再生紙及植物性大豆油墨印刷,致力於珍惜資源與環境保護。
SOY INK The report is printed with soy begn ink on recycled paper