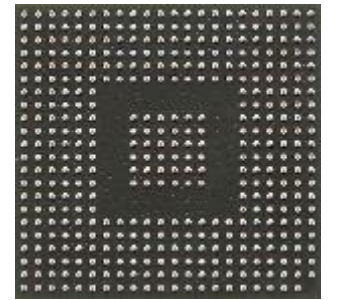




# 2025年企業社會責任報告 Corporate Social Responsibility Report 2025



## ► 企業社會責任政策(Labor, Safety & Health, Ethics and Environment policy)

### • Policy and statement :

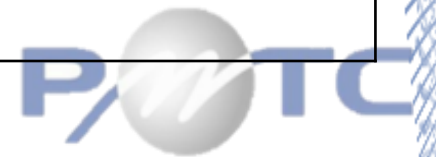
Sections	政策 Policy
勞工 LABOR	<ul style="list-style-type: none"><li>● 遵守勞動法規與國際人權規範。 Comply with labor laws and international human rights norms.</li><li>● 保障勞動權益及結社自由。 Protect labor rights and freedom of association.</li><li>● 不得強迫勞動及僱用童工。 Do not employ juniors below the age of 15, and do not use involuntary labor (including forced, bonded, debt bondage, indentured, slavery or trafficking of persons).</li><li>● 嚴禁任何形式不當言語與行為之對待。 Prohibit harassment of employees, and do not engage in discrimination, coercion or inhuman treatment.</li><li>● 保障員工享有平等權益，無差別待遇。 Protect all employees with equal rights and privileges and without favoritism.</li></ul>



## ▶ 企業社會責任政策(Labor, Safety & Health, Ethics and Environment policy)

### • Policy and statement :

Sections	政策 Policy
健康與安全HEALTH and SAFETY	<ul style="list-style-type: none"><li>● 危害預防。 Consider the unsafe factors in the workplace.</li><li>● 安全防護。 Provide a safe and healthy environment in the workplace.</li><li>● 符合法規。 Comply with laws &amp; regulations.</li><li>● 持續改善。 Continuous improvement.</li><li>● 零災害。 Zero disaster happened.</li></ul>



## ▶ 企業社會責任政策(Labor, Safety & Health, Ethics and Environment policy)

### • Policy and statement :

Sections	政策 Policy
環境 ENVIRONMENTAL	<ul style="list-style-type: none"><li>• 污染預防。 Prevent the pollution happened in environment.</li><li>• 符合法規。 Comply with laws &amp; regulations.</li><li>• 節能減廢。 Saving energy and reducing waste.</li><li>• 低碳環保。 Low carbon and environmental protection.</li><li>• 資源回收與再生利用。 Resource recycling and reusing.</li><li>• 支持生物多樣性維護與森林保育。 Support biodiversity maintenance and forest conservation.</li><li>• 持續改善。 Continuous improvement.</li></ul>

## ► 企業社會責任政策(Labor, Safety & Health, Ethics and Environment policy)

### • Policy and statement :

Sections	政策 Policy
道德 ETHICS	<ul style="list-style-type: none"><li>• 誠信經營,不提供及收受賄賂等任何形式的不正當收益。 Operate business with integrity, and prohibit bribery, corruption, extortion or embezzlement.</li><li>• 重視公司治理,依法令規定公開公司資訊,不作虛偽表示。 Emphasize corporate governance, and disclose corporate information in accordance with applicable laws without misrepresentation of conditions or practices.</li><li>• 遵守誠信原則,公平交易,不進行誇大不實的廣告行銷。 Observe the principles of integrity, fair trade, and do not use exaggeration in advertising and marketing.</li><li>• 尊重並保護智慧財產權。 Respect and protect intellectual property rights.</li><li>• 保護個人資料和隱私。 Protect the personal data and privacy.</li><li>• 不使用「衝突礦產」並要求供應商也同樣遵守。 Do not use any “Conflict Minerals” and request that all suppliers use the same practice.</li></ul>



## ▶綠色產品宣言(Green Product Declaration)

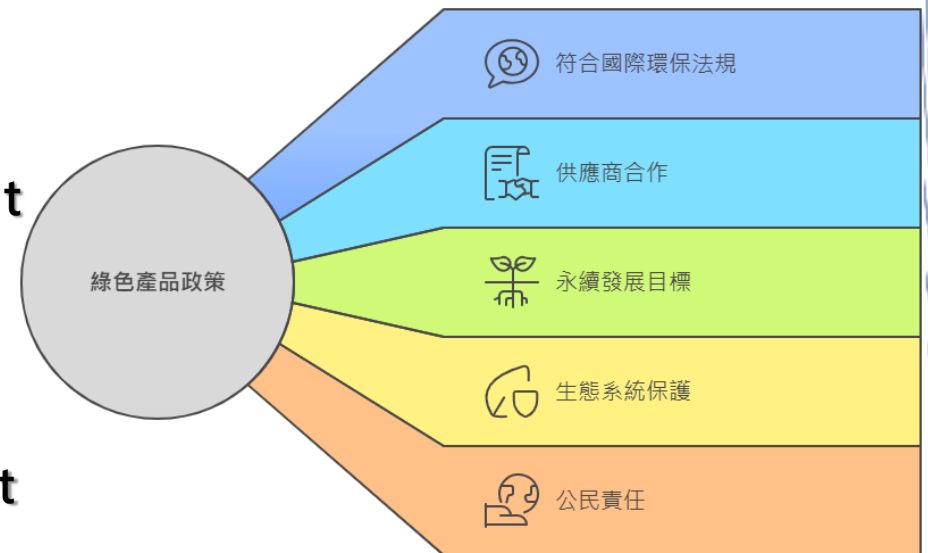
### • 綠色產品政策(Green product Policy)

為維護地球的永續發展、降低對生態系統的破壞及維護人類健康與環境安全，大瑞科技各項產品製造及產出均符合各相關規範(例如：歐盟RoHS、WEEE、REACH...等)；除此之外，也一併要求供應商限用或禁用列管之有害化學物質，共同遵守世界環境保護政策之標準。

大瑞科技承諾與客戶及供應商共同以符合國際環保法令要求為首要目標，善盡世界公民應有的環境責任，朝向綠色企業、綠色生產的最終願景。

In order to keep sustainable development, reduce the broken of ecological system, keep human's health and safe environment, PMTC brings its system in line with related international environment law and all kinds of products meet all related standards (ex : Europe RoHS, WEEE, REACH...etc). Otherwise, we also ask supplier can't use limited chemical substances and comply with global standard of environment protection. PMTC promises that we will comply with international environment law with customer and supplier as main goal and share the responsibility of protected environment. Our environment control goal meets environment law and combines with international trend. Our final prospect is Green business and Green production.

大瑞科技的綠色承諾

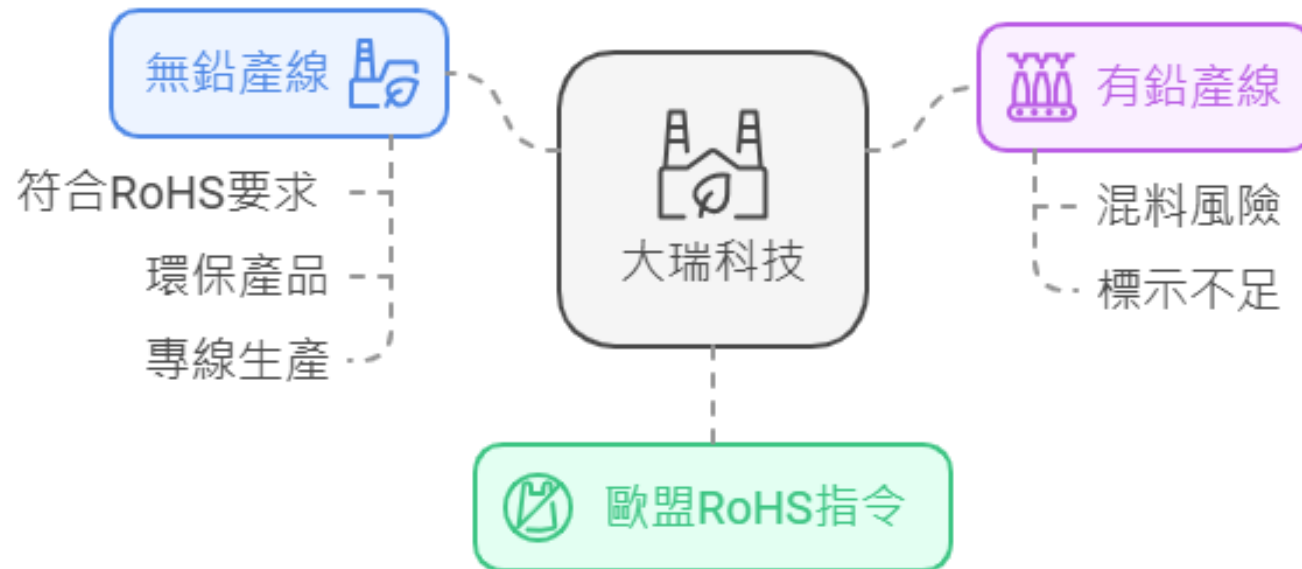


## ▶ 綠色無鉛製程(Green lead-free process)

### • 綠色無鉛製程(Green lead-free process)

因應歐盟 RoHS 禁用有害物質之環保法令，大瑞科技為配合此一改變，陸續將產線區分成有鉛及無鉛產線，以專線生產之模式來避免混料，並做好相關標示及規劃，自2006年起，所有無鉛產品已完全符合歐盟 RoHS 指令的要求。

In order to cope with limited chemical substances for Europe RoHS, PMTC has set up different production line for lead and lead-free product and have clear mark and plan for involving mixture. From 2006 year, all lead-free products have met Europe RoHS.



## ▶ 企業社會環境責任承諾(Social and environmental responsibility commitment)

- 企業社會環境責任承諾(Social and environmental responsibility commitment)

大瑞科技承諾遵守“責任商業聯盟行為準則”。同時希望我們的供應商也能遵守其相關政策，包含無“衝突礦產”政策。

PMTC commits itself to comply with the Code of Conduct - Responsible Business Alliance (RBA). And PMTC expects our suppliers will also comply with the policies including no “conflict Minerals” policy.



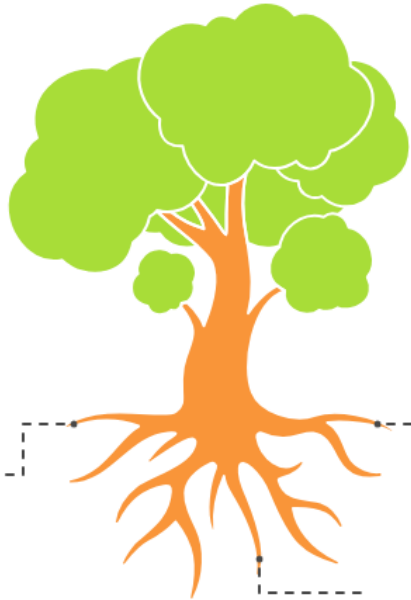
## ▶ 無使用衝突金屬聲明(Declaration of Non-use Conflict Metals)

### • 無使用衝突金屬聲明(Declaration of Non-use Conflict Metals)

衝突金屬，是指金 ( Au )、鈹 ( Ta )、鎢 ( W )、錫 ( Sn )、鈷 ( Co ) 和雲母 ( Mica ) 等金屬，來自於剛果民主共和國非政府軍事團體或非法軍事派別所控制衝突地區的礦區，當地軍事團體取得的非法採礦利潤是從公民盜竊而來，而且在剛果民主共和國造成侵犯人權，環境惡化。

Conflict metals are metals such as gold (Au), tantalum (Ta), tungsten (W), tin (Sn), Cobalt (Co) and Mica derived from minerals being sourced from mines in Democratic Republic of Congo (hereinafter "DRC") conflict areas which are controlled by non-government military groups, or unlawful military factions. Illegal mining profits by local military groups in the eastern DRC are contributing to human rights abuses, environmental degradation, and theft from the country's citizens.

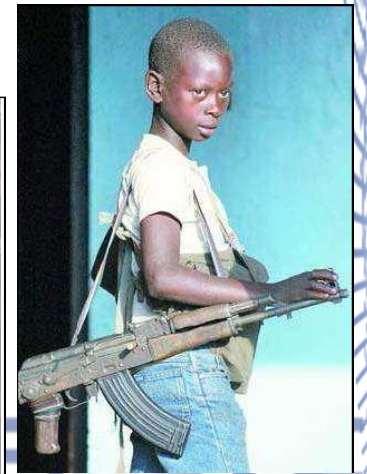
無使用衝突金屬聲明



供應商合規性  
未符合倫理標準

人權侵犯  
支持非法採礦行動

環境損害  
助長生態退化



## ► 企業社會責任目標(The objective of the corporate social responsibility)

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事項 (Items)	年度目標 (Target for 2025)	長遠目標 (Long Term Target)
員工福利 Staff benefits	公司獲利紅利分配、職業安全 Company profit and dividend distribution, occupational safety.	塑造優質職場環境、創造職場幸福價值、 促進勞資和諧 Create a high-quality workplace environment, create workplace happiness value, and promote harmony between labor and management.
社區服務及關懷 Community service and care	參與社區發展活動 Participation in community development activities.	協助弱勢團體 To assist disadvantaged groups.
教育訓練 Education & Training	強化內部員工教育訓練 Strengthen education & training for internal staff.	補助員工自我學習,提升工作素質 The subsidies for self-learning, to enhance the quality of work.

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事項 (Items)	年度目標 (Target for 2025)	長遠目標 (Long Term Target)
環保 Environmental Protection	落實資源回收再利用 The implementation of the Resource Recycling.	提升資源回收率 To improve the resource recovery rate.
節能減碳 Energy saving & carbon reduction	*提升產出率 Output rate increased. *使用節能設施 Use energy saving facilities. *淘汰老舊設備 Retirement of old equipment.	產能效率極大化 Maximize production efficiency.
企業治理 Corporate Governance	依循法規與企業社會責任政策 Follow up the regulation & corporate social responsibility.	*公司營運訊息的透明化 To show the company' s operation of transparency. *加強營運的風險評估 To strengthen the operational risk assessment.

## ► 企業社會責任的推行(The performance of the corporate social responsibility)

- 員工福利 ( Staff benefits )
  1. 每季員工聚餐 ( Quarterly staff dinner )
  2. 依法定休假 (如.週休二日及台灣法定假日及節日) ( Statutory Vacation )
  3. 員工旅遊 ( Company trip )
  4. 員工保險(勞健保及勞工退休金提撥) ( Employees insurance & Pension )
  5. 員工終身壽險 ( Employee whole life insurance )
  6. 補助出差差旅費 ( Subsidies on business travel )
  7. 員工健康檢查提高補助 ( Increased subsidy for employee health examinations )
  8. 企業人才技能認證制度 ( Enterprise Talent Skills Certification System )
  9. 其他工作規則詳列事項 ( Other rules detailed in work rules )
- 社區服務及關懷弱勢團體 ( Community service and care for disadvantaged groups )
- 廢棄物回收分類 [Waste recovery and separation]

## ► 企業社會責任的推行(The performance of the corporate social responsibility)

- 定期辦理教育訓練(如消防防災演練) [Regularly holding educational training (such as fire disaster prevention drills)]
- 環境監測 [Environmental monitoring]
- 溫室氣體盤查[Greenhouse gases inventory]
- 碳排放減量[Carbon emission reduction]



***Thank you for your attention!***

