

2014 | 大同企業永續報告書

Tatung Corporate Sustainability Report



關於本報告書 About this report

為了主動並有效揭露公司資訊及展現大同公司在永續發展的成果，大同公司於2002年依循GRI (Global Reporting Initiative) 所建議之架構編撰，發行年度刊物「大同企業環境報告書」。為了更全面及均衡地揭露公司在經濟、社會及環境等方面的績效，大同公司自2008年起將大同企業環境報告書改名為大同企業永續報告書。

GRI於2013年公佈G4版本的永續性報告綱領，特點是希望組織在揭露資訊時，應特別關注在重大性議題上，方能聚焦並與利害關係人溝通。因此大同公司於編輯本報告書時採用G4綱領，我們希望透過採用G4綱領能使報告書中所揭露的資訊更為聚焦及能夠滿足利害關係人的期望，並充分及有系統的展現公司在邁向永續發展上的努力成果。

To actively and effectively to disclose the information and performances of the company, Tatung Co. published a yearly publication "Tatung Corporate Environmental Report" which adopted the guidelines from GRI since 2002. In order to disclose the performances on economic, social, and environment in a balancing manner, Tatung Co., renamed it to "Tatung Corporate Sustainability Report" since 2008.

Global Reporting Initiative (GRI) published GRI G4 in 2013. The biggest feature of G4 is making the organization to focus on the materiality issues while reporting. Tatung Co. adopt G4 in this report to present a more focused content to the needs of the interested parties, as well as sharing the achievements done by Tatung Co. in a systematical manner.

範圍 / Scope

本報告書內容展現大同股份有限公司於國內的經濟、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，除非特別說明，所有活動及數據資料皆取自2013年1月1日至2013年12月31日。

The time frame of this report is one year period. All activities and data disclosed are from 2013/01/01~2013/12/31 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、大園廠、桃園電線電纜廠、桃園壹廠及三峽廠等五個營運據點。投資公司¹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, Tayuan Plant, Taoyuan Wires and Cables Plant, Taoyuan 1st Plant and San-Hsia Factory. The data and activities of subsidiaries¹ are not disclosed in this report.

註1：本報告書中有揭露投資公司中之大同綜合訊電股份有限公司之部分活動資料。
Note 1: Part of TCPC's information is disclosed in this report.

數據量測技巧 / Data measurement techniques

經營績效數字係依據國際財務會計準則編制(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 IFRSs (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英國標準協會(BSI)查證，其架構乃參照2013 年全球報告倡議組織(Global Reporting Initiative, GRI)公佈之永續報告第4代綱領(Sustainability Reporting Guidelines Version 4, GRI G4) 及 AA1000AS:2008 為報告撰寫依據。本報告書之揭露採『核心』選項。查證聲明書附於本報告附錄四。

The contents of this report follow the requirements of AA1000AS:2008 and Global Reporting Initiative (GRI) guidelines (G4) and have been verified by British Standards Institution (BSI). The disclosure of this report follows "Core" in accordance. The assurance statement is enclosed in Annex 4.

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13版。前版報告書於2013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, 2013. 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
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

本報告書採用環保紙張印刷。
The report is printed on recycled paper.

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.



經營階層說明

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關係人最關注的議題。我們透過發行『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。

2013年整體經濟情勢仍舊劇烈變動，市場信心尚未完全恢復，公司經營仍面臨嚴峻挑戰。在營業成果方面，2013年度虧損為2.6億元，較2012年淨損40億元有大幅改善。在未來的經營策略方面，我們將透過專精於整合型發電系統、智能電網、企業能源管理系統的優勢，將公司逐漸轉型為智慧電機與節能系統解決方案之企業。同時也將強化全球分公司之行銷與服務能力，以擴大國際市場。今後將持續調整投資結構，對於大量資本支出的項目更加審慎評估，並以開放態度尋求雙贏之策略夥伴。

節能、環保一直是公司經營的重要理念之一，也是我們的核心文化。因此，節能減碳不僅是政府、企業及家庭關切之重點，也是公司透過對市場與客戶需求之深入了解後全力投入之領域。大同結合各項產品與技術的創新、整合硬體產品與軟體管理及服務，在消費市場除提供具備環保標章、節能標章及省水標章之家電系列產品外，更開發出『智慧家庭節能系統』，整合智慧家電產品，利用手持裝置做用電管理與程序管理，兼顧舒適與便利的情況下，有效降低各家電能耗，達到節能目的；在企業市場與公共建設領域則提供智慧管理之機重電與系統整合解決方案，例如透過大同電掌櫃來即時監控與管理用電狀況，減少不必要的能源浪費。我們期以最優質產品與服務，創造更具環保節能效益與智慧管理應用之產品給客戶，進而提升公司之品牌與價值，並能為社會大眾及股東創造最大的利益。而在公司內部，我們亦不餘遺力的推動節能減碳計畫，更於2013年底訂定節能目標，希望在2018年時，能達到生產每單位產品時的能源密集度較2013年降低6%的成果。

工業報國、投身公益、關懷弱勢是大同回饋社會的使命，公司歷年來投身多次公益活動，幫助弱勢團體。

我們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，紓解血荒並捐助公益團體，幫助孩童與弱勢家庭。為了進一步關懷台灣在地農業，大同於2013年透過『大同3C會員嚴選』，第一手與農民或合作社接洽，以合理價格訂購農產品，為農民創造合理及長期的利潤，達到農民、消費者、大同3方皆贏的局面。

展望未來，大同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目標。

董事長 /Chairman

林蔚山

Top Management Statement

Corporate sustainability and social responsibility is the commitment that Tatung has been carried out since funded as well as the most concerned topic by the interested parties. We communicate and pass 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 develops and grows.

2013 was a challenging year for our continuous transformation as world economy was still volatile. The business results of Tatung was NT\$0.26 billion for operating loss. Compared to the operating loss in 2012, NT\$4.0 billion, was significant improvement. For future direction and strategy, we will gradually transform into Smart Power Management and Energy Saving Solution provider by specializing in the advantages of integrated power systems, smart grid, energy management systems for corporate. At the same time, we will strengthen the marketing and services of overseas subsidiaries to expand into global market. For investment with poorly operations, Tatung has disposed in the past few years, and will be cautious in investment into businesses which require huge CAPEX to achieve economy of scale, as well as looked for strategic partners for win-win solutions in the longer term.

Energy-saving and environmental-friendly have always been the key emphasis of Tatung. Therefore, energy-saving and carbon-reduction are not only the major concern of the societies, but also are the focus that Tatung would like to invest the most into now and the future. With the combination of our innovative technology, integration of hardware manufacturing and software services, we will provide various of home appliance products with Greenmark, Energy label, or Water label consumer market. Tatung even made step forward to develop Smart Home Energy Management System (Smart HEMS) which integrates smart home appliances with mobile device for users to control the appliances and monitor energy consumption. Smart HEMS creates a more efficient and effective way of managing the electrical appliances without sacrificing current living comforts. In the market of enterprises and public construction, Tatung developed “Tatung SEMS Cloud” which can monitor real time energy using status and manage it and help to reduce unnecessary energy waste. With smart energy management and power system integration, we expect to serve the government infrastructures and enterprises with energy saving initiatives and the smart solution to create a more efficient and friendly environment to customers, furthermore, to enhance the brand value and corporate reputation, as well as create the most profits for shareholders and publics. On the other hand, Tatung actively promotes energy saving projects in the factories. We has set an energy reduction goal that in 2018 the energy intensity of a product will be 6% lower than in 2013. We will try our best to achieve this goal.

Serving the country through industry, contributing to the community, and caring disadvantages are always Tatung’s corporate value from establishment. Tatung organized many public charities in 2013. We 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. With an idea to care about our local agriculture, Tatung visited farmers and cooperatives and purchased the products with reasonable prices through a business pattern - “Best Selections for Tatung 3C Members”. It not only created reasonable and long term profits for farmers, but also benefits consumers and Tatung.

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.

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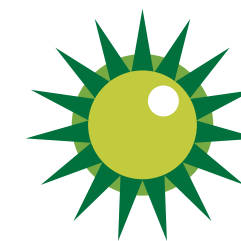
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聆聽及回應利害關係人關注的議題是公司在邁向永續發展及實踐企業社會責任之路上非常重要的一環。因此大同公司透過鑑別出利害關係人，並與其溝通來了解他們寶貴的意見，以發掘公司營運上的盲點。大同公司透過本報告書相關內容來回應經過重大性議題評估所定義出的重要性議題。

1.1 利害關係人的鑑別與溝通機制

大同公司於2012年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，負責相關揭露資訊的彙整及鑑別利害關係人及重大性議題。大同公司透過實務營運的經驗，及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，鑑別出7類利害關係人，詳如表1.1-1所示。

表1.1-1利害關係人清單及其溝通管道
Table 1.1-1 The list of interested parties and the engagement channels

利害關係人 Interested parties	溝通管道及頻率 Engagement channels and
股東 Shareholders	每年一次股東大會、不定期臨時股東會、股東專線、股東信箱 Regular shareholders meeting, irregular interim shareholders meetings, direct phone line, e-mail
客戶 Customers	客服、產品專責窗口 Customer service, PM
員工 Employees	董事長信箱、人資服務信箱、申訴制度、排定之教育訓練課程、定期/不定期通告、每兩週發行之HR雙週報 Complaint mechanism, scheduled education and training, regular/irregular notice board, biweekly HR newspaper
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 (H.Q. and factories), irregular social charity/donation activities
政府機關 Government agencies	不定期政府機關稽查 Irregular Government inspections, responsible departments
供應商 Suppliers	供應商評鑑、年度供應商再評鑑、每月供應商考核、採購部門 Evaluation for new suppliers, annually re-evaluation for important suppliers, and monthly assessment 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、滿意度調查 TGPC phone line, 3C Stores, official website, satisfactory survey

1.2 重大性議題的鑑別

大同公司於本報書中採用GRI G4永續性報告指南的46類考量面，作為鑑別重大性議題的來源依據。於公司內部，永續報告書彙編小組針對個別考量面對於公司產生衝擊的可能性、嚴重性及影響程度，給予等級不同的評分，亦評估該考量面造成的衝擊是否涵蓋公司內、外部。於公司外部，大同公司同時邀請利害關係人填寫包含此46類考量面的問卷，依據利害關係人關切或希望大同公司揭露相關資訊的程度來評分。最後再將內、外兩部的分數做綜合性的評量及討論，綜合性分數座落在圖1.2-1最上層的考量面被定義為重大考量面。

今年度大同公司從46類考量面中鑑別出8類重大考量面。其範圍涵蓋產品面、社會面、經濟面及環境面。詳細說明及各考量面在價值鏈中的相關性如表1.2-1所展示。最被關切的前三項議題依序為遵守商品法規、當地勞工權益、員工培訓與教育，顯見近年來的不合格商品相關新聞報導，大幅的增加消費者對於商品安全的重視；許多的勞資糾紛、血汗工廠新聞事件也都降低了社會大眾對於企業的信任感，這些議題都是大同公司長期關注的地方，在後續的章節將會對此8類重大性議題做出詳細的回應。

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 spots and gains valuable opinions by communicating with the interested parties. The contents of this report are to disclose the identified significant topics to the interested parties.

1.1 Identification on the interested parties

Tatung Co. formed CSR Reporting Group in 2012. The members are from the top level departments in the headquarter and factories. The main jobs of the group are to identify the interested parties and the significant tops, as well as gathering the necessary information to compose this report. Tatung Co. identified her interested parties by her operation experience and based on the principle that any organizations or persons impacted by the operation of the company or any organizations or persons having impacts on the company. The process identified seven interested parties, the details are listed on Table 1.1-1.

1.2 Identification and evaluation on the significant topics

Tatung Co. adopted the 46 aspects that recommended by GRI G4 guidelines for the purpose to identify the significant topics. Within the company, CSR Reporting Group evaluated the level of impact that brought by the aspects and graded them. At the same time, the range of the impact of the aspects would be evaluated. Outside the company, Tatung Co. invited the interested parties to complete a survey which includes the contents of the 46 aspects. The interested parties answered the survey by grading the level of concerns to each aspect. At last, the grades from inside and outside the company were evaluated and discussed by CSR Reporting Group and the combination grading for the aspects that located on the top layer were identified as the significant aspects (topics).

Tatung Co. identified eight significant aspects and covered product, social, economic, and environment areas. Table 1.2-1 shows the details of the significant aspects and their relevance in the value chain. The top three concerned topics are compliance on product regulations, indigenous rights, and training and education. The results indicated that the news reporting in regarding to unqualified products in recent years had greatly increasing the product safety awareness among the publics; news in regarding to labor disputes and sweat factory also reduce the trust to the corporations. Such topics are always concerned by Tatung Co. Tatung Co. will respond to these eight significant topics in the following chapters.

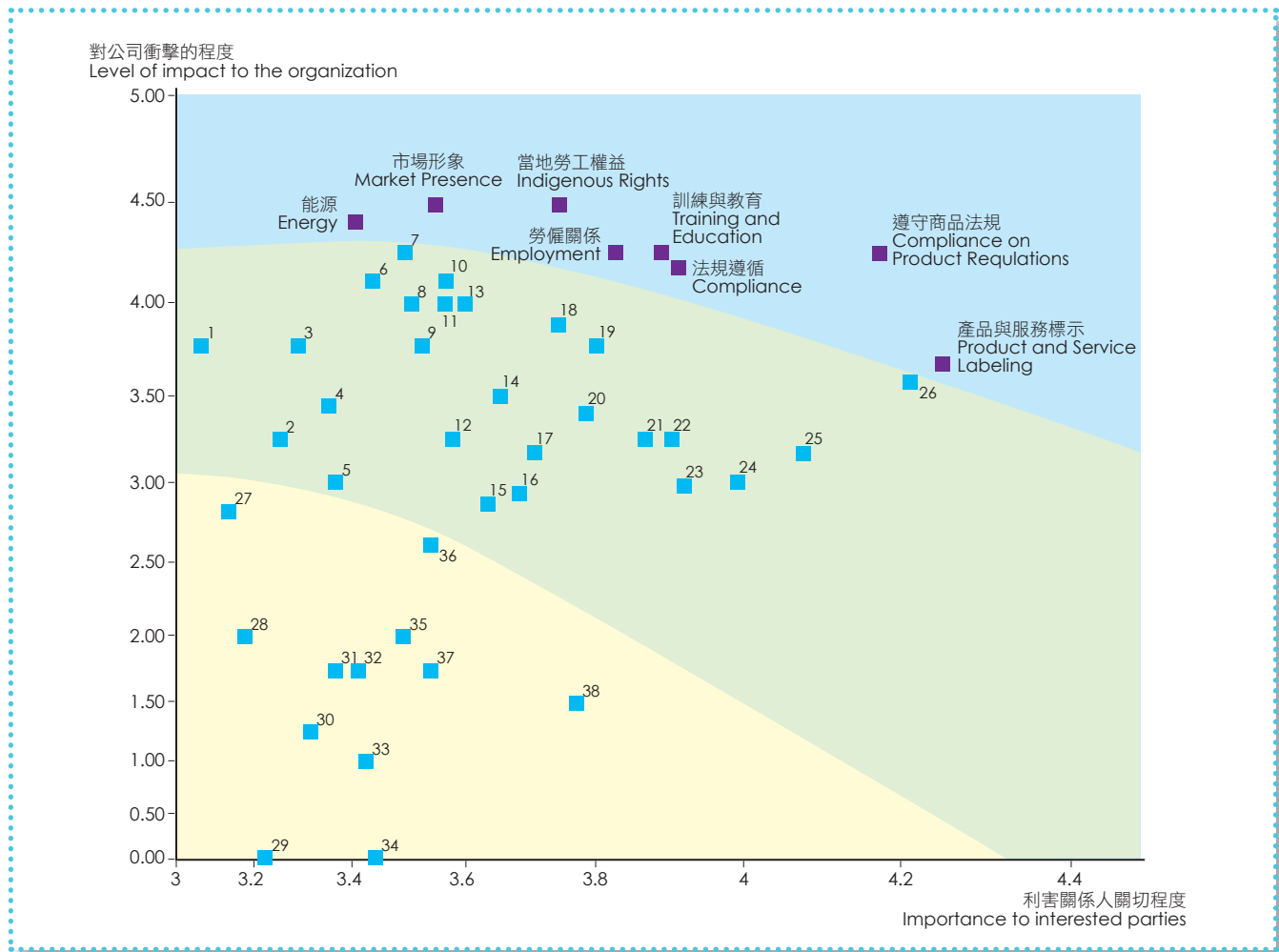


圖1.2-1 重大考量面示意圖
Figure 1.2-1 Demonstration of material aspects

類別 Category	編號 Number	考量面名稱 Aspect	類別 Category	編號 Number	考量面名稱 Aspect
經濟 Economic	1	採購實務 / Procurement Practice	社會（人權） Social (Human Rights)	3	供應商人權評估 / Supplier Human Rights Assessment
	2	間接經濟衝擊 / Indirect Economic Impacts		5	結社自由與團體協約 / Freedom of Association and Collective Bargaining
	7	經濟績效 / Economic Performance		8	強迫或強制勞動 / Forced or Compulsory Labor
社會（產品責任） Social (Product Responsibility)	22	行銷傳播 / Marketing Communications		9	人權評估 / Assessment on Human Rights
	25	顧客隱私權 / Customer Privacy		11	不歧視 / Non-discrimination
	26	顧客健康與安全 / Customer Health and Safety		13	人權申訴機制 / Human Rights Grievance Mechanisms
社會（勞動實務與尊嚴勞動） Social (Labor Practices and Decent Work)	19	勞工實務問題申訴機制 / Labor Practices Grievance Mechanisms	環境 Environment	29	童工 / Child Labor
	21	勞資關係 / Labor/Management Relations		32	投資協議（合約）人權條款 / Investment
	23	員工多元化與平等機會 / Diversity and Equal Opportunity		33	安勤（保全）實務 / Security Practices
	24	職業健康與安全 / Occupational Health and Safety		4	水 / Water
	35	供應商勞工實務評估 / Supplier Assessment for Labor Practices		6	原物料 / Materials
社會（社會） Social (Society)	38	女男同酬 / Equal Remuneration for Women and Men		12	排放 / Emissions
	10	反貪腐 / Anti-corruption		14	整體情況 / Overall Environmental Management
	17	當地社區 / Local Communities		15	環境問題申訴機制 / Environmental Grievance Mechanisms
	30	反競爭行為 / Anti-competitive Behavior		16	廢污水及廢棄物 / Effluents and Waste
	31	公共政策 / Public Policy		18	遵守環保法規 / Compliance on Environmental Regulations
	34	供應商社會衝擊評估 / Supplier Assessment for Impacts on Society		20	產品及服務 / Products and Services
	37	社會衝擊問題申訴機制 / Grievance Mechanisms for Impacts on Society		27	交通運輸 / Transport
				28	生物多樣性 / Biodiversity
				36	供應商環境評估 / Supplier Environmental Assessment

表1.2-1 重大考量面邊界說明
Table 1.2-1 The boundaries of material aspects

	邊界 Boundary		組織內 Within the organization		組織外 Outside the organization	
	重大考量面 Material Aspects	管理方針揭露之報告書頁碼 Pages of Disclosure on Management Approach (DMA) in this report	總公司 Headquarter	大園廠、桃園電線電纜廠、 桃園壹廠、三峽廠 Tayuan Plant, Taoyuan Wires and Cables Plant, Taoyuan 1st Plant, San-Hsia Factory	供應商 Supplier	消費者 / 客戶 Consumer/customer
產品面 Product	遵守商品法規 / Compliance on Product Regulations	39, 41	■	■	■	—
	產品與服務標示 / Product and Service Labeling	43	■	—	■	—
社會面 Social	當地勞工權益 / Indigenous Rights	49	■	■	■	■
	訓練與教育 / Training and Education	55, 57	■	■	■	■
	法規遵循 / Compliance	21	■	■	—	—
	勞僱關係 / Employment	51, 53	■	■	■	■
經濟面 Economic	市場形象 / Market Presence	51	■	■	—	—
環境面 Environment	能源 / Energy	79	■	■	—	—

註：■有相關性
Note: ■ represents relevancy to this group

2.1 公司介紹

大同股份有限公司(下稱大同公司)創業於1918年，時稱協志商號，成立公司組織於1939年，當時資本額為18萬臺圓。為達成與大同大學暨大同高級中學建教合作，大同公司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』，截至2013年底實收資本額為233.95億元，其擁有的品牌名稱為『大同』，相關資訊如圖2.1-1所示。

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96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。大同公司於國內主要投資事業如表2.1-2所示，合併財務報表涵蓋之投資公司資訊請見『大同公司102年度年報』¹第93-98頁。

2013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)，同時更積極響應關懷弱勢及員工健康之倡議(表2.1-4)，來自各方的肯定是大同成長的原動力。

註1：大同公司102年度年報下載網頁

http://www.tatung.com/b5/f_report_year.asp



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

2.1 Company profile

Tatung Company (show as Tatung Co.) was funded in 1918 and formerly known as Xie Chih Business Enterprise. The total capital at that time was Taiwan Yuan \$180,000. In 1968, the company changed her name to Tatung Co. based on the Company Act and release the shares to public. As of December 2013, the issued capital and registered was NT\$23.395 billion. Tatung Co. is listed on the Taiwan Stock Exchange (TSE) under the trading code of 2371. The brand name is TATUNG. For more details, please refer to Figure 2.1-1.

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.

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 shows the main domestic subsidiaries of Tatung Co. Please refer to "TATUNG 2013 Annual Report" 1 page 97-103 for the list of consolidated entities.

Tatung Co. received many awards and certifications on operations and products in 2013 (Table 2.1-3). Tatung Co. also endorses initiatives in regarding care disadvantaged groups and employee's health (Table 2.1-4). All these acknowledgements from all sides is certainly the driving force behind the growth of Tatung Co.

Note 1: Official website for Tatung 2013 Annual Report http://www.tatung.com/en/f_report_year.asp

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

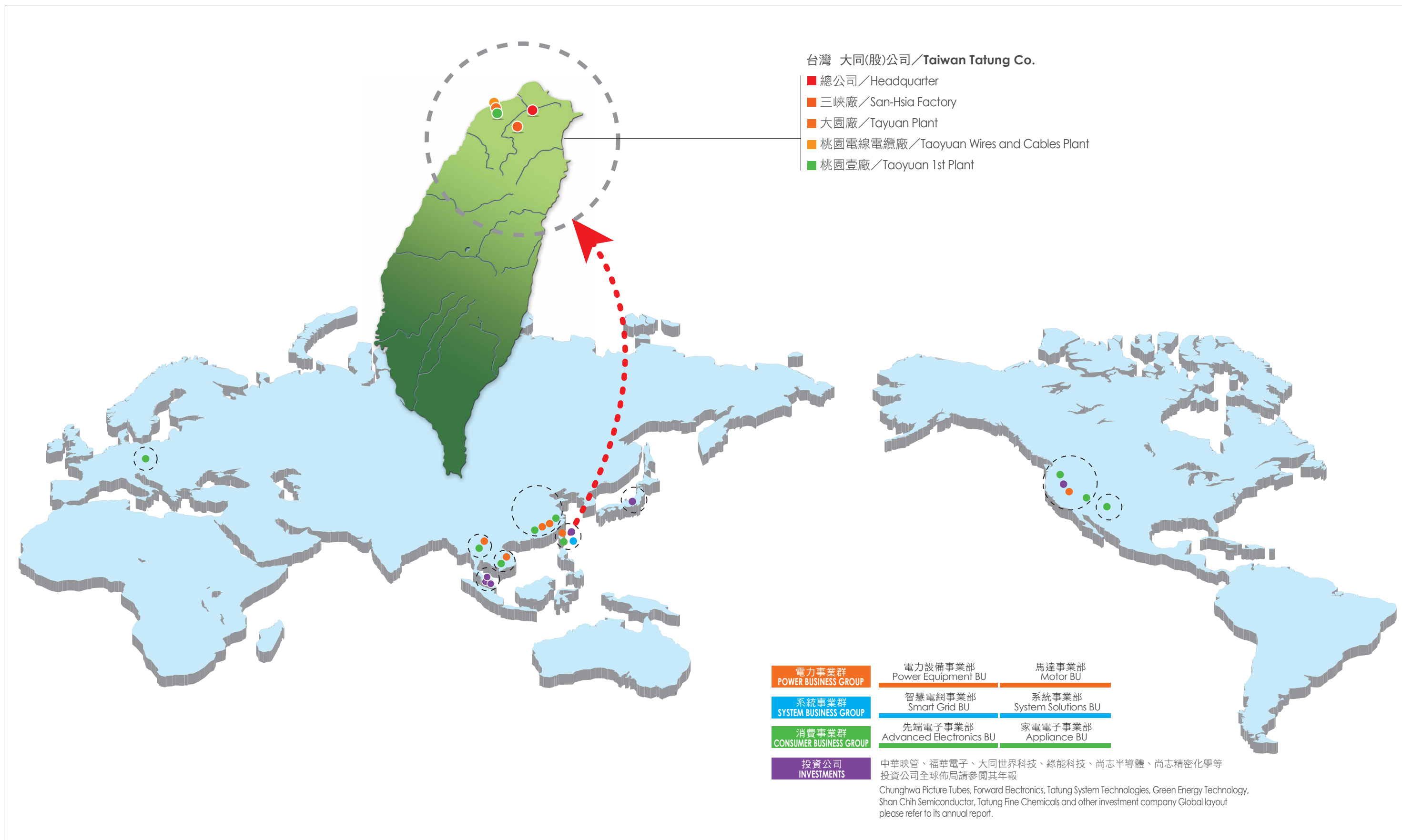


圖2.1-2 大同公司全球營運據點
Figure 2.1-2 Tatung Co. Global Network



表2.1-1 大同公司參與協會之狀況
Table 2.1-1 Memberships in associations and or in organizations

協會名稱 Name of association	會員 Member	管理角色 ¹ Managing role ¹
中美經濟合作策進會 ROC-USA Business Council	■	
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.	■	
中華民國資訊軟體協會 Information Service Industry Association of R.O.C.	■	
台北市電器商業同業公會 Taipei Electrical Commercial Association	■	
台北市工業會 Industrial Association of Taipei City	■	■
台灣車載資通訊產業協會 Taiwan Telematics Industry Association	■	
台灣風能協會 Taiwan Wind Energy Association	■	
台灣智慧型電網產業協會 Taiwan Smart Grid Industry Association	■	■
台灣區電機電子工業同業公會 Taiwan Electrical and Electronic Manufacturers' Association	■	■
台灣區冷凍空調工程工業同業公會 Taiwan Refrigeration and Air-Conditioning Engineering Association R.O.C.	■	
台灣區機器工業同業公會 Taiwan Association of Machinery Industry	■	
台灣玉山科技協會 Monte Jade Science & Technology Association of Taiwan	■	
台灣氣候變遷與能源永續協會 Taiwan Institute for Climate Change and Energy	■	
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.	■	
社團法人台灣數位電視協會 Taiwan Digital Television Committee	■	
華聚產業共同標準推動基金會 SINOCON Industrial Standards Foundation	■	■
電機電子環境發展協會 Electric-Electronic & Environmental Technology Development Association of R.O.C.	■	■
臺北市進出口商業同業公會 Importers and Exporters Association of Taipei	■	
臺灣區電氣工程工業同業公會 Taiwan Electrical Contractors Association	■	
臺灣區電線電纜工業同業公會 Taiwan Electric Wire & Cable Industries Association	■	

註 1：管理角色如：理事、監事等。
Note 1: Managing role includes director and supervisor.



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

光電事業 Optoelectronics	中華映管(股)公司 Chunghwa Picture Tubes, Ltd. 福華電子(股)公司 Forward Electronics Co. , Ltd.
能源事業 Energy Solutions Business	尚志半導體(股)公司 Shan Chih Semiconductor Co. , Ltd. 綠能科技(股)公司 Green Energy Technology Inc.
通路事業 Retail Channel Business	大同綜合訊電(股)公司 Tatung Consumer Products (Taiwan) Co. , Ltd.
電子資訊事業 Electronics & Information Business	大同世界科技(股)公司 Tatung System Technologies Inc. 中研科技(股)公司 Central Research Technology Co. , Ltd.
重電事業及工業系統 Industrial Appliance Business and System	拓志光機電(股)公司 Toes Opto-Mechatronics Co. , Ltd. 大同大隈(股)公司 Tatung-Okuma Co. , Ltd. 大同住重減速機(股)公司 Tatung SM-Cyclo Co. , Ltd.
化工事業 Chemical Engineering Business	坤德(股)公司 Kuender Co. , Ltd. 尚志精密化學(股)公司 Tatung Fine Chemicals Co. , Ltd.
資產開發事業 Asset Development Business	尚志資產開發(股)公司 Shan Chih Asset Development Co. , Ltd.
其他投資事業 Others	中華電子投資(股)公司 Chunghwa Electronics Development Co. , Ltd. 協志聯合科技(股)公司 TISNet Technology Inc. 尚志投資(股)公司 Shan Chih Investment Co. , Ltd. 大同醫護(股)公司 Tatung Medical & Healthcare Technologies Co. , Ltd. 大同壓鑄(股)公司 Tatung Die Casting 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 2013年大同公司獲獎一覽表
Table 2.1-3 Awards received by Tatung Co. in 2013.

獎項名稱 Name of Awards	說明 Descriptions
2013台灣精品獎 Taiwan Excellence Award 2013	分離式冷氣機、光波緊緻柔膚儀、微電腦電鍋、多功能電鍋、水冷式變頻箱型機、氣冷式變頻冰水機、150kW 6P 交流伺服馬達、37kW 8P 高效率永磁同步馬達、交流電弧爐用節能型限流電抗器、低噪音(40dB)節能型乾式變壓器 Split type inverter air conditioner, Facial spa massager, Intelligent cooker, Multi-functional cooker, Water-cooled inverter package, Air-cooled inverter chiller, 150kW 6P AC servo motors, 37kW 8P high-efficiency permanent magnet synchronous motor, Energy saving type series reactor for ARC furnace transformer, Low noise (40dB) energy saving dry type transformer
第13屆『公共工程金質獎』設計與施工優等獎 The 13th Public Construction Golden Quality Award in design and construction	第三核能發電廠新建161kV氣體絕緣開關與附屬設備工程 161kV GIS and related facilities construction of the Maanshan Nuclear Power Plant
第四屆『數位時代綠色品牌大調查』 "Top Green Brand 2013" by Business Next magazine	家電類別特優 "Advanced Award" in the category of home appliance
World Finance 『2013年臺灣最佳公司治理獎』 Best Corporate Governance, Taiwan, 2013 by World Finance	—
2013台灣企業永續獎-Top 50企業永續報告獎製造業佳作 Honorable Mention in the 2013 Taiwan Top 50 CSR Awards in the category of manufacturing industry	2012大同企業永續報告書 2012 Tatung Corporate Sustainability Report

表2.1-4 大同公司響應之倡議
Table 2.1-4 Initiatives endorsed by Tatung Co.

組織 Organization	項目 Item
兒童福利聯盟文教基金會 Child Welfare League Foundation	弱勢家庭兒童暨偏鄉弱勢孩童脫困計畫 Disadvantage family children/Distant and rural students support program
中華捐血運動協會 Chinese Blood Donation Association	企業捐血活動 Corporate blood donation
國民健康署 Health Promotion Administration	無菸職場 Smoke-free worksite
國民健康署 Health Promotion Administration	健康職場 Health Worksite



◇ 2013數位時代雜誌 第四屆綠色品牌大調查

大同榮獲 特優

家 電 類

「綠色品牌」
Next 數位時代

第13屆 公共工程
金質獎
耀眼金質・永續共榮

台灣精品2013
TAIWAN EXCELLENCE

核三廠新建 161kv GIS 與附屬設備工程
榮獲第13屆「公共工程優質獎」及「公共工程品質優良獎」



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。



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2014年4月
註1：於桃園縣大園工業區內設有大園廠及桃園電線電纜廠
註2：於新北市三峽區設有三峽廠
註3：於三峽廠內設有長晶中心、於大園廠內設有電表中心
註4：於桃園縣大園鄉設有桃園壹廠



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.

Note：The structure chart is updated until April 2014.
Note 1: Owns Tayuan Plant and Taoyuan Wires and Cables Plant at Dayuan Industrial Park in Taoyuan County.
Note 2: Owns San-Hsia Factory in Sanxia district, New Taipei City.
Note 3: Owns Crystal Growing Center at San-Hsia Factory and Electrical Meters Center at Tayuan Plant.
Note 4: Owns Taoyuan 1st Plant in Dayuan Township, Taoyuan County.



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，揭露財務與公司治理相關資訊，股東可透過電話及電子郵件等方式與公司互動¹。

註1：股東徵詢信箱

http://www.tatung.com/b5/stock_contact.asp

管理政策

大同公司除了依法經營外，尚自發性頒佈『股利政策』、『品質政策』、『研修政策』、『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、本公司目前主要為電力設備事業部、家電、先端電子、智慧電網及系統等產品，其中以電力事業群所占比重最大，而電力事業群產業之環境多變，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稅及彌補往年虧損外，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（前期之累計股東權益減項亦應依規定逐步提列特別盈餘公積），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百分之二為董事酬勞及不低於 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的百分之十。

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』

研修政策

秉持大同經營理念—『建教合一研究發展』，於公司與學校交流互動中實踐—理論與實務相驗證、工作與生活教育相結合，而能自主思考、激發真理、追求正義，以社會大眾利益置於自我利益前的「民務員精神」，領導開發知識系統產品與服務。

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、協力廠及其他利害關係人。

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、協力廠及其他利害關係人。



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 to disclose the related governance news and company activities and to act as a communication channel between the company and shareholders¹.

Note 1: Contact window for shareholders

http://www.tatung.com/en/stock_contact.asp

Policies

Apart from complying with regulations, Tatung Co. also announced “Dividend Policy”, “Labor Policy”, “Quality Policy”, “Education 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 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 proviso that the cash dividend ratio shall be no less than 10% of distributable earnings.

Quality Policy

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

Education Policy

Based on the management philosophy “Industry-education cooperation”, the company interact with the school to practice — “theory and practice are verified, work and life education combined” and the employee can have the ability to think independently, to stimulate the truth, the pursuit of justice. At last, with the spirit of placing benefits of the community in front of self-interest to led the development of knowledge systems products and services.

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:

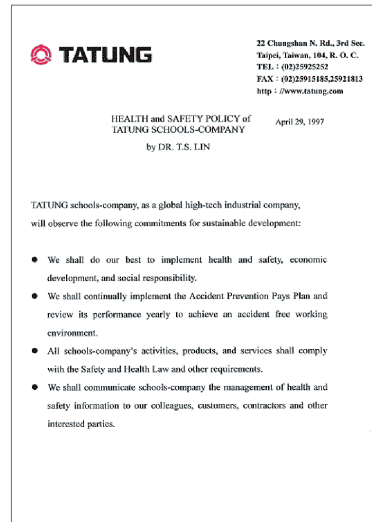
1. Respecting and safeguarding the rights and interests of labor, as well as fulfilling the social responsibilities.
2. Continually improving the Labor Management Regulation with an annual performance appraisal to ensure the rights and the interests of the laborer are protected.
3. Ensuring that the 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.



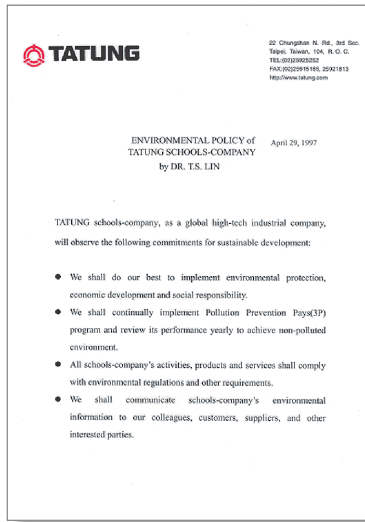
安全衛生政策

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。
- 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、協力廠及其他利害關係人。



安全衛生政策
Health and Safety Policy



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。圖2.2-2及圖2.2-3展示董事會成員性別及年齡分布。

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。

大同公司董事之車馬費與報酬授權董事會，依董事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102年度年報第17頁。



Environment Policy

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

- 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. Figure 2.2-2 and Figure 2.2-3 demonstrates age and gender distribution of board of directors.

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' 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 Tatung 2013 Annual Report, page 17.



表2.2-1 大同公司董事會及功能性委員會名單
Table 2.2-1 Members of board of directors and functional committee

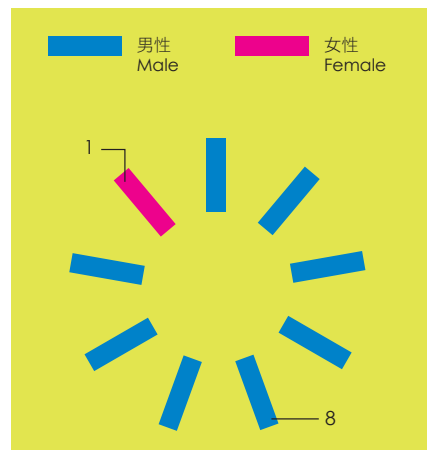


圖2.2-2 董事會成員性別分布圖
Figure 2.2-2 Gender distribution of board of directors

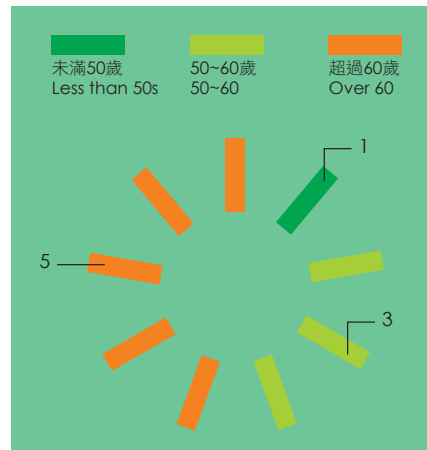


圖2.2-3 董事會成員年齡分布圖
Figure 2.2-3 Age distribution of board of directors

姓名 Name	董事會 Board of Directors	審計委員會 Audit Committee	薪資報酬委員會 Compensation committee	目前兼任本公司及其他公司之職務 Job title assumed in the Company and any other company
林蔚山 先生 Mr. Wei-shan Lin	董事長 Chairman			大同(股)公司董事長、中華映管(股)公司董事長、福華電子(股)公司董事長、尚志半導體(股)公司董事長、綠能科技(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、大同醫護(股)公司董事長、尚志投資(股)公司董事長兼總經理、大同日本(股)公司董事長、大同新加坡電子(股)公司董事長、大同電線電纜泰國(股)公司董事長兼總經理、大同新加坡電機(股)公司董事長、台灣通信工業(股)公司董事長、協志聯合科技(股)公司董事長 Chairman of Tatung Company, Chairman of Chunghwa Picture Tubes, Ltd., Chairman of Forward Electronics Co., Ltd., Chairman of Shan Chih Semiconductor Co., Ltd., Chairman of Green Energy Technology Inc., Chairman of Tatung Consumer Products (Taiwan) Co., Ltd., Chairman of Shan Chih Asset Development Co., Chairman of Tatung Fine Chemicals Co., Ltd., Chairman of Toes Opto-Mechatronics Co., Chairman of Tatung SM-Cyclo Co., Ltd., Chairman of Chunghwa Electronics Development Co., Ltd., Chairman of Tatung Die Casting Co., Ltd., Chairman of Tatung Medical & Healthcare Technologies Co., Ltd., Chairman of Shan Chih Investment Co., Ltd., Chairman of Tatung Company of Japan, Inc., Chairman of Tatung Electronics (Singapore) Ptd. Ltd., Chairman & President of Tatung Wire and Cable (Thailand) Co., Ltd., Chairman of Tatung Electrics (Singapore) Pte. Ltd., Chairman of Taiwan Telecommunication Industry Co., Ltd., Chairman of TISNet Technology Inc.
林郭文豔 女士 Mrs. Wen-yen Lin Kuo	董事 Director			大同(股)公司總經理、大同世界科技(股)公司董事長、精英電腦(股)公司董事長、大同墨西哥公司董事長、大同捷克公司董事長、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 Information(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.
林蔚東 先生 Mr. Wei-tung Lin	董事 Director			台北工業(股)公司董事、萬恒投資股份有限公司董事長、恒陞投資股份有限公司董事長、雅得蕊股份有限公司首席顧問 Direct of Tatung Industry Company., Chairman of Wan-Heng Investment Co., Ltd. Chairman of Heng-Sheng Investment Co., Ltd., Chief advisor of Adelaide Pacific Co., Ltd.
張益華先生 Mr. I-hua Chang	董事 Director			尚志資產開發(股)公司董事兼總經理、台北工業(股)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、禾大生物科技(股)公司董事、志生不動產(股)公司董事長兼總經理、坤德(股)公司董事 Chairman & President of Shan Chih Asset Development Co., Ltd. Director of Tatung Industry Company. Chairman of Tatung Forestry and Construction Company. Director of Cheng Sheng Broadcasting Corp. Director of Chunghwa Electronics Development Co., Ltd. Director of HEDA Biotechnology Co.,Ltd. Chairman & President of Chih Sheng Realty Co., Ltd. Director of Kuender Co., Ltd.
李龍達先生 Mr. Lung-ta Lee	董事 Director			尚志半導體(股)公司董事兼總經理、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、大同日本(股)公司董事、璨圓光電(股)公司董事、志德投資(股)公司董事長兼總經理、宇駿集團有限公司董事長、宇駿(濰坊)新能源科技有限公司董事、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、吳江尚化材料科技有限公司董事長、吳江尚化塑膠有限公司董事長、東莞同鋁貿易有限公司董事長、志生投資(股)公司董事 Director & President of Shan Chih Semiconductor Co., Ltd. Director of Tatung Fine Chemicals Co., Ltd., Director of Green Energy Technology Inc., Director of Greater Power Ltd. Director of Tatung Company of Japan, Inc. Director of Formosa Epitaxy Inc. Chairman & President of Chih De Investment Co., Ltd. Chairman of Ultra Energy Holdings Ltd. Director of Ultra Energy (Weifang) Technology Co. Ltd. Chairman of Shang Chih International Chemical Industry Co., Ltd. Chairman of Huaian Tatung Advanced Technology Materials Co., Ltd. Chairman of Wujiang Shanghua Material Technology Co., Ltd. Chairman of Wujiang Shang Huah Plastic Co., Ltd. Chairman of Dongguan Tongli Trading Co., Ltd. Director of Chih Sheng Investment Co., Ltd.
大同大學/陳火炎先生 Mr. Huo-yen Chen, representative of Tatung University	董事 Director		○	大同高級中學校長、大同大學應數系副教授 President of Tatung High School. Applied Mathematics Associate Professor of Tatung University.
蘇鵬飛先生 Mr. Peng-Fei Su	獨立董事 Independent Director	○	○	晟業資產管理(股)公司投資部副總經理、尚志半導體(股)公司獨立董事 Vice General Manager in Investment Department, Cheng Ye Assets Management Co., Ltd. Independent Director, San Chih Semiconductor Co., Ltd.
劉宗德先生 Mr. Tzong-der Liou	獨立董事 Independent Director	○	○	國立政治大學法學院特聘教授、社團法人臺灣行政法學會理事長 Distinguished Professor, College of Law, National Chengchi University. Director of Taiwan Administrative Law Association.
吳啟銘先生 ¹ Mr. Chi-ming Wu ¹	獨立董事 Independent Director	○		國立政治大學財務管理學系專任副教授、鼎翰科技(股)公司獨立董事、樺漢科技(股)公司獨立董事 Associate Professor, Department of Finance, National Chengchi University, Independent Director, TSC Auto ID Technology, Independent Director, Ennoconn Corporation.

註1：吳啟銘獨立董事於2013年6月13日選任。

Note 1: Independent Director Chi-ming Wu was elected on June 13, 2013.

內部控制制度與內控委員會

大同公司為促進公司的有效營運及合理確保營運效果及效率、財務報導可靠性、相關法令符合性等目標的達成，特別建立『內部控制制度』。內部控制制度涵蓋大同公司之一切作業，除會計和財務外，舉凡公司在計畫、組織、控制及管理方面之職能，及有關銷售、生產、採購、資材、工程、人事與研究發展等業務所採行的程序和標準，均為大同公司內部控制之範疇。

大同公司依據金融監督管理委員會證期局之規定，將公司一般營業活動劃分為銷售及收款循環、採購及付款循環、生產循環、薪工循環、融資循環、固定資產循環、投資循環、研發循環等八大循環以及電腦化處理作業與其他各種管理作業，同時透過內控委員會的定期內部查核及檢討會議來針對相關制度與作業程序進行持續性監督與控管，達到有效健全內控制度及優化公司治理之效。圖2.2-4為大同公司內部控制委員會組織架構，圖2.2-5為大同公司於2013年的內部控制聲明書。

除了透過內部控制制度外，大同公司於各廠區皆有建立特定領域之管理系統，例如ISO14001、OHSAS18001、ISO9001及其他，廠區依據管理系統規定，定期進行相關法規符合性查核，透過內部稽核及管理審查等機制，確保公司運作能符合法規規定。總公司幕僚單位同時於公司內部網站公告相關法規並透過內部電子郵件對員工宣導，提昇員工對於法規的認識，避免違法的情況發生。



圖2.2-4 大同公司內部控制委員會組織圖
Figure 2.2-4 Tatung Co. internal control committee



圖2.2-5 大同公司內部控制制度聲明書
Figure 2.2-5 Tatung Co. Internal control system statement

Internal control system and Internal Control Committee

In order to promote the effective operation of the company, to ensure the reasonable operation performance, to reach the reliability of financial reporting and to comply with relevant laws and regulations, Tatung Co. particularly establish "Internal Control System". Internal control system covers all operations of Tatung Co., including accounting, finance, planning, organization, control and management, and information about sales, production, purchasing, materials, engineering, personnel and research and development.

Tatung Co. follows "Regulations Governing Establishment of Internal Control Systems by Public Companies" proclaimed by Financial Supervisory Commission, dividing the business operations to Sale and receipt cycle, Purchase and payment cycle, Production cycle, Labor and wage cycle, Finance cycle, Fixed asset cycle, Investment cycle, and Research and development cycle, as well as setting out the management controls for data access and other activities. Tatung Co. monitors and controls the system and operation procedures continuously by carrying out the internal auditing and review meetings of Internal Control Committee. Such practice can enhance the internal control system and optimize the efficiency of corporate governance. Figure 2.2-4 shows the organization of Tatung Co. internal control committee, Figure 2.2-5 shows Tatung Co. internal control system statement.

In addition to internal control system, Tatung Co. has introduced and maintained various of management systems in the factories for specific topics, such as ISO14001 (environment), OHSAS18001 (health and safety), ISO9001 (quality) and others. The factories follow the procedures of the management systems to review and update the related laws and regulations. At the same time, the factories conduct internal audit and management review to ensure the operations can comply with the laws and regulations. The administrative in the headquarter also announce the latest and related regulations to the employees by publishing on the internal website and/or through e-mails. In this way, the employees will gain the knowledge of regulations and avoid breaching them at work.

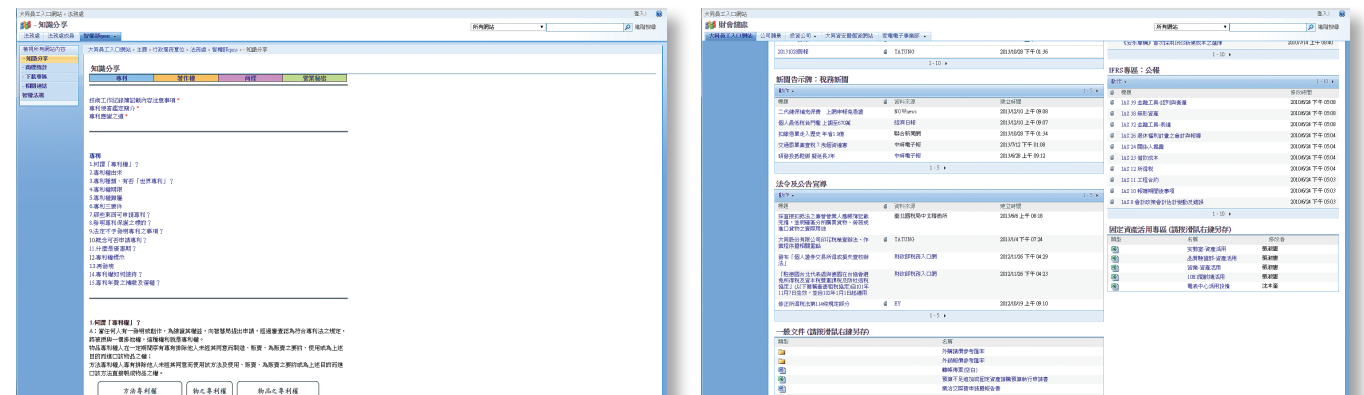


圖2.2-6 於內部網站進行法規宣導
Figure 2.2-6 Regulation promotions on internal website



2.3 財務表現 / Financial Performances

2013年在國際經濟諸多挑戰下，整體營運結果雖較前一年度有大幅改善，但仍未能順利轉盈。大同公司2013年營收淨額為240.88億元，較2012年度減少25.16%，本業營業虧損為2.6億元，加計轉投資業外淨損之益之後稅後虧損16億元，詳如表2.3-1所示。主要因素為：

- 1. 長工期專案認列營收時點遞延，及未驗收專案估列應收帳款備抵呆帳，再加上電表提列一次性維護成本，致使本業利益產生虧損。
- 2. 投資公司中，資產開發、精英及其他幾家投資事業之營收利潤達標，雖華映、綠能等已大幅減少虧損，且華映2013年下半年亦已轉虧為盈，但因華映、綠能全年仍虧損，因而使2013年全年度仍為投資虧損，但與2012年度相較已大幅減少認列淨投資虧損30億元。

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102年度年報」，或至本公司網頁查詢：<http://www.tatung.com>

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

項目 Items	2012	2012	2013
	採用我國財務會計準則 The Domestic Financial Accounting Principle	採用國際財務會計準則 IFRS	
營業收入 Operating income	32,185,089	32,185,089	24,087,818
已實現營業毛利 Realized operating gross profit	2,866,708	2,978,502	2,394,002
用人費用 ¹ Personnel expenses ¹	3,187,460	2,966,312	2,810,058
營業淨利 Net income	(64,092)	160,055	(257,408)
營業外收入及支出 Non-operating income and expense	(3,470,446)	(4,200,912)	(1,490,473)
利息費用 Interest expenses	(874,005)	(970,488)	(958,287)
所得稅利益 Income tax benefits	22,226	22,226	136,473
稅後淨利 Net income after tax	(3,512,312)	(4,415,092)	(1,364,192)
每股盈餘(元) Earnings per share (NT\$)	(1.52)	(1.74)	(0.70)

註：2013年起採用國際財務會計準則，故追溯調整2012年財務資料。
註¹：用人費用包含薪資、勞健保、退休金、其他用人費用。

Note: IFRSs is adopted since 2013. The financial data from 2012 is re-calculated as comparison.
Note¹: Personnel expenses include salaries, staff labor and health insurance, pension, and others.



2.3 財務表現 / Financial Performances

As for financial performances, the operating income in 2013 is NT\$24.09 billion with operating losses of NT\$0.26 billion, posting an 25.16% decrease than in 2012. Together with non-operating losses from investments, net loss after tax is NT\$1.6 billion. The key highlights are:

- 1.The operation losses were mainly due to delayed sales recognition in long-term project business, reserves for delayed accounts receivables of projects in disputes, and non-recurring product exchange expenses of mechanical meters in one project.
- 2.The investment losses mostly came from Chunghwa Picture Tubes and Green Energy Technologies, but showed major improvements from 2012. CPT turned profitable in 2H of 2013 and GET reduced its losses by NT\$3 billion from 2012. Other invested companies, such as Shan-Chih Assets Development achieved their annual targets of revenue and profits based on ROC but Tatung would not recognize profits until 2014 based on IFRS. ECS’ achievement of its operating profits plus the sale and rent-back of its headquarter building allowed Tatung to recognize huge investment income for 2013.

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. For more detailed operation performances, please look into “Tatung 2013 Annual Report” or visit the website <http://www.tatung.com>





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，大同公司了解目前因全球暖化所造成的極端氣候，對於公司的營運有可能會帶來風險，例如水災、風災的損失，因此大同公司對天災的威脅，不論是地震或颱風、洪水，皆已投保全險式（All Risk）的財產保險，來轉嫁風險，除此之外對於較易發生淹水的區域，也請損防工程師提供改善建議，俾利廠區強化防災計劃，降低災損發生的可能性或抑制損失程度。

而在機會方面，因應全球暖化對節能減碳技術之大量需求，本公司電力設備事業部、智慧電網事業部、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、高效能之綠色家電產品，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違反證券交易法乙案，遭受不利之判決，大同公司相信林董事長的清白，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。

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 Risk management	負責部門 Bodies in charge	風險業務事項 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 Financial & liquidity risk	財務處 Finance division	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 Final accounting of cost, funds allocation and control, and hedging of interest and exchange rates
法律風險 Legal risk	法律處 Legal division	負責訴訟及非訟案件之處理 Process of litigation and non-litigation cases

註：大同公司彩色電視機貨物稅案敗訴定讞，需補稅、罰款五億三千多萬元，大同已自2009年起陸續繳納該稅款，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. Tatung Co. understands the risks brought from the extreme weather due to global warming may cause impacts on the company’s operation, i.e. the losses from flood and typhoons. The measure Tatung Co. takes is through property insurance (All Risk type) to transfer the risks. In addition, Tatung Co. also requests engineers to provides improvement recommendation for the potential flooding areas. The factories then enhance their preventing plans to reduce the level of losses.

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, Power Equipment Business Unit and Smart Grid 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 stop-loss 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 or major shareholders with over 10% of Tatung’s total outstanding shares:

The shareholdings of the Company’s directors have been stable during the past years, and there was no major transfer or swap of stocks.
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 this year due to violation of Securities and Exchange Act, 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.



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。

大同公司致力於能源與節能相關之產品、系統與服務，三大事業群提供從智慧電網、智慧社區到智慧家庭所需之各種節能、高效率消費電子與家電產品、馬達、電力設備與自動控制產品，暨結合資通訊技術之系統整合，以及由產品至系統完善、即時的各項服務。在智慧電網方面，結合「系統事業群」及「電力事業群」以提供從各式智慧電表、通訊模組與集中器、FTU/FRTU、高效／節能之馬達與變壓器、配電盤等產品，到AMI通訊系統與控制中心、先進配電自動化、智慧變電站與發電廠等系統整合解決方案與技術服務。在智慧社區方面，「系統事業群」提供從整合小型風機、太陽能發電與儲能之再生能源，以及社區安全與健康照護之BEMS系統與企業AMI系統之完整解決方案與技術服務。在智慧家庭方面，「消費事業群」提供從節能、綠色環保之家電產品、3D與聯網電視、家用屋頂型PV系統，到整合能源管理與健康照護之HEMS系統的完整解決方案。

大同公司具備系統整合之各項核心技術與關鍵產品，並結合業界之策略夥伴，以世界市場為目標。

二、產品內容

大同公司跨足電力設備、馬達、數位電子、家電、智慧電網及系統整合等事業，如下列內容所示，相關產值及產量詳列於表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:

Tatung Co. devotes to business of green energy and energy saving-related products, systems, and service. Three business groups provide every kind of energy-saving and high efficiency products and systems (consumer electronics and home appliances, motors, power facilities and automatic control equipments, as well as ICT-integrated systems) for smart home, smart community, and smart grid. Additionally, the BGs also provide complete and in-time service for all of our products and system solutions. For smart home business, Consumer BG provides energy-saving and environmental friendly products and service, from green home appliances, 3D and internet-connected TV, household roof-top PV systems, as well as HEMS, the total solution which combined energy management and health-care. For smart community business, System BG provides solutions and service for renewable energy systems which integrated micro-wind turbine, PV and energy storage, BEMS for community security and health-care, as well as enterprise AMI systems for communities, industry parks and factories. For smart grid business, Power BG and System BG work together to provide products, system solutions and service for all kinds of smart meters, communication modules and concentrators, FTU/FRTUs, high efficiency/energy-saving motors and transformers, switchgears, as well as AMI communication systems and control centers, advanced distribution automation systems, as well as smart substations and generation. Tatung Co. is capable of providing system solutions and service, with all kinds of core technologies and key products. And we will cooperate closely with strategic partners to serve the worldwide market.

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. Please refer to the following pages for details. The related production amount and values are listed on Table 2.5-1.





電力事業群

Power Business Group

電力設備事業部

產品及服務項目：

重電：研發及製造1000MVA 345kV級(含)以下各型變壓器、100MVAR 345kV級(含)以下各型電抗器、161kV級GIS 瓦斯絕緣開關及氣體斷路器。



大陸3C安規驗證



經濟部台灣精品獎



TIPS LOGI 智慧財產權



優良電器精品獎



全國TAF測試實驗室資格



ISO9001



ISO14001



OHSAS18001



正字標記

電線電纜：以累積近四十多年的技術經驗，專門產製各種電線、電纜、光纜及匯流排產品，廣泛應用於通信、電力傳輸、配電系統及各種重電產品、家電產品、資訊網路產品和電子零組件等。



中國3C安規驗證



環保署環保標章



歐洲網路系統驗證



ETL安規驗證



日本經濟產業省
電器用品安全法



美國UL安規驗證

馬達事業部

產品及服務項目：

研發生產各式省能源高效率1/8 ~ 30,000HP 之單相、三相高低壓馬達及發電機，規格齊全，包括各種特殊馬達及應用系統，如：超高效率馬達、耐超高溫馬達、電動載具馬達、防爆馬達、新型自動舉刷繞線型馬達、立式高推力泵用馬達、減變速機、變頻馬達、鋁框馬達、煞車馬達、油泵馬達、水泵馬達、浸水馬達、內藏式主軸馬達、軋鋼馬達、電梯馬達、吊車馬達、永磁馬達、牽引馬達、水套馬達(water jacket)、變頻器、配電盤、各型通風機、發電機、船用、陸用柴油引擎發電機組等，並提供整廠動力設備及系統工程等全方位解決方案服務業界。



加拿大安規驗證



中國大陸3C安規驗證



經濟部台灣精品獎



歐洲CE驗證



美國UL安規驗證



美國UL安規驗證



全國TAF測試實驗室資格

Power Equipment Business Unit

Industrial Appliance: Researching, developing and manufacturing all kinds of transformers rated 345kV 1000MVA and under, all kinds of reactors rated 345kV 100MVAR and under, 161kV class of gas insulated switchgears and gas circuit breakers.

Wire & Cable: Responsible for manufacturing and sale of various wires, cables, optical fiber cables, and busway.

Motor Business Unit

Products and services:
Responsible for designing, manufacturing, and selling of electric motors, immersible pump motors, PM motors, EV motors, drives, water jacket, generator sets, and power systems.

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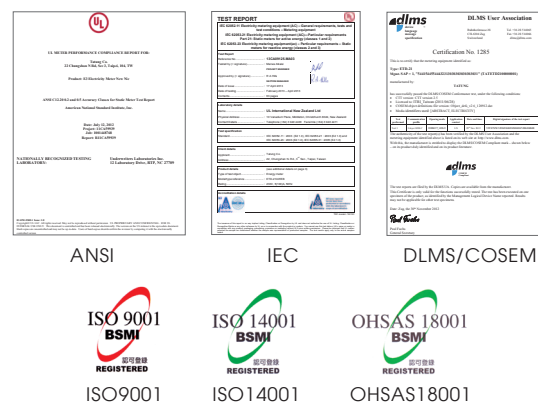
系統事業群

System Business Group

智慧電網事業部

產品及服務項目：

本事業部致力於智慧電網相關產品及系統研發。在用電計費方面，研發及生產各種多功能電子式電表、預付費電表與讀卡機、ANSI/IEC/MID/日本規格智慧電表、讀表介面單元等產品，均符合各國相關度量衡法規的計費標準。同時，具有智慧電表基礎建設的系統整合能力，服務全球電力公司佈建智慧電表與AMI系統。在跨往智慧配電方面，研發配電饋線相關設備FTU/FRTU/LTU，提供先進配電自動化解決方案，並積極朝向微電網系統整合商發展。另在潔淨能源方面，從上游開始，設立長晶中心專長於太陽能多晶矽晶錠代工業務。



系統事業部

產品及服務項目：

具161kV 級GIS 瓦斯絕緣開關及氣體斷路器、36kV 級(含)以下各型配電盤、配電器材等各項重電設備暨水力暨火力發電系統、輸配電系統、變電站系統、汙水處理系統、機水電工程等大型系統整合能力，服務遍佈政府機關、學校及企業，主要提供資通訊系統整合、節能-創能管理及建置、機電系統整合服務；開發大同智慧能源管理系統、公文管理系統、差勤管理系統、企業資源管理系統及各類管理資訊系統，應用軟體開發通過能力成熟度整合模式(CMMI) Maturity Level 3 評鑑。2014 年新成立公共工程系統處，提供客戶高品質的電力、機械及資通訊整合解決方案，結合跨領域的專業人才，涵蓋電力、電子、機械、智慧控制、資訊、通訊、交通及專案管理等各類技術，負責整合跨領域專業，協調跨組織界面，提供整合性之設計、建置及專案管理等技術服務。

Smart Grid Business Unit

Products:

Develop and manufacture smart grid related products and systems, such as the revenue meters, including multi-function electronic meters, prepayment meters and card readers, ANSI/ IEC/ MID/JEMIC smart meters, and meter interface units (MIU), all of which meet the national metrology regulations in worldwide. In addition, Smart Grid BU (SGBU) is capable of AMI system integration for worldwide power utilities. We also get involving in the advanced distribution automation system (ADAS); the related products, FTU/ FRTU/ LTU, are ready for the market, and the micro grid system integration is aggressively developed. Furthermore, SGBU incorporates internal resources in Tatung Group to provide supervisory control and data acquisition (SCADA) system solutions for diverse industrial applications. Regarding clean energy, we have solar-silicon ingot OEM business in Ingot-Growing Center.

System Solutions Business Unit

Products:

TWith large-scale system integration capabilities including 161kV GIS (Gas Insulated Switchgear) and gas circuit breakers; 36kV series of switchgear, power distribution equipment, and other industrial equipment; thermal and hydro generation systems, transmission and distribution systems, substation systems, water treatment systems, as well as electro-mechanical systems, and involved projects throughout the government departments, schools and enterprises, BU primarily focus on ICT (Information Communication Technology) system integration services, energy saving and generation management, mechatronics integration services and software development, including Tatung smart energy management system, document management system, attendance management system, enterprise resource management system and various information management systems, etc. It is worth mentioning that she has already won the software development certification of the Capability Maturity Model Integration (CMMI) maturity Level 3. The Public Works division newly established in 2014, provides high-quality total solution to customers, combined with multidisciplinary professionals which consists of the fields of power, electronics, mechanics, smart control, information, communication, transportation and project management, coordinates cross interface and integrated design, implementation, project management with related technical support.





消費事業群

Consumer Business Group

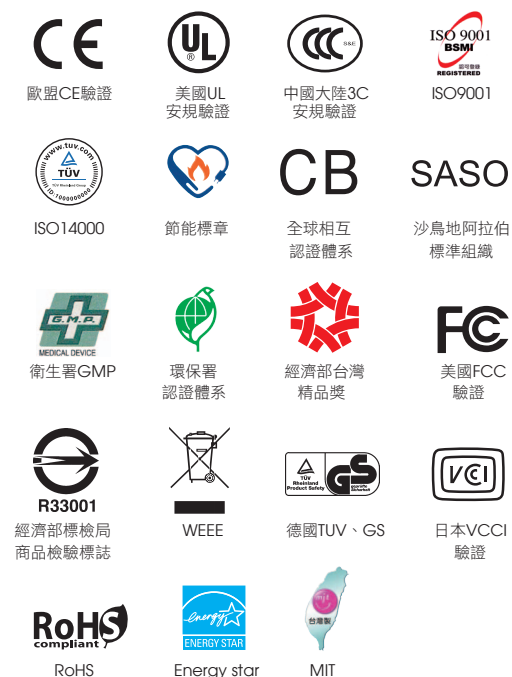
先端電子事業部

產品及服務項目：
提供智能家庭產品設計及代工服務予全球客戶。先端電子的產品線包括兩大項：數位娛樂及家庭網路。數位娛樂產品線主要以遊戲機週邊和HD攝像機為主。家庭網路則以家庭節能和雲端服務應用所需之產品為主。大同的ODM 客戶可從上述領域中，獲得快速、具備彈性的設計及生產服務。同時持續投入在數位家庭先端技術開發，其成果將可使客戶產品更具競爭力。



家電電子事業部

產品及服務項目：
大同公司推出智慧家庭節能系統，以效率、方便、舒適為訴求，利用手持裝置操作智慧家電節能APP，整合智慧空調、智慧照明及一級節能家電等，透過家庭網路連結智慧家電，可做用電管理、排程管理與各項節能應用。在新產品開發：液晶電視改善使用者操作方式及介面，並與影音供應商進行合作開發，提供優質服務；在大家電產品部分，主要開發符合一級能效節能標章及省水標章之冷氣、冰箱、洗衣機；冷氣推出全新柔光系列，使用R410A 新環保冷媒，並具有立體導風氣流的舒適送風功能，以及全平面的投射面板新時尚外觀等特點，充分滿足對高品味家居設計的追求。在小家電產品部分，以「節能新生活」為訴求，推出一系列DC變頻風扇產品，提供消費者更多節能家電產品選擇；同時，在冷氣、液晶電視以及電風扇等家電品項，更榮獲2014 台灣精品獎肯定，充分展現大同卓越的設計力與創新力，致力創造優質綠色新生活！



Advanced Electronics Business Unit

Products:
Focus on providing global ODM customers with design and manufacturing of smart home products. The product lines include 2 main lines: digital entertainment, and home area networks (HAN). The digital entertainment line includes electronic gaming and imaging accessories. The home area network (HAN) includes smart energy management and cloud-service devices. Tatung's customers can benefit from Tatung's fast reaction to accommodate market needs and flexibility in design customization. The on-going research and development will further enhance the customers' competitiveness in their products.

Appliances Business Unit

Products:
Tatung launches Smart Home Energy Management System to provide efficient, convenient and comfortable green life. Tatung Smart HEMS is useful for anyone who wants to reduce home energy consumption and save money to offer users total management of home energy consumption with appliance control, energy consumption monitoring, and self-monitoring functions anytime, anywhere, through any internet-enabled personal device. For new product development: LCD TV provides a better way of Hybrid Home interface, and multiple video contents to provide superior entertainment enjoyment. In large home appliances, Tatung majors in the development of air-conditioners, refrigerators and washing machines which comply with energy label and water-saving label. Especially the 2014 air-conditioner new model – "Beauty Light" series adopts R410A refrigerant, 3D airflow function and LED backlight display to enhance overall home decoration while enjoying the comfortable life. In small home appliances, Tatung launched a series of DC inverter fan products, which provides consumers more choices of energy-saving appliances to create high-quality and green life! Tatung home appliances products have been awarded the TAIWAN Excellence for over 25 years to demonstrate superior design and innovation capability.





表2.5-1 大同公司產值產量一覽
Table 2.5-1 Production amount and value of Tatung Co.

	2012		2013	
	產量 Output (set)	產值(仟元) Amount (Thousand NTD\$)	產量 Output (set)	產值(仟元) Amount (Thousand NTD\$)
光電事業部門 Optical sector	563,671	57,597,829	624,048	56,590,701
節能及太陽能部門 Energy efficiency and solar energy sector	241,285	12,914,943	261,605	13,035,001
消費產品部門 Consumer products sector	10,899	1,569,610	9,186	767,070
電力事業部門 Power sector	1,245,095	1,776,250	819,204	1,407,825
其他 Others	-	54,689	-	57,691
合計 Total	2,060,951	73,913,320	1,714,043	71,858,288

影響力
品牌
Power
Brands
2014
經理人

榮獲經理人雜誌評選
2014影響力品牌
綜合家電類優選殊榮

台灣品牌
榮耀肯定


創新 品質 信賴


榮獲台灣百大
品牌榮耀


連續4屆榮獲
綠色品牌家電類
特優大賞


台灣精品 2014
TAIWAN EXCELLENCE
連續22年榮獲
台灣精品獎殊榮


Golden Pin
DESIGN AWARD
金點設計獎

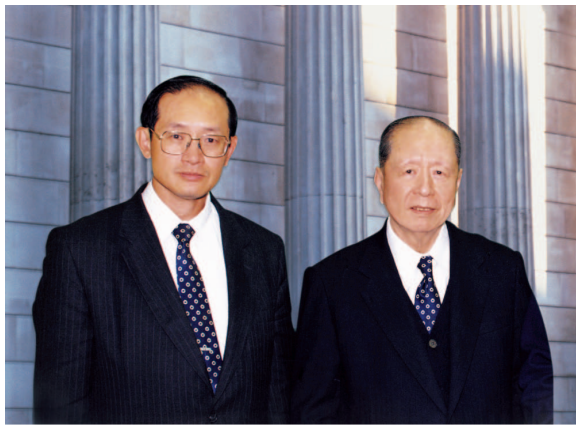

Yahoo奇摩
情感品牌
家電類大獎


金牌大賞
台灣服務業
評鑑金牌大賞

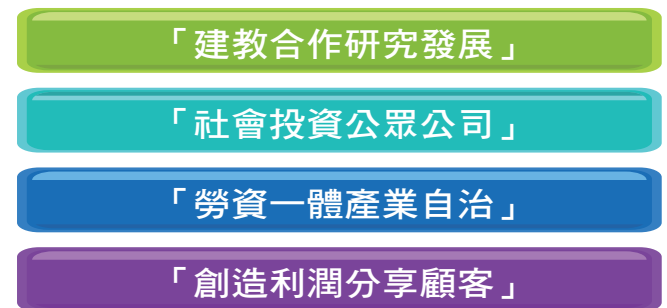
3.1 創業精神與經營理念

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。



經營理念



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。

3.3 發展策略

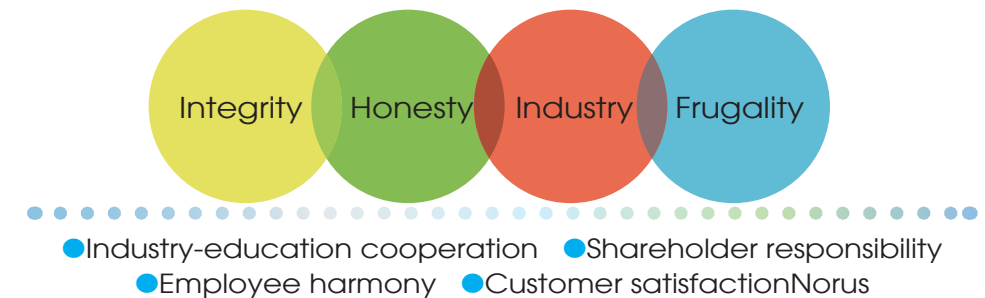
大同公司創業至今已邁入第96年，長期以來配合國家經濟發展建設及社會大眾消費所需，提供各種高品質之產品與服務。未來大同公司發展策略方向為：

- 1.轉型為節能產品與解決方案之企業：
節能、環保一直是大同公司經營的重要理念之一，也是公司的核心文化，因此，節能減碳不僅是政府，企業，家庭關切之重點，也是大同公司透過對市場與客戶需求之深入了解後所欲全力投入之領域。故結合大同各項產品與技術的創新、整合硬體產品與軟體管理及服務，在消費市場，大同可提供具備“節能、環保、健康”全方位之家電系列產品；在企業市場與公共建設領域則提供智慧管理之機電與系統整合解決方案，期以最優質產品與服務，創造更具環保節能效益與智慧管理應用之產品給客戶，進而提升公司之品牌與價值。
- 2.加強擴大國際市場：
重新定位大同全球之海外分公司，進行區域內製造基地之整併，重新分配區域內之資源配置，以強化各區域之行銷與服務能力為重要策略。
- 3.調整投資結構：
 - A.已陸續處分營運不佳的投資事業，未來仍將秉持長期經營的策略作為投資指導原則，短期內全力改善處於辛苦產業之投資事業；中長期以多元開放態度尋求雙贏之策略夥伴。
 - B.今後對於大量資本支出建構產能以維競爭之新投資要更審慎評估。
 - C.推動大同品牌至國際市場。整合集團公司內之資動能源，專注在智慧節能、機電管理相關產品與系統醫療照護系統等領域，建立未來營收及獲利的成長。
 - D.持續且加速推動資產活化，並逐步建立資產管理能力以維持長期之資產報酬率。

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.



3.2 Our vision

Innovation for quality Products for energy saving, environmental friendly, and healthy life Fulfillment of social responsibility as a corporate citizen.

3.3 Strategy

Tatung Co., with a 96-year heritage, has long grown with the Taiwanese economic development by facilitating national infrastructure development such as power infrastructure equipments, motors and generators and related systems. We also have provided high-quality and durable consumer products to meet consumer demand in Taiwan and overseas with Tatung brand. Tatung Co.'s strategies for the future development are below:

- 1.Transforming into Energy Saving product and solution provider
Energy-saving and environmental-friendly have always been the key emphasis of Tatung. Therefore, energy-saving and carbon-reduction are not only the major concern of the societies, but also are the focus that Tatung would like to invest the most into now and the future. With the combination of our innovative technology, integration of hardware manufacturing and software services, we will provide a full line of home appliance products with "energy-saving, environmental-friendly and health consciousness" in consumer market; with smart energy management and power system integration, we expect to serve the government infrastructures and enterprises with energy saving initiatives and the smart solution to create a more efficient and friendly environment to customers, furthermore, to enhance the brand value and corporate reputation.
- 2.Expanding into global market
Re-position our overseas affiliates to strengthen marketing and service capabilities by conducting regional mergers of manufacturing facilities and reallocation of the resources.
- 3.Restructuring investment portfolio
 - A.Tatung Co. will continue to reshape the investment portfolio and drive the investment companies which are in losses to improve operations and turn around in the short term; and to look for strategic partners for win-win solutions in the longer term. Tatung Group will achieve its management focus and investment portfolio in the near future.
 - B.Tatung Co. will be cautious in investment into businesses which require huge CAPEX to achieve economy of scale in the future.
 - C.Tatung Co. will promote Tatung brand into global market. We will devote group focus in Smart Energy Saving, Power and Smart Energy Management solutions, and medical and health care solutions to pursue growth of revenues and profits.
 - D.Increase ROA by speeding up the asset development continuously.

4.1 品質績效

品質管理

產品品質與安全是公司永續經營之命脈，提供高品質與安全之產品，才能建立公司品牌形象，提升競爭力，創造高利潤、低風險之經營模式，達到消費者與企業雙贏之局面。基於此經營理念，大同公司之生產基地與產品皆已建置ISO 9001品質管理系統並通過驗證，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。

為了確保產品的品質及效能，大同公司於總公司設有經財團法人全國認證基金會依據ISO 17025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
桃園壹廠 Taoyuan 1st 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、液晶顯示器(含會議電視終端)。 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, LCD monitor(including video conference monitor)
三峽廠 San-Hsia Factory	ISO 9001:2008→發電機(10560KVA以下)、馬達 (500HP「含」以上)，馬達 (500HP以下)。 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 production of: Electrical motor (less than 500HP)
大園廠 Tayuan 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 (below and including 245KV), Oil-immersed reactors(below and including 345KV), Oil-immersed potential & current transformers(below and including 69KV), Dry type transformers(below and including 36KV), Dry type reactors(below and including 36KV), Cast resin dry type transformers(below and including 36KV), Cast resin dry type potential & current transformers(below and including 36KV), High voltage & low voltage metal-enclosed switchgear & control gear(below and including 72.5KV), Metal-clad switchgear(below and including 36KV), Motor control center(below and including 15KV), Metal-enclosed low voltage power circuit breaker switchgear(below and including 600V), Distribution board(panel)(below and including 600V), Rectifier(below and including 600V), Amorphous metal transformers(below and including 36KV), Gas insulated switchgear, Capacitors, Watt-hour meters
桃園電線電纜廠 Taoyuan Wires and Cables 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 Center	ISO 9001:2008→多晶矽晶錠 ISO 9001:2008→Multi crystal silicon ingots

4.1 Quality performances

Quality management

Product quality and safety are the keystone of sustainable operation for a company. By providing high quality and safe products can build the brand image, enhance competitiveness and create high-profit, low-risk business model, and achieve a win-win situation for consumers and company. Based on this philosophy, the products and factories of Tatung Co. have established ISO 9001 Quality Management System and passed the verification, as shown in Table 4.1-1.

The system can implement standardization, deviation reduction, as well as a tool to pass down the knowledge and experiences internally. In addition, they system can enhance the management capability, product quality stability, reduce product defect rate and reduce complain. The system can also enhance confidence of customers, thus expanding the market and enhancing competitiveness.

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 L0003-120207	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 L1697-131009	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 L2306-130411	變壓器測試 Transformers testing	2010.12.27
空調設備測試實驗室 Air Conditioning Facility Testing Lab L2270-140417	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 L2308-140316	配電盤測試 Switchgears testing	2011.03.23



廠區獲得ISO9001驗證證書
ISO 9001 certificates

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



商品安全

世界各國為確保輸入之產品品質與安全，皆訂定相關規範與法規，業者必須通過其認證，獲得認證證書，才能獲准銷售，加上消費者意識不斷升高，為能遵守各國相關法規，大同公司所有產品皆依其相關規範與法規設計與製造，通過設計測試驗證、完備所有相關文件/規範，並通過量產前試作之後，進行新產品上市建檔審查，透過SAP管理系統建檔與管控，始進行製造與銷售。表4.1-3詳列大同公司各事業群產品符合及通過國、內外標準及認、驗證。

此外，對於設計或生產中有瑕疵之產品，大同公司除了通報與刊登商品召回訊息於經濟部商品檢驗局官網¹外，亦主動於大同綜合訊電官方網站²、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，型號TWD-500B、TWD-510B、TWD-511B、TWD-711B、TWD-660B、TDH-200HB、TWD-1400B、TWD-1400BL，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4.1-1)；
- 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4.1-2)；
- 大同熱水瓶型號TLK-52Y及TLK-56Y有部分製造號碼(表4.1-4)的熱水瓶，因部分零件問題，於官網主動告知並於個門市免費為消費檢修。

針對發生之問題，大同公司除了會加強整體供應鏈品質的控管，亦進行設計/製程失效模式與效應分析(DFMEA/PFMEA)與納入設計確認清單(Design Guideline Check List)進行再發防止措施，以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。

註1：經濟部商品檢驗局官方網站 / http://safety.bsmi.gov.tw/wSite/lp?ctNode=4735&CtUnit=2583&BaseDSD=7&mp=65
註2：大同綜合訊電官方網站 / http://tcpc.tatung.com

表4.1-3 大同公司事業群通過之標準及認、驗證
Table 4.1-3 Standards, certifications, and verifications acquired by Tatung Co.

事業群 Business Group	通過之標準及認、驗證 Standards, certifications, and verifications acquired
電力事業群 Power BG	中國國家標準、大陸 3C 安規驗證、加拿大 CAS 安規驗證、美國 UL 安規驗證、ETL 安規驗證、歐洲網路系統認證、日本電氣安全法等 CNS Standards, China Compulsory Certification, Canadian Standards, American Safety Standards, ETL Verification, EU Network System Verification, Japan PSE Certification, etc.
系統事業群 System BG	ANSI 國際認證、IEC 國際認證、DLMS/COSEM 一致性測試與認證等 ANSI International Certification, IEC International Certification, DLMS/COSEM Conformance, etc.
消費事業群 Consumer BG	中國國家標準、大陸 3C 安規驗證、美國 UL 安規驗證、美國 FCC 電磁認證、經濟部標檢局商品檢驗、日本 VCCI 認證等 CNS Standards, China Compulsory Certification, American Safety Standards, U.S. Federal Communications Commission for Telecommunications, Product Inspection Label from BSMI, Japanese Emissions Control Standards, etc.

表4.1-4 免費安心健檢熱水瓶型號及製造號碼
Table 4.1-4 Electric water boilers that need to be change parts

型號 Model No.	TLK-52Y	TLK-56Y
製造號碼 Production No.	3AY7094*****	3AY8094*****
製造號碼 Production No.	3AY7097*****	3AY8097*****
製造號碼 Production No.	3AY7098*****	3AY8098*****



Product safety

Most of the countries make the laws and regulations in regarding to product’s quality and safety in order to protect their citizens. Brand owners must pass all the tests and acquire certifications then can put their products into markets. In order to comply with related regulations among the world, Tatung Co. designs and manufactures the products to meet the requirements of the regulations. Before the bulk production, the samples must pass the tests and managed by SAP management system. After all the test results have met the requirements, bulk production and sales then can be made. Table 4.1-3 lists the relevant regulation requirements, standards and verification internationally adopted by Tatung Co.

In addition, for the defected products from the design or manufacture stage, Tatung Co. makes recall on BSMI official website¹, medias and TCPC website² to prevent the consumers getting harmed from further using of such products. For example, few models of dehumidifiers (Figure 4.1-1) 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) (Figure 4.1-2), 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 Stores. ; two models of electric water boilers (TLK-52Y and TLK-56Y) with the production number list on Table 4.1-4, some parts has quality issue and the customers can take the boiler to TCPC to replace the part for free of charge.

For the problem occurred, Tatung Co. will strengthen overall quality control in supply chain, also conduct Design/Process Failure Modes and Effects Analysis (DFMEA / PFMEA) and incorporated into Design Guideline Check List measures to prevent recurrence. Tatung Co. will do the best for providing consumer healthy, energy-efficiency and , safe products.

Note 1: BSMI official website / http://safety.bsmi.gov.tw/wSite/lp?ctNode=4735&CtUnit=2583&BaseDSD=7&mp=65
Note 2: TCPC official website / http://tcpc.tatung.com



圖4.1-1 公告召回之除濕機型號
Figure 4.1-1 Model of recalled dehumidifiers

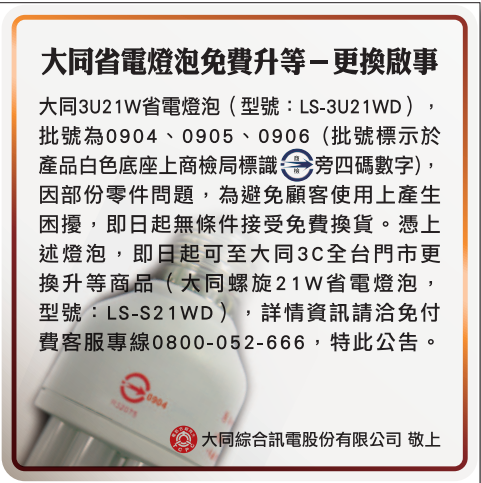


圖4.1-2 公告召回之省電燈泡型號
Figure 4.1-2 Model of recalled fluoresced lamp

商品標示

為使消費者能安全、正確的使用產品，避免因操作、維護不當，導致產品發生安全性問題，或無法有效使用產品，經濟部標準檢驗局訂定『電器商品標示基準』，作為產品標示之規範。大同公司各事業群均設有安規/電磁干擾管理單位，進行產品標示之管理、審查與監控，並配合經濟部標準檢驗局定期/不定期之市場抽查活動，確保產品標示之正確性。大同公司依『電器商品標示基準』，於商品本體或內外包裝或說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，提供消費者能夠安全及正確的使用資訊，如圖4.1-3。相關資訊亦可於大同綜合訊電官方網站查詢，如圖4.1-4。

儘管大同所有產品均遵循「電器商品標示基準」標示，大同公司於2013年仍有四起違反商品標示法之案例，分別為電茶壺_TMO-K100與微波爐_TMO-17MA(未標示製造商或進口商名稱、地址)，電烤箱_TOT-1200A與果汁機_P350(未標示進口商或委製商相關訊息)。其主要原因為以往大同公司均以『大同』公司為代表來標示相關廠商資訊，惟標準檢驗局自2013年起，從嚴解釋其基準，因此，有上述不符合項目；大同公司除了依標準檢驗局要求立即更正外，大同公司亦加強整體管控措施，將相關案例回饋生產製程，列為檢查重點，並納入新產品標示製作之依據與驗證確認項目，作為再發防止措施，以避免類似情況再度發生。

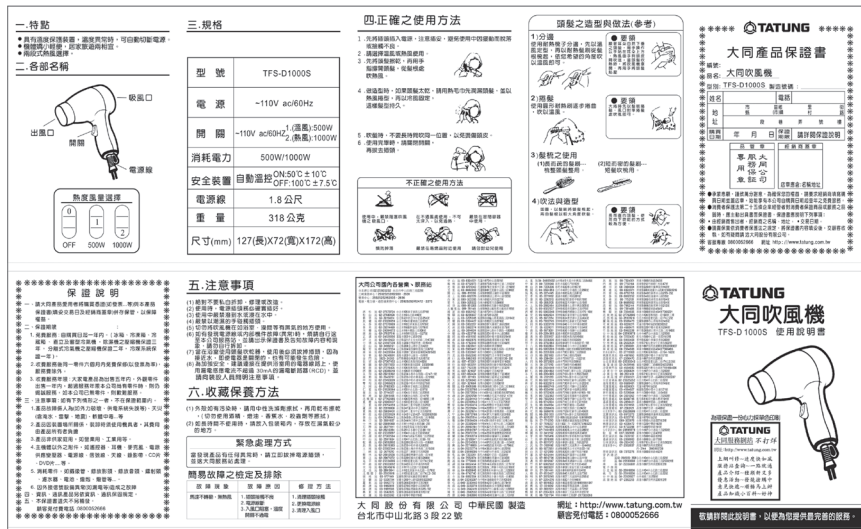


圖4.1-3 大同公司產品標示及使用說明(以吹風機為例)
Figure 4.1-3 Tatung product labeling and instruction (case of hair drier)

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2013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 Labeling

In order to let consumers using the products safely and correctly and avoiding safety issue due to incorrect operations, BSMI announced guidelines for electrical product labeling. Tatung Co. has responsible department for the management, review and monitor of product labeling, as well as takes part in BSMI market survey to ensure the correct labeling. Tatung Co. follows the guideline and label the required information on the product or on the package or on the instruction manual. In extra, Tatung Co. also includes the instruction guide, maintenance guide and notice in the packages (as shown on Figure 4.1-3). Such information is also provided on TCPC official website (as shown on Figure 4.1-4).

Although Tatung Co. has put lot of efforts on product labeling, unfortunately, there were still four violations in 2013. Name and address of manufacturer or importer was not labeled on electric kettle (TMO-K100) and mechanical microwave oven (TMO-17MA); information of importer or ODM/OEM manufacturer was not labeled on electric oven (TOT-1200A) and juice blender (TJC-P350). The main reason for these violations was due to Tatung Co. labeled importer/manufacturer with "Tatung Co." instead of separately label them. Tatung Co. immediately correct this mistake after informed by BSMI, as well as making these violations as case study to avoid reoccurrences.



圖4.1-4大同綜合訊電公司於官方網站提供產品規格及使用資訊
Figure 4.1-4 TCPC provides products information and manual on the official website

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 2013. 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。

大同公司於採購原物料、零件及產品時，優先考量品質、價格、交期、售後服務等四因素，並優先選用臺灣在地供應商，以照顧本地企業，善盡社會責任。大同公司的供應商主要來自臺灣，其次為中國，詳細資訊如圖4.2-1。同時為了保持優良產品品質及可靠度，於採購主要原物料、零件及產品時，皆要求使用全新材料。

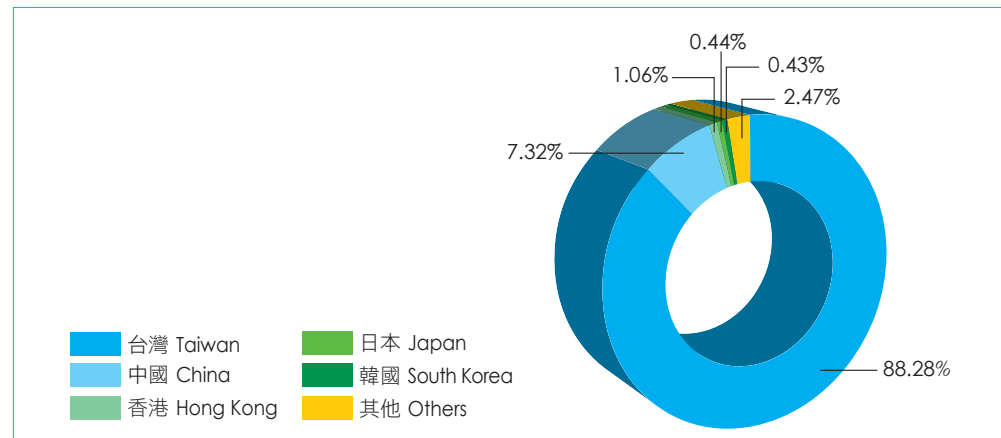


圖4.2-1 2013年大同公司供應商來源(依家數統計)
Figure 4.2-1 Location distribution of Tatung Co's suppliers in 2013 (by No. of suppliers)

對於新引進之供應商，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，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。相關管理流程如圖4.2-2 所示。

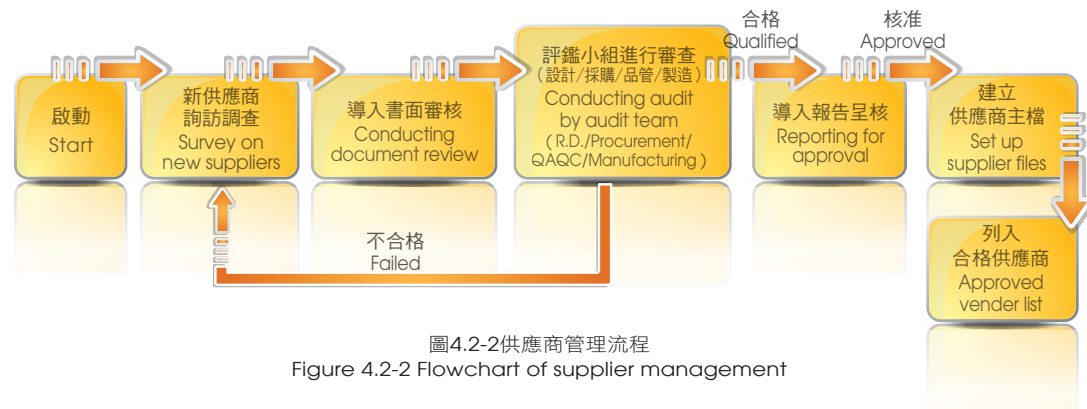


圖4.2-2供應商管理流程
Figure 4.2-2 Flowchart of supplier management

對於有往來的供應商，大同公司每月分別就品質、交期、價格、及服務等項目實施月考核(圖4.2-3)，不足之處均依管理辦法要求改善。除了月考核以外，針對重要零組件或委外加工供應商，大同公司每年定期實施再評鑑作業(圖4.2-4)，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。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『大同公司承攬人安全衛生管理辦法』，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)與清廉條款方面，大同公司已於 2013 年10月起將人權議題與清廉條款納入與供應商之合約中，納入供應鏈管理，至2013年底，新引進供應商104家均已完成簽署，原有供應商也逐步洽談簽訂新條款。



4.2 Supply Chain 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. has "Supply Chain Management Division (SCMD)" in headquarter to in charge with the selection and management on the suppliers. The suppliers are from many countries and regions, the largest portion is from Taiwan, then from China (as shown in Figure 4.2-1).

Good quality, competitive price, on time delivery, and service are the first consideration when Tatung Co. purchases raw materials, parts and products. To support local business and fulfill social responsibilities, Tatung Co. also prefers purchasing those goods from local suppliers in Taiwan. Meanwhile, in order to maintain excellent product quality, Tatung Co. requests brand new material in the procurement of major raw materials, parts and products.

For new introduced suppliers, Tatung Co. evaluates a supplier's overall quality by conducting onsite audit on QA/QC, procurement, RD, and manufacturing aspects based on "Introducing and managing measures on suppliers". The evaluation includes design / technical capabilities, quality management, manufacturing capabilities, and management capabilities. Besides, Tatung Co. implements additional assessment of suppliers on hazardous substances management (RoHS and REACH), safety measures on dangerous working forms, and environmental management. Figure 4.2-2 shows the supply chain management process.

Suppliers are implemented monthly assessment in aspect of quality, delivery, price, and service (Figure 4.2-3). Another annually re-evaluation is periodically implemented for main components suppliers and outsourcing vendors. Tatung 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 contract suppliers" to reduce the probability of accident.

As for the human rights issues (human rights, freedom of association, child labor, forced labor, etc.) and provision of honest on the suppliers, Tatung Co. has included human rights issues and provision of honest in the contracts since October 2013 to request suppliers or contractors to take care about such issues together with Tatung. Tatung Co. keeps gradually implementing human rights issues and provision of honest into supply chain management. Up to the end of 2013, Tatung Co. has signed the new contracts with 104 new introduced suppliers while negotiating with the original suppliers for adding those new terms into the contracts gradually.

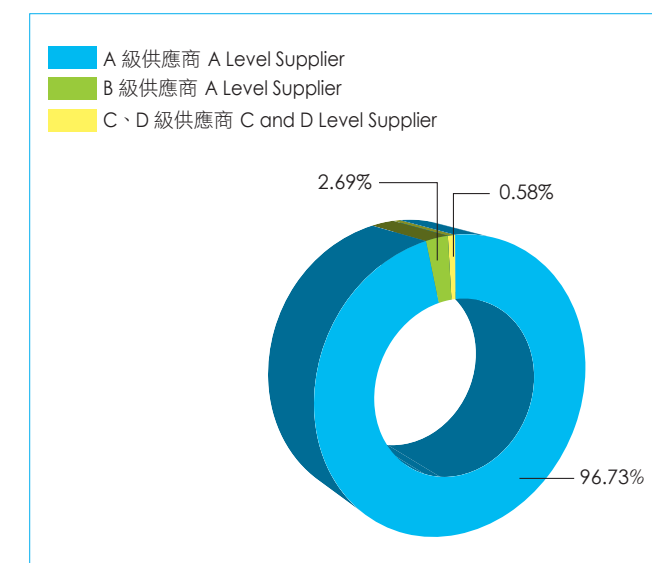


圖4.2-3 2013年度供應商月考核結果
Figure 4.2-3 Result of monthly assessment on the suppliers in 2013

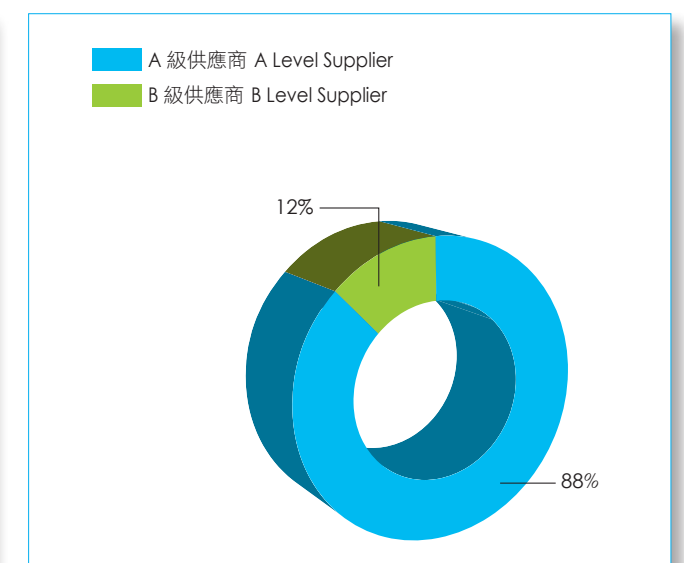


圖4.2-4 2013年度供應商年度再評鑑作業結果
Figure 4.2-4 Result of annually re-evaluation on the suppliers in 2013



4.3 客戶服務

遍佈全國的服務據點

「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，提供客戶快優的售後服務。大同公司於官方網站列有各事業體之服務管道，包括大同3C、資訊(OA)、商用空調、電力事業、智慧電網事業及解決方案等。其中，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(大同3C)及優良的維修服務。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。目前全國有240家大同3C門市，以在地化的經營，從都會區走至小鄉鎮，用最直接的方式深入當地風俗民情，以最專業的見解依各地型態提供消費者購買時最適合的建議。大同3C同時強調與民貼近的服務精神，無論是家電問題亦或生活瑣事，大同3C隨時敞開大門歡迎消費者蒞臨。



大同3C門市
Tatung 3C Stores



網路服務及滿意度調查

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¹或大同3C展售中心官網²選擇線上叫修並輸入資料(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「聯絡我們」³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，當有顧客購買產品需要宅配服務時，或產品進行維修時，即會將顧客資訊自動轉為電訪名單，並於宅配或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。大同綜合訊電於2012年訂定宅配及維修服務的滿意度目標值，分別為不低於98%及不低於92%。2013年的客戶滿意度調查結果(針對一般消費者)，宅配服務為98.32%，維修服務為96.80%，皆有達到訂定的目標，且分別較2012年度上升5.37%及3.41%。

註1：<http://www.tatung.com/Customer/Index?langCN=TW>

註2：<http://tcpc.tatung.com/Service/Repair01>

註3：<http://tcpc.tatung.com/Contact/Create>

消費者於購買產品時所填之個人資料皆依據『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與本公司無關之第三人，對於個資的保管也有嚴格的保管機制，因此於2013年並無發生與侵犯顧客隱私或遺失顧客資料有關的投訴。

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



4.3 Customer services

Wide spread service locations

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. lists the service channels on the official website for all the business, including TCPC, information (OA), large-size air conditioners, power equipment, smart grid business, and system solution business. Tatung Co. entrusts her subsidiary company "TCPC" to provide a comfortable shopping environment as well as excellent after-sale services to consumers. TCPC has over 240 Tatung 3C Store, the service ranges from cities to countries, providing professional recommendations on purchasing house appliances and repairing services. In addition, 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.

Online service and customer survey

In order to provide a more convenient customer service, TCPC provides online service. Consumers can access Tatung Co. official website¹ or TCPC official web site² to make service request (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 service³ 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 needs shipping service for purchased products or 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 shipping or repairing experience by phone. When the feedback is unsatisfied, Tatung Co. will conduct the second service or make improvement. TCPC set targets for shipping and repairing satisfaction which are not lower than 98% and 92% respectively. The result of customer satisfaction survey (for consumers) in 2013 for shipping service is 98.32% satisfied and for repairing service is 96.80%, both are over the targets, and 5.37% and 3.41% higher than in 2012 respectively.

Note 1: <http://www.tatung.com/Customer/Index?langCN=TW>

Note 2: <http://tcpc.tatung.com/Service/Repair01>

Note 3: <http://tcpc.tatung.com/Contact/Create>

The information that customers provided during purchasing or servicing, Tatung Co. follows the regulation to protect such information from leaking to the third parties. There is no complaint about information leaking from the customers in 2013.

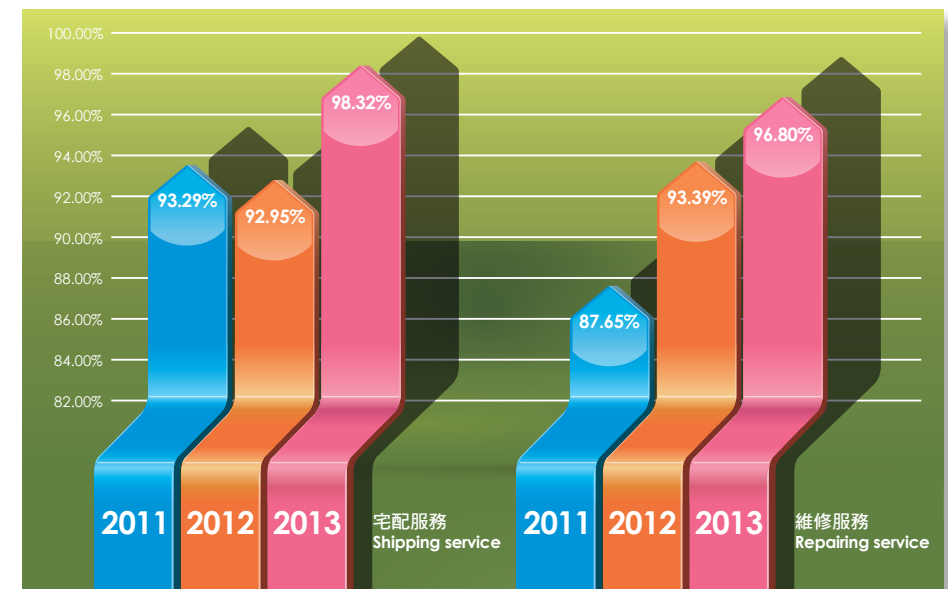


圖4.3-4 顧客滿意度調查結果
Figure 4.3-4 Result of customer satisfaction survey

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。此外，大同公司設有「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。2013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。雖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。對於公司安勤人員則於平時教育強調：安勤負責維護公司財產及人員安全，執行門禁管理工作時要特別注意廠規與人權要同時兼顧，值勤時要把請、對不起、謝謝常掛嘴上，以尊重化解對立，做好廠規輔導工作。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，因此參加工會的員工比例常年在80%以上，2013年有82.03%的員工為工會會員(圖5.1-1)。

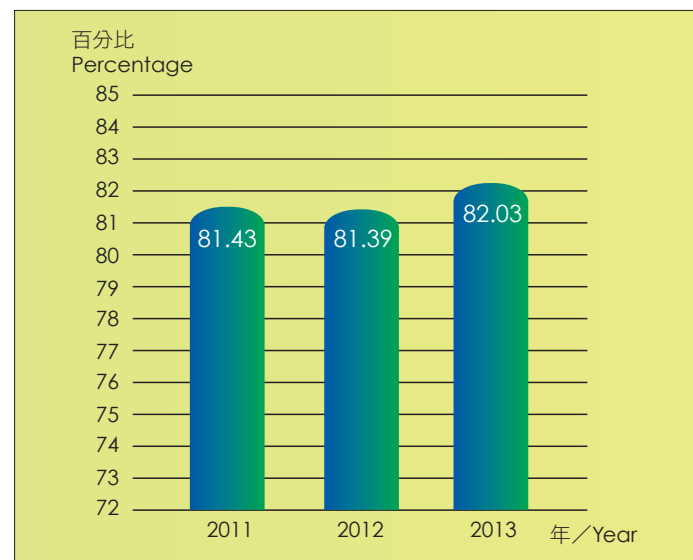


圖5.1-1 參加工會員工比率

Figure 5.1-1 Percentage of employees who are labor union member

童工與強迫勞動

大同公司的招募政策符合勞基法規定，雇用原則為不使用童工。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。

5.1 Human rights and anti-discrimination

An equaled working environment

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. 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 2013. 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 to join labor union, hence the percentages of employees joining labor union are always over 80%. In 2013, 82.03% of employees are the members of labor union (Figure 5.1-1).

Child labor and forced labor

Tatung Co.'s hiring policy is complied with the related regulations. Hiring child labor is not allowed by Tatung Co. 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2013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聘任用之程序，人才招聘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。

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)

	2011		2012		2013	
	男性 Male	女性 Female	男性 Male	女性 Female	男性 Male	女性 Female
總員工人數 No. of total employee	3,157	909	3,156	902	2,996	906
外籍員工人數 No. of foreign employee	256	3	269	4	262	4
身心障礙員工人數 No. of disabled employee	48	4	46	6	52	6

依雇用型態區分 Sorted by employment type

正職人數 No. of full-time employee	2,700	882	2,662	871	2,538	867
約聘人數 No. of part-time employee	457	27	494	31	458	39

依管理職方式區分 Sorted by position type

主管人數 No. of manager	929	138	932	140	897	157
非管理職員工人數 No. of general employee	2,228	771	2,224	762	2,099	749

註：大同公司高階主管皆為本國籍；另有 15 名身心障礙員工擔任主管職，佔總主管人數 1.42%。

Note: The members of top management are all Taiwanese. There are 15 disabled managers in 2013 (1.42%) 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 2013.

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.

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	2011	590	138	1,723	594	844	177
	2012	550	123	1773	587	833	192
	2013	456	141	1727	574	813	191
主管人數 No. of managers	2011	39	1	609	117	281	20
	2012	45	0	623	123	264	17
	2013	23	3	611	127	263	27
新進員工比例 Percentage of new employee hires (%)	2011	7.01	1.82	7.58	1.48	0.61	0.00
	2012	7.34	1.40	5.79	1.21	0.86	0.00
	2013	3.49	1.05	4.10	1.18	0.21	0.03
員工離職比率 Percentage of employee leaving (%)	2011	4.16	0.93	7.48	1.75	1.70	0.57
	2012	4.71	0.79	7.27	1.87	2.51	0.39
	2013	4.20	0.56	7.38	1.69	2.51	0.67

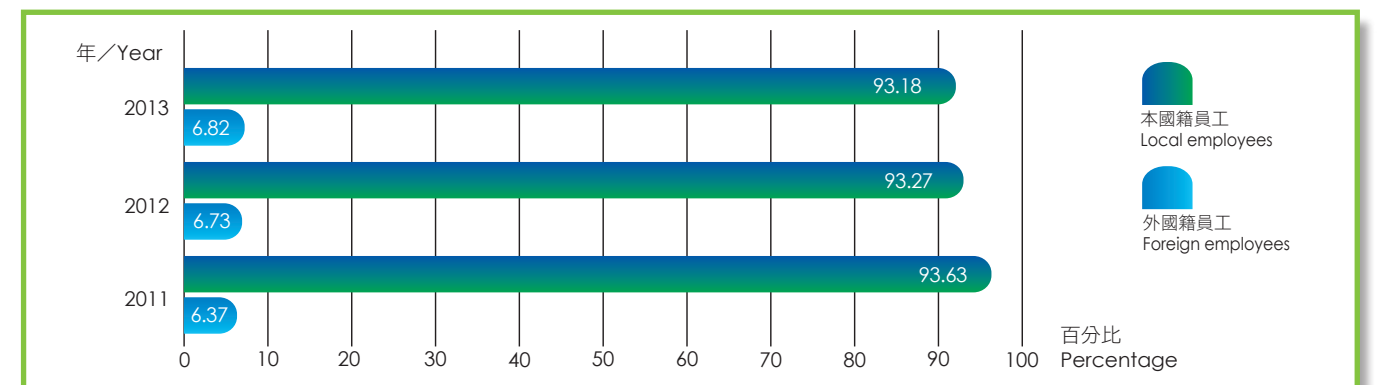


圖5.3-1 大同公司本國、外國籍員工人數比例
Figure 5.3-1 Percentages of local and foreign employees in Tatung Co.



起薪及績效考核

近年來由於就業環境的惡化，社會新鮮人的起薪普遍低落，大同公司作為一個在台灣深耕近百年的企業，對於員工的薪資福利皆有妥善的保障，大同公司透過內部控制制度的實施及相關薪資作業辦法的控管，確保薪資能夠符合或優於法規的規定薪資，並於公司工作規則中，明定薪資的結構及發放方式，讓員工明白自身的權益。大同公司基於女男平等的原則，女性員工與男性員工之起薪及津貼比例為1：1；技術員(外籍同仁及高中學歷以下)之標準起薪與法定最低工資的比率為1：1；職員之標準起薪與法定最低工資的比率依學歷、工作性質及專業能力的區別，從1.45：1~1.87：1不等，以上薪資比例的計算皆尚未包含津貼及獎金等額外項目，故員工所得的報酬應還會更高。在高階主管的部份，女性主管與男性主管的薪酬比例為1.02：1。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2013年申請育嬰留停者共10人，應於2013年育嬰留停結束者共2人，有申請並實際回任者2人，恢復工作率100%；2012年復職者共3人，其中復職達12個月以上者共3人，留存率100%。
- ◆ 男性：於2013年申請育嬰留停者共3人，應於2013年育嬰留停結束者共2人，有申請並實際回任者0¹人，恢復工作率0%；2012年復職者共4人，其中復職達12個月以上者共4人，留存率100%。

註1：因個人生涯規劃轉業。

退休金制度

大同公司訂有職工退休辦法，1998年9月以前每月按職工薪資總額4%提列退休金準備。自1998年10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，大同公司自2007年4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。勞工退休金條例自2005年7月1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，大同公司每月負擔之退休金提撥率，不得低於員工每月薪資的6%。另外，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 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

Due to the deterioration of the employment environment, the starting salary of social freshmen is generally low in recent years. Tatung Co., as a deep plowing corporation for nearly a century in Taiwan, well protects the salaries and benefits for her employees. Tatung Co. enacts its rules and regulations on “Company Rules” and disclose the structure of the salary and methods of payment, so that all the employees understand their rights and interests. The ratio of basic salary and allowance between female employee and male employee is 1:1; the ratio of basic salary and legal salary on technicians is 1:1, on staffs is from 1.45:1~1.87:1 based on different job types and qualifications (both are excluded allowances and bonus). The ratio of salary between female senior managers and male senior managers is 1.02:1. 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 2013 are follows:

- Female: 10 female employees applied for parental leave, the number of employees who ended of parental leave in 2013 is 2. 2 applied and returned to work; 3 employees returned to work in 2012, all of them stayed in the company for more than 12 months.
- ◆ Male: 3 male employees applied for parental leave, the number of employees who ended of parental leave in 2013 is 2. None of them returned to work¹; 4 employees returned to work in 2012, all of them stayed in the company for more than 12 months.

Note 1: Changed job due to personal career planning.

Pension Plan

Tatung Co. has established an employee retirement plan. Prior to September 1998, the reserve for retirement pension was provided at 4% of total salaries and wages paid during the year. According to Taiwan Labor Standards Act, effective October 1998, Tatung Co. is required to make contributions at 2% of total salaries and wages paid to the retirement pension fund that is administered by Employees’ Retirement Pension Committee. However, since April 2007, Tatung Co. adjusted the contribution rate up from 2% to 4%. The retirement pension fund is deposited under the committee’s name 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)
2011	0
2012	0
2013	0



職涯訓練

教育研修方針

本公司積極與大同大學、大同高中（職）建教合作，產、學聯盟相輔相成；於人力資源處下設有「研修中心」，中心目標：以TTQS(Taiwan TrainQuali System)為標、策略發展方向，結合組織內外部訓練資源，提供各廠區中心及前線區站，優質之經營及專技訓練方案，促進各級主管同仁之職能發展，型塑學習型組織文化，以創造持續競爭優勢，達成優良大同法人市民之公益使命。

研修中心為促使研修系統有效運作，特訂立一管理規範：「教育研修手冊」，此手冊主要依據公司經營理念、人力資源管理政策及 政院 工委會職業訓 局TTQS評核指標等建立教育研修計畫(Plan)、教育研修設計(Design)、教育研修執行(Do)、教育研修查核(Review)、教育研修成果(Outcome)等內容，以現組織績效成果之促進，並達研修系統持續改善之精神。大同公司於2013年參與TTQS評鑑，並獲得「銅牌」殊榮。大同公司人力資源發展體系為依循TTQS策略性人力資源發展體系圖，如圖5.3-2。

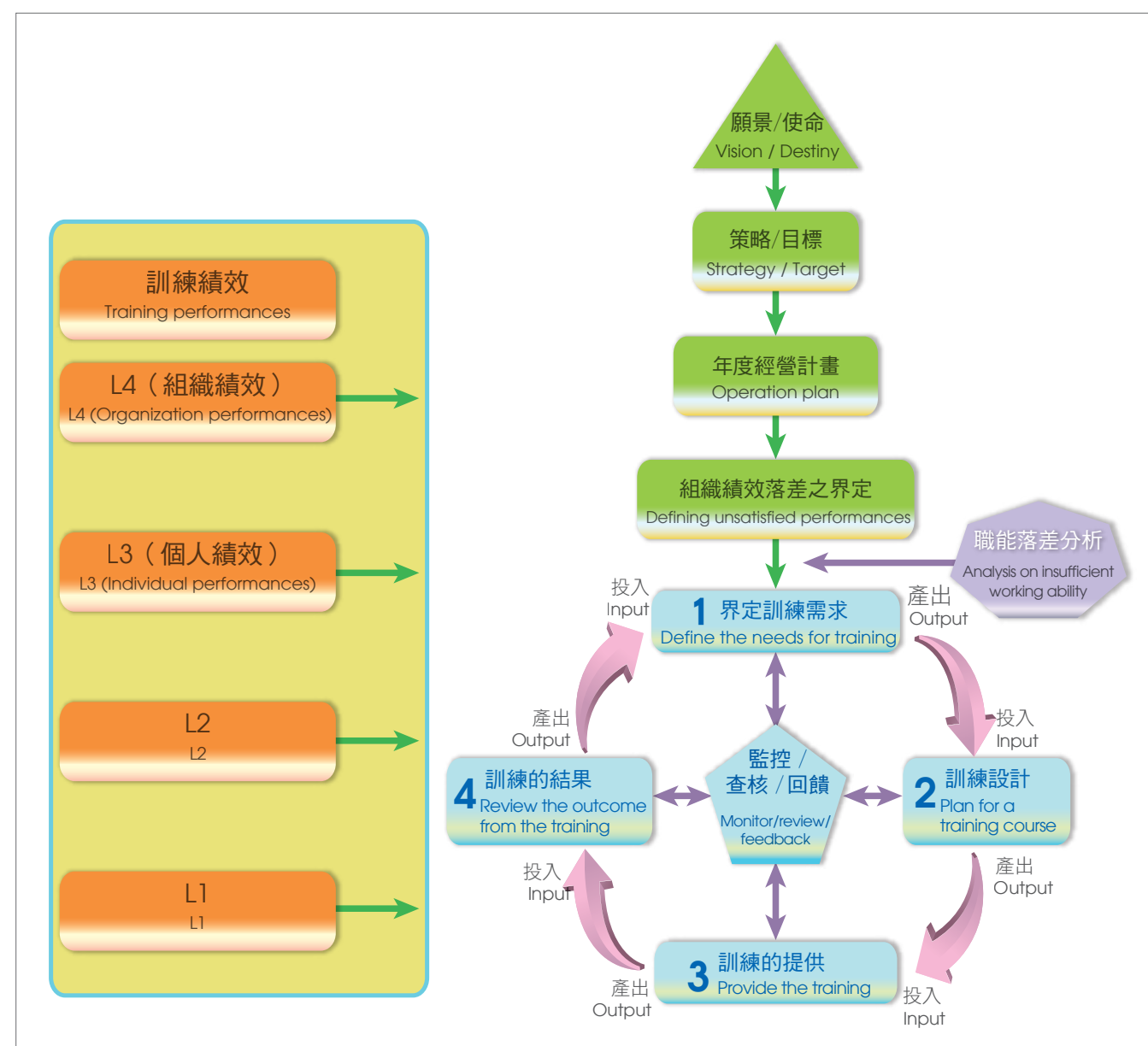


圖5.3-2 TTQS策略性人力資源發展體系圖
Figure 5.3-2 TTQS strategic human resource development system



Education and career development

Education and training target

Tatung Co. pays enormous attention on employee's professional development and encourages self-learning. Tatung Co. actively organizes Industry-education cooperation with Tatung University and Tatung High School. "Study Center" which under "Human resources division" is responsible for education and training affairs in Tatung Co. Tatung Co. takes TTQS (Taiwan TrainQuali System) as a guidance to develop her strategy and target as well as combine internal and external resources to provide high quality of operation and specialized training programs to the employees. Such training and education system can assist the occupation development of the employees to create advantages on business competition.

Study Center has established and published "Manual for education and training" as a guidance to run education system on daily basis. The manual incorporates Tatung Co.'s management philosophy, human resource policy, and indicators of TTQS to establish education and training plan, design, implement, review, outcome to improve the performances continuously of the organization. Tatung Co. awarded TTQS Bronze Medal this year. Figure 5.3-2 shows human resource development system.



大同公司TTQS企業機構版銅牌
Tatung Co. awarded with TTQS bronze medal



教育研修體系

大同公司建立一符合公司策略發展及人力資源管理政策之系統性培訓管理體系，明訂訓練範疇、對象及培訓流程架構，以達員工管理/專業技能推升、績效改善目的，如圖5.3-3所示。

研修中心依公司發展策略，結合各事業部人資單位，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，包含人力資源管理、資訊軟體、法令專業、經營管理、環保安全衛生、銷售技能、品質管理、工作技術等專業課程，及為培植員工領導力養成，依據各階層所需管理知能發展出的管理養成課程，讓管理與專業訓練雙軌並行。大同公司深信一個健全的教育研修體系，不僅可促進員工之職能發展，亦可創造持續競爭優勢，達成公司與員工雙贏的局面。圖5.3-4為2013年大同公司員工訓練時數。

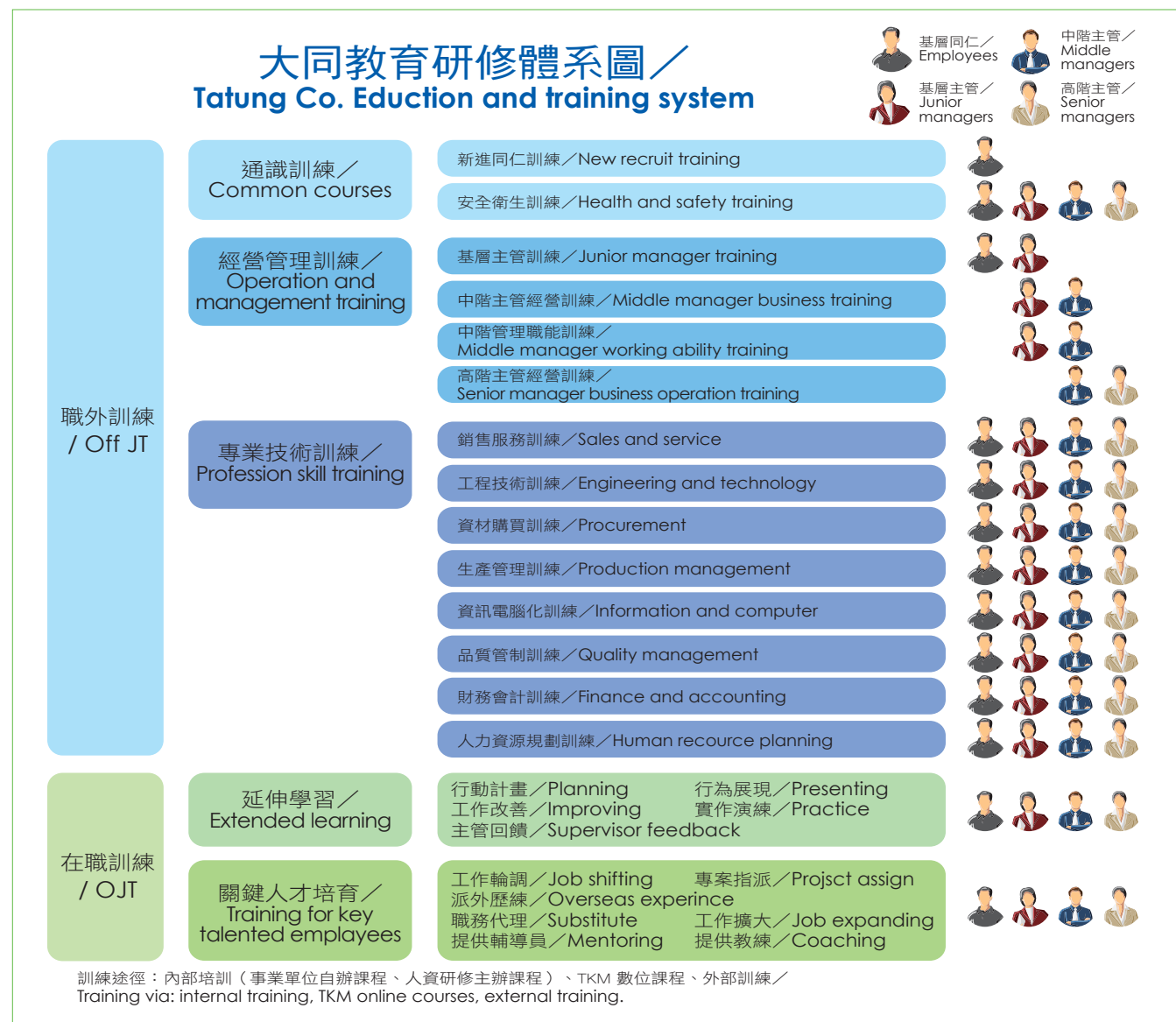


圖5.3-3 大同教育研修體系圖
Figure 5.3-3 Tatung Co. education and training system



公司內部網站公布研修訊息
Education information is posted on OA website

Education and training system

Tatung Co. has established a employee education and training management system in accordance to company's strategy development and human resource policy. The system sets up the training and education scope, personnel, and education steps in order to enhance the professions of the employees and improve the performances. The system is shown as Figure 5.3-3.

"Study Center" incorporates with human resource departments in the business groups to provide various education and training resources to the new recruits and the employees. The courses across from the area of human resources management, information and communication, tax and audit, technology management, environmental protection, health and safety, sales skills, quality management, and other specialized working skills. The education/training practice creates a win-win situation for the company and her employees. Figure 5.3-4 shows the number of employees and the hours spent on education and training in 2013..

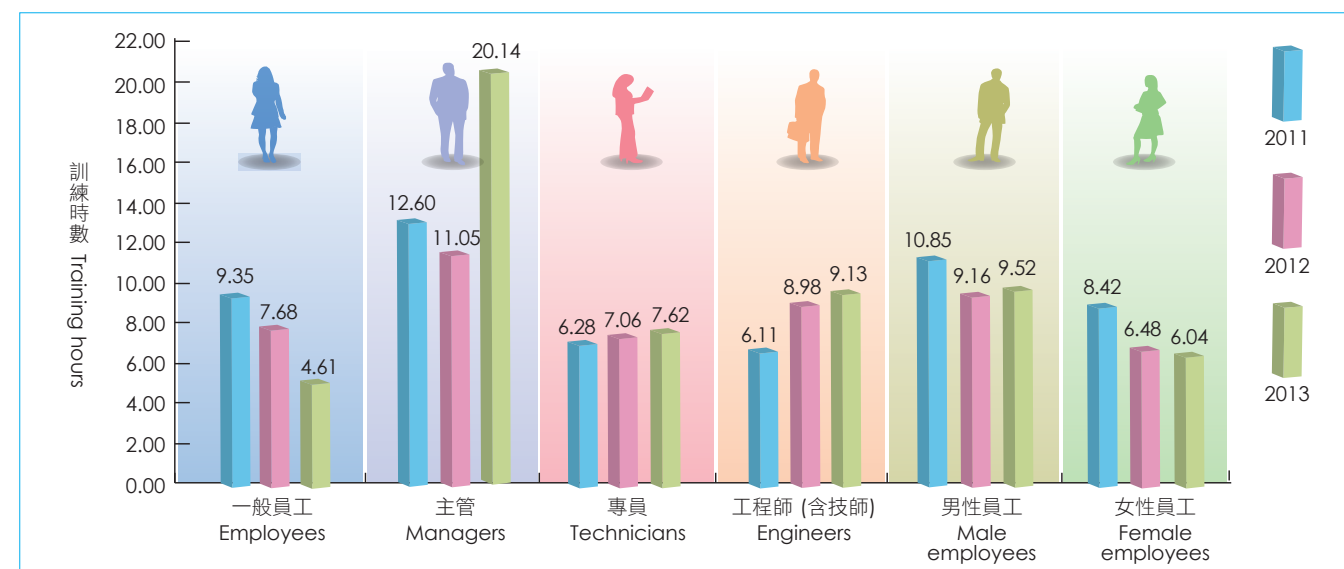


圖5.3-4 員工教育訓練時數
Figure 5.3-4 Average education hours on the employees by different types



管理職訓練
Manager training



專業職訓練
Profession training



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5.3-5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，該認證有效期至2014年8月。

表5.3-5 員工福利措施
Table 5.3-5 Employees' welfare

員工福利措施 Employees' welfare	實施情形 Implementation
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、員工或其配偶直系親屬喪葬補助、員工或其子女結婚禮金、員工生育禮金、員工喪亡禮金、員工生日禮金、員工旅遊補助、員工退休補助金。 Education subsidies for employees' children in senior high school and college/university; funeral subsidies for colleagues or their spouses and immediate relatives; financial subsidies for death of employees; cash gifts for weddings and birthdays of employees and their children' s birth, subsidies for employee tour, subsidies for retirement pensions.
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、海外出差保險。 Labor insurance, health insurance, group insurance, retirement pension, free annual health check-up, oversea business trip insurance.
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.



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 5.3-5 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 and valid until Aug. 2014.



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。
5. 每年辦理急救訓練增進同仁緊急應變能力，提昇急救知能。

2013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：2013.04.15—2013.04.16，共74員工參加專業急救員年度複訓。
2. 職業災害急救人員證照研習活動
時間：2013.04.17—2013.04.19，共31 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：2013.07—2013.08，共330位主管參加檢查。

員工健康檢查：2013.10—2014.01，共1,741（含投資公司）位同仁參加。

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。2013年三高篩檢74人、口腔檢查15人、抹片檢查29人、乳攝13人、腸篩151人、體適能檢測人41人。

(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5.3-6)，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

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



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.



健康園遊會/Health fair

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.
5. Tatung Co. runs first-aid/CPR courses every year to enhance employee's ability.

Health and serious disease seminars in 2013:

A. First aid training, 74 certified employees were retrained, 31 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. 330 managers and 1,741 employees (including part of subsidiaries) were given health check in 2013.

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 5.3-6).



表5.3-6 2013年辦理健康講座活動概況
Table 5.3-6 Health speeches in 2013

辦理月份 Time	活動項目 Subject	主辦單位/協辦單位 Organizers	辦理地點 Location
2013.01.14	健康檢查意義說明 Explanation & Definition of Health Evaluation	健康中心/馬偕醫院 Health center/Mackay Memorial Hospital	總公司 Headquarter
2013.01.15	噪音追蹤檢查 Noise Track Examination	桃園電線電纜廠/敏盛經國院區 Taoyuan Wires and Cables Plant/ Min-Sheng General Hospital – Jingguo District	敏盛醫院經國院區 Min-Sheng General Hospital – Jingguo District
2013.01.25	代謝症候群健康講座 Health Lecture of Metabolic Syndrome	桃園電線電纜廠/敏盛大園院區 Taoyuan Wires and Cables Plant/ Min-Sheng General Hospital – Dayuan district	桃園電線電纜廠 Taoyuan Wires and Cables Plant
2013.02.06	血管疾病與預防保健 Circulatory System Disease Prevention	三峽廠 San-Hsia Factory	三峽廠 San-Hsia Factory
2013.02.22	流感疫苗接種 Mandatory Influenza Vaccination	三峽廠/衛生所 San-Hsia Factory/ Public Health Centers	三峽廠 San-Hsia Factory
2013.02.25	拒絕吸菸擁抱健康 Smoking Cessation Program	三峽廠 San-Hsia Factory	三峽廠 San-Hsia Factory
2013.02	噪音作業二級管理個人健康指導 Environmental Noise Level 2 Management- Personal Health Instruction	桃園電線電纜廠/敏盛大園院區 Taoyuan Wires and Cables Plant/ Min-Sheng General	桃園電線電纜廠 Taoyuan Wires and Cables Plant
2013.03.28	退化性關節炎預防保健 The Prevention of Degenerative Joint Disease	大園廠 Tayuan Plant	大園廠 Tayuan Plant
2013.03	健康班 Health Class	桃園壹廠/萬芳醫院 Taoyuan 1st Plantt/Wan Fang Hospital	桃園壹廠 Taoyuan 1st Plant
2013.04.12	腎臟疾病防治 Kidney Disease Prevention	健康中心/新光醫院 Health center/Shin Kong Wu Ho-Su Memorial Hospital	總公司 Headquarter
2013.04.29	H7N9流感防治 The Prevention of Avian Influenza A (H7N9)	健康中心/馬偕醫院 Health center/Mackay Memorial Hospital	總公司 Headquarter
2013.04	同仁舒壓活動(投籃比賽) Relaxation Activity – Shooting Game	桃園電線電纜廠 Taoyuan Wires and Cables Plant	桃園電線電纜廠 Taoyuan Wires and Cables Plant
2013.05.22	餐盤APP宣導講座	大園廠 Tayuan Plant	大園廠 Tayuan Plant
2013.05	一日健康餐盤APP健康講座及戒菸宣導 Taoyuan County Public Health Bureau APP -Promotion of Smoking Cessation and Healthy Lecture	電纜廠醫務室/署立桃園醫院 Taoyuan Wires and Cables Plan	桃園電線電纜廠 Taoyuan Wires and Cables Plant
2013.06.27	糖尿病認識與防治	大園廠 Tayuan Plant	大園廠 Tayuan Plant
2013.06	大腸癌糞便篩檢 Fecal Occult Blood Test	三峽廠 San-Hsia Factory	三峽廠 San-Hsia Factory
2013.06	健康班 Health Class	桃園壹廠/大園衛生所 Taoyuan 1st Plant/Public Health Centers	桃園壹廠 Taoyuan 1st Plant
2013.07.30- 08.01	年度健康檢查及特殊健康檢查 Annual Health Evaluation & Special Health Evaluation	三峽廠 San-Hsia Factory	三峽廠 San-Hsia Factory
2013.07.30- 08.01	婦女子宮頸癌抹片篩檢及乳房攝影活動 Pap Smear & Mammogram Screening	三峽廠 San-Hsia Factory	三峽廠 San-Hsia Factory
2013.08.05	孕婦健康講座 Lecture on Healthy Pregnancy	三峽廠/恩主公醫院 San-Hsia Factory/En Chu Kong Hospital	三峽廠 San-Hsia Factory
2013.08.19	健康飲食講座 Lecture on 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



辦理月份 Time	活動項目 Subject	主辦單位/協辦單位 Organizers	辦理地點 Location
2013.08.19	減重與健康講座 Lecture on Weight Management and Health Concerns	三峽廠/恩主公醫院 San-Hsia Factory/En Chu Kong Hospital	三峽廠 San-Hsia Factory
2013.08.30	HPV防治宣導講座 The Prevention Lecture of HPV	大園廠 Tayuan Plant	大園廠 Tayuan Plant
2013.09.16	運動講座 Sports Lecture	健康中心/中山區健康服務中心 Health center / Zhongshan district health center	總公司 Headquarter
2013.09.18	緊急應變急救訓練課程 Emergency Response & First Aid Training	三峽廠 San-Hsia Factory	三峽廠 San-Hsia Factory
2013.10.14	口腔癌及大腸癌篩檢活動 Cancer Screening - Intestinal Cancer & Oral Cancer	大園廠 Tayuan Plant	大園廠 Tayuan Plant
2013.10.28	捐血活動 Blood Donation Activity	三峽廠/台灣血液基金會 San-Hsia Factory/ Taiwan Blood Services Foundation	三峽廠 San-Hsia Factory
2013.09~10	健檢數值異常追蹤及管理衛教 Management of Health Program	三峽廠 San-Hsia Factory	三峽廠 San-Hsia Factory
2013.11~12	情緒管理研習(共4場) Emotion Management Lecture	健康中心/董氏基金會 Health center/John Tung Foundation	總公司 Headquarter
2013.11	同仁舒壓活動(投籃比賽) Relaxation Activity – Shooting Game	桃園電線電纜廠 Taoyuan Wires and Cables Plant	桃園電線電纜廠 Taoyuan Wires and Cables Plant
2013.12.05	三高預防健康促進健康講座 Prevention of High Blood Pressure, Blood Sugar, and Health Improvement Lecture	三峽廠/恩主公醫院 San-Hsia Factory/En Chu Kong Hospital	三峽廠 San-Hsia Factory
2013.12.19	代謝症候群衛教講座 Health Lecture of Metabolic Syndrome	大園廠 Tayuan Plant	大園廠 Tayuan Plant
2013.12.30	漫談下背痛 Forum –Lower Back Pain	健康中心/台北榮民總醫院 Health Center/ Taipei Veterans General Hospital	總公司 Headquarter
2013.12	噪音作業 Noisy Work Environment	桃園電線電纜廠/敏盛桃園院區 Taoyuan Wires and Cables Plant/ Min-Sheng General Hospital – Taoyuan District	桃園電線電纜廠 Taoyuan Wires and Cables Plant
2013.12	粉塵 Dusty Environment	桃園電線電纜廠/敏盛桃園院區 Taoyuan Wires and Cables Plant/ Min-Sheng General Hospital – Taoyuan District	桃園電線電纜廠 Taoyuan Wires and Cables Plant
2013.12	高溫 High Temperature	桃園電線電纜廠/敏盛桃園院區 Taoyuan Wires and Cables Plant/ Min-Sheng General Hospital – Taoyuan District	桃園電線電纜廠 Taoyuan Wires and Cables Plant
2013.12	正己烷 Hexyl Hydride (n-Hexane)	桃園電線電纜廠/敏盛桃園院區 Taoyuan Wires and Cables Plant/ Min-Sheng General Hospital – Taoyuan District	桃園電線電纜廠 Taoyuan Wires and Cables Plant
2013.12	游離輻射 Ionizing Radiation	桃園電線電纜廠/敏盛桃園院區 Taoyuan Wires and Cables Plant/ Min-Sheng General Hospital – Taoyuan District	桃園電線電纜廠 Taoyuan Wires and Cables Plant
2013.12	員工健康檢查 Periodic health examination	桃園電線電纜廠/敏盛桃園院區 Taoyuan Wires and Cables Plant/ Min-Sheng General Hospital – Taoyuan District	桃園電線電纜廠 Taoyuan Wires and Cables Plant
2013.12	癌症篩檢(腸癌篩檢及口腔癌篩檢) Cancer Screening - Intestinal Cancer & Oral Cancer	桃園電線電纜廠/敏盛桃園院區 Taoyuan Wires and Cables Plant/ Min-Sheng General Hospital – Taoyuan District	桃園電線電纜廠 Taoyuan Wires and Cables Plant



三高預防健康促進健康講座
Prevention of High Blood Pressure, Blood Sugar, and Health Improvement Lecture



捐血活動
Blood donation



健康餐盤APP與戒菸宣導
Smoking Cessation and Healthy Lecture



減重與健康講座
Lecture on Weight Management and Health Concerns



定期健檢 健康講座

大同公司深信員工及家庭的健康是公司無形之資產

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36.96 (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 大同公司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

	勞方代表比例 Percentage of Labor representative
總公司 The headquarter	33.33%
三峽廠 San-Hsia Factory	38.46%
大園廠 Tayuan Plant	38.10%
桃園電線電纜廠 Taoyuan Wires and Cables Plant	34.78%
桃園壹廠 Taoyuan 1st Plant	38.46%
平均 Average	36.96%

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，大園廠及三峽廠同時通過台灣所制定之職業安全衛生管理系統 (CNS15506:2011)。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CNS15506廠區
Table 5.4-2 Factories with OHSAS 18001

廠區 Factory	OHSAS18001驗證日期 Certification Year	CNS15506驗證日期 Certification Year
大園廠 Tayuan Plant	2008.07	2010.07
桃園電線電纜廠 Taoyuan Wires and Cables Plant	2009.06	-
桃園壹廠 Taoyuan 1st Plant	2010.03	-
三峽廠 San-Hsia Factory	2011.01	2013.01

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 36.96% better than regulation requirement (33.33%).

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 5.4-2). In addition, Tayuan Plant and San-Hsia Factory also acquired Occupational Safety and Health Management Systems (CNS15506:2011).

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.



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



三峽廠CNS15506證書
San-Hsia Factory CNS15506
certificate



三峽廠OHSAS18001證書
San-Hsia Factory
OHSAS18001 certificate

教育訓練與法規宣導：

為了提升同仁安全衛生認知並預防職業災害，環安處每年皆主動與研修中心合作開辦新進勞工、在職勞工及中高階主管安全衛生在職教育訓練，介紹職業安全衛生法及有關安全衛生之規定，課程中除宣導職業安全衛生相關法規外，亦加強宣導工作場所應注意事項，包括防止機械、設備或器具等引起之危害、防止危害性化學品引起之危害、防止墜落、物體飛落等之危害、防止高溫、噪音等引起之危害、個人防護具之使用、工作場所通風及照明相關管理、工作安全分析等，使員工周知。

在專業訓練方面則依據業務需求透過研修中心或自行開辦危險性機械或設備之操作人員；堆高機；有機溶劑、粉塵及特定化學物質等特殊作業等在職專班與在職複訓專班，以符合法規要求。

此外，大同公司遵守「勞工作業環境監測實施辦法」，訂定作業環境監測計畫並實施監測，將監測計畫及監測結果公開揭示，並透過訓練與宣導使員工了解作業環境之危害及必要之預防措施。



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



廠區張貼安全衛生宣導海報、標語
Health and safety posters in the factories

Education and promotion on regulations

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 such as "Occupational Safety and Health Act" 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 classes, etc.

In addition, Tatung Co. complies with "Labor's Working Condition Monitoring Methods" and sets working environment monitoring plan and conducts monitoring. The results from monitoring are available to the employees. Tatung Co. also educate the employees the potential hazards in the working environment and the necessary prevention measures.





安全衛生績效

大同公司透過前述章節作法，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。表5.4-3為大同公司在2013年度職業災害統計，女性員工之失能傷害頻率及失能傷害嚴重率較男性員工為低，2013年度無死亡職災及職業病的案例。而從圖5.4-1可以發現男性員工的失能傷害頻率及嚴重率在過去三年均較女性員工高，而女性員工的失能傷害頻率雖然變化不大，但嚴重率確逐年上升。大同公司將會關注此現象，並且持續加強安全衛生議題的管理，以降低職災發生的機會，保障員工的安全。

表5.4-3 2013年安全衛生績效表
表5.4-3 Health and safety performance in 2013

	失能傷害頻率 ¹ FR ¹	失能傷害嚴重率 ² SR ²	職業病發生率 ³ Occupational disease rate ³	死亡職災次數 No. of death incidents	缺勤率 ⁴ AR ⁴
男性 Male	1.75	61.67	0	0	0.2980%
女性 Female	1.05	18.40	0	0	0.9613%

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.
註4：缺勤率之計算公式為：失去勞動力的總天數/應上班的總日數.

Note1: FR is one of the indicators selected by CLA for occupational disaster statistic purpose. The formula is (No. of disability/Total working hours) x 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..
Note4: The formula for AR is (Total days of incapacity of any kind/Total days scheduled to be worked).

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、善盡企業社會責任的精神，配合政府經濟轉型發展，積極投入公共建設領域，實現工業報國的理念。大同公司於過去兩年分別取得台灣電力公司首批『低壓智慧型電表讀表器建置採購案』，為台灣家庭用戶用電管理智慧化之重要里程碑；取得『花東線鐵路電氣化電力系統新建工程』專案，達到東部綠色運輸永續發展之需求；取得『新北市綠能校園計畫』，於新北市16所校園裝置太陽能板，提供全方位潔淨能源發電系統與智慧化的用電管理系統。大同公司更於2013年以『第三核能發電廠新建161kV氣體絕緣開關與附屬設備工程』獲得第13屆『公共工程金質獎』設計與施工優等獎，展現了大同在重電系統工程的設計與施工能力，且可有效降低核三停機機率，使機組運轉更為安全。



Performances of Health and Safety

By implementing the measures mentioned in the previous chapters, 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. As shown in Table 5.4-3, Frequency of Disability Rate (FR) and Severity of Disability Rate (SR) for female employees are lower than for male employees in 2013. There is no occupational disease case and death incident in 2013. From Figure 5.4-1, FR and SR for male employees in the past three years are higher than female employees. Although the trend of FR for female employee is relatively stable, but, the trend of SR is gradually growing up. Tatung Co. will focus on this issue and continue to enhance the management of health and safety issues to minimize the accidents during operation.

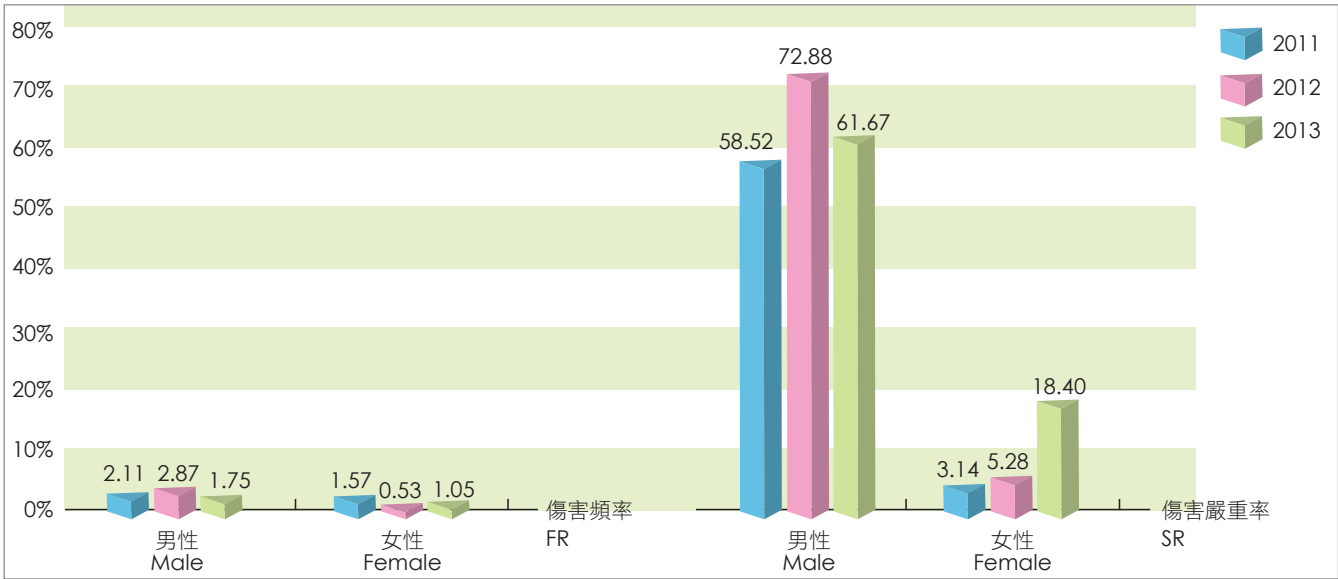


圖 5.4-1 失能傷害頻率統計趨勢圖
Figure 5.4-1 Trend on frequency of disability rate by genders

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 and fulfilling corporate social responsibility. In the past two years, Tatung Co. won Taiwan Power Company’s first bid of low Voltage AMI Pilot Project, a revolutionary milestone for the intelligent management system of electricity usage for households in Taiwan; won the gid of Hualien-Taitung Railway Electrification Project by the Ministry of Transportation and Communications taking part in the national momentous infrastructure project for the green transportation of the East; won the bid for New Taipei City’s Green Campus Project, in which solar panel system and intelligent energy management system are to be installed in 16 selected schools in New Taipei City. Tatung Co. even won “The 13th Public Construction Golden Quality Award in design and construction” with 161kV GIS and related facilities construction of the Maanshan Nuclear Power Plant. With winning the award proves that Tatung Co. is capable in the design and construction in the field of industrial appliance system construction. The construction can effectively make Mannshan Nuclear Power Plant safer.



大同慈善足球夏令營

大同公司是國內唯一擁有足球隊的本土私人企業，舉辦大同足球營原為照顧員工家庭的一項福利，每年吸引許多小學員們踴躍參加，而後因社區鄰里居民熱情爭取而擴大舉辦，至今甚至擴及北區各縣市許多小足球迷。創立已96年的大同公司對於老幹新枝、薪火相傳的傳承價值特別重視，董事長林蔚山有感於社福團體與弱勢家庭的小朋友資源相對匱乏，少有機會參加營隊活動，指示增辦『大同慈善足球夏令營』，2010年大同公司開始到台灣各鄉鎮育幼院或兒福機構與弱勢學童們同歡，希望以大同公司獨特的足球資源回饋鄉里，與小朋友們共同分享，以健康陽光的運動，帶給弱勢青少年溫暖正面的希望，除了帶領他們享受揮灑汗水的足球運動樂趣外，更期盼小朋友們能藉此學得團隊合作默契與運動家精神，帶到日常生活中實踐。『我們希望每位小朋友都能在足球運動中獲得快樂與滿足，得到正面向上的力量』，這就是大同慈善足球營每年舉辦的最大目的。

2013年度大同公司邀請全國14間社福團體扶助之450位孩童，參加第四屆『大同慈善足球夏令營』，於台北市、新北市、桃園縣、新竹縣、苗栗縣舉辦共8場活動，由大同足球隊員擔任教練，指導足球基本動作及技巧，讓健康陽光的足球運動，帶給弱勢青少年溫暖正面的希望，從中習得團隊合作與運動家精神。

大同 3C 會員嚴選

從新聞上時常聽聞台灣的農產品常受到中、大盤商以不合理的低價收購，導致農民收入不如預期，甚至無法繼續耕作。地區農民結合起來自組合作社進行銷售，或著透過網路管道直接與消費者進行交易也時而有之。因此，若大同3C能以合理的價格跟農民或合作社購買農產品，再透過全國240家門市及數萬會員的廣大通路優勢，應能為農民創造合理及長期的利潤，樂於務農，進而達到永續經營的理想，而消費者及會員也可以平價且便利的方式購得優質的農產品，大同3C亦可由此商業模式獲得利益，達成三方皆贏的局面。

因此，大同3C從2013年7月起，成立『大同3C會員嚴選』，秉持著支持台灣在地精神與農產發展，實際走訪各鄉鎮特產所在地，第一手與農民或合作社接洽，以合理價格訂購農產品，並透過大同3C的物流，將農產品由產地運送到240家門市，農民或合作社無需負擔運輸費用及面對通路開發及上架的困難，可專心致力於栽種優良農產品上。

除此之外，大同公司及大同3C也秉持幫助社會弱勢的一貫核心價值，與心路基金會合作舉辦「大同3C聖誕送愛，幸福好天天」活動。大同3C於全國門市義賣5000組大同寶寶手工蛋捲禮盒，銷售所得全數捐給心路基金會做為公益使用，也希望透過此次的活動，能拋磚引玉讓更多的企業、社會大眾重視對弱勢族群的關懷與照護。

愛心捐贈活動

大同公司於2013年陸續參與、舉辦愛心捐贈活動，如捐贈12,500盒糙米粥給財團法人創世社會福利基金會，提供獨居老人即時方便的營養補充；捐贈1,000台節能電扇給全台共79個育幼院與中途之家，東至花蓮、南到屏東各個角落，由大同3C物流車配送到府，改善孩童於庇護居所生活品質；支持中華民國自閉症總會星兒工坊，於總公司員工餐廳設攤銷售手工養身饅頭，讓身心障礙者有接受工作訓練及社區服務機會，培養自立生活的能力；公司內設置『創世基金會』與『羅慧夫顱顏基金會』發票捐贈箱，供同仁順手捐發票，每雙月收集並寄回該基金會；長期以網站連結兒童福利聯盟文教基金會之『失蹤兒童少年資料管理中心』訊息，並以大同3C全國240家通路店面張貼協尋海報，提高失蹤孩童被尋獲的機會。



支持星兒工坊於總公司銷售手工饅頭
Autism Society Taiwan sell their handmade steamed bread at Tatung H.Q.



中華育幼機構兒童關懷協會致贈感謝狀
Chinese Childrenhome & Shelter Association giving certificate of appreciation to Tatung Co.



Tatung Charity Soccer Summer Camp

Tatung Co. is the only native private company that owns a soccer team. Tatung Soccer Team used to organize "Tatung Soccer Camp" as a welfare to her employees at the beginning and expanding to invite the public. Chairman Lin Wei-shan feels that the resources among welfare groups and children from disadvantaged families are relatively scarce and having rare opportunity to participate in camp activities. Therefore, he instructs Tatung Co. to organize "Tatung Charity Summer Soccer Camp" since 2010. In an effort to help the underprivileged children to cultivate a proper and healthy hobby, Tatung Co. started to visit orphanages and welfare groups around Taiwan to experience the joy of playing football. Tatung Co. provides all necessities for football playing and travels to each children's places to introduce international football game and teach the children proper skills of football. The children are also divided into teams to happily experience the game on the field. The main purpose of organizing "Tatung Charity Summer Soccer Camp" is hoping every child can gain happiness and satisfaction as well as positive attitude.

Tatung Co. invited 450 underprivileged children from 14 charitable foundations to participate in "Tatung Charity Soccer Summer Camp" held in Taipei City, New Taipei City, Taoyuan County, Hsinchu County, and Miaoli County where children were taught skill and knowledge of soccer in the field by Tatung's professional team. Tatung Co. organizes this charitable event annually with an intention to inspire the disadvantaged children with sport playing hoping to help them to cultivate spirit of team work and sportsmanship.

Best Selections for Tatung 3C Members

It is often heard from the news that the wholesaler acquired at unreasonable low prices to purchase agricultural products, resulting in farmer's low income and even unable to continue farming. Therefore, if Tatung 3C can purchase agricultural products at reasonable prices from farmers or cooperatives, then sell the products through 240 Tatung 3C stores and thousands of members. It should be able to create reasonable and long-term profits for farmers and let them farm happily. Consumers and the members also can purchase quality products with cheap and convenient way. Tatung 3C can also gain profits from this business model.

Hence, Tatung 3C proposed Best Selections for Tatung 3C Members project since July 2013. Based on the supporting Taiwan spirit and agricultural development, Tatung 3C visited farmers and cooperatives and purchased the products with reasonable prices. In addition, Tatung 3C also uses her own transportation system to transport the products from farmers/cooperatives to 240 Tatung 3C stores free of charge. Farmers and cooperatives can then focus on producing high quality of agricultural products without bothering how to sell their products.

In addition, Tatung Co. and Tatung 3C also uphold the core values of helping disadvantaged groups. In 2013, Tatung 3C cooperated with Syinlu Social Welfare Foundation to sell 5,000 gift boxes of egg roll in 240 Tatung 3C stores nationwide. All proceeds were donated to Syinlu Social Welfare Foundation. Tatung Co. also hope that through this activity, more companies can initiate the care and attention to disadvantaged groups.

Love donations

In 2013, Tatung Co. participated in series of charity donation events, such as donating 12,500 cups of instant rice porridge to the Genesis Social Welfare Foundation for the old people who live alone with convenient nutritious diet supplements; donating 1,000 units of energy-saving electric fans to 79 social welfare organizations nationwide as an attempt to improve the quality of life for the underprivileged living in children's homes; invited members of Autism Society Taiwan to the company's staff restaurant to sell their handmade steamed bread in order to support for its job training and community service programs; setting up receipt donation boxes in the complex for the benefit of Genesis Social Welfare Foundation and Noordhoff Craniofacial Foundation, long term commitment to help finding missing children by posting search posters in 240 Tatung 3C stores nationwide while enable hyperlinks to the Missing Children Data Resource Center of Child Welfare League Foundation.

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完成建置並每年通過驗證，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。

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	首次通過年度 Certified since
桃園壹廠 Taoyuan 1st Plant	1998.07
大園廠 Tayuan Plant	1998.10
三峽廠 San-Hsia Factory	1999.04
桃園電線電纜廠 Taoyuan Wires and Cables Plant	2000.06

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。利害關係人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，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。

表6.1-2大同廠區執行ISO14064-1溫室氣體盤查一覽
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
桃園壹廠 Taoyuan 1st Plant	2009~2013	2009~2013
桃園電線電纜廠 Taoyuan Wire and Cable Plant	2010~2013	2010~2013
三峽廠 San-Hsia Factory	2010~2013	2010~2013
大園廠 ¹ Tayuan Plant ¹	—	—

註 1：大園廠因氣體絕緣開關 SF6 逸散量不易量化，正在建立其量化方法。

Note 1: Due to fugitive SF6 emissions calculation difficulty on GIS (Gas Insulation Switch), Tayuan Plant is building to methodology for it.

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 competitiveness 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.



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

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, Tatung Co actively implements ISO14064-1 greenhouse gas management system into the factories. Once the factory completes GHG inventory, verification will be conducted by the 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.

桃園壹廠溫室氣體查證聲明
Taoyuan 1st Plant GHG verification statement



桃園電線電纜廠溫室氣體查證聲明
Taoyuan Wires and Cables Plant GHG verification statement





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」，以下稱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。
- 四、納入法規查核，進行內部控制以及早發現問題，立刻加以改善。

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 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.
- IV. Conduct internal audit on regulation compliance in order to find out problem at first place and mitigate it.



6.2 能資源使用與廢棄物產出

圖6.2-1展示大同公司於2013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

Figure 6.2-1 shows the input of energies/resources and output of wastes, pollutants and produces in 2013. More details are disclosed in the following paragraphs.

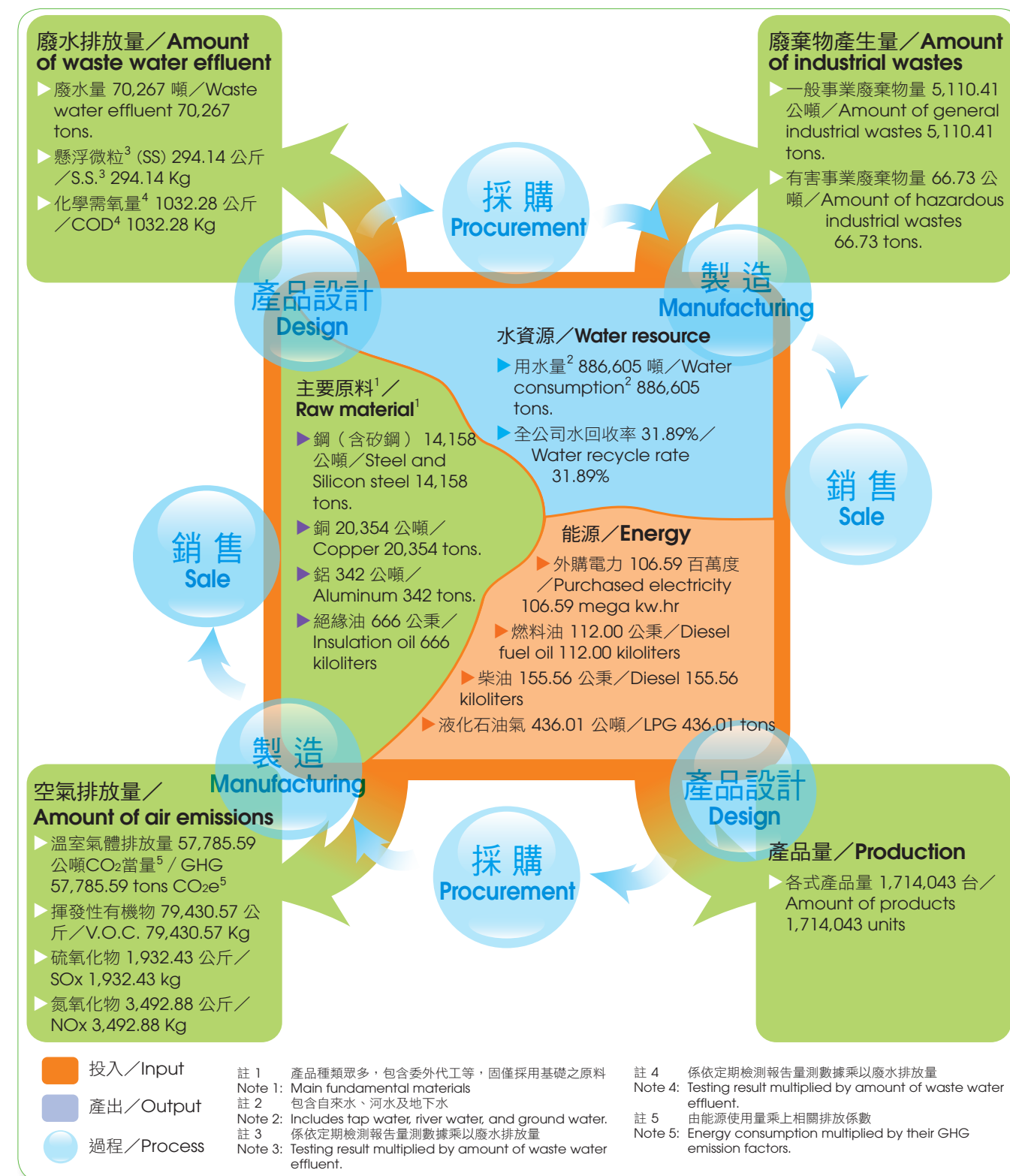


圖6.2-1 大同公司物質能源流說明
Figure 6.2-1 Tatung Co. material and energy flow



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。2013年計使用鋼(含矽鋼)14,158公噸、銅20,354公噸、鋁342公噸、絕緣油666公秉(表6.2-1)。

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(含矽鋼) Steel and silicon steel	14,158公噸 (tons)	68.46 %
銅 Copper	20,354公噸 (tons)	3.24 %
鋁 Aluminum	342公噸(tons)	99.71 %
絕緣油 Insulation oil	666公秉 (KL)	100 %

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，因此於揭露所使用原料時，僅採用上述四項基礎主要原料。

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 four fundamental resources and disclosed in this report.

能源使用與管理

有鑑於國內能源極端仰賴進口，且國際能源價格逐年提高，預期用電成本將大幅上升，增加營運成本。為了達到善盡事業公民責任的企業願景以及降低營運成本，大同公司訂定短、中期節能目標，以營運據點劃分，採用單位產品能源密集度為指標，並設定2013年的數據作為基準，於2016年達到降低3%，2018年達到降低6%的目標。

為了達成上述目標，大同公司將於廠公司推動ISO 50001能源管理系統，以PDCA的手法來持續提昇能源績效，同時透過年度『污染預防有回報(3P)計畫』來推行節能專案(如表6.2-2)及加以評鑑，並追蹤目標達成的程度。各廠公司更可透過3P計畫共享資源，取得集團廠公司的經驗，加以應用，創造更多節能的可能性。除此之外，大同公司依法設置能源管理員，定期申報能源使用狀況。並於總公司建置能源監控系統SEMS，用以即時掌握用電資訊，並加以控管。

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。各項能源之使用量如表6.2-3及圖6.2-2所示。其中最大量的能源為外購電力，於2013年計使用106,587.54千度，相當於383,715.13十億焦耳，約佔總能源的92.31%，其次為液化石油氣，計使用436.01公噸，相當於22,005.08十億焦耳，約佔5.29%。大同公司於2013年的能源使用量較2012年度增加1,434.21十億焦耳，相當於增加0.01%。

表6.2-3 大同公司能源使用量
Table 6.2-3 Energy consumption of Tatung Co.

	2011		2012		2013	
項目	個別能源使用量 Amount of consumption	絕對使用量(十億焦耳) Giga Joules	個別能源使用量 Amount of consumption	絕對使用量(十億焦耳) Giga Joules	個別能源使用量 Amount of consumption	絕對使用量(十億焦耳) Giga Joules
燃料油(公秉) Diesel fuel oil (kilo-liters)	171.20	6,876.49	75.00	3,012.48	112.00	4,498.64
液化石油氣(公噸) LPG (tons)	484.43	24,448.80	442.96	22,355.84	436.01	22,005.08
柴油(公秉) Diesel (kilo-liters)	147.02	5,162.13	148.66	5,219.80	155.56	5,462.02
外購電力(千度) Purchased electricity (kkw-hr)	112,788.74	406,039.46	106,571.82	383,658.54	106,587.54	383,715.13



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. In 2013, 14,158 tons of steel and silicon steel, 20,354 tons of copper, 342 tons of aluminum, and 666 kilo-liters of insulation oil are consumed by the operation of Tatung Co. (Table 6.2-1).

Energy consumption management

Due to the fact that the most of energies are imported from overseas and the price of energy grows up gradually. It is expected that the cost of energy will rise by years and contribute to operating costs. In order to fulfill corporate social responsibility and reduce operating costs, Tatung Co. set short and medium term goals which are based on energy intensity per product or unit and the baseline year is 2013. The goals are: Short term – reduce 3% in 2016, Medium term – reduce 6% in 2018.

To achieve the goals, Tatung Co. will implement ISO5001 Energy Management System in the factories soon. Incorporating with Plan-Do-Check-Action cycle and company’ s 3P program to improve energy performance. The energy saving projects that are reviewed in 3P program will be shared among the factories and subsidiaries which generates more reduction ideas. In addition, Tatung Co. have energy managers in the headquarter and factories based on the requirement by law. The energy managers declare the condition of energy consumption. A energy monitoring system, SEMS, is installed in headquarter to monitor the real time electricity consumption information and control it when necessary.

There are two types of energies that Tatung Co. consumes – direct energy and indirect energy. The direct energy sources that Tatung Co. consumes are diesel fuel oil, LPG, and diesel. The indirect energy source is purchased electricity from Taiwan Power Company. The amount of energy consumption is shown on Table 6.2-2 and Figure 6.2-2. The most consumed energy in 2013 is purchased electricity with 106,587.54 kkw-h (92.31%) which equals to 383,715.13 billion joules, followed by LPG with 436.01 tons (5.29%) which equals to 22,005.08 billion joules. The total amount of energy consumption in 2013 is 1,434.21 billion joules more than in 2012, which is 0.01% increasing.

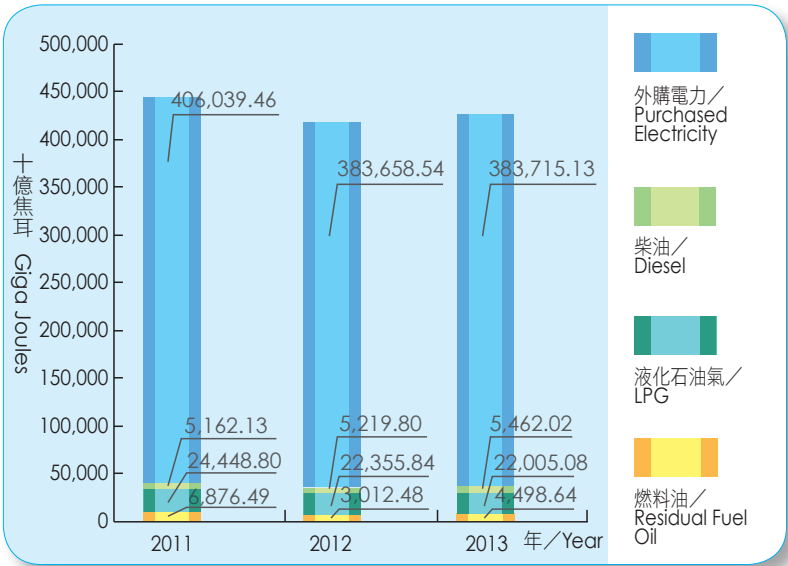


圖6.2-2 大同公司能源使用趨勢
Figure 6.2-2 Trend of energy consumption by Tatung Co.



溫室氣體排放量

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)，由於大園廠仍在進行ISO14064-1溫室氣體盤查，因此2013年之溫室氣體排放量仍比照2012年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，2013年度大同公司總計排放57,785.59公噸CO₂e的溫室氣體(圖6.2-3)，其中96.28%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2.41%(圖6.2-4)。

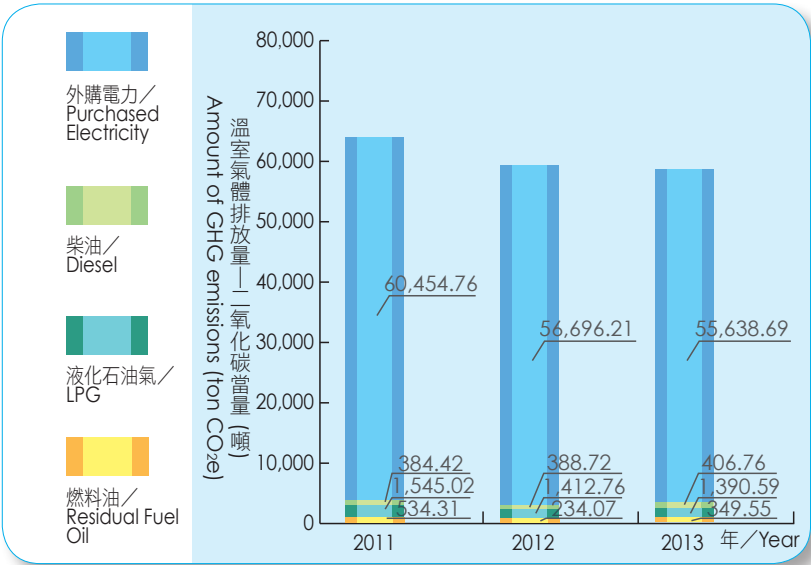


圖6.2-3大同公司溫室氣體排放量
Figure 6.2-3 Amount of GHG emissions by Tatung Co.
註：使用 IPCC 第二次評估報告 (1995) 之全球暖化潛勢值計算。
Note: GWP is adopted from IPCC SAR (1995).

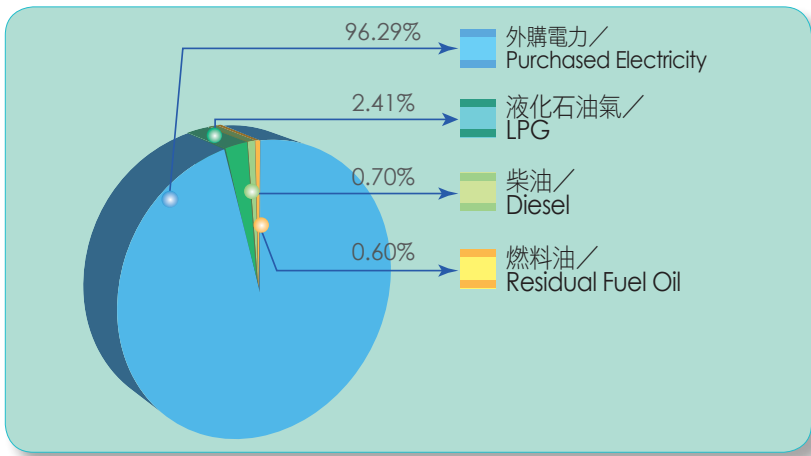


圖6.2-4 2013年大同公司溫室氣體排放比例(依排放源)
Figure 6.2-4 GHG emissions percentage by sources in 2013

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減碳專案，除了節電以外，廠區於過去幾年分別執行過減少SF₆及冷媒洩漏量之專案，大同公司持續強化控管並強化填充技術，盡可能避免洩漏具高全球暖化潛勢特性之溫室氣體。2013年之節能減碳措施如表6.2-4，總計減少310.51千度的外購電力、0.65公噸乙炔等，相當於減少164.47公噸CO₂e的溫室氣體排放。



Greenhouse gas emissions

Due to Tayuan Plant is still undergoing the establishment of GHG emission inventory, the GHG emissions (Scope 3: other indirect GHG emission are not included) in this report are 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 GHG emission from Tatung Co. in 2013 is 57,785.59 tons CO₂e (as shown in Figure 6.2-3). As demonstrated in Figure 6.2-4, the largest portion is from purchased electricity (96.28%), the second largest is from LPG (2.41%).

Through the implementation of 3P program, the factories conduct various energy-saving projects every year. Other than electricity reduction, projects like SF₆ reduction and coolant reduction were conducted. Tatung Co. will continue enhance management control and filling technology to avoid leaking high GWP greenhouse gases. The energy reduction projects carried out in 2013 are listed on Table 6.2-4. 310.51 kkw-hr of electricity, 0.65 tons of ethyne were reduced which equals to 164.47 tons CO₂e reduction.

表6.2-4 2013大同公司節能減碳措施
Table 6.2-4 Energy reduction measures taken by Tatung Co. in 2013

措施 Measures	減少量 Amount of reductions	溫室氣體減排量 GHG emission reductions
減少燈具使用 Reduce lighting devices	外購電力Purchased electricity 94.62千度 kkw-hr	162.09公噸 (Tons) CO ₂ e
更改設備操作模式 Modification on facility operation	外購電力Purchased electricity 20.45千度 kkw-hr	
防止冷氣外洩 Prevent cool air leaking from work site	外購電力Purchased electricity 10.77千度 kkw-hr	
採用節能設備 Use energy-efficient facilities	外購電力Purchased electricity 22.03千度 kkw-hr	
提昇冰水機效率 Enhance the efficiency of chiller	外購電力Purchased electricity 161.93千度 kkw-hr	
變更焊接方式 Change welding method	乙炔Ethyne 0.65公噸 tons	2.19公噸 (Tons) CO ₂ e
車輛路線調整 Re-route transportation	柴油Diesel 0.072公秉kL	0.19公噸 (Tons) CO ₂ e

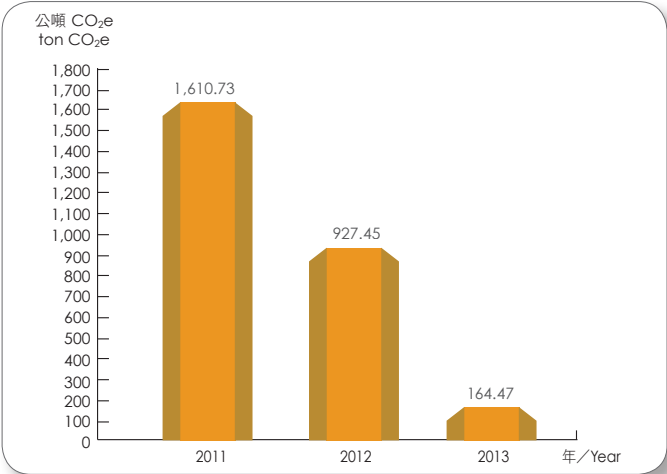


圖 6.2-5 大同公司溫室氣體減量趨勢
Figure 6.2-5 Tatung Co. GHG emissions reduction trend





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2013年用水約886,605立方公尺(如表6.2-5)，放流70,267立方公尺(如表6.2-6)，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2013年計有282,700立方公尺的廢水被回收再利用，相當於總用水量之31.89%，較2012年減少3.37%。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。

表6.2-5 大同公司用水量
Table 6.2-5 Water consumption by Tatung Co.

年度 Year	2011	2012	2013
自來水(m³) Tap water	272,609	295,927	243,461
地下水(m³) Ground water	534,243	575,958	413,823
河水(m³) River water	23,0745	230,583	229,321
總用水量(m³) Total Consumption	1,037,597	1,102,468	886,605



桃園壹廠廢水處理廠
Waste water treatment plant in Taoyuan 1st 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 2013. 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 886,605 million m³ (as shown in Table 6.2-5) of fresh water and emitted 70,267 m³ (as shown in Table 6.2-6) of effluent in 2013. The reason for such difference is due to the factories/facilities are 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 282,700 m³ (31.89%) of water was recycled and reused which is 3.37% less than in 2012. Tatung Co. will continue to work hard to rise the recycling percentage that to reduce the impacts to the physical environment.

表6.2-6 2013年大同公司廢水排放狀況
Table 6.2-6 Waste water treatment and effluent description in 2013

廠區 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 San-Hsia Factory	依法設置廢水處理廠 Factory owned wastewater treatment plant in accordance to the requirement by the regulation	18.6	13.2	1,553	三峽河 Sanxia river	無 None
大園廠 Tayuan Plant		20.7	<2.1	3,421	新街溪 New street river	
桃園電線電纜廠 Taoyuan Wires and Cables Plant		12.8	1.9	46,306	新街溪 New street river	
桃園壹廠 Taoyuan 1st Plant		17.9	9.4	18,987	田心仔溪 Tianxinzhi river	
總計 Total		-	-	70,267	-	-

註：適用之放流水標準COD:100、SS:30
Note: Effluent standard for COD:100, SS:30

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2013年共產生5,110.41公噸之事業廢棄物，其中一般事業廢棄物為5,043.69公噸，有害事業廢棄物為66.73公噸。從圖6.2-6可見，2012年之廢棄物產生量較2013年高，主要是由於清理廠區所致，且有害事業廢棄物的產量並無顯著的變化。大同公司所有廢棄物之清理皆遵守相關環保規定，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、資源化之廢棄物則由廠內回收再利用或依再利用相關規定辦理。從表6.2-7可知大同公司對於廢棄物之處理可分為六種方式，2013年約有3,981.03公噸(約77.90%)之廢棄物被有效回收再利用，讓廢棄物變為資源，降低環境衝擊。

表6.2-7 大同公司廢棄物處理方式
Table 6.2-7 Tatung Co. wasters treatment methods

處理方式 Treatment methods	再利用 Reuse	焚化處理 Incinerate	固化處理 Solidify	掩埋處理 Landfill	物理處理 Physical treatment	熱處理 Thermal treatment	總計 Total
一般事業廢棄物(公噸) General industrial waste (tons)	3,981.03	658.11	23.43	18.55	362.56	0.00	5,043.69
有害事業廢棄物(公噸) Hazardous industrial waste (tons)	0.00	48.79	16.94	0.00	0.84	0.155	66.73
處理方式百分比(依重量) Treatment method percentages (by weight)	77.90%	13.83%	0.79%	0.36%	7.11%	0.003%	-

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。近三年空氣污染物排放量如圖6.2-7所示。氮氧化物及硫氧化物的排放量僅有微幅波動，但揮發性有機物的排放量於2013年較2012年大幅降低，原因為電線的產量於2013年大幅下降所導致。

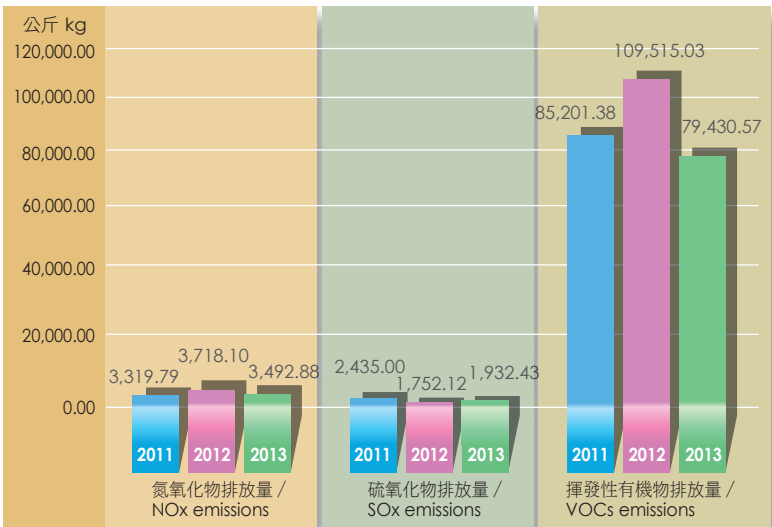


圖6.2-7 大同公司空氣污染物排放圖
Figure 6.2-6 Tatung Co. air pollutants emissions

Reduction and management on industrial wastes

atung Co. has already been plenty of pollution reduction in the factories, mostly resulting from green product design phase and improvement of manufacturing process. In 2013, 5,110.41 tons of industrial wastes were generated and 5,043.69 tons of these were general industrial wastes and 66.73 tons of these 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 six methods implemented to treat the industrial wastes as shown on Table 6.2-7. 3,981.03 tons (77.90%) of industrial wastes were recycled or reused.

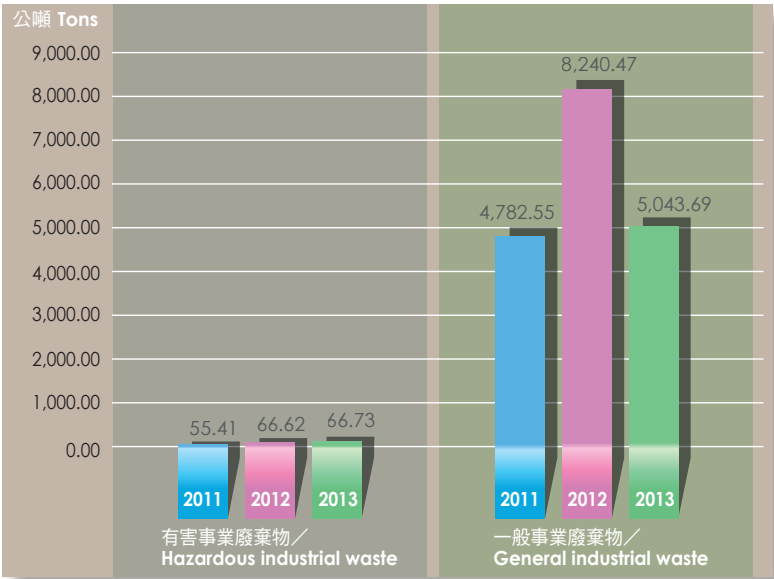


圖6.2-6 大同公司廢棄物產出量
Figure 6.2-6 Amount of industrial wastes by Tatung Co.



大園廠廢棄物貯存區
Tayuan Plant waste storage site



桃園壹廠廢棄物貯存區
Taoyuan 1st Plant waste storage site

Air pollutants emission and management

Tatung Co. sets up and operates air pollutants treatment facilities in the factories in accordant to the requirements of related regulations and standards. The main air pollutants from the operation are NOx, SOx, and VOC. The amount of air pollutants emitted from the past three years are shown in Figure 6.2-6. From the figure, the emissions of NOx and SOx from the past three years are similar. However, VOC emissions in 2013 is much lower than in 2012 which is due to the production amount of electric wire was much less than in 2012.



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環保冷媒之冷氣機，為全國第一家使用環保冷媒生產冷氣機之業者。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133件家用冷氣機獲得環保標章。

主管機關為了削減臭氧消耗物質的排放量，規定自2011年起，冷氣能力小於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冷媒用於生產冷氣能力7.1kw以下之冷氣機。

6.3 綠色產品樂活地球

致力於開發生產綠色產品

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，即積極生產並申請環保標章，目前共有152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，同時亦有393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，大同公司便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太陽能多晶矽晶片及車載面板產品碳足跡盤查。從2012年度開始，大同公司選擇代表性產品『大同電鍋』來進行產品碳足跡盤查及碳標籤申請，於2013年初依環保署規定完成制訂全球第一份『電鍋』及『電子鍋』產品類別規則，並展開電鍋產品碳足跡盤查，預計2015年第一季完成。

表6.3-1 環保標章及節能標章產品一覽
Table 6.3-1 Products with Green Mark and/or Energy Label

產品 Product	環保標章 ¹ Green Mark	節能標章 ² Energy Label
電風扇 Electric Fan	—	◎
電冰箱 Refrigerator	—	◎
洗衣機 Washing Machine	—	◎
電鍋／電子鍋 Rice Cooker/Electric Cooker	—	◎
顯示器 Monitor	—	◎
室內照明燈具 Indoor Lighting Equipment	—	◎
溫熱型開飲機 Water Dispenser (warm/hot water)	—	◎
溫熱型飲水機 Drinking Fountain (warm/hot water)	—	◎
冰溫熱型飲水機 Drinking Fountain (cool/warm/hot water)	—	◎
除濕機 Dehumidifier	—	◎
家用冷氣機 Air Conditioner	◎	◎
非晶質樹脂型乾式變壓器 Amorphous Cast-resin Dry Type Transformer	◎	—
高效率非晶質變壓器 Amorphous Oil-immersed Type Transformer	◎	—



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 133 models of household air conditioners acquired Green Mark.

he 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.

6.3 Green products for a better earth

Devote in developing environmental friendly products

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 are 152 products are awarded with Green Mark, 393 products are 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, San-Hsia Factory 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. In 2012, Tatung Co. started to carry out product carbon footprint inventory on Tatung's signature product – Tatung Rice Cooker. Tatung Co. has completed the establishment of Taiwan EPA carbon footprint PCRs for "Rice Cookers" and "Electronic Cookers" and followed the PCR to carry out product carbon footprint inventory for Rice Cookers. Tatung Co. set the schedule to completed it in the first quarter in 2015.

註：統計至 2014.09.02
註¹：環境保護署為鼓勵業者於原料取得、產品製造及販賣、使用、廢棄等產品生命週期過程中，能夠降低環境之污染及節省資源之消耗，並喚醒消費者慎選省資源、低污染、可回收之產品，建立環保標章制度。獲頒環保標章的產品代表其在該類產品項目中，環保表現為前20%～30%。
註²：節能標章為經濟部能源局建立之自發性標章認證制度，獲頒節能標章之產品代表其能源效率比國家認證標準高10%～50%。

Note: As of 2014.09.02
Note¹: Taiwan EPA established "Green Mark" Label program in order to encourage manufacturers to reduce pollution emissions, consumption of energies and resources during the life cycle of a product as well as to awake the consumers to choose resource saving, low pollution, recyclable products. The products awarded with Green Mark represent the environmental performances ranked from top 20%~30% in their product category.
Note²: Bureau of Energy, Ministry of Economic Affairs, Taiwan initiated the voluntary "Energy Label" program. The products awarded with Energy Label indicate that the energy efficiency of the product is 10%~50% higher than national energy efficiency standard.



產品及包材的回收及處置

關於產品廢棄後之回收比率，大同公司對於其主要產品廢棄後之回收處理及流向非常重視，自1998年起每年均依規定足額繳納『回收清除處理費』，做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。根據環保署的統計¹，電子電器物品的平均回收率為88.95%，資訊物品為40.08%。除了繳納費用外，大同公司亦積極於產品設計、生產時盡量使用可回收之材質，並申請環保標章，提昇產品可回收比率及易回收設計。除此之外，作為一個擁有通路銷售系統的企業，大同公司亦透過大同3C提供消費者家電產品及廢電池、光碟片的回收，確保廢棄物品進入合法之資源回收體系，避免破壞環境。

對於家電及資訊產品包裝材料的回收，由於國內資源回收體系健全且多數民眾皆有良好垃圾分類及回收的認知，故此類產品包裝材料應已被充分回收再利用，而大型工業產品如電纜、變壓器、發電機、工業馬達等等，於出貨時使用木製/鐵製棧板或木軸/鐵軸包裝，此類棧板及木、鐵軸則會重複使用。

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。

註1：環保署資源回收管理基金管理委員會網頁
<http://recycle.epa.gov.tw/Recycle/index2.aspx>

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，2013年度總費用為新台幣9,153,724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說明會等，皆會派員參加，獲得最新資訊。2013年電力設備事業部電纜廠桃園電線電纜廠因違反空氣污染防治法之規定，遭主管機關裁罰新台幣200仟元，已依法改善完成並被主管機關認可；大園廠則因違反毒性化學物質管理法，遭主管機關裁罰新台幣34仟元，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2013年度並無重大洩漏事件發生。

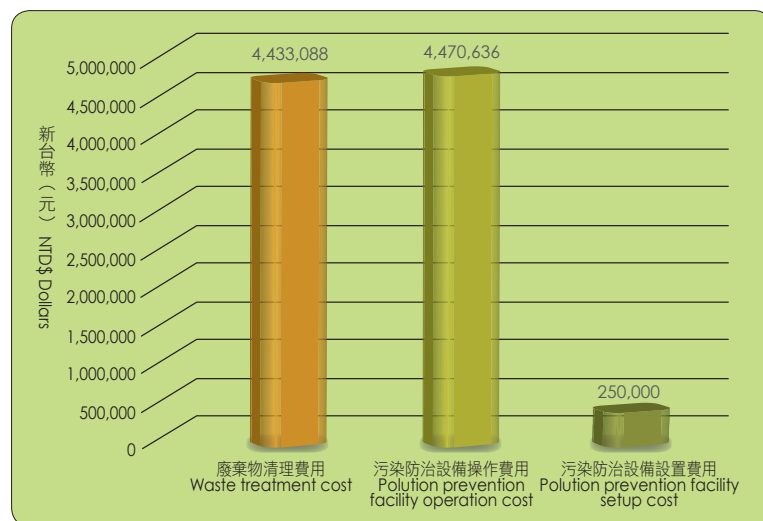


圖6.4-1 2013年各類環保費用支出
Figure 6.4-1 Environmental protection expenditures and investments by type in 2013

註：不含人事費用 Note: Salary is not included



Product and package recycling at end of life

As for the recycle on the wasted products, Tatung Co. pays great attention on this issue. Tatung Co. pays "Recycling and Cleaning Fee" to the government agency (Recycling Fund Management Board) to carry out country-wide waste recycling affairs. Based on the statistics¹ in 2013, the average recycling rate for electric and electronic device is 88.95%, the average recycling rate for information device is 40.08%. Apart from paying the fees and fulfilling producer responsibility, Tatung Co. also works hard to use more recyclable materials through design and manufacturing stages and actively to apply for Green Mark. In addition, as a corporate who has her own retailing system, Tatung Co. also works together with "TCPC" to set up battery and fluorescent lamp recycling box at each Tatung 3C Store to recycle consumers' waste batteries and fluorescent lamps, as well as consumers' large wasted house appliances upon request when purchasing. By doing this, the wastes can be fully recycled under the control of regulation and avoided damage to the environment.

In regarding to the packaging materials of household appliances and consumer products, Tatung Co. believes the packaging materials are fully recycled. The reason is the recycling channels in Taiwan is well established and residences are highly awarded of recycling in their households. For the packaging materials of large industrial products such as cables, transformers, power generators, motors, wood/iron made pallets and wood/iron made axles are the packaging materials. They are recycled and reused on daily operations.

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

Note 1: The official website of Recycling Fund Management Board
<http://recycle.epa.gov.tw/Recycle/index2.aspx>

6.4 Environmental costs and conformity of regulations

Environmental protection expenditures and investments by type

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 were NTD\$ 9,153,724 in 2013. Please refer to Figure 6.4-1 for details.

Failure to comply with regulations and significant spills

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 2013, Power Equipment BU Taoyuan Wires and Cables Plant was fined NTD\$200,000 due to violations of "Air Pollution Control Act"; Tayuan Plant was fined NTD\$34,000 due to violations of "Toxic Chemical Substances Control Act". Both of the violation have been corrected and improved in accordance to the regulation and accepted by the authorities. 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 2013.

2013年度實施3P計畫廠公司

The list of factories and subsidiaries which participated in 3P program in 2013

大同所屬工廠 Tatung Co. owned factories	投資公司 Subsidiaries	
大園廠 Tayuan Plant	大同壓鑄公司 Tatung Die Casting	坤德公司 Kuender Co., Ltd.
桃園電線電纜廠 Taoyuan Wires and Cables Plant	大同大隈公司 Tatung Okuma Co., Ltd.	福華公司 Forward Electronics Co., Ltd.
三峽廠 San-Hsia Factory	大同住重減速機公司 Tatung SM-Cyclo Co., Ltd.	綠能科技公司 ³ Green Energy Technology Co, Ltd.
桃園壹廠 Taoyuan 1st Plant	尚志精密化學公司 Tatung Fine Chemicals Co., Ltd.	拓志光機電公司 Toes Opto-Mechatronics Co., Ltd.
長晶中心 ¹ Crystal Growing Center	尚志半導體公司 Shan Chih Semiconductor Co., Ltd.	
電表中心 Electrical Meters Center	中華映管公司 ² Chunghwa Picture Tubes, Ltd.	

註：3P計畫由具有製造機能之廠公司參加。大同企業永續報告書僅揭露大同所屬廠區之資訊(橘色底)。

註¹：位於三峽廠內。

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、及南科分公司等四廠公司。

Note: Only factories/subsidiaries with manufacturing function participate in 3P program. The environmental data disclosed in this report are from Tatung's factories (orange background).

Note1: Located at San-Hsia Factory.

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

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

GRI G4指標對照表

List of GRI G4 Indicators

「依循」選項之 GRI 內容索引 - 核心
GRI Content Index for "In accordance" - Core

一般標準揭露 General standard disclosures	頁碼 Pages	補充說明 Note
策略與分析 / Strategy and analysis		
G4-1組織最高決策者的聲明。 Provide a statement from the most senior decision-maker of the organization about the relevance of sustainability to the organization and organization's strategy for addressing sustainability.	經營階層說明 Top Management Statement	
G4-2關鍵衝擊、風險及機會。 Provide a description of key impacts, risks, and opportunities.	25	
組織概況 / Organizational profile		
G4-3組織名稱。 Report the name of the organization.	5	
G4-4主要品牌、產品與服務。 Report the primary brands, products, and services.	5	
G4-5總部所在位置。 Report the location of the organization' s headquarters.	5	
G4-6營運所在的國家數量及國家名。 Report the number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report.	7	
G4-7所有權的性質與法律形式。 Report the nature of ownership and legal form.	5	
G4-8提供服務的市場。 Report the markets served.	5, 7	
G4-9組織規模。 Report the scale of the organization.	5	
G4-10按雇用類型、僱用合約及僱用地區畫分的員工總數，並依性別細分 Report the total number of employees by employment type, contract, region and gender.	51	
G4-11受集體協商協定保障之總員工數比例。 Report the percentage of total employees covered by collective bargaining agreements.	49	
G4-12組織的供應鏈。 Describe the organization' s supply chain.	45	
G4-13報告期間有關組織規模、結構、所有權或供應鏈的任何重大變化。 Report any significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain.	-	無重大改變 No significant change
G4-14是否具有因應之預警方針或原則。 Report whether and how the precautionary approach or principle is addressed by the organization.	21	
G4-15組織簽署認可，而由外部所制定的經濟、環境與社會規章、原則或其他倡議。 List externally developed economic, environmental and social charters, principles or other initiatives to which the organization subscribes or which it endorses.	11	
G4-16參與的公協會（如產業公協會）和國家或國際性倡議組織的會員資格。 List memberships of associations and national or international advocacy organizations.	9	

一般標準揭露 General standard disclosures		
一般標準揭露 General standard disclosures	頁碼 Pages	補充說明 Note
鑑別重大考量面與邊界 Identified material aspects and boundaries		
G4-17合併財務報表中所包含的所有實體。 List all entities included in the organization's consolidated financial statements or equivalent documents.	5	
G4-18界定報告內容和考量面邊界的流程。 Explain the process for defining the report content and the Aspect Boundaries.	1	
G4-19鑑別出的重大考量面。 List all the material Aspects identified in the process for defining report content.	1, 3, 4	
G4-20針對每個重大考量面，說明組織內部在考量面上的邊界。 For each material Aspect, report the Aspect Boundary within the organization.	4	
G4-21針對每個重大考量面，說明組織外部在考量面上的邊界。 For each material Aspect, report the Aspect Boundary outside the organization.	4	
G4-22資料重述說明。 Report the effect of any restatements of information provided in previous report, and the reasons for such statements.	23	
G4-23說明和先前報告期間相比，在範疇與考量面邊界上的顯著改變。 Report significant changes from previous reporting periods in the Scope and Aspect Boundaries.	-	與前期報告書相同 No significant change
利害相關者議合 Stakeholder engagement		
G4-24進行議合的利害相關者。 Provide a list of stakeholder groups engaged by the organization.	1	
G4-25鑑別與選擇利害相關者的方法。 Report the basis for identification and selection of stakeholders with whom to engage.	1	
G4-26利害相關者的參與方式。 Report the organization's approach to stakeholder engagement.	1	
G4-27利害相關者提出之關鍵議題與關注事項的回應。 Report key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns.	4	
報告書基本資料 Report profile		
G4-28報告期間。 Reporting period for information provide.	關於本報告書 About this report	
G4-29上一次報告的日期。 Date of most recent previous report.	關於本報告書 About this report	
G4-30報告週期。 Reporting cycle.	關於本報告書 About this report	
G4-31報告聯絡人。 Provide the contact point for questions regarding the report or its contents.	關於本報告書 About this report	
G4-32說明組織選擇的「依循」選項。 Report the “in accordance” option the organization has chosen.	關於本報告書 About this report	
G4-33為報告尋求外部保證的政策與現行做法。 Report the organization's policy and current practice with regard to seeking external assurance for the report.	關於本報告書 About this report	
治理 Governance		
G4-34組織的治理結構，包括最高治理機構的委員會。鑑別哪些委員會分別負責經濟、環境及社會衝擊的決策。 Report the governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts.	13, 17, 19	

一般標準揭露 General standard disclosures		
一般標準揭露 General standard disclosures	頁碼 Pages	補充說明 Note
G4-38說明最高治理機構及其委員會的組成狀況。 Report the composition of the highest governance body and its committees.	19	
G4-41最高治理機構如何確保避免及管理利益衝突之流程。說明是否有向利害關係人揭露利益衝突。 Report processes for the highest governance body to ensure conflicts of interest are avoided and managed. Report whether conflicts of interest are disclosed to stakeholders.	17	
倫理與誠信 Ethics and integrity		
G4-56描述組織之價值、原則、標準和行為規範，如行為準則和倫理守則。 Describe the organization's values, principles, standards and norms of behavior such as codes of conducts and codes of ethics	37	
註：以上各項一般標準揭露均經過外部查證。 Note: The standard disclosures above have been verified by third party.		

特定標準揭露

Specific standard disclosures

類別 Category	考量面 Aspect	指標 Indicator	頁碼 Pages	揭露程度 ¹ Level of disclosure ¹	補充說明 Note
經濟 Economic	經濟績效 Economic Performance	G4-EC1 組織所產生及分配的直接經濟價值 Direct economic value generated and distributed.	23	●	
		G4-EC2 氣候變遷對組織活動所產生的財務影響及其他風險與機會 Financial implications and other risks and opportunities for the organization's activities due to climate change.	25	●	
		G4-EC3 組織確定福利計畫義務的涵蓋範圍 Coverage of the organization's defined benefit plan obligations.	53	●	
	市場形象 Market Presence (重大 Materiality)	G4-EC5 在重要營運據點，不同性別的基層人員之標準薪資與當地最低薪資的比例 Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.	53	●	
		G4-EC6 在重要營運據點，僱用當地居民為高階管理階層的比例 Proportion of senior management hired from the local community at significant locations of operation.	51	●	
	間接經濟衝擊 Indirect Economic Impacts	G4-EC7 基礎設備的投資與支援服務的發展及衝擊 Development and impact of infrastructure investments and services supported.	71	●	
	採購實務 Procurement Practices	G4-EC9 於重要營運據點，採購支出來自當地供應商之的比例 Proportion of spending on local suppliers at significant locations of operation.	45, 79	●	
環境 Environment	原物料 Materials	G4-EN1 所用原物料的重量或體積 Materials used by weight or volume.	79	●	
	能源 Energy (重大 Materiality)	G4-EN3 組織內部的能源消耗量 Energy consumption within the organization.	79	●	
		G4-EN6 減少能源的消耗 Reduction of energy consumption.	82	●	
		G4-EN7 降低產品和服務的能源需求 Reductions in energy requirements of products and services.	87	●	
	水 Water	G4-EN8 依來源劃分的總取水量 Total water withdrawal by source.	83	●	
		G4-EN9 因取水而受顯著影響的水源 Water sources significantly affected by withdrawal of water.	83	●	
		G4-EN10 水資源回收及再利用的百分比及總量 Percentage and total volume of water recycled and reused.	84	●	
	排放 Emissions	G4-EN15 直接溫室氣體排放量（範疇一） Direct greenhouse gas emissions (scope 1).	81	●	
		G4-EN16 能源間接溫室氣體排放量（範疇二） Energy indirect greenhouse gas emissions (scope 2)	81	●	
		G4-EN19 減少溫室氣體的排放量 Reduction of greenhouse gas emissions.	82	●	
		G4-EN20 臭氧破壞物質的排放 Emissions of ozone-depleting substances (ODS)	87	○	
		G4-EN21 氮氧化物、硫氧化物和其他顯著氣體的排放 NOx, SOx, and other significant air emissions.	85	●	
	廢污水及廢棄物 Effluents and Waste	G4-EN22 依水質及排放目的地所劃分的總排放量 Total water discharge by quality and destination.	84	●	
		G4-EN23 按類別及處置方法劃分的廢棄物總重量 Total weight of waste by type and disposal method.	85	●	

類別 Category	考量面 Aspect	指標 Indicator	頁碼 Pages	揭露程度 ¹ Level of disclosure ¹	補充說明 Note
環境 Environment	廢污水及廢棄物 Effluents and Waste	G4-EN24 嚴重洩漏的總次數及總量 Total number and volume of significant spills.	89	●	
		G4-EN25 說明組織運輸、輸入、輸出被「巴塞爾公約」附錄 I、II、III、VIII 視為有害廢棄物的物質之重量，以及運往國外的百分比 Weight of transported, imported exported, or treated waste deemed hazardous under the terms of the Basel Convention, and percentage of transported waste shipped internationally.	85	●	
	產品及服務 Products and Services	G4-EN27 降低產品和服務對環境衝擊的程度 Extent of impact mitigation of environmental impacts of products and services.	87	●	
		G4-EN28 按類別說明回收已售出之產品及產品之包裝材料的百分比 Percentage of products sold and their packaging materials that are reclaimed by category.	89	○	
	遵守環保法規 Compliance on Environmental Regulations	G4-EN29 違反環境法律和法規被處巨額罰款的金額，以及所受罰款以外之制裁的次數 Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulation.	89	●	
	整體情況 Overall Environmental Management	G4-EN31 按類別說明總環保支出及投資 Total environmental protection expenditures and investment by type.	89	●	
社會（勞動實務與 尊嚴勞動） Social (Labor Practices and Decent Work)	勞僱關係 Employment (重大 Materiality)	G4-LA1 按年齡組別、性別及地區劃分新進員工和離職員工總數及比例 Total number and rates of new employee hires and employee turnover by age group, gender and region.	52	●	
		G4-LA2 按重要營運據點劃分，只提供給全職員工（不包括臨時或兼職員工）的福利 Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation.	59	●	
		G4-LA3 按性別劃分，育嬰假後復職和留任的比例 Return to work and retention rates after parental leave, by gender.	53	●	
		G4-LA4 是否在集體協商中具體說明有關重大營運變化的最短預告期 Minimum notice period regarding operational changes, including whether these are specified in collective agreements.	53	●	
	職業健康與安全 Occupational Health and Safety	G4-LA5 在正式的勞工健康與安全管理委員會中，協助監督和建議職業健康與安全相關規劃的勞方代表比例 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.	67	●	
		G4-LA6 按地區和性別劃分的工傷類別、工傷頻率、職業病、損失日數比例及缺勤率，以及因公死亡事故總數 Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender.	71	●	
	訓練與教育 Training and Education (重大 Materiality)	G4-LA9 按性別和員工類別劃分，每名員工每年接受訓練的平均時數 Average hours of training per year per employee by gender, and by employee category.	58	●	

類別 Category	考量面 Aspect	指標 Indicator	頁碼 Pages	揭露程度 ¹ Level of disclosure ¹	補充說明 Note
社會（勞動實務與 尊嚴勞動） Social (Labor Practices and Decent Work)	訓練與教育 Training and Education (重大 Materiality)	G4-LA11 按性別和員工類別劃分，接受定期績效及職業發展檢視的員工比例 Percentage of employees receiving regular performance and career development reviews, by gender and by employee category.	53	●	
	員工多元化與平等機會 Diversity and Equal Opportunity	G4-LA12 按性別、年齡層、少數族群及其他多元化指標劃分，公司治理組織成員和各類員工的組成 Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	51	●	
	女男同酬 Equal Remuneration for Women and Men	G4-LA13 按員工類別和重要營運據點劃分，女男基本薪資和報酬比率 Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.	53	●	
社會（人權） Social (Human Rights)	不歧視 Non-discrimination	G4-HR3 歧視事件的總數，以及組織採取的改善行動 Total number of incidents of discrimination and corrective actions taken.	49	●	
	當地勞工權益 Indigenous Rights (重大 Materiality)	G4-HR8 涉及侵害當地勞工權益的事件總數，以及組織所採取的行動 Total number of incidents of violations involving rights of indigenous peoples and action taken.	49	●	
社會（社會） Social (Society)	反競爭行為 Anti-competitive Behavior	G4-SO7 涉及反競爭行為、反托拉斯和壟斷行為的法律訴訟之總數及其結果 Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	43	●	
	法規遵循 Compliance (重大 Materiality)	G4-SO8 違反法規被處巨額罰款的金額，以及所受罰款以外之制裁的次數 Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulation.	25	●	
社會（產品責任） Social (Product Responsibility)	顧客的健康與安全 Customer Health and Safety	G4-PR1 為改善健康和安全而進行衝擊評估的主要產品和服務類別之比例 Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.	41	●	
	顧客的健康與安全 Customer Health and Safety	G4-PR2 依結果分類，違反有關產品和服務在其生命週期內之健康與安全性衝擊的法規和自願性準則的事件總數 Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes.	41	●	
	產品與服務標示 Product and Service Labeling (重大 Materiality)	G4-PR3 依組織資訊與標示程序所劃分的產品與服務資訊種類，以及需要符合此種資訊規定之重要產品及服務類別的百分比 Type of product and service information required by the organization's procedures for product and service information and labeling, and percentage of significant product and service categories subject to such information requirements.	43	●	
		G4-PR4 依結果類別劃分，違反商品與服務資訊標示的法規及自願性規範之事件數量 Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	43	●	
		G4-PR5 客戶滿意度調查的結果 Results of surveys measuring customer satisfaction.	47	●	

類別 Category	考量面 Aspect	指標 Indicator	頁碼 Pages	揭露程度 ¹ Level of disclosure ¹	補充說明 Note
社會（產品責任） Social (Product Responsibility)	行銷溝通 Marketing Communications	G4-PR7 按結果類別劃分，違反有關行銷推廣（包括廣告、推銷及贊助）的法規及自願性準則的事件總數 Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of outcomes.	43	●	
	顧客隱私 Customer Privacy	G4-PR8 經證實與侵犯顧客隱私權或遺失顧客資料有關的投訴次數 Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	47	●	
	遵守商品法規 Compliance on Product Regulations (重大 Materiality)	G4-PR9 因產品與服務的提供與使用而違反法律和規定被處巨額罰款的金額 Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	25	●	

註：以上各項指標均經過外部查證。
Note: The indicators listed above have been verified by third party.
註 1：●代表該指標內容被完整揭露，○代表該指標內容被部分揭露。
Note 1: ● represents this indicator is fully disclosed; ○ represents this indicator is partially disclosed.

聯合國全球盟約對照表

List of UN Global Compact – The Ten Principles

分類 Category	十項原則 The Ten Principles	頁碼 Pages	補充說明 Note
人權 Human rights	企業應支持並尊重國際公認的人權。 Businesses should support and respect the protection of internationally proclaimed human rights.	49	
	企業應保證不與踐踏人權者同流合污。 Businesses should make sure that they are not complicit in human rights abuses.	51	
勞工 Labor	企業應支持結社自由及團體協約權。 Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	49	
	企業應支持消除所有形式的強迫與強制勞動行為。 Businesses should uphold the elimination of all forms of forced and compulsory labor.	49	
	企業應支持廢除童工。 Businesses should uphold the effective abolition of child labor.	49	
	企業應支持消除就業與職業方面的歧視。 Businesses should uphold the elimination of discrimination in respect of employment and occupation.	49, 51	
環境 Environment	企業應支持採用預防方法來應對環境挑戰。 Businesses should support a precautionary approach to environmental challenges.	75, 77	
	企業應主動採取對環境更負責任的作法。 Businesses should undertake initiatives to promote greater environmental responsibility.	75, 77	
	企業應鼓勵開發及推動對環境友善的技術。 Businesses should encourage the development and diffusion of environmentally friendly technologies.	87	
反貪腐 Anti-corruption	企業應努力反對所有形式的貪腐，包括敲詐及賄賂。 Businesses should work against corruption in all its forms, including extortion and bribery.	51	



外部查證聲明 Third-party Verification Statements

INDEPENDENT ASSURANCE OPINION STATEMENT

2014 TATUNG CORPORATE SUSTAINABILITY REPORT

The British Standards Institution is independent to Tatung Co. (hereafter referred to as TATUNG in this statement) and has no financial interest in the operation of TATUNG other than for the assessment and assurance of this report.

This independent assurance opinion statement has been prepared for TATUNG only for the purposes of assuring its statements relating to its corporate social responsibility (CSR), more particularly described in the Scope below. It was not prepared for any other purpose. The British Standards Institution will not, in providing this independent assurance opinion statement, accept or assume responsibility (legal or otherwise) or accept liability for or in connection with any other purpose for which it may be used, or to any person by whom the independent assurance opinion statement may be read.

This independent assurance opinion statement is prepared on the basis of review by the British Standards Institution of information presented to it by TATUNG. The review does not extend beyond such information and is solely based on it. In performing such review, the British Standards Institution has assumed that all such information is complete and accurate.

Any queries that may arise by virtue of this independent assurance opinion statement or matters relating to it should be addressed to TATUNG only.

Scope

The scope of engagement agreed upon with TATUNG includes the followings:

1. The assurance covers the whole report and focus on systems and activities during the 2013 calendar year on the TATUNG Co. headquarter and relevant operations in Taiwan including Tayuan Plant, Taoyuan Wires and Cables Plant, Taoyuan 1ST Plant and San-Hsia Factory.
2. The evaluation of the nature and extent of the TATUNG's adherence to all three AA1000 AccountAbility Principles in this report as conducted in accordance with type 1 of AA1000AS (2008) assurance engagement and therefore, the information/data disclosed in the report is not verified through the verification process.

This statement was prepared in English and translated into Chinese for reference only.

Opinion Statement

We conclude that the 2014 TATUNG CORPORATE SUSTAINABILITY REPORT provides a fair view of the TATUNG CSR programmes and performances during 2013. We believe that the 2013 economic, social and environmental performance indicators are fairly represented. The CSR performance indicators disclosed in the report demonstrate TATUNG's efforts recognized by its stakeholders.

Our work was carried out by a team of CSR report assurers in accordance with the AA1000 Assurance Standard (2008). We planned and performed this part of our work to obtain the necessary information and explanations we considered to provide sufficient evidence that TATUNG's description of their approach to AA1000 Assurance Standard and their self-declaration of compliance with the GRI guidelines were fairly stated.

Methodology

Our work was designed to gather evidence on which to base our conclusion. We undertook the following activities:

- a top level review of issues raised by external parties that could be relevant to TATUNG's policies to provide a check on the appropriateness of statements made in the report.
- discussion with managers and staffs on TATUNG's approach to stakeholder engagement. However, we had no direct contact with external stakeholders.
- 10 interviews with staffs involved in sustainability management, report preparation and provision of report information were carried out.
- review of key organizational developments.
- review of the findings of internal audits.
- review of supporting evidence for claims made in the reports.
- an assessment of the company's reporting and management processes concerning this reporting against the principles of Inclusivity, materiality and responsiveness as described in the AA1000 AccountAbility Principles Standard (2008).

Conclusions

A detailed review against the AA1000 AccountAbility Principles of Inclusivity, Materiality and Responsiveness and the GRI G4.0 guidelines is set out below:

Inclusivity

This report has reflected a fact that TATUNG is continuously seeking the engagement of its stakeholders. The

participation of stakeholders has been initiated in developing and achieving an accountable and strategic response to sustainability. The reporting systems are being developed to deliver the required information. There are fair reporting and disclosures for economic, social and environmental information in this report, so that appropriate planning and target-setting can be supported. In our professional opinion the report covers the TATUNG's inclusivity issues, however, the future report should be further enhanced by the following areas:

- Continually watch latest CSR development to incorporate with the corporate core strategy as supply chain management to correspond in society's needs for future reporting.

Materiality

TATUNG has published sustainability information that enables its stakeholders to make informed judgments about the company's management and performance. In our professional opinion the report covers the TATUNG's material issues, however, the future report should be further enhanced by the following areas:

- Encouraging to improving the materiality identification process which more broadly consider relevant impacts, risks and opportunities.

Responsiveness

TATUNG has implemented the practice to respond to the expectations and perceptions of its stakeholders. An Ethical Policy for TATUNG is developed and provides the opportunity to further enhance TATUNG's responsiveness to stakeholder concerns. Issues that stakeholder concern about have been responded timely. In our professional opinion the report covers the TATUNG's responsiveness issues however the future report should be further enhanced by the following areas:

- Continually update the responsive mechanism for stakeholders as the basis for developing corporate communication strategy.

GRI-reporting

TATUNG provided us with their self declaration of 'in accordance' with the Guidelines: the Core option (at least one Indicator related to each identified material Aspect). Based on our review, we confirm that social responsibility and sustainable development indicators with reference to the GRI Index are reported, partially reported or omitted. In our professional opinion the self declaration covers the TATUNG's social responsibility and sustainability issues, however, the future report will be improved by the following areas:

- Continuously focus on the implementation of sustainability procedures and programs along with the newly developed Standards.

Assurance level

The moderate level assurance provided is in accordance with AA1000 Assurance Standard (2008) in our review, as defined by the scope and methodology described in this statement.

Responsibility

This CSR report is the responsibility of the TATUNG's CEO as declared in his responsibility letter. Our responsibility is to provide an independent assurance opinion statement to stakeholders giving our professional opinion based on the scope and methodology described.

Competency and Independence

The assurance team was composed of Lead Auditors and Carbon Footprint Verifiers experienced in industrial sector, and trained in a range of sustainability, environmental and social standards including AA1000 AS, ISO14001, OHSAS18001, ISO14064 and ISO 9001. BSI is a leading global standards and assessment body founded in 1901. The assurance is carried out in line with the BSI Fair Trading Code of Practice.

For and on behalf of BSI:



Peter Pu
Managing Director BSI Taiwan
13 October, 2014

bsi.



AA1000
Licensed Assurance Provider
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Taiwan Headquarters: 5th Floor, No. 39, Ji-Hu Rd., Nei-Hu Dist., Taipei 114, Taiwan, R.O.C.

BSI Taiwan is a subsidiary of British Standards Institution.

意見調查表

感謝您撥冗閱讀【2014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: 02-25984566

一、您對此份報告書之評價為何？

☐優良 ☐好 ☐可 ☐差

原因：

二、您對此份報告書中印象較深的章節為何？（可複選）

☐經營階層聲明 ☐公司概況與治理 ☐理念、願景與發展策略

☐品質與服務 ☐社會績效 ☐環境績效

原因：

三、您認為最需要加強的章節為何？（可複選）

☐經營階層聲明 ☐公司概況與治理 ☐理念、願景與發展策略

☐品質與服務 ☐社會績效 ☐環境績效

原因：

四、請提供其他建議，以作為下一版報告書製作的參考。

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Feedback Survey Form

Thank you for reading 2014 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.



Mailing address: Environment & Safety Division, Tatung Co.,
No. 22, Chungshan North road. 3rd sec., Taipei, Taiwan
E-mail: h.s.chang@tatung.com
Fax number: +886-2-25984566

1. What is your overall impression of this report?

☐Excellent ☐Good ☐Average ☐Poor

Opinions：

2. In what chapters are you most impressed in this report?

☐Top management Statement

☐Profile and governance of the reporting organization

☐Philosophy, vision and strategy ☐Quality performances and customer service

☐Social performances ☐Environmental performances

Opinions：

3. In what chapters do you think needed to be improved in this report?

☐Top management Statement

☐Profile and governance of the reporting organization

☐Philosophy, vision and strategy ☐Quality performances and customer service

☐Social performances ☐Environmental performances

Opinions：

4. Please use the space below to express your impressions and advice.

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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

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