

topview

勝品電通



企業社會責任報告書

Corporate Social Responsibility Report

目錄

Table of Contents

關於本報告	4	About the Report	4
總經理的話	6	Message from the Chairman	6
第一章 公司概況與治理	8	Chapter 1 Company Overview and Management	8
1.1 公司簡介		1.1 Company Introduction	
1.2 公司治理		1.2 Company Governance	
1.3 利害關係人及重大性議題鑑別		1.3 Identification of The Interested Parties and Major Topics	
第二章 營運狀況	16	Chapter 2 Operation Status	16
2.1 業務範圍及產品內容		2.1 Business Scope and Product Content	
2.2 財務表現		2.2 Financial Performance	
2.3 公平交易與反壟斷		2.3 Fair Trade and Antitrust	
2.4 員工行為與倫理守則		2.4 Code of Conduct and Ethics for Employees	
2.5 風險管理		2.5 Risk Management	
第三章 產品品質與服務	32	Chapter 3 Products Quality and Service	32
3.1 綠色產品		3.1 Green Products	
3.2 品質績效		3.2 Quality Performance	
3.3 客戶服務		3.3 Customer Service	
3.4 供應鏈管理		3.4 Supply Chain Management	
第四章 員工關係	46	Chapter 4 Employee Relationship	46
4.1 人權與反歧視		4.1 Human Rights and Anti-Discrimination	
4.2 員工概況		4.2 Employee Profile	
4.3 薪資		4.3 Compensation Package	
4.4 職涯訓練		4.4 Career Training	
4.5 福利		4.5 Benefits	
4.6 安全衛生		4.6 Safety & Hygiene	
4.7 健康照顧		4.7 Care for Employee Health	
第五章 環境保護	66	Chapter 5 Environmental Protection	66
5.1 環境管理		5.1 Environmental Management	
5.2 能源管理		5.2 Energy Management	
5.3 水資源管理		5.3 Water Resources Management	
5.4 廢棄物管理		5.4 Waste Management	
第六章 社會關懷與參與	78	Chapter 6 Social Care and Participation	78
6.1 文化活動		6.1 Culture Activities	
6.2 公益活動		6.2 Public Activities	
附錄 1. ISO 26000 對照表	80	Annex 1. ISO 26000 List	80
附錄 2. GRI G4 核心指標對照表	84	Annex 2. GRI G4 Guidelines Core Options List	84

●關於本報告書

企業社會責任 (Corporate Social Responsibility, CSR) 是企業永續發展的關鍵。勝品電通在追求利潤之同時，基於取之於社會，用之於社會的理念，積極實現企業之社會責任，對所有利害關係人負責，包含勝品電通之員工、客戶、股東、供應商、社區、社會團體、政府...等利害關係人負責，以善盡企業公民責任。

勝品電通股份有限公司成立 20 年以來，從原本 Analog 機種成功轉型到 IP 的專業監視攝影機代工公司，深獲 ODM 客戶肯定。公司持續維持著良好的業績表現，進而創造出更多就業機會，促進社會經濟發展。

這是勝品電通第一份企業社會責任報告書，我們希望藉此展現公司在落實永續發展的決心與成果，並做為與利害關係人溝通之工具，使利害關係人對勝品電通有更佳信賴與了解。

●報告書依據

本報告書採用全球報告倡議組織 (Global Reporting Initiative, GRI) 在 2013 年公佈之第 4 代綱領 (Sustainability Reporting Guidelines Version 4.0, GRI G4) 及 ISO 26000 標準為報告書架構依據，選擇核心選項作為本報告書揭露之原則。

●報告書範疇

本報告書內容包含勝品電通在經濟、環境與社會面之策略、活動的努力與績效，提供與公司有利害關係者有更多資訊與了解。

●時間範疇

本報告書涵蓋了勝品電通 2014 年 1 月至 2014 年 12 月在企業社會責任方面的績效表現。若有例外，將於各相關章節註明。勝品電通每兩年持續並定期發行企業社會責任報告書，本次為第一次發行。

●地理範疇

本報告書揭露範圍為勝品電通於台灣之營運活動，包含新北市五股區的營運總部、桃園工廠、台中及新竹辦公室...等 4 個營運據點。

●數據量測技巧

經營績效等財務數據為經過勤業眾信會計師事務所查帳確認，並依據一般公認會計原則編制 (由年報中摘錄)，以新台幣呈現。社會、品質績效數字則由內部相關單位統計。環境績效數字，以國際通用指標呈現。若有推估之情形，會於各相關章節註明。

●聯絡窗口

如有任何建議或疑問，歡迎您與我們聯繫。勝品電通非常珍惜與公司有利害關係者的意見與建議，並期盼有更多互動與交流。

E-mail : csr@topviewcorp.com

公司網站 : <http://www.topviewcorp.com>

●備註

本報告書，無申請外部機構查證。

●About the Report

Corporate Social Responsibility (thereafter referred to as “CSR”) is no doubt the key to sustainable development for corporates. With the concept of “both taking from and giving back to the community”, Topview proactively realizes, when making profits, CSR and be responsible for all related parties including the employees, clientele, shareholders, suppliers, communities, social organizations, government and so forth to completely fulfil our social responsibilities.

Through the 2 decades since the inception of Topview, we have made a breakthrough from developer and manufacturer of Analog Series to the latest IP (Internet Protocol) Series surveillance cameras, winning the recognitions from clientele. By the steadily outstanding performances, we also provide more job opportunities to facilitate the social development.

We sincerely hope to realize our determination for sustainable development, through this brand-new CSR report by Topview Corp., as a reliable communicating bridge between stakeholders and Topview, further building the adamant trust with understanding from each other.

●Guideline of Report

This report is mainly in accordance with the core items from the “Sustainability Reporting Guidelines Version 4.0, GRI G4”, which is published in 2013 by Global Reporting Initiative, GRI, and the “ISO 26000 standard” as the primary principle.

●Content of Report

This report provides the stakeholders with more information and background of Topview Corp. from various aspects including the brilliant results of economic, environmental and social aspects.

●Time Category

This report covers the detailed CSR achievements from Topview Corp. within the period ranging from January, 2014 to December, 2014. The exceptions are well explained in each chapter, if any. It is the first time that Topview puts forth the CSR report. Topview will keep publishing CSR report biennially as a regular basis.

●Geographic Category

This report discloses the operational activities of Topview Corp. within the Taiwan (R.O.C) area including the headquarter in Wugu Dist., New Taipei City, the manufacture plant in Taoyuan City, and the branch offices in both Taichung City and Hsinchu City.

●Technique of Statistics Measuring

The financial statistics of operational performance presented in NT\$ (New Taiwan dollar), in light of the general accepted accounting principles (excerpted from the annual report), are strictly audited by Deloitte Touche Tohmatsu Limited, while the statistics of social and quality performance are instead recorded by the corresponding internal departments. For the statistics of environmental performance, they are presented with the indicator of general international standard. The estimates, if any, will be noted within the each related chapter.

●Contact Window

Topview Corp. pleasingly welcomes any query or recommendation from you. We value any comment and advice related to stakeholders to allow us to gain more interactions with you.

E-mail: csr@topviewcorp.com

Website: <http://www.topviewcorp.com>

●Remark

We never apply for additional verification by external agency for this report.

總經理的話

各位關心勝品電通的夥伴：

世界各國生活水準日漸提高，大眾公共建設與安全治安需求的增加，安全監控已經與我們的生活密不可分。勝品電通本著對於社會的責任，開發與製造高品質、高可靠度的安全監控設備，默默深耕監控產業二十年，在監控產品的技術與專利開發不遺餘力，擁有超過十五年以上經驗的監控產品開發技術團隊，在電子與光學專業領域累積豐富技術 Knowhow 及合作夥伴，客戶遍及全球各地知名大廠。為滿足客戶不同需求，勝品電通提供一條龍服務，從產品研發客製、生產、品質管控、供應鏈及系統化庫存管理，提供客戶 EMS / OEM / ODM / JDM 服務。

企業規模越大，對社會之影響力也越深，勝品電通參考全球盟約 (The Global Compact) 並已依據 ISO 26000 標準，落實企業社會責任之推動與國際接軌。自 2014 年起出版企業社會責任報告書，做為與利害關係人溝通之工具，並依據利害關係人關切之議題，發展勝品電通之 CSR 政策，並融入公司整體發展策略。

勝品電通落實節能、環保、愛地球之理念，工廠皆通過 ISO 14001 環境管理系統之驗證，符合環保法規之要求，並提出環境提升方案，積極減少能資源之消耗，降低生產過程之碳排放量。而綠色產品已成為趨勢，勝品電通於 2003 年全面導入綠色產品政策，產品全面符合歐盟 RoHS 指令，更獲 Sony Green Partner 之認證，顯示客戶給與勝品電通之肯定。

展望未來，勝品電通將持續累積研發能力，開發更具競爭力及綠色環保產品，並提升客戶滿意度，同時也將落實企業社會責任，追求公司之永續經營。

勝品電通總經理

李宏銘

Message from the Chairman

To all the partners concerned about Topview Corp.,

Due to the higher quality of living standard worldwide and the increasing demands for public infrastructure with safety, we are living in a world highly requiring security surveillance. Topview, with the sincere social responsibility, has been developing the high quality and reliable security devices for more than 2 decades. Sparing no efforts to develop the specialized technology along with patents for surveillance products, we have accumulated a variety of know-how in electronics and optics fields by the professional R & D teams with more than 15 years experiences, earning admirations from many world-class well-known clients globally. Moreover, the one package service ranging from customization, manufacture, quality control to supply chain and systematic inventory control further enables Topview to provide clients with scores of excellent EMS / OEM / ODM / JDM services.

Huger the scale of corporate, deeper the impact it brings about to society. Based on the ISO 26000 standard by The Global Compact, Topview fulfils the CSR and gears itself to international standards. The CSR report initiated in 2014, as a communicating bridge between stakeholders and Topview for the topics which stakeholders most caring about, helps us to carry out the CSR policy reliably, and further facilitates the developing strategy in the future.

In accordance with the concepts of energy-saving, eco-friendly, and motherland-caring, the plants of Topview, certified with the ISO 14001 standard to comply with the environmental protection related regulations, keep living up with the proposal of environmental ascendancy and operating in a manner of reducing power consumption actively and lowering down carbon dioxide emission largely during manufacturing. In view of the trend for green products, Topview has introduced the green policy since 2003 to fully conform to the directives of RoHS by European Union. Our certification of "Sony Green Partner" further demonstrates the positive recognitions from clients to Topview.

In the near future, Topview will keep accumulating the R & D specialities to develop more competitive green products constantly, raising customer satisfaction and fulfilling CSR for the long-term sustainability.



公司概況與治理

1.1 公司簡介

勝品電通股份有限公司 (以下簡稱勝品電通)，前身為崇科電子，建立於 1994 年，並於 2010 年 10 月 1 日，正式更名為勝品電通股份有限公司，並以『topview』為公司的企業識別體系。

勝品電通深耕監控產業二十年。目前公司全球員工人數約 600 人，營運總部設於台北，其它營運據點遍佈台灣 (台北、桃園、新竹、台中) 及中國 (上海昆山)。

▼ 營運總部 New Taipei City Headquarter



Company Overview and Management

1.1 Company Introduction

Topview Optronics Corporation (thereafter referred to as “Topview”), which spun off from Topco Technologies Corporation that is founded in 1994, officially renamed itself as Topview Corp. in Oct. 1, 2010 and adopted “topview” as the identifying icon.

Having cultivated in surveillance industry for more than 2 decades, Topview, with the approximately 600 employees worldwide, set up the headquarter in New Taipei City and other significant locations of operation throughout Taiwan (New Taipei City, Taoyuan City, Hsinchu City and Taichung City) and China (Kunshan, Shanghai).

▼ 桃園廠 Taoyuan Manufacturing Plant



▼ 新竹辦公室 Hsinchu Office



▲ 台中辦公室 Taichung Office

▼ 大陸昆山廠 Kunshan, China Manufacturing Plant



勝品電通股份有限公司 Topview Optronics Corporation

成立時間	Founded	1994 年
總部地址	Headquarter	新北市新北產業園區五權路八號 No.8, Wuquan Rd., New Taipei Industrial Park, Wugu Dist., New Taipei City 24886, Taiwan (R.O.C.)
主要產品	Products	<ul style="list-style-type: none"> ● 中高階網路監控攝影機 ● High-end IP surveillance camera ● 監控攝影機 IP Camera 應用功能客製 ● Customization service for IP surveillance camera ● 監控攝影機 Speed Dome 配件 ● Accessories for IP surveillance Speed Dome camera ● EMS/OEM/ODM/JDM 為國際知名大廠設計、代工生產安全監控系統產品 ● EMS/OEM/ODM/JDM services for world-class companies ● NVR 網路影像錄影機代工生產 ● NVR (Network Video Recorder) manufacturing service ● SW NVR 遠端監控影像管理軟體 ● Remotely control management software for NVR system
登記資本額	Registered Capital	4 億 400 millions
員工人數	Employee	全球 600 人 600 globally

公司發展歷程介紹

- 1994 年 崇科電子公司成立，通過 CE、FCC、UL...等 安規認證，同時接獲日本 T 社 ODM 訂單，進行技術交流並拓展北美市場。
- 1999 年 通過 ISO 9001 認證。
- 2000 年 日本 T 社 ODM DSC 220 萬畫素產品出貨，為台灣第一家成功量產 220 萬畫素相機公司。
- 2001 年 日本 T 社 A ODM DSC 330 萬畫素產品出貨，為台灣第一家成功量產 330 萬畫素相機公司。
- 2001 年 接獲日本 S 社 ODM 訂單，並成立大陸昆山廠。
- 2002 年 接獲德國 S 大廠訂單，設計生產高級防暴球型與日夜兩用監控攝影機。
- 2003 年 通過日本 S 社 Green Partner 認證，為台灣安控業第一家。
- 2003 年 與日本 T 社合作開發網路用攝影機 (IP Camera)，同年並取得 ISO 14001 認證。
- 2003 年 增設第一條 SMT 產線。
- 2004 年 SMT 線通過日本 S 社無鉛生產認可。
- 2004 年 導入 Notes 系統電子化作業系統。
- 2005 年 導入 U-line 產線 多樣少量生產。
- 2006 年 導入 ERP-TITOP 系統。
- 2007 年 接獲美國 H 大廠 ODM 訂單。
- 2009 年 全球第一家推出彩色透霧交通攝影機 (Defog)。
- 2009 年 接獲大陸神州數碼 ODM 訂單。
- 2010 年 公司正式更名為勝品電通股份有限公司。
- 2010 年 接獲大陸海爾 ODM 訂單。
- 2010 年 接獲德國 B 廠 ODM 訂單。
- 2011 年 SMT 新增第二條產線。
- 2012 年 接獲美國知名 P 廠 ODM 訂單。
- 2013 年 12 月底購入桃園廠廠房。
- 2014 年 新增 SMT 第三條產線
- 2014 年 生產線於 11 月完成進駐桃園廠並正式運作

Introduction of Development History

- 1994 Topco Technologies Corporation was founded and later passed the related safety regulation certificates including CE, FCC, UL, etc. Meanwhile, the purchase orders placed by T Company from Japan was successfully contracted and helped facilitating technology required for markets in North America.
- 1999 Passed the ISO 9001 Certification.
- 2000 Delivery of ODM products for T Company from Japan, which earns Topview the 1st leader for mass production of 2.2 mega pixels surveillance camera in Taiwan.
- 2001 Delivery of ODM products for T Company from Japan, which earns Topview the 1st leader for mass production of 3.3 mega pixels surveillance camera in Taiwan.
- 2002 Obtained the order placed by S Company from German, and initiated developing both the vandal-proof dome and day-night surveillance cameras.
- 2003 The 1st one who passed the Green Partner certificate by S Company, Japan.
- 2003 Jointly developed IP cameras with the T Company from Japan, and passed the ISO certificate concurrently.
- 2003 The 1st SMT line was newly implemented.
- 2004 SMT line earns the recognition of unleaded production by the S Company, Japan.
- 2004 Notes, the electronic operating system, was newly introduced.
- 2005 The U-line was introduced for small-volume, large-variety production.
- 2006 The ERP-TITOP system was introduced.
- 2007 Obtained the order placed by the well-known H Company from America.
- 2009 The world first one pioneering the rollout of colorful and defog traffic surveillance camera.
- 2009 Obtained the ODM order placed by Digital China in Mainland China.
- 2010 Officially renamed to Topview Optronics Corporation.
- 2010 Obtained the ODM order placed by Haier Group from China.
- 2010 Obtained the ODM order placed by the B Company from German.
- 2011 The 2nd SMT line was newly added.
- 2012 Obtained the ODM order placed by the famous P Company from America.
- 2013 The acquisition of brand-new Taoyuan manufacturing plant in December.
- 2014 The 3rd SMT line was newly added.
- 2014 The entire production lines were integrated into Taoyuan manufacturing plant and launched in full operation.

1.2 公司治理

勝品電通遵循上市上櫃公司治理實務守則、上市上櫃公司誠信經營守則，建置有效之治理架構，以健全公司治理。

組織架構

勝品電通之組織架構如下。



1.2 Company Governance

Topview is following the TWSE/GTSM-Listed Companies governance codes of practice and ethical management best practice principles to establish an effective corporate governance frame work, enhancing corporate governance.

Corporate Organization

The operation structure of Topview is shown on the figure below.

治理政策

勝品電通長期致力於維護所有利害關係人之權益，在追求永續經營及獲利之同時重視環境、社會與公司治理之因素，並將企業社會責任之實踐納入公司管理方針及營運管理。本公司對企業社會責任之實踐，區分為以下各層面。

- 落實公司治理。
- 發展永續環境。
- 維護社會公益。
- 加強企業社會責任資訊揭露。

Policies

Topview is committed to respecting all stakeholders' rights and interests for long term. In order to pursuit sustainable operation and the highest profit, Topview focuses on environmental protection, social engagement and corporate governance, and will incorporate CSR into corporate management approach and operation management. By fulfilling CSR, Topview divided some aspects as below.

- Exercising corporate governance
- Fostering a sustainable environment
- Enhancing social welfare
- Enhancing disclosure of CSR information

1.3 利害關係人及重大性議題鑑別

企業追求永續發展須了解利害關係人想法，各利害關係人族群，其所關注之議題對勝品電通的永續發展均有一定程度之影響。由利害關係人的定義，勝品電通鑑別出主要利害關係人，歸納出六個主要利害關係人族群：員工、客戶、投資者、供應商、社區及政府單位。勝品電通除針對日常業務以各種型態與利害關係人保持互動外，在官方網站上設有外部溝通信箱 csr@topviewcorp.com，做為利害關係人與公司最基礎的溝通管道，此溝通信箱設有專責人員管理，並依類別分送至權責單位進行處理。

此外，針對利害關係人主要關注議題以企業社會責任報告書彙整資訊提供利害關係人參考。

利害關係	人溝通管道	關注議題	回應章節
員工	現職員工 教育訓練 HR 信箱 福委會 勞資會 健康檢查	營運狀況 薪資 學習發展 福利活動 健康管理與照護	CH2.2 財務表現 CH4.3 薪資 CH4.4 職涯訓練 CH4.5 福利 CH4.7 健康照顧
客戶	品牌客戶 客戶稽核 客戶滿意度調查 業務對應窗口	品質服務 綠色產品資訊 客戶隱私保護	CH3.2 品質績效 CH3.1 綠色產品 CH3.3 客戶服務
投資者	投資者 財務報表 公司官方網站 法說會 股東大會	公司財務資訊 營運狀況 公司治理	CH2.2 財務表現 CH1.2 公司治理
供應商	供應商 供應商調查 採購對應窗口 投訴信箱	禁、限用有害物質	CH3.1 綠色產品
社區	環保團體 外部溝通信箱 媒體 公司官方網站 不定期記者會 不定期媒體專訪 不定期新聞發佈 社會大眾 公司官方網站 媒體新聞 外部溝通信箱	污染防治策略 公司財務資訊 營運狀況 企業社會責任 環境保護 公益活動	CH5 環境保護 CH2.2 財務表現 企業社會責任報告書 CH5 環境保護 CH6 社會關懷與參與
政府	政府機關 抽查 訪視 行文 勞檢	法令遵循 環境保護 勞工權益 公司治理	企業社會責任報告書 CH5 環境保護 CH4 員工關係 CH1.2 公司治理

1.3 Identification of the Interested Parties and Major Topics

To ensure corporate sustainable development, Topview needs to understand the stakeholders' mindset. The groups of key stakeholders have substantial influence over our corporate sustainable development with regard to the issues and topics they may hold interests in. Based on the definition of stakeholders, Topview has identified the key stakeholders and made our commitments. The 6 key stakeholder groups identified are employee, customer, investor, supplier, community member, and government. Beyond routine business interaction with stakeholders, Topview set up an external communication mailbox csr@topviewcorp.com for stakeholders on our website. Through a basic communication channel between stakeholders and company, there are groups responsible for communication mailbox and divided to responsible units to implement based on different category.

In addition, the following table shows the key issues as a reference for the stakeholders who are most concerned with.

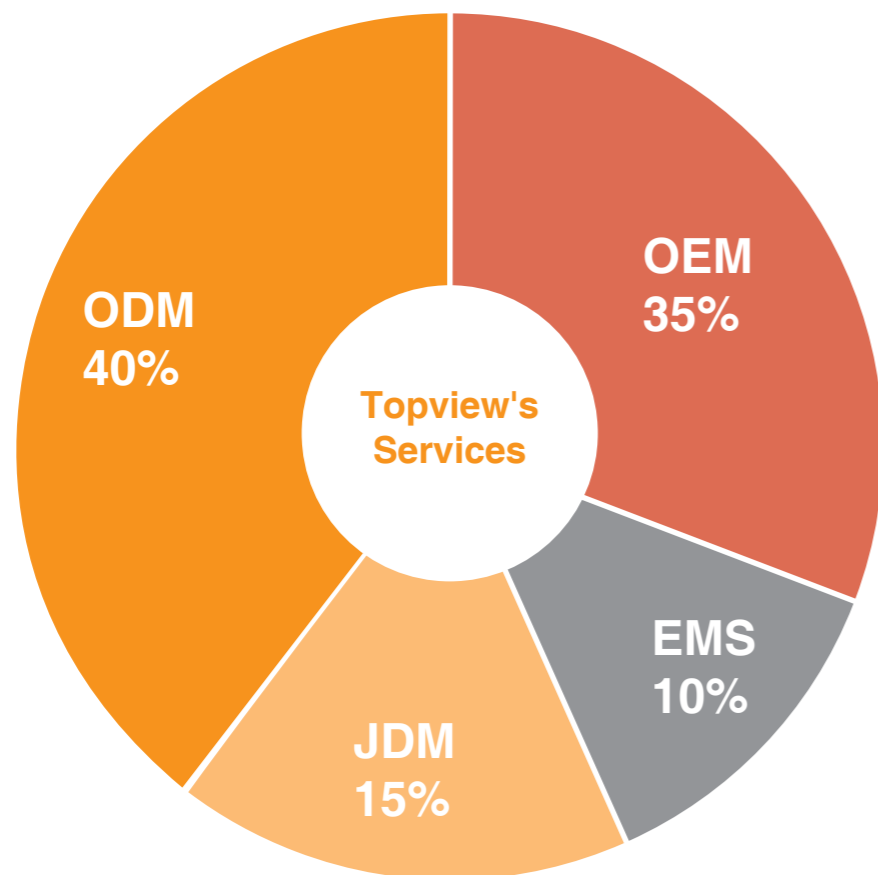
Stakeholders	Communication channel	Major issues	Corresponding chapters
Employees	Current staff Educational training HR mailbox Benefits committee Labor welfare Health examination	Operation status Salary Learning & development Welfare activities Health management & care	CH2.2 Financial performance CH4.3 Compensation Package CH4.4 Career training CH4.5 Benefit CH4.7 Care for health
Customers	Customers Customer audit Customer service questionnaire Sales contact window	Quality service Green products information Customer privacy protection	CH3.2 Quality performance CH3.1 Green products CH3.3 Customer service
Investors	Branded Investors Financial statement Official website Investor conference Stakeholders meeting	Financial information Operation status Company government	CH2.2 Financial performance CH1.2 Company government
Suppliers	Suppliers Supplier questionnaire Supplier contact window Complain mailbox	Prohibit · limited hazardous substance	CH3.1 Green product
The community	Environmental protection groups External communication mailbox Media Official website Impromptu news conference Impromptu media question and answers Impromptu press release The general public Official website Media news External communication mailbox	Pollution protection strategy Financial information Operation status CSR Environmental protection Public welfare activities	CH5 Environmental protection CH2.2 Financial performance CSR CH5 Environmental protection CH6 Social care and participation
The government	Government agencies Audits On-site visits Official documents Labor compliance investigation	Legal compliance Environmental protection Labor rights Company government	CSR CH5 Environmental protection CH4 Employee relationship CH1.2 Company government

營運狀況

2.1 業務範圍及產品內容

1. 沒有品牌的品牌力——勝品電通 Topview

作為一家專業監控產品的研發及製造商，勝品電通 Topview 的營業內容可以分為 ODM、OEM、JDM、EMS 四種形式。



在 2014 年由客戶指定規格、勝品做研發並生產的 ODM 產品佔了勝品營業額約四成。而完全由勝品設計並製造僅略，做客製修改、最終以客戶品牌面上市的 OEM 產品，則佔了營業額的約三成五。ODM/OEM 這兩大主軸所設計生產出來的產品，能夠做為業界一線品牌推出，證明了強大的軟硬體研發能力，是勝品足以傲視業界的堅強支柱。當然，在另一方面，實現優秀設計並管控產品良率的優質生產管理能力，也是支持勝品一流品質的原動力。

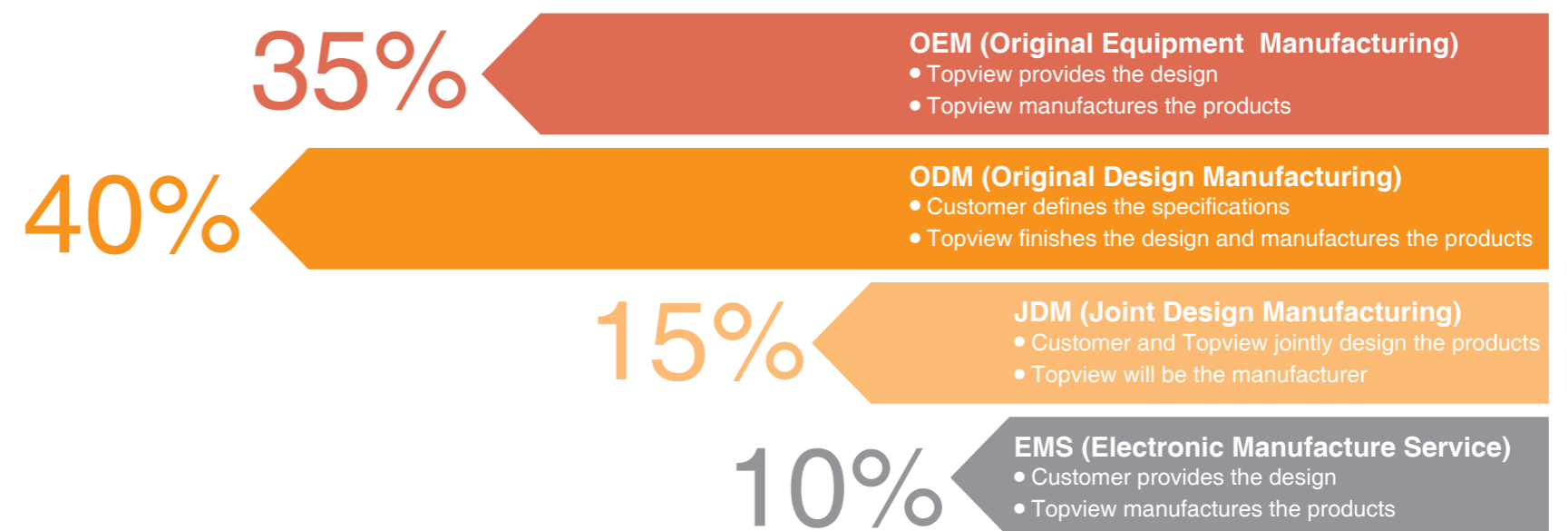
在 2014 年第四季，桃園新廠的正式投入商轉，將勝品的潛在生產能力做了倍數的提升。相信在不久的將來，勝品會因為在現有的利基模式上添加了多角化的營運，進而獲得更穩固更永續的成長動力。

Operation Status

2.1 Business Scope and Product Content

1. The backstage driving force for world – Topview Corp.

Dedicating to be the most professional developer and manufacturer in surveillance industry, Topview has provided the four main services including ODM, OEM, JDM and EMS.



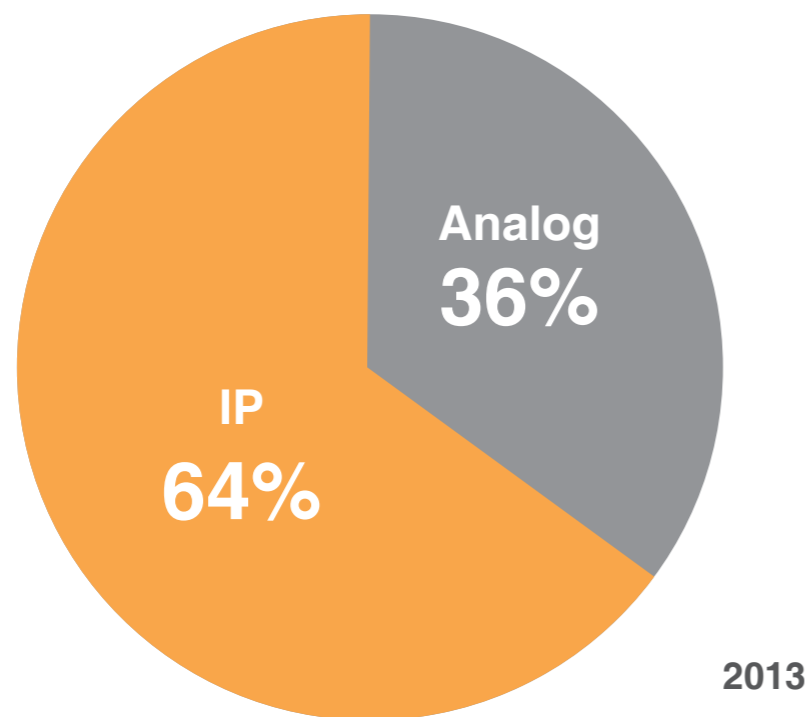
The ODM products, which are assigned by clients for specifications and both developed and manufactured by Topview, were approximately 40% of the revenue in 2014, while the OEM products, which Topview developed and manufactured solely with offering customization for clients, accounted for around 35% of the revenue. Both remarkable ODM and OEM services for a variety of world-class companies solidly prove the formidable R & D capabilities in Hardware and Software fields by Topview, further making Topview stand out from the world markets outstandingly. Additionally, the brilliant design and the first-tier production management mechanism reinforce the quality of second to none from Topview.

After the Taoyuan Manufacturing Plant puts into operation in the 4th quarter of 2014, the potential capability of manufacture by Topview has been increasing largely. We are confident that Topview will, along with the appropriate niche and multi-dimensional operations, forge ahead with invincible momentum.

2. 金剛轉型越轉越行——成功轉型 IP camera

勝品電通可說是國內最早投入監控攝影機產業的元老之一，而創業 20 年來明確掌握著監控產業趨勢的勝品電通，在業界許多大廠仍保持觀望態度時，卻毅然決然地訂下了今後全力研發數位 IP camera 機種的企業轉型方針。

近幾年，勝品電通持續地在 IP camera 研發領域投入了人才與資源。這些努力終究得到了回報，勝品 IP camera 的銷售數量，在 2013 年首次超越了銷售俱佳的 Analog camera 產品。而我們從進入到了 2014 年，IP camera 一舉佔了銷售金額 82% 的統計數據上，了解高品質高性能 IP camera 帶來的高收益潛力。這應算是勝品電通已成功轉型的證明。



3. 卓越與智慧——兩大主力系列產品

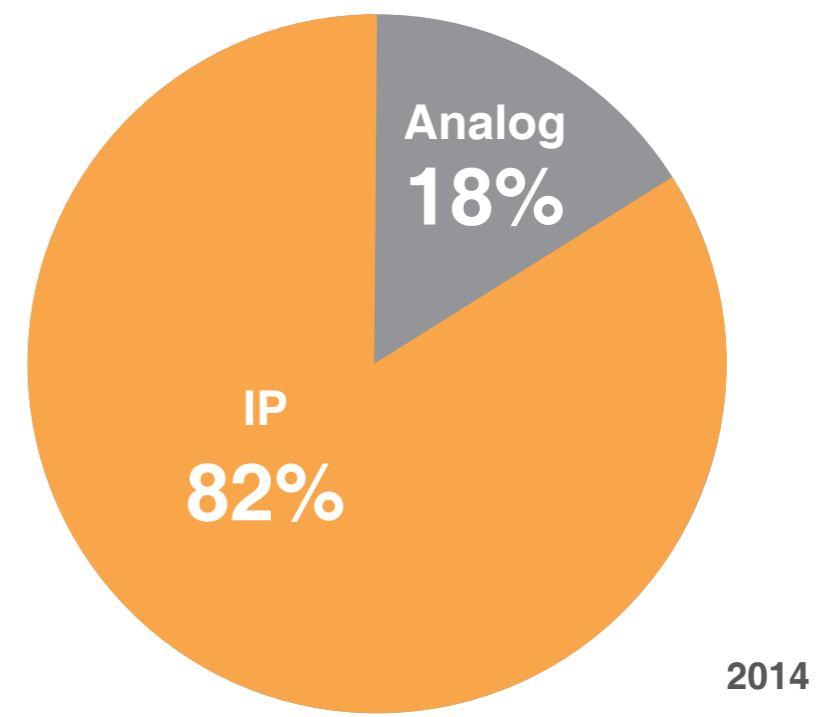
勝品電通在 2013 年完成了三百萬畫素系列 A301 IP camera 的產品線整合，並以此為基礎再衍生出五百萬畫素 A501 系列的基礎產品。A101、A301、A501 的這三個系列，構成了勝品電通網路攝影機的中心產品線 Superior Series。

從半球攝影機、槍型攝影機、...、到高速球型攝影機等各種產品型態的完整呈現，證明了勝品電通長年在業界累積下來的 know-how，應用到 IP camera 之後，依然能夠充份滿足客戶在不同應用下的各種各樣客製化需求。

2. Keeps advancing nonstop –Transforming into IP camera

Though having been operating for more than 2 decades as the earliest raking company in surveillance industry domestically, Topview is resolutely determined to, while other rivals hold back from undertaking, stick with the guideline for corporate transforming in IP camera domain development.

Topview has put myriads of resources and manpower in IP camera territory for recent years, which pays off and witnesses the excellent revenues by IP cameras over Analog series in 2013. Moreover, we are fundamentally convinced that, by the radiant 82 percent of IP cameras in the revenue of 2014, the advanced IP cameras will bring about high potential in future profits definitely. We believe all the fruitful achievements, again, prove our success in corporate transforming.



3. Superior & Smart – Products of core value

Apart from the original mega pixel series, Topview completed integration of 3 mega pixels, A301, IP camera series in 2013 and further developed the high-end 5 mega pixels, A501, series products. The all-dimensional products line, A101, A301, A501, outlines the central force, Superior Series, of Topview. The diversified genres of products ranging from dome, IR bullet to speed dome further manifest that the invincible know-how of Topview are well capable of, whether in IP or Analog field, meeting various yet demanding needs from clients worldwide.



Superior Series

另一方面，以日系大廠 SONY 製的高性能影像處理器，所架構出來的勝品電通智慧型網路攝影機系列 Smart Series，也於 2014 年中陸續完成研發推出市面。其優異的高反差寬動態處理能力，以及防震動、防破壞偵測、移動偵測、臉部偵測、...等智慧監控功能，一推出便得到歐美日各國客戶熱烈的反響，測試需求、客製化量產需求源源不絕，絡繹而來。

值得一提的是，目前 Superior Series 和 Smart Series 兩大主力系列產品線，是採用不同的處理器平台製作。在監控攝影機產業，一向只有世界頂尖大廠才能同時進行兩種以上不同平台機種的開發與維護，而勝品電通也具備了這項開發、製作的能力。



Smart Series

On the other hand, the intelligent IP camera, Smart Series, developed based on the high-performance image sensor from SONY, the well-known brand in Japan, are also completed and put forth in the middle of 2014. The cutting-edge intelligent surveillance functions, high-contrast WDR, image stabilizer, tamper detection, motion detection, face detection and so forth, have earned considerably positive feedback from clientele throughout America, Japan and European nations for numerous requests of operating test and customization services.

It is worth noting that Superior Series and Smart Series are developed under 2 divergent platforms with cores, which is rare to be seen in surveillance industry and only world-class corporates are able to proceed with developing and maintaining. That Topview is well equipped with the very competence to develop and manufacture products with complicated platforms witnesses our top niche among rivals around the world.

4. 更簡單、更輕鬆、更方便——衍生性產品與周邊產品

4.1 衍生性產品

勝品電通作為專業的監控產品製造商，一直以來皆以高品質、多功能的高端網路攝影機作為主打。但隨著中國等地新參入廠商以低價大量策略不斷傾銷低端市場，客戶端自然而然的會反映價格上受到了連帶壓力。有鑑於客戶需求，勝品電通在 2014 年中，由 Superior Series 再衍生出新的 Essence Series 攝影機。簡潔有力的外型、統一的 PoE 單電源、麻雀雖小但性能上毫不馬虎，回歸了監控的本質。



Essence Series

4.2 NVR 產品

相較於 CCTV 閉路電視時代的 DVR 侷限在錄影功能，經由網路存取 IP camera 視訊串流的 NVR (網路錄影機 Network Video Recorder)，是一種新形態的開放式架構。除了可以透過 IP 架構輕易搜尋區域網路或網際網路取得與 IP camera 的聯絡之外，還可以運用人機介面在遠端操作或設定 IP cam，這使得用戶能夠更輕易的架設並管理較多的監控攝影機。

勝品為了提高產品附加價值，對於以 NVR 為首的周邊產品也不斷的投注心力。除了已導入 Standalone 型 NVR 供客戶做配套選擇之外，更於 2013 年起與全世界視訊管理系統的第一把交椅 Milestone 公司合作研發 Topview 自製的 Professional 級 NVR，目前已經進入最終調整階段，即將於 2015 年問世，為客戶提供更全面的後端支援，更為勝品電通帶來新的利基空間。

4. Simpler, easier and more convenient - Derivatives & Peripherals

4.1 Derivatives

Topview has always featured the brilliant quality and multi-functional high-end IP cameras to conform to the oath of being a leading bellwether in surveillance industry. However, owing to the fact that scores of new companies from China have infiltrated worldwide by the strategy of lower-price yet mass volume, our clientele have fed back us the inevitable pressure in pricing competitiveness. Consequently, Topview further developed the brand-new Essence Series IP camera, which features compact design and central PoE supply, to correspond to the highly competitive markets globally.

Standalone NVR Series



4.2 NVR product

Compared with the obsolete DVR embedded in CCTV structure, the latest internet-enabled NVR (Network Video Recorder) system, which easily accesses IP cameras via IP addresses within LAN or WAN and provides the user-friendly interface for remotely control, efficiently helps users to manage and maintain multiple surveillance cameras around the world.

In order to result in more added values, Topview spares no effort to, aside from the already introduced Standalone NVR system, develop additional peripherals derived from NVR and will, by jointly developing with the world-class corporate, Milestone, release the unparalleled professional NVR system in 2015, which is under the final stage currently and can not only offer clients the all-round back end supports, but also find the own niche for Topview in world markets.

4.3 雲端監控產品

此外，勝品將百萬畫素級網路攝影機配合雲端監控的 Cloud Series，也已在 2014 年獲得了初步的成果。使用者可透過手機在 iOS、Android 等平台上，遠端監控 IP cam 傳來的即時視訊。除了可以監視工廠、倉庫、連鎖店等商用運用之外，更能隨時隨地關心家裡的小孩、老人、甚至寵物，讓所愛再遠也零時差。

Cloud Series



5. 一步一腳印，不斷向前行——Roadmap

安全，是人類最基本的心理需求。911 恐怖攻擊打破了戰後的安全神話，使得安防產業逐漸受到重視；而安防產業本身在歷經金融海嘯的外界因素衝擊，以及類比轉型數位的技術革新淘汰後，業界版圖如野火後的荒原，即將欣欣向榮，卻也充滿挑戰。因此，勝品電通雖然已經踏穩了第一步，在安防產業取得了一席之地；但卻知道要戰戰兢兢，不斷的研發更新更好的監控產品，才不會被瞬息萬變的業界潮流所吞沒。

2014 年後半，除了更補完既有的產品線，勝品電通的研發團隊已經開始致力投入在兩大主力系列處理器平台的後續機種研發上：次世代 Smart Series 產品將會擁有更強力的寬動態處理能力以及更多的智慧分析機能；而次世代 Superior Series 產品則會向繼續向八百萬、一千兩百萬畫素邁進，並且導入以 P-iris 光圈技術及 H.265 壓縮技術為首的業界最新影像技術。兩大系列都已順利完成初期研究，可望在 2015 年順利完成開發，進入量產。

勝品電通對於新產品的研發始終不遺餘力，因為我們深知：創新永遠能創造第一手的附加價值，為我們的努力帶來最豐厚的回報。這就是勝品電通永不懈怠，勇敢邁進的精神。

4.3 Cloud Surveillance Products

Additionally, the Cloud Series, which integrates the cloud surveillance platforms with mega pixel IP cameras, has witnessed the groundbreaking result in 2014. Users can, via iOS or Android smart phones, receive live views from factory, warehouse or private store remotely; more than that, it is convenient for users to keep posted with live status of loving ones, e.g., child, elder, and lovely pet, anytime, anywhere.

Future Product Roadmap



5. Step by step and keeps moving on - Roadmap

Security, the basically psychological need for human beings, has been intimidated after the 911 attack and thus the security surveillance industry has gradually been noticed by the whole world. Due to the impact from the world economic depression and the evolution from analog to IP technology, the future of surveillance industry is mixed with challenging competitiveness yet promising opportunities. Therefore, having already made the great strides in surveillance industry though, Topview well understands that only by moving on gingerly to develop the better even the best products, can we stand out from the world trends without being weeded out from the competitions.

On top of the complement to the current product lines in the latter half of 2014, Topview has been devoted to developing the next generation of the 2 main product lines, Smart Series, for which we will embark on the advanced WDR along with more VCA (Video Content Analysis) functions, and Superior Series, which will be extended to the higher 8 mega and 12 mega pixels resolutions and introduced with P-iris and H.265 compression technology. Both of the 2 series were completed in research phase and will be put forth in mass production by the end of 2015.

Deeply knowing it is the original creativity that brings about the preciously added values, Topview has always made every endeavor to engage in research and development for great future achievements, which turns out the critical spirit, never slack off and forge ahead, of Topview.

2.2 財務表現

財務績效

2014年勝品電通本業營收為新台幣16.3億元；稅後利益為新台幣1.5億元，每股稅後盈餘為新台幣7.70元。2014年安控產業在外部競爭上因受到中國大陸廠商挾政策扶植、低價搶單的衝擊，使得整個產業之毛利率及獲利能力同時下滑。本公司因在經營策略著重與歐美及日系大廠之ODM/OEM專案合作，不斷進行其研發專案，持續在新產品與新市場之開發；並受惠於合作之國際大廠在市場上持續成長，拉貨力道強勁，成功避開大陸廠商的殺價競爭，繳出營收及毛利率持續成長之成績。詳細之公司的營運績效及財務資訊，請參考下表：

近三年營運績效 Operation performance for the past 3 years

年度 Annual	2012	2013	2014
營收淨額 (新台幣百萬元) Net revenue (NT\$ million)	1,049	1,187	1,635
營業成本 (新台幣百萬元) Operating cost (NT\$ million)	811	829	1,107
純益率 Net income ratio	4%	8.04%	9.13%
基本每股盈餘 (新台幣元) Earnings per share (NT\$ dollar)	2.06	5.12	7.70
負債占資產比率 Debt to assets worth ratio	46%	52.69%	63.15%
長期資金占固定 資產比率 Long-term capital fixed ratio	364%	166.35%	142.41%
資產報酬率 Return on assets	4.85%	9.54%	9.91%
股東權益報酬率 Return on equit	8.25%	17.74%	22.79%

2.3 公平交易與反壟斷

「追求卓越、團隊合作、創新能力、誠信正直、主動積極、品質導向」一直以來是勝品電通秉持的核心精神及企業責任。

「誠信正直」的核心價值更是建構在公司良好的內部管理及商業道德規範。

勝品電通規範任何新進的職員在任職期間絕對遵守一切法令及公司各項規章的規定，不藉職務上的機會為自己或他人圖利，不做有損害公司的商譽及利益行為，更不洩漏公司業務上的機密予他人。

2.2 Financial Performance

Financial Performance

The consolidated revenue of Topview for 2014 was NT\$ 1.63 billion; the consolidated net profit was NT\$ 150 million, and the earnings per share was NT\$ 7.7 dollar. In 2014 surveillance industry suffers from policy support and cutting price to win a profitable order of mainland china's companies, the overall gross and profitability of the entire surveillance industry have therefore decreased by a large margin. Due to business strategy, Topview focuses on ODM/OEM cooperation in Europe, America and Japan and constantly researches and designs new product and new market development. Thanks to the cooperation with the world best-known companies, our business keeps on growing in the market. Because of the powerful delivery date, we are successful to avoid competition of low price from companies of mainland china, and hand in a good score in company revenue and gross margin. For more details of company operating status and financial information, please refer to the following tables.

2014年的經濟利益分配彙總：

2014 Economic benefit distributed table:

(新台幣百萬元) (NT\$ million)

分配項目 Distributed item	金額 Price	計算方法 Counting method
營業成本 Operating cost	1,107	銷售商品之成本 Product cost
用人費用 Personnel cost	303	含薪資、伙食及保險等 Employee wages, meals, insurance
股利分配 Payments to providers of capital	40	2013年度盈餘分配，於2014年度發放 For 2013 Distributed earnings, issued in 2014
稅賦支出 Tax payment	33	所得稅費用 Tax expenses

2.3 Fair Trade and Antitrust

Topview abides by the CSR and the core values, "eminent, team up, creative, integrity, active, and quality-oriented". Besides, "integrity" is especially the absolute value that exists in the superior internal management and the code of business ethics.

Every employee has the duty to comply with the code of conducts and related regulations by Topview, never making profits for private purpose or for other people by malfeasance. Also, it is the obligation for employees to avoid engaging in profits exploitation or impairing the credit of Topview, and to avert from revealing the confidentiality of Topview to third party.

勝品電通遵守中華民國公平交易法，以合乎公平、公開、正當的原則進行產業競爭，並禁止與同業進行有關聯合固定價格、市場劃分、客戶劃分、競標、協議、壟斷及對供應商或客戶的聯合抵制行為。

勝品電通具體反壟斷做法如下：

1. 不同意或商討任何會削弱競爭的安排。
2. 不向競爭對手尋求或取得具商業敏感性的資料。
3. 除特定的合法原因外，不與競爭對手出席會議或進行溝通。
4. 不參與集體杯葛、串通投標、合謀定價或分割市場等行動。

2.4 員工行為與倫理守則

基於「敬業存誠」之公司經營理念，誠信 - 是所有同仁必須具備的工作態度與價值觀，以及做事的方式和原則。勝品電通同仁於公司任職期間，應遵守法令、工作規則等各項規定，敬業負責、盡忠職守與同事和衷共濟、團結合作。不藉職務上之機會為自己或他人圖利，絕不向廠商收受任何好處（如受 / 索賄、接受餽贈、接受 / 要求交際應酬等），不作有損害公司之商譽及利益之行為。

為落實禁止任何貪瀆、賄賂及勒索等行為，於員工工作規則，明訂同仁應遵守之行為準則，並要求承諾遵守法律及道德原則，以維護勝品電通之資產、權益及企業形象。相關理念於新進同仁訓練均妥善傳達，以確保勝品電通及所有利害相關者之權益，避免同仁因個人利益而犧牲公司權益。

每一位勝品電通同仁均有責任依最高的道德標準維護公司聲譽。如有任何勝品電通同仁發現他人可能涉及不法或違反工作規則之情事時，皆可向所屬單位主管、人力資源主管進行反應。

勝品電通至今未發生過任何貪瀆事件，今後亦將持續努力維護公司誠信。

Topview strictly adheres to the Fair Trade Act of Taiwan (R.O.C.) to accord with the principles of “equality, impartiality and legitimacy” for inter-industry competition. Also, Topview firmly prohibits the following conducts with horizontal competitors: Jointly Setting Price, Market Segmentation, Customer Segmentation, Competitive Bidding, Conspiring, Monopolizing, and Boycotting to Suppliers or Customers.

The concrete antitrust measures by Topview are as follows:

1. Never agree to or confer with the arrangements which will impair regular competition.
2. Never explore or acquire information pertaining to commercial sensitivity from competitors.
3. Never attend meeting or negotiate, except specific legitimate reason, with competitors.
4. Never jointly boycott, conspire to bid and set price, or participate the conducts related to market segmentation.

2.4 Code of Conduct and Ethics for Employees

Sincerity, based on the management concept “Professional Dedication with Sincerity”, is the core value for every employee and the very principle of working guideline. Each employee in Topview should abide by the codes, rules and related regulations of work, being devoted to duty and responsible for work, further teaming up with colleagues harmoniously. Neither should employee make profits for private purpose or for other people by malfeasance, and never should employee take bribes from vendors (e.g., bribery, receiving donations, accepting / enticing social entertainment), or engage in profits exploitation or impairing the credit and interests of Topview.

In an attempt to forbid conducts concerning corruption, bribery, and extortion, every employee should observe the code of conducts, based on the rules stated clearly, and stick by the laws and code of ethics to conserve the assets, interests, and images of Topview. We have always educated every novice and employee the core principles foremost to ensure the interests of Topview and related stakeholders will not be encroached by any personal or private gains.

Every employee in Topview is under the obligation, in accordance with the highest moral standard, to preserve the reputation of Topview. Anyone who is aware of illegality or violation against the code of conducts by others is encouraged and authorized to report to direct supervisor or human resource manager.

Topview has had none of occurrence of corruption since the establishment and will continue to put the principle of integrity in the first priority unceasingly.

2.5 風險管理

勝品電通針對廠區環境安全衛生危害、水資源、政府法令政策、氣候變遷...等風險，依據各單位職責共同參與相關風險管控機制，以降低企業因風險衝擊所帶來損失或影響因應。

風險管理組織架構

為避免潛在危害造成直接之財產損失及其衍生之營業中斷損失，勝品電通持續進行各類風險管理措施，並擬訂緊急應變計畫書。勝品電通之風險管理流程如下圖所示。



緊急應變訓練

為增進員工之緊急應變能力，針對新進人員進行緊急應變及消防訓練，以確保人員安全，降低災害損失。

緊急應變演練

勝品電通針對失火...等狀況，設置緊急應變小組，訂有緊急應變計畫，並透過演練確保有效，降低突發狀況發生時的損害風險。

為使應變單位於廠區緊急狀況發生時能掌握正確指揮應變程序，公司設有消防自衛編組訓練課程。於年度進行廠區消防演練，強化廠區緊急應變人員應變能力，有效預防異常狀況發生時迅速提供災情評估、危害鑑別與應變資訊，以達控制事故及消除危害目的。



1. 確認火災，通報 119
Confirm Fire Disaster and Call 119

2. 初期滅火
Put out fire

3. 避難逃生情形
Evacuation

4. 防火鐵捲門
Fire roller shutter

5. 救護急救處置
First aid

6. 記錄時間
Record time

7. 召開檢討會
Convene review meeting

2.5 Risk Management

Each department of Topview jointly engages in the risk management mechanism for the aspects including environmental safety and health harm, water resources, governmental policies, climate change, etc. to cutback the estimated damages or influences derived from risk impacts.

Risk Management Organizational Structure

Topview keeps proceeding with various risk management measures, in a bid to avoid the direct property loss from potential risk and the derivative none-operational damage, and drafting the proposal for emergency response. The following chart particularly explains the flow of risk management by Topview.

Emergency Response Training

In order to improve strain capacity for employees, Topview assists each newcomer to embark on the courses of emergency response and fire drill to ensure safety and decrease casualty loss.

Emergency Response Drill

For some disasters, e.g., fire, Topview has set up a team of emergency response along with corresponding plans, which is able to reduce risk damages arisen from contingency effectively.

Topview has the well-knit “Self-defense & fire protection training” for emergency team to accurately maneuver the flow of risk management when contingency occurs within the industrial areas. The fire protection training drilled last year, which elevated the strain capacity for emergency team substantially, has not only improved the executions of damage evaluation, examination as well as information handling, but also facilitated emergency control and the aim of harm preventing.

產品品質與服務

3.1 綠色產品

在推動綠色產品上，關注產品出廠後對環境之衝擊，以節能、有害物質管理做為勝品電通的綠色產品設計方向，相關作為與成果敘述如下。

節能

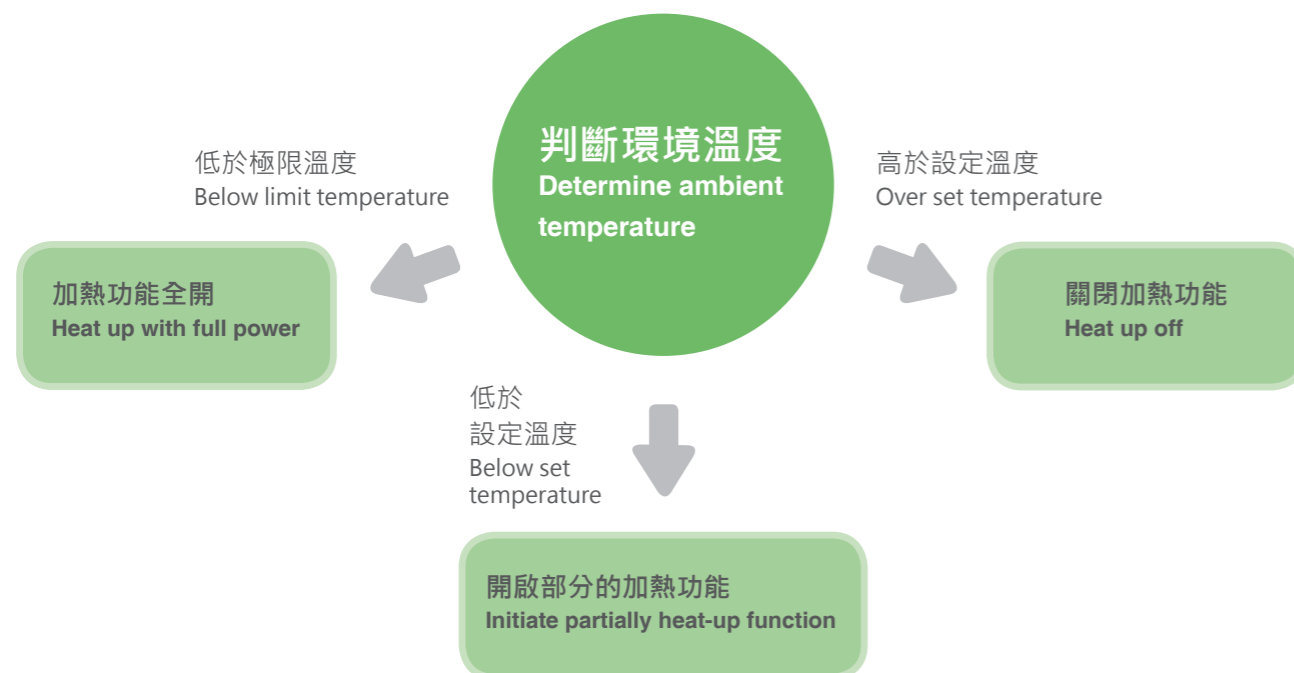
在節能減碳的綠色浪潮中，勝品電通積極進行產品節能設計，以降低不必要之能源浪費，並減少碳排放量。

在類比攝影機中選用低耗電的零件；並改善電路架構，提升電源轉換效率，降低產品使用時之能耗。以 Bullet 型攝影機為例，前一代 530R 產品之功率消耗為 6W，新一代產品 550R 之功率消耗降為 4W，整體功耗比前一代產品降低了約 33%。

數位攝影機採用智能控制，可依環境溫度啟動各種程度的加熱，可避免設備一直處於加熱功能全開的狀態，有效降低能耗，讓能源的使用能完善的分配及減少。

下圖為智能控制加熱功能的流程圖：

The flow chart of intelligent heat-up function



Products Quality and Service

3.1 Green Products

The green products manufactured by Topview are primarily designed with attention to the subjects including possible impact on environment, energy conservation as well as hazardous substances management. The related achievements and results are described below.

Energy Conservation

Topview has positively developed the ideal products with energy-saving technology, amid the trend of eco-friendly, to lower unnecessary energy dissipation and further reduce carbon emission.

For the Analog cameras, we adopted the parts with low power consumption and improved the circuit construction, both of which not only upgrade the efficiency of power conversion, but decrease the power consumption by a large margin. The power consumption of previous bullet camera 530R, for instance, is 6W, while it is largely reduced to 4W in terms of the power consumption of the latest 550R, which turns out the astonishing decrease in power consumption by around 33%.

The IP cameras presented by Topview are equipped with the intelligent control and able to initiate heat-up process with flexibility based on ambient environment, which prevents the cameras from heating up in full power constantly and therefore wisely lowers power consumption to fulfil the ultimate object, the perfect leverage for power allocation.



有害物質管理

自歐盟於 2005 年公告 RoHS 指令以來，勝品電通便積極進行有害物質管理。對於產品可能影響環境安全之化學物質，勝品電通依據歐盟 RoHS、REACH 指令、國際法規與客戶要求，制定“零件和原材料中與環境相關物質的管理規範”，嚴格要求供應商遵守，經由對零件材料承認之嚴格管控及成品之檢驗，並依“綠色產品環境品質管理程序”，定期執行內部 GP 稽核，確保程序的落實及持續實施。

並將法規的最新狀態，公告於勝品的綠色供應鏈管理系統，透過系統做法規訊息的即時發佈及管理，與供應商的訊息同步，確保資料能獲得即時更新。以系統化管理機制來確保產品能符合國際法規及客戶之要求。期望逐年降低有害化學物質之使用，同時也避免產品於使用、廢棄時對於人體與環境的傷害。

勝品電通更獲得 SONY 之認可，於 2010 年取得 SONY GP 認證。

勝品電通產品皆符合 EU RoHS Directive (2011/65/EU) 法規要求，出貨至今未發生因 RoHS 違規而造成的退貨情形。

另為配合歐盟新化學品政策 (REACH) 於 2007 年 6 月 1 日正式生效，勝品電通掌握產品含有高度關切物質 (Substances of Very High Concern, SVHCs) 之情形，以確保符合 REACH 精神，亦定期蒐集國際主要環境法規，以掌握國際最新環保趨勢。



Hazardous Substances Management

Topview has actively engaged in hazardous substances management since the EU RoHS Directive was declared in 2005, and mapped out the “Management Norm of Environmental Substances within Parts and Raw Materials”, which is in light of RoHS, REACH by European Union, international laws as well as specific demands from clients, to request vendors strictly comply with. In addition, Topview, based on the management for parts and materials approval, the verification of finished products as well as the management procedure for green products and environmental quality, executes the regular internal GP inspection to ensure implementation of each process and will keep enforcing with the highest criteria.

Topview publishes and manages the latest status of regulations, via the explicit system, on the GPSCM (Green Products Supply Chain Management) to have information updated immediately. By the systematic management that meets the international regulations and requests from clients, Topview has the full confidences that the utilization of hazardous chemical substances will reduce every year gradually, and the harms over human and environment when using and discarding products can be efficiently avoided.

Topview obtained the recognition from Sony by being certified with SONY GP Certificate in 2010.

The entire products of Topview conform to the regulations of EU RoHS Directive (2011/65/EU) and so far we have not been subject to any return of goods resulting from violation against RoHS.

Topview has a good command of the situation of all the products that come along with SVHCs (Substances of Very High Concern), given the EU REACH (Registration, Evaluation, Authorization, and Restriction of Chemicals) taken effect on June 1st, 2007, to fully comply with the regulations of REACH, and well grasp, by gathering major international environmental regulations periodically, the latest trend of international environment protection.

3.2 品質績效

勝品電通一直執著於追求品質的卓越穩定，自 1996 年取得 ISO 9001 品質管理系統認證，真正落實以客戶立場來規範產品品質的要求。在貫徹公司「品質優先、交貨準時、服務完善」之品質政策，進而將「全面品質管理」落實於各階段的作業面，不斷的尋求持續改善的空間，以獲得客戶持續的滿意與認同。

品質政策

公司之品質政策為「品質優先、交貨準時、服務完善」，勝品電通股份有限公司將持續教育員工，使其了解並支持本政策，並透過適當管道傳達本政策，使各相關團契能充份了解我們公司對於品質管理的企圖心與責任感。

品質管理系統

勝品電通自 1996 年即依據 ISO 9001 建立品質管理系統，並取得 ISO 9001 品質管理系統認證。



產品安全認證

勝品電通所有產品均依銷售區域或國家之規定，通過產品安全認證，才上市銷售，確保消費者之人身安全。如美國 FCC 驗證、CE 歐盟安規標準、澳洲 C-tick、UL 等。

產品安全標示

在產品標示方面，勝品電通之產品皆依相關規定於產品本體或內外包裝或說明書標示安規合格訊息。

除此之外，亦於產品使用手冊說明產品的安全使用、維護方法及注意事項等相關資訊，讓使用者能夠安全及正確的使用勝品電通之產品

3.2 Quality Performance

Since the acquisition of ISO9001 Quality Management System Certificate in 1996, Topview has been focusing on both the stability and brilliant quality to fulfil the demands from clients for managing quality of products. Moreover, in addition to putting the “Overall Quality Management” into practice within each phase of procedure, we will keep seeking the ways to improvement, via carrying out the policy of Topview, “Quality First, Delivery On Time, Perfect Service”, and earning the total satisfactions along with cognitions from every client.

Quality Policy

Topview will keep moving to educate, with proper manners, every employee the very quality policy, “Quality First, Delivery On Time, Perfect Service”, to ensure all the employees are well instructed and each related stakeholder fully realize our resolute commitment and ambitiousness for quality management.

Quality Management System

Topview has proudly established the Quality Management System and been certified with the ISO 9001 Quality Management System Certificate since 1996.



Product Safety Certificate

To ensure human safety for consumers, all products from Topview, depending on the regulations of different regions or countries, are successfully certified with product safety certificates, e.g., FCC by the U.S., CE Safety Norm by EU, C-tick by Australia, UL, etc., before officially marketing.

Product Safety Label

In terms of product label, Topview clearly labels product body or exterior and interior packing or user manual, in light of the related rules, with the safety regulations certificates.

Furthermore, in order to operate the products properly and safely for users, Topview demonstrates the safety usage, maintenance as well as additional notes in user manuals.

3.3 客戶服務

勝品電通一向以提升客戶滿意度作為客戶服務之首要考量，秉持一貫的品質政策「品質優先、交貨準時、服務完善」積極努力提昇對客戶的服務品質，以確保客戶的需求得到滿足。

客戶隱私保護

商業行為進行的同時，為尊重及保護客戶隱私權及智慧財產權。勝品電通與客戶均會簽署保密協約以保護客戶機密資訊，並確保相關業務同仁執行業務往來時做好保密工作。

勝品電通透過內部宣導，讓員工了解資訊安全的重要性。此外，針對機密文件的保護予以權限制，除相關作業人員，非密切職掌的同仁需經直屬主管的簽核許可，方可取得部分權限，積極杜絕資料遭到不當複製及外流。

客戶滿意度調查

1. 問卷調查架構

以公司之核心價值及競爭優勢與客戶行為結合，就客戶觀點發展出「客戶滿意度」，以公司的核心價值為軸心，競爭優勢環繞核心價值所形成的客戶滿意度架構圖。

* 核心價值 - 研發、品質、銷售

* 競爭優勢 - 研發層面：研發能力、技術服務

品質層面：產品品質、維修服務、生產製造

銷售層面：網頁服務、價格、交期、售後服務、系列性產品



由此核心價值及競爭優勢以進行客戶滿意度調查表之設計，分為「研發工程」、「品質管理」、「銷售業務」、「交期狀況」、「整體滿意度」等五大項的實際反應，並由客戶自行列舉建議事項及意見回饋，以確實客戶的需求得到充份了解與妥善的處理。

3.3 Customer Service

Topview puts customer satisfaction for service at the first priority all along to keep improving our service quality for clients, with the very quality policy “Quality First, Delivery On Time, Perfect Service”, further ensuring every need from clients are well addressed and met.

Customer Privacy Protection

Topview contracts NDA (None Disclosure Agreement) with clients to secure the confidential information for mutual business activities and, for safeguarding both the privacy and intellectual property rights of clients, asks the related employees to strictly implement every security measure.

Topview fully utilizes the internal guidance to assist employees be aware of the importance of information security. In addition, with respect to the access authority for confidential documents protection, those employees not in charge of the business are required to be authorized by direct supervisors, except the related responsible employees, to obtain the certain privilege, which proactively walls off from occurrences of illegal duplication and disclosure.

Customer Satisfaction Survey

1. Questionnaire Survey

Topview develops the specific “Customer Satisfaction”, integrating the core values and the competitive advantages with the customer behaviors, by standing on the customers’ viewpoints. The customer satisfaction structure diagram below is composed of the inner axis, the core values of Topview, and the outer circle, the competitive advantages encircling the core values.

* Core Values:

R & D, Quality, Sales

* Competitive Advantages:

R & D Field : R & D Capabilities, Technical Service

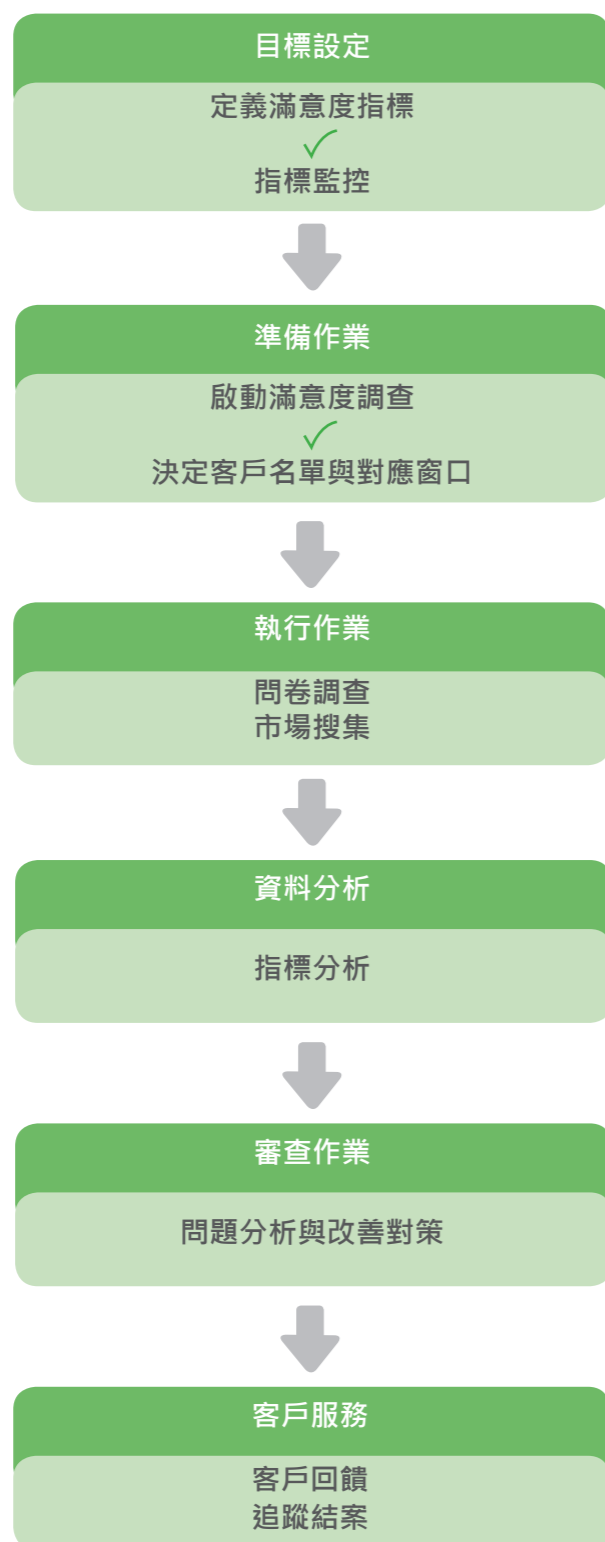
Quality Field: Product Quality, Maintenance Service, Manufacturing Production

Sales Field : Website Content, Price, Delivery Time, After-sales Service, Series Products

The design of the customer satisfaction survey, integrated with the core values and the competitive advantages, can be divided into 5 major aspects, “R & D Engineering”, “Quality Management”, “Sales Business”, “Delivery Status”, and “Total Satisfaction Degree”. We spare no efforts to make every necessity from clients are well addressed by encouraging

2. 調查流程

勝品電通客戶滿意度問卷每一年實施一次調查，並統計分析各項指標，於每年度管理審查會議中檢討，由責任單位執行改善策略，以持續提高客戶滿意度。



而滿意度調查結果經彙整後，傳達予相關部門，相關部門及高階主管可藉客戶滿意度調查結果檢閱客戶的回饋，以擬出改善對策，提昇產品與服務品質。

2.Survey Process

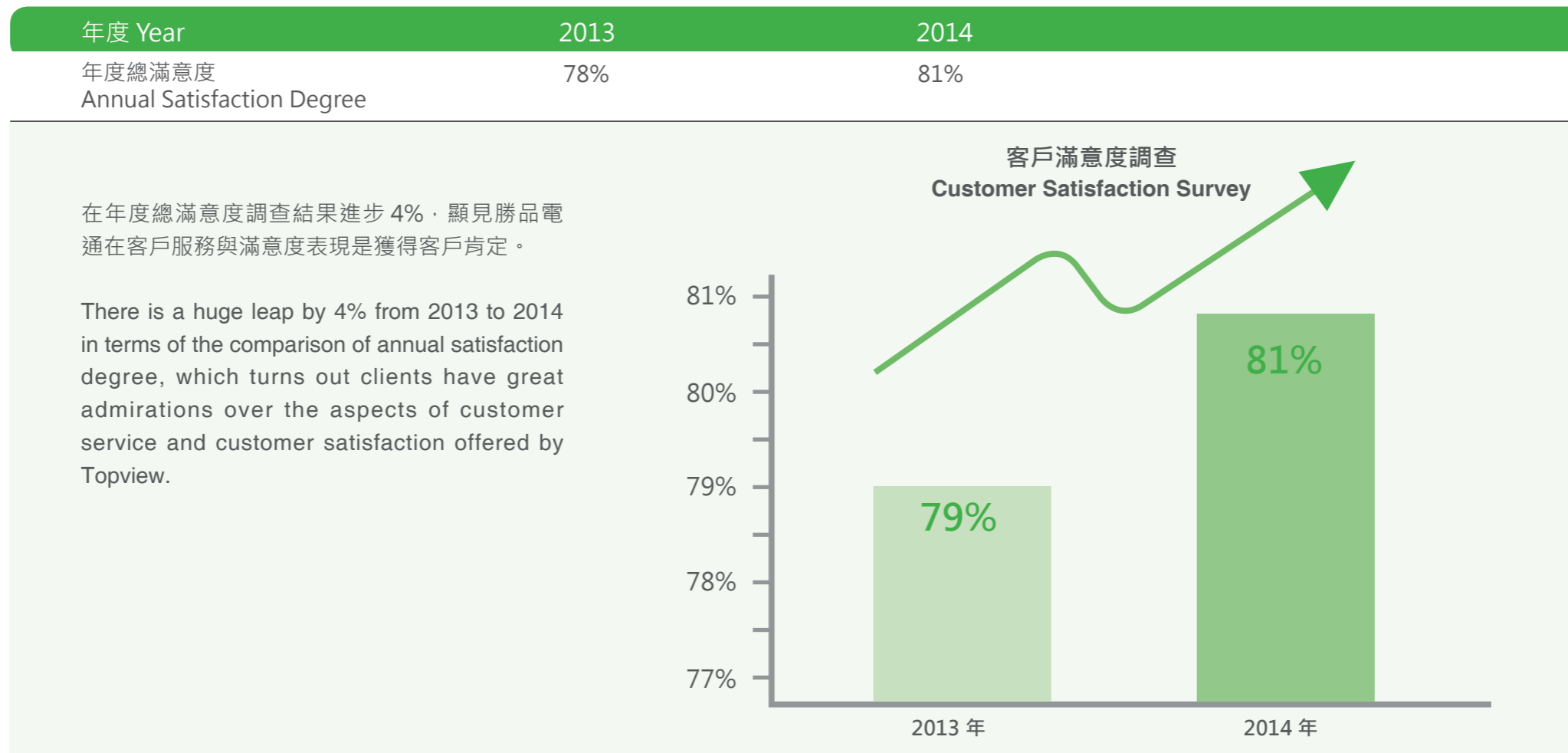
The Topview annual customer satisfaction survey compiles and analyzes each index, and is reviewed thoroughly in annual management review. Each of the responsible departments thus executes the improvement strategy to raise customer satisfaction continuously.



The result of customer satisfaction survey will be conveyed to related departments after well compiling. The correlated departments or supervisors are able to review the feedback from clients before mapping out better countermeasures, further elevating quality of products and services efficiently.

下表為 2013~2014 年度之客戶滿意度調查結果。

The following table elaborates on the results of customer satisfaction survey in 2013 and 2014 individually.



產品責任險

勝品電通製造的產品均符合國際規範與客戶採購要求，為保障最終使用者的權益，投保產品責任險，將保障措施延伸至最終使用者。

產品售後服務

勝品電通設有客戶服務部門，以提供客戶更好的售後服務品質。客戶若有關於產品品質疑慮或產品操作等相關問題，皆可與勝品電通業務及品保部門聯繫，相關訊息將轉由客戶服務部門召集相關部門進行研判，提供處置對策，必要時勝品電通會安排產品維修之服務。客戶可藉由返修系統了解維修進度，不良真因及維修費用...等。

內部定期檢討客戶端回饋的品質問題，透過不良分析從設計面與生產流程與客戶探討產品品質改善，及時採取必要的改善行動並防範類似不良現象，以維護產品信譽和公司形象。

Product Liability Insurance

For securing the rights and interests of end users, Topview has products, which comply with the international norms and procurement requirements of clients, insured with the product liability insurance to let every end user be covered with the full protections.

Product After-sales Service

Topview has set up the specialized customer service department to provide clients with the better after-sales quality. By directly communicating with both quality assurance and sales departments, any question toward quality or operation issues of products from customers will be directed to the customer service department for corresponding measures after detailed analysis. What's more, Topview offers, if required, the professional maintenance service, where customers can easily update progress of maintenance, factor of malfunction and estimated repair cost via the maintenance system.

In order to maintain the products credibility and company image, Topview, by discussing quality improvement with clients from the 2 aspects, design and flow of production, via FA (Failure Analysis), executes internal review regularly for the quality issues feed back from clients and adopts the necessary improvements immediately to avert the similar failure conditions from occurring again.

3.4 供應鏈管理

為達成公司永續經營的最高目標，進而提高產品銷售，取得具有競爭力的優勢，勝品電通針對供應商進行例行性的監控與管制。

採購對其供應商最大的任務在於其所購買的成本是否符合公司的目標。

除詢價、比價、議價外，必須執行長期採購、定期採購、零星長期採購...等方式，達到降低成本，提高效率。

對於往來之供應商，經評估其信譽與交易品質記錄良好者，可與之協談並簽訂長期交易合約。相反的，對於交易品質記錄劣等者及配合度低的供應商，應將其取消交易並予以替換。

供應商評選

為確保產品的品質、交期、成本、服務，供應商評選將是採購工作最重要的任務之一。研發、品保、採購組成供應商評選小組，展開後續一系列供應商管理的流程及評審機制。

針對首次交易之供應商，進行新供應商評鑑作業，通過後才可成為勝品電通的合格供應商。評定標準應從供應商的一般營運狀況，管理面、設備、技術、製程能力、品質控管、環境、廢棄物管理、委外供應商管理...等，一一檢視及實地稽核並劃分其等級，整理成完整的合格供應商名冊。

供應商稽核

勝品電通每年針對品質不良供應商，再執行一次更嚴格的品質稽核評鑑，確保來年供應商改善的成效提升。評鑑低於 70 者，即列為不合格供應商，並終止其交易。

2014 年供應商稽核結果如下圖所示。
The 2014 examination result to suppliers is as follows:



如果供應商發生違反環保、工安、人權...等相關情事，勝品電通將進行實地稽核，確認其改善及處理狀況，並將稽核結果納入考量其持續交易合作之關係。

3.4 Supply Chain Management

For reaching the goal of the sustainable development, Topview engages in routine inspection and management on suppliers to promote products sales and further win the crucial advantages of competitiveness.

The major obligation for procurement is to ensure if the cost answers to the company's objective.

We are commissioned to execute different methods like long-term procurement, periodical procurement and sporadically long-term procurement, apart from inquiry, comparison and bargain for price, to cut down cost and enhance efficiency.

For those suppliers that are certified with excellent credibility and history, Topview contracts with them based on the manner of long-term cooperation. Instead, we cancel the cooperation with the suppliers, which are uncoordinated with inferior records, and turn to other substitutes.

Supplier Selection

Supplier selection is one of the most significant missions for procurement in order to ensure quality, delivery time, cost and service of all products. Consequently, Topview establishes a censoring committee for suppliers, which is composed of specialists from R & D, QA, and Procurement, to launch into a series of flow of supplier management and review mechanism.

New supplier is obliged to pass the evaluation procedure defined by Topview, when having the first time transaction, to be the qualified supplier for Topview. The evaluating standards of suppliers should include the aspects of operation status, internal management, facilities, technology, manufacturing ability, quality control, environmental and wastes management, outsourcing management, etc., and be strictly implemented with grading mechanism to build up a well completed roster of qualified suppliers.

Supplier Examination

Topview executes the stricter quality examination review once again for the unqualified suppliers annually to ensure better improvements in the near future. Those suppliers who score below 70 are identified as unqualified and forbid transaction with Topview.

If suppliers violate industrial safety, environmental protection, human rights, etc., Topview will carry out field examinations to confirm the latest status and improvement condition, further taking the examination result into account for the future mutual cooperation.

員工關係

4.1 人權與反歧視

勝品電通宣示保障員工權益，於人權管理上亦符合當地法規及利害關係者之需求，除不僱用童工及平等對待外，公司絕無強迫性勞動，特別強調禁止使用奴役人口及販賣人口。

平等聘雇原則

勝品電通依人力資源規劃進行公開徵選、招募，適才適所之任用原則，各項人資政策、作為皆以同仁的工作能力為依歸，對於不同種族、宗教、膚色、國籍、年紀、性別、性向、年齡、殘疾均一視同仁，公平對待。

就業自由

禁止僱用被強迫的員工及童工，所有工作應當是出於自願的，同仁在合理通知的情況下，擁有自由離職的權利。

申訴通溝管道

外部利害相關者如對勝品電通勞工權益與人權議題有任何疑慮，均可透過公司發言人提出檢舉，再由公司內部各功能組織與利害關係者進行溝通與回應。

勝品電通自成立以來，重視勞資關係之和諧，提供多元溝通管道，同仁意見表達可透過直屬主管、人力資源主管、員工意見箱...等管道傳達。若遭遇任何性騷擾或不當對待事件，可依《性騷擾防治措施及懲戒辦法》向公司反應。

公司鼓勵同仁進行意見表達，但應表明自己的身份以便進行溝通及調查。對於表達意見同仁將採取合理之預防及保護措施，以確保調查品質，並避免反應者遭受不公平之報復或對待。

截至目前為止，公司並無發生任何身分歧視、不當對待或性騷擾之案例，亦未收到任何來自外部之申訴或抱怨。

Employee Relationship

4.1 Human Rights and Anti-Discrimination

Topview, by protecting the rights and interests of employees and conforming to the local regulations and the requirements of stakeholders, treats every employee fairly and never hires child laborer. We reject compulsory labor and especially prohibit slavery and human trafficking.

Fair Employment Principle

Topview, in accordance with the proper human resource plan, publicly selects, and recruits employees with both capability and orientation taken into account. The various human resource policies and procedures are explicitly based on working capability of every individual with fairness regardless of their race, religion, skin color, nationality, age, sexuality, orientations and disables.

Freedom of Employment

Topview rigidly forbids forced and child labor and claims that every employee should work voluntarily and is eligible for leaving one's job on the basis of adequate notice in advance.

Channel for Complaints

External stakeholders can report the issues via company's spokesperson, when being concerned about labor rights and interests and human rights subjects, and each responsible department within Topview will respond to the feedbacks and further build a positive channel for communication with related stakeholders.

Since the establishment, Topview holds the harmony of labor relation as the central concept and provides multi-communicating channels where employees are freely allowed to feedback any comment via direct supervisors, human resource manager, employee's mail box, etc. Furthermore, when facing sexual harassment or other unfair treatment, employees are granted to report to company in light of the "Anti-sexual harassment Regulation".

Topview encourages employees to express his/her opinion with clear identification statement for following communication and investigation. In an attempt to ensure the quality of investigation and prevent reporters from further unfair treatment or even revenge, we adopt the reasonable preventions and protection measure for those employees who feedback their opinions.

So far there is no incident of discrimination, unfair treatment or sexual harassment in Topview, nor is any complaint or grumble from outsiders.

4.2 員工概況

員工是公司最大的資產，適任的人員才能為公司貢獻心力，進而提昇績效，創造公司利潤。因應營運需要，人力需求正快速成長，一方面要吸引外面的優秀人才；一方面要使公司內部人員有昇遷及調職的機會。有鑒於此，勝品電通持續透過員工培育、薪酬福利規劃與健全優質工作環境的提供，吸引及留任人才。

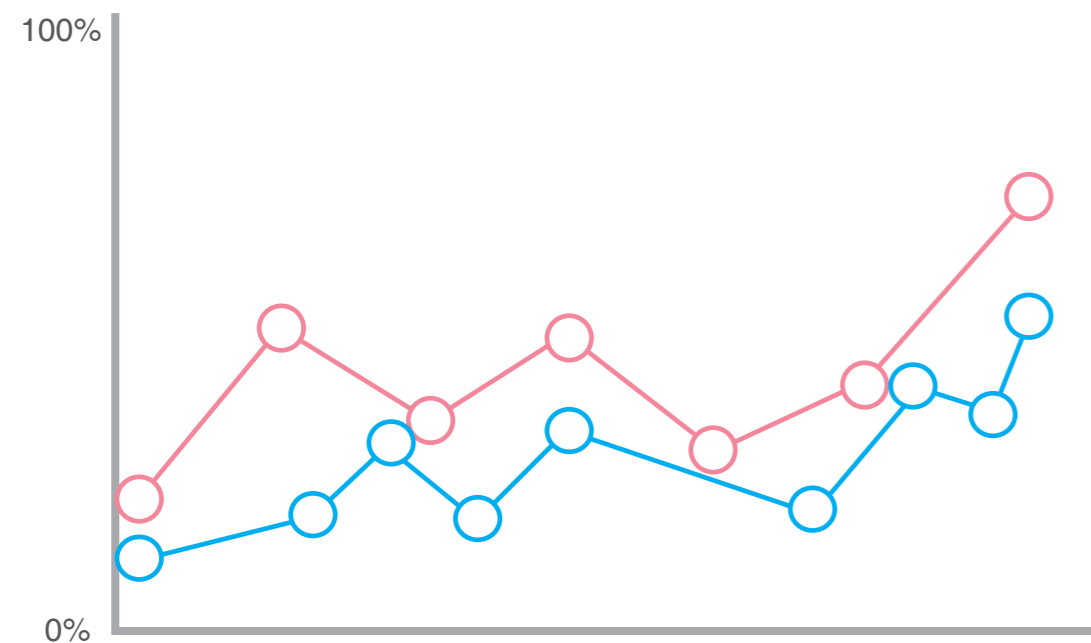
穩健的人力結構

勝品電通組織正處於成長階段，員工人數不斷持續增加中，截至 2014 年底，勝品電通員工總人數為 410 人，較 2013 年員工總人數 313 人成長近三成。

目前人力政策重視深耕台灣、進用在地人才，增加台灣之就業機會。所有同仁皆為公司直接聘僱之正式員工，目前勝品電通無派遣人力及外籍藍領勞工。

人力結構組成

從 2014 年人力結構組成可看出，勝品電通女性同仁佔員工總數 51%；男性同仁佔員工總數 49%，性別分佈均衡。直接人員與間接人員佔員工總數分別為 44% 及 56%，近年來公司加強研發能力及品質要求，間接人力比例持續成長中。在管理上，主管職佔員工總數 19%，管理幅度力求合理化，以達最佳組織管理效益；公司人力資源主要為分佈於 30~40 歲正值生產力及發展潛力之青壯年為主力；同仁在職狀況穩定，故年資分佈平均，而一年以下同仁大都是組織成長新增補人力；在人力素質上亦逐步提高，目前大學、研究所人力約佔 50% 以上。為吸引在地人才之考量，區域分佈除總部五股廠與桃園新廠，更於新竹及台中設立辦立室成立研發中心。



4.2 Employee Profile

Topview always puts employees in our top priority and strongly believe that competent employee is the key to, on top of making contributions and enhancing performance, help company create more profits. In need of increasing demands for talented people amid our organizational expansion, we complete the internal mechanism for employees' promotion and rotation, and, on the other hand, endeavor to recruit more outside talented persons. In addition, Topview largely improves retention rate and keeps attracting talented employees by offering many efficient manners such as all sorts of training courses, sturdy compensation and welfare package and superior working environment.

Sturdy Human Resource Structure

Topview is currently under the phase of expansion and the number of employee is therefore continuously growing. As of December 2014, compared with the number of employee (313) in 2013, the total employees are approximately 410, which turn out a great growing rate by nearly 30%.

For the moment, Topview focuses on cultivating potential resources in Taiwan, largely employing talented people locally to help facilitating job opportunities within Taiwan. Of all the employees in Topview currently, 100% are full-time employees without any contractor or foreign blue-collar worker.

Human Resource Composition

It is obvious that the percentage of female employees, based on the human resources composition of 2014, is about 51%, whereas the male employees account for 49%, which demonstrates a positive balance between genders. The proportion between IDL (Indirect Labor) and DL (Direct Labor) is roughly 56% to 44% due to the large demands for R & D and strategical employees amid the rapid expansion of Topview. In the aspect of management, the positions of management account for about 19% to compose the most efficient and reasonable flat structure. The large numbers of employees are ages from 30s to 40s, which is the most productive group in terms of potential and productivity. The overall distribution of seniority is fairly equal and steady, while those less than 1 year seniority are most recruited recently owing to the high demands from expansion. The employees, by and large, with Bachelor and Master's degrees account for 50% above, which is the very evidence witnessing our high quality in human resources. Topview, in consideration of attracting more local talents, establishes several branch offices and manufactories scattering all over Taiwan including the headquarter in New Taipei City, Manufactory in Taoyuan City and developing offices in Taichung City and Hsinchu City.

2014 年人力結構組成
Composition of 2014 Employee age, Gender, Education, Location distribution

人力結構組成 Labor construction		人數 People	比例 Percentage
性別 Gender	女性 Female	203	51%
	男性 Male	198	49%
類別 Type	直接 DL	175	44%
	間接 IDL	226	56%
職位 Position	主管職體系 Manager	76	19%
	專業職體系 Professional	326	81%
年齡 Age	20 以下 Under 20	0	0%
	20-30	77	19%
	30-40	226	57%
	40-50	73	18%
	50 以上 Over 50	25	6%
年資 Seniority	1 年以下 Under 1 year	131	33%
	1~3 年 1~3 years	81	20%
	3~5 年 3~5 years	63	16%
	5~10 年 5~10 years	52	13%
	10 年以上 Over 10 years	74	18%
學歷 Education	高中以下 Senior high school	131	38%
	專科 College	81	16%
	大學 University	63	28%
	研究所 Graduate school	52	18%
區域 Location	五股 Wugu	111	28%
	桃園 Taoyuan	219	54%
	台中 Taichung	60	15%
	新竹 Hsinchu	11	3%

人力資源流動狀況

下表為勝品電通 2013 年及 2014 年人力資源流動狀況。新進人員主要依公司營運所需人才為考量，提供多元人力任用。目前人力政策為了事業版圖發展除了廣徵各職務人才外，有合適工作機會亦鼓勵二度就業之婦女、社會人士。另外，也申請研發替代役，增加青年就業機會。

同仁提出離職申請時公司會瞭解同仁離職原因及適當慰留。由下表得知 2013 年及 2014 年勝品電通離職狀況，公司離職比率佔大多數的為女性直接人員，分析其原因主因為家庭照顧；間接人員相對的離職比率低，人力穩定。

2014 年則因廠辦分開管理之策略，購置新廠後面臨生產單位廠房搬遷，的確有一波高於往年的人員流失，但最後在全員的努力及公司提供適當的獎勵下，無縫接軌的順利完成搬遷計劃。

人力資源流動狀況
Turnover rate by labor type and gender

年度 Year	人數 People	職類 Type	人數 People	比例 Percentage	性別 Gender	人數 People	比例 Percentage
2013	員工人數 Employee	直接 DL	126	40%	女 Female	175	56%
		間接 IDL	187	60%	男 Male	138	44%
		合計 Total	313	100%		313	100%
	離職人數 Employee leaving	直接 DL	56	72%	女 Female	50	64%
		間接 IDL	22	28%	男 Male	28	36%
		合計 Total	78	100%		78	100%
新進人數 New employee hires	直接 DL	81	66%	女 Female	82	67%	
	間接 IDL	41	34%	男 Male	40	33%	
	合計 Total	122	100%		122	100%	
2014	員工人數 Employee	直接 DL	175	44%	女 Female	203	51%
		間接 IDL	226	56%	男 Male	198	49%
		合計 Total	401	100%		401	100%
	離職人數 Employee leaving	直接 DL	117	87%	女 Female	95	70%
		間接 IDL	18	13%	男 Male	40	30%
		合計 Total	135	100%		135	100%
新進人數 New employee hires	直接 DL	165	74%	女 Female	124	55%	
	間接 IDL	59	26%	男 Male	100	45%	
	合計 Total	224	100%		224	100%	

Employee Turnover Status

The employee turnover status of Topview in 2013 and 2014 is explicitly stated within the table above. New employee is recruited variously in accord with the demands by each division individually. Topview encourages, apart from regular employees, re-employment females and social members to join us. In addition, we also provide potential youths with the opportunities of R & D alternative services.

Topview spares no effort to, while receiving resignation application from employee, realizes the reason and tries best to persuade employee into staying. It is clear to understand the resignation rate for employees of Topview in 2013 and 2014 individually from the following table, where large percent of the resigning employees are female DL (Direct Labor) due to the decisive reason, family care. On the other hand, the rate of resignation for IDL (Indirect Labor) is considerably low, signifying the stable manner among the IDL group.

Due to the 2014 transfer to the newest manufactory for fulfilling the policy of plant-office separation, Topview has faced the dramatic brain drain than ever. Nevertheless, we further got over it and finished the transferring project seamlessly via the appropriate incentives along with the alternative scenarios.

身心障礙者僱用

對身心障礙族群，我們提供平等的工作機會，並依照身心障礙者權益保障法第 38 條規定，進用具有就業能力之身心障礙者；勝品電通期能照顧身心障礙人士就業機會，超額進用身心障礙人士，並安排適當工作環境，善盡企業社會責任。

依性別區分 Gender	2013		2014	
	男性 Male	女性 Female	男性 Male	女性 Female
總員工人數 Number of total employee	138	175	202	208
身心障礙人數 Number of disabled employee	1	3	3	2

4.3 薪資

勝品電通的薪酬策略，是依產業競爭環境、公司營運績效與衡量市場行情，提供具有競爭力的整體薪酬，包含本薪、獎金及分紅。依職位體系與薪資標準，並參照學歷、工作經驗、個人發展潛力、專業能力與績效展現，進行敘薪，不因性別、種族、國籍、年紀等個人因素影響其薪酬的決定。

薪資福利

勝品電通的薪資福利措施皆以法令為依歸，包括最低工資、有薪休假及法律上所規定的福利...等，並定期檢視，進行調整，以期吸引與留置優秀人才。

勝品電通經營理念之一「員工即股東」，並將此實現在提供員工認股制度及發放股利上，秉持與員工利潤共享的理念，重視人才資產，提供優渥的員工分紅制度，使員工分紅與公司營運績效、個人績效相結合，保持人才市場的競爭力外，同時也讓同仁能感受到勝品電通重才惜才的誠意。

在福利方面，提供團體保險的規劃，由福委會舉辦國內外旅遊、慶生會、電影欣賞、聚餐、社團活動補助...等聯絡同仁情誼，充實休閒生活。

Disabled Worker Employment

Topview provides those mentally and physically disabled, in accordance with the Article 38 of Physically and Mentally Disabled Citizens Protection Act, with fair opportunities to work. By recruiting disabled yet qualified employees, Topview fulfils the objective to take care of underprivileged people within our society. Additionally, not only do we offer adequate working environments for disabled workers, but we recruit more disabled employees than the requirement by the Act as well to fulfil the determination of corporate social responsibility.

4.3 Compensation Package

Topview has the well and competitive compensation system, which is stipulated based on the operation performance, market order as well as the competitive index within the industry, to inspire our employees. We define the compensation package including basic salary, bonuses and dividends for each and every employee based on his/her position, average, education, experience, potential, specialty and performance regardless of gender, race, nationality, age or other subjective factors.

Salary and Welfare

The salary and welfare system of Topview is strictly in accordance with the regulations by government, which includes the minimal wage, annual leave as well as the additional welfares, and reviewed periodically to keep and attract more talented people.

With the idea of profits sharing to value every employee, Topview sticks with the operational policy, "Employees are Shareowners", to provide employees with the stock purchase and dividend distribution plans. The additional well bonus system, which fairly depends on both operational and personal performances, makes Topview one of the competitive corporates and demonstrates the determination to be a leading company of respecting and valuing each employee.

For the aspect of welfare, specifically speaking, Topview offers group insurance and holds a great number of activities, with the assistance from welfare committee, including travel plans (domestic and international), birthday party, movie watching, dining gatherings, club events, etc., to enrich relationships and leisure time of every employee.

績效管理

公司每年定期進行績效評核，績效評核程序依據工作目標績效、工作能力及工作態度...等，按績效評核表之標準公平、合理評核。

所有勝品電通的同仁都需依循此制度，有效將個人工作表現反映在績效評核中，薪酬、晉升發展的結果也充分與績效連結。

員工關係

為維護與同仁之間的良好勞資關係，公司內建立暢通的溝通管道，讓同仁即時瞭解公司訊息，並鼓勵大家對整體運作及發展提出建議，供決策單位參考。完善的溝通管道不僅促進勞資關係，也讓公司充分瞭解同仁的需求與問題，進而快速有效地回應改善，提供同仁更完善的職場環境。並透過勞資會議的召開，由勞方代表與資方代表溝通及決議勞動權宜事項。

勝品電通是重視「工作與生活平衡」之現代企業，除了企業本身就像是個大家庭，強調彼此關懷與共同成長，更希望能將這個理念傳達給每位同仁與社會。提供合理的人力配置與避免超時工作，讓同仁可以兼顧工作與生活。

育嬰假

為了國家未來的競爭力，勝品電通體恤同仁的托嬰和哺乳問題，視為企業責無旁貸之社會責任，依台灣法規提供育嬰假，同仁可依「性別工作平等法」及「育嬰留職停薪實施辦法」，申請育嬰留職停薪。育嬰留職停薪期滿後，公司會妥善安排回任。在 2011~2014 年計有 7 位同仁申請，復職率約為 60%，截至 2014 年復職後之留任率為 100%。

退休制度

勝品電通依法令規定訂定退休制度，確保同仁未來請領退休金權益，包含適用「勞動基準法」退休制度者，退休準備金透過精算預估後，提存至舊制退休準備金帳戶，以及適用「勞工退休金條例」退休制度者，則依每位享有新制退休金資格者之勞工退休金級距，按月提撥 6% 至同仁個人退休金專戶。

Performance Management

The annual performance review method is held regularly and based on not only performance of job objective, capability of execution, manner of attitude, etc., but also the fair and reasonable standard from official appraisal form.

All employees of Topview are required to follow this review method to have their performances linked with the appraisal form concretely for future promotion and salary raise.

Employee Relationship

To maintain the strong labor relation, Topview, by establishing a smooth channel for communication that keeps employees posted with the latest events, positively encourages every employee to offer advises on operation or development of company to decision units as valuable references. We strongly believe that a better platform for mutual communication can not only improve labor relation largely, but help company understand thoroughly the needs and issues from employees, further resolving questions promptly and creating a workplace with much higher quality. In addition, Topview convenes the labor management conference that allows both the representatives from employers and employees to negotiate the labor rights and interests mutually.

Because advocating the “equilibrium of work and living” more than everything, Topview, as a leading modern enterprise, propagates the notion of mutual caring and developing together in one big family to employees as well as our society, and provides the reasonable manpower allocation to avert overwork from happening, further making all the employees enjoy happiness between work and living.

Parental Leave

For the future of our nation and next generation, Topview, realizing it is our indispensable social responsibility to care about the parental issues from employees, abides by the regulations of government to offer the parental leaves, for which every employee is able to apply in accord with the “Act of Gender Equality in Employment” and “Measures for Implementing Unpaid Parental Leave for Raising Children”. Topview well arranges reinstalling after parental leave; there were 7 employees applying for the parental leaves during 2011 to 2014 and the reinstalling rate is 60%. As of 2014, the overall retaining rate after reinstalling is perfectly 100%.

Retirement System

Topview stipulates the retirement system, in light of the regulations, to ensure each employee is eligible to apply for the pension after retirement. Those who are qualified with the “Labor Standards Act” automatically deposit the certain amount of labors' retirement reserve funds, calculated after actuarial process, to the designated account of old system. On the other hand, those who are qualified with the “Labor Pensions Act” deposit 6% of monthly income, in accordance with the labors' pension level of new system, to the private pension account.

4.4 職涯訓練

勝品電通重視同仁的培育與發展，相信唯有不斷培育優秀人才，才能強化競爭基礎，創造創優質人力資源。公司投入相當資源，配合公司發展所需之人力資源及各功能單位業務推展所需專業，提供完善的訓練課程，有效開發人力資源培訓，以提昇同仁的工作品質，達成經營目標。

訓練內容

勝品電通提供以職能為基礎的課程，使每位同仁具備該職位所需的專業技能與知識，並確認其可實際運用在工作中；同時鼓勵每位同仁主動分享知識，達到學習與經驗傳承的目的。同時著重新進人員培訓體系，幫助新人快速融入組織團隊，到職當時即實施新進人員教育訓練，並由用人單位實施為期三個月的工作學習與培訓，使新進人員快速瞭解公司的營運環境，並對其本身工作能馬上進入狀況，縮短適應期。

訓練內容包含：

1. 新進人員訓練：新進人員職前訓練及導入培訓，輔導員制度協助新人融入工作環境與公司企業文化。
2. 專業 / 職能訓練：生產、行銷、銷售、研發、財務、管理、採購、資訊...等，工作所必須具備的能力。
3. 通識教育訓練：公司經營使命、企業文化、公司價值觀、品質意識、職業安全及衛生。
4. 直接人員訓練：現場作業同仁工作必備的知識、技巧及操作方法訓練。
5. 自我發展訓練：語言課程、數位學習課程 (e-Learning) 等。

每名員工於 2014 年接受教育訓練的平均時數如下：

The average hours of each employee to take the educational trainings in 2014:

課程種類 (台灣) Course Genre	平均時間 Average Time	
	女性 Female	男性 Male
教育訓練 Educational Training	11.92	6.65
新人教育訓練 Orientation Training	2.13	2.12

4.4 Career Training

Respecting cultivation and development for every employee, Topview is convinced that only by cultivating more talented people can we reinforce the foundation of competitiveness and bring about an excellent base of human resources. In order to earn the critically required human resources and the professional skills for each division, Topview has pumped abundant resources to provide employees with the well-knit training and cultivating courses that facilitate the quality of work and help reach the objectives of vision.

Training Contents

Through the courses based on the practical skills imparting, Topview assists every employee to learn the necessary knowledge and expertise, which are practical and can be applied to real working environments. In addition, we encourage each one to actively share own knowledge with each other. More than that, we especially focus on the orientation trainings, which are conducted by individual employer for the period around 3 months, for newcomers to rapidly merge with the organizations after on board officially, and further help them to adapt into our culture with ease. The detailed contents pertaining to all the training courses are described below:

1. Orientation Training: every newcomer will get through the orientation and introducing trainings with the assistances from tutors to quickly merge with the environments and cultures of Topview.
2. Professional / Practical Training: to lecture the essential expertise required by each division including Manufacture, Marketing, Sales, R & D, Financial, Management, Procurement, Information, etc.
3. General Education Training: to pass on the operational mission, corporate culture, core values, sense of quality, occupational safety and public hygiene of Topview.
4. DL (Direct Labor) Training: concerning all the critical knowledge, techniques and operational methods for DL in field operations.
5. Self-developing Training: regarding to language courses, e-learning, etc.

4.5 福利

勝品電通秉持打造幸福職場的理念，規劃多元的員工福利，讓全體同仁體驗優質的職場環境與健康幸福的企業文化。

三節禮金

勞動，端午，中秋均由福委會頒發禮卷給同仁。

生日慶生會

每月均辦理慶生會，並頒贈禮卷給壽星。

員工旅遊

勝品電通福委會提供旅遊活動及國外旅遊補助，將企業照顧員工之理念予以更有效之發揮，並提昇員工生活及工作之意涵。

2014 年共提供 7 項旅遊方案供員工選擇，員工與家屬同樂。



▲ 生日慶生會 Birthday party



▼ 員工旅遊 Annual employee outing



▼ 員工旅遊 Annual employee outing



4.5 Benefits

Topview adheres to the concept of creating a happy and healthy working environment. We offer diversified employee benefits to fulfill the goal of providing a quality working environment and creating a corporate culture that values health and happiness of our employees.

Festival Bonus System

Bonuses are issued for the Labor holiday, the Dragon festival, and Mid-Autumn festival.

Birthday Party

We hold a birthday party monthly and offer coupons as birthday gift for our employees.

Annual Employee Outing

Topview welfare committee offers many leisure activities and subsidies for employee tour; the core philosophy of taking care of our employees will be fulfilled more efficiently and raise the quality of employee life and work.

In 2014 we provided seven tour proposals for our employee selection, which will no doubt help facilitate the happiness between the employees and family members.

員工聚餐

每年年底以部門為單位，福委會提撥經費聚餐，促進同仁感情交流。

電影欣賞

提供電影卷。

年終尾牙

每年年終辦理尾牙活動，並提供豐厚之獎品，慰勞同仁一年來的辛若。

▼ 年終尾牙 Annual banquet



二十周年慶活動

公司成立至今有20年歷史，然而20年只是一個過程並非終點。藉由這次的周年慶可以讓員工更有向心力、凝聚力，也希望更多志向遠大的夥伴在此能耕耘事業，成長茁壯。讓公司有更多的20年，為此特別舉辦運動會，除運動賽事之外，亦規劃闔家歡樂的園遊會，結合運動、公益及美食，也讓同仁與家屬一起親子同樂。並提供活動舞台讓勝品同仁們交流互動。

活動項目：

1. 10人11腳
2. 同心協力
3. 瘋狂妞妞車(親子)
4. 大隊接力
5. 陸上行舟
6. 滾動未來
7. 罐罐相連(親子)

園遊會方式：

公司將發放每位同仁和眷屬200元點卷，點卷可用於園遊會上面的攤販。

運動會方式：

每位同仁可參加2項運動項目，透過團隊合作增進同仁間的情誼，而且奪得總冠軍的隊伍，將可獲得獎金。

Annual Employee Dinning Party

Topiew welfare committee offers annually dining funds for each department to enhance a better relationship between colleague and colleague.

Movies Watching

Topview welfare committee offers free movie coupons for our employees to relax the life.

Annual Banquet

Each year Topiew holds a year-end party and prepares scores of prizes and gifts to thanks for our employees hard work in the last year.



▲ 員工聚餐
Annual employee dinning party

▼ 電影欣賞 Movies watching



勝品電通正職員工在2014/9/30前到職者，可得福委會提供2張威秀影城電影票



The 20th Anniversary Celebration

Up to now Topview is established over 20 years; however, the 20 years is not an ending but just an ongoing process instead. By the 20th anniversary celebration, it could not only make our employees relationship closer and tighter together to the company, but also attracts more ambitious and outstanding talents to join this career and makes our business growth and be stronger. In order to have more 20 years, we specially hold the carnival to celebrate the 20th anniversary. In the carnival we arranged many family activities including games, public activities and eating delicious foods to create joyfulness between children and adult. In addition, all members have many opportunities to share and exchange information at the stage during activities.

Activities items:

1. Eleven legged race
2. Co-operation race
3. Swing car
4. Relay race
5. Row a boat on the road
6. Roll ball
7. Cans by cans race

Carnival:

We offer NT\$ 200 coupons for each employee and family members to buy everything you want during the carnival.

Games:

We encourage all employees to participate at most 2 games which enhanced a better relationship between colleague and colleague through teamwork racing. The champion team will be rewarded with a huge amount of prizes.



▲ 二十周年慶活動 The 20th anniversary celebration

社團活動

勝品電通為倡導同仁工作與休閒並行的健康新概念，促進身心健康的工作環境，提倡運動氣氛，特別提供經費鼓勵同仁成立社團，目前有籃球、羽球、桌球、慢跑、壘球、桌遊...等社團。促進同仁於上班之餘加強健康運動之實行，藉此提升同仁的精神和體力，進而達到工作效率的提升。此外，亦可與其他部門同仁聯繫友誼，互相交流，提升人際關係。



▲ 羽球社 Badminton club ▲ 慢跑社 Jogging club ▲ 壘球社 Softball club ▲ 桌球社 Table tennis club ▲ 籃球社 Basketball club

4.6 安全衛生

「提供員工安全健康的工作環境」是勝品電通作為企業公民最基本的義務之一。勝品電通成立工安專責部門，負責廠區安全衛生管理工作規劃、推動及查核...等工作。

安全衛生教育訓練

為提升員工工作安全衛生知識，勝品電通進行安全衛生教育訓練。2014年共開設了分別針對新進人員、在職員工的職安衛教育訓練緊急應變及消防訓練、以及廠外專職訓練，以確保人員安全，降低災害損失。

安全衛生管理成效

勝品電通落實執行各項安全衛生要求。截至目前為止，勝品電通並未發生因工作上原因而造成職業病之實例，在工傷方面多以手工工具切割傷，不需請假之輕傷害為主。

Club Activities

Topview advocates our employees to have new healthy lifestyle between work and leisure, creating a physical and mental health environment at work and also lights up exercise atmosphere.

We special organize basketball, badminton, table tennis, jogging, softball, and board game clubs.

Those clubs provided our employees to have a good place to relax pressure after work that made colleague's mental and physical more healthy, and further enhanced our employees work efficiently.

In addition, it offers a great opportunity for employees from different dept. to share and exchange information with each other, and also enhances a better interpersonal relationship.

4.6 Safety & Hygiene

It is one of the most basic duties for a responsible corporate to provide employees with a safe and healthy environment for work. Consequently, Topview founded the specific EHS (Environment, Health and Safety) department to be in charge of planning, driving and verifying the safety and health management for manufacturing plants.

Educational Training for Safety & Hygiene

In an attempt to improve the EHS knowledge of each employee, Topview has set up the EHS training courses. In 2014, we especially provided both new employee and active employees with the EHS educational trainings, fire drills as well as professional training courses to ensure safety manner and further decrease losses from disaster.

Performance of Safety & Hygiene Management

Topview sturdily fulfils the each requirement of safety and hygiene. There hasn't any occupational disease occurred from duty so far and most of the accidents are incised injuries from improper hand tools manipulating, which are minor and have less impact on duties.

4.7 健康照顧

勝品電通認為員工是公司最大的資產，十分重視並關心員工的健康。除定期辦理健康檢查、並派遣同仁接受急救訓練，提供緊急救護資源，亦不定期辦理健康講座，積極推廣正確健康觀念。

定期健康檢查

勝品電通之年度健康檢查由行政部環安總務課主辦，每兩年辦理一次，優於法規之檢查年限。並委由符合勞工健檢資格之醫療機構到廠執行，檢查項目均優於法規項目如下表所示。

法規要求健檢項目	勝品電通 2014 年健檢項目
<ul style="list-style-type: none"> 工作經歷、既往病史、生活習慣及自覺症狀之調查。 身高、體重、腰圍、視力、辨色力、聽力、血壓及身體各系統或部位之理學檢查。 胸部 X 光 (大片) 攝影檢查。 尿蛋白及尿潛血之檢查。 血色素及白血球數檢查。 血糖、血清丙胺酸轉胺酶 (ALT 或稱 SGPT)、肌酸酐 (creatinine)、膽固醇及三酸甘油酯、高密度脂蛋白膽固醇、低密度脂蛋白膽固醇 (104.1.1 開始施行) 之檢查之檢查。 其他經中央主管機關指定之檢查。 	<ul style="list-style-type: none"> 一般檢查 視力檢查 尿液常規檢查 - 十項 血液常規檢查 - 二十二項 肝機能檢查 - 丙酮轉氨基酵素 (SGPT)、草酸轉氨基酵素 (SGOT) 膽機能檢查 - 總膽紅素 T-BILI 腎機能檢查 - 肌酸酐 Creatinine 痛風檢查 - 尿酸 UA 血脂肪檢查 - 三酸甘油酯 T-G、總膽固醇 CHOL 血糖測定 - 血糖 Sugar(AC) 防癌檢查 -a- 胎兒蛋白檢查 A.F.P 眼壓檢查 -I.O.P 血中鈣、磷 - 骨骼機能 X 光檢查 - 胸部 X 光 Chest-PA(數位) 超音波檢查 - 腹部超音波掃描 體脂肪檢測 - 六項 醫師理學檢查

緊急傷患處置

勝品電通培訓有急救訓練合格之同仁，並定期回訓。另備有急救醫藥箱，提供同仁常見一般疾病與意外事件之及時救助。近 5 年勝品電通同仁主要發生之傷害為割傷，只有 2 起意外傷害需至醫院進行醫治，均已完成改善，預防再發。截至目前為止，無再發生類似意外。

職業病預防

勝品電通於 2010 年起設有 XRF 檢測設備 (射線螢光分析儀)，專責操作人員依法規定期進行游離輻射檢查。至今無員工罹患職業病。

4.7 Care for Employee Health

Topview is aware that the employee is the company's greatest asset, so we are very concerned and cared about employee's health. Except for holding regular health examination, we not only assign the employee to learn First-Aid course and to provide emergency medical support, but also open health courses throughout the year to educate our employees the proper health concepts.

Regular Health Examination

Administrative department of Topview always holds biennially health examination, which provides a more intact examination procedure than the regular one stipulated by laws, and meantime we will designate a qualified medical institution to offer health examination service at office. Health examination comparisons are as the following table.

Labor Affairs Department examination items	2014 Topview examination items
<ul style="list-style-type: none"> Work experience, past medical history, living habits, and self-awareness symptoms. Height, weight, eyesight, color blindness, hearing, blood pressure and physical systems examination. Chest X ray examination. Urine protein and occult blood examination. Hemachrome and number of white blood cells examination. Blood sugar, ALT or SGPT, creatinine, cholesterol, and triglyceride examinations. Other operations as designated by central government. 	<ul style="list-style-type: none"> General examination . Eyesight examination. Urine examination-10 items. Blood examination-22 items. Liver examination-SGPT & SGOT. Gall examination T-BILI. Kidney examination-Creatinine. Gout examination-UA. Cholesterol examination-T-G&CHOL. Blood sugar examination- Sugar AC. Cancer examination-A.F.P Intraocular pressure-I.O.P Blood's calcium、phosphorous-Bones. Chest X ray examination. Belly ultrasonic examination. BMI examination-6 items. Doctor enquiry.

Emergent Medical Treatment with Patient

Topview assigned the employee to participate the first-aid training and to get a qualified certification, and meantime the employee should conduct a routinely retraining course. In addition, we also prepared the first-aid kit that is convenient for our employees to deal with a common disease or injury immediately. Over the past 5 years, most of the injuries occurred are minor incised wounds, only 2 of which are required for treatment in hospital. In order to avoid the recurrence of accident, We tried hard to complete our precautions as perfect as possible. Until now, we have never found any similar accidents.

Protection of Occupational Diseases

Topview introduced XRF instrument (X-ray fluorescence) to monitor the poisoned substance in 2010. In order to avoid the career injury for employees, we ask the professional operator to accept a routinely ionizing radiation examination based on the labor legislation. Until now, we have never found any employees to get occupational diseases.

環境保護

勝品電通努力推動環境保護活動，不僅要求自身符合國家法令規定，並與國際趨勢接軌，積極推動節能減碳。

勝品電通之營運活動為監控設備之研發與組裝，主要之能源消耗為電力；水資源主要為員工生活用水；廢棄物包含一般廢棄物、資源廢棄物與事業廢棄物等三類；無空氣污染物排放。因此勝品電通之環境保護主軸為建置環境管理系統、能源管理、水資源管理及廢棄物管理。

5.1 環境管理

勝品電通自 1996 年起即導入 ISO 14001 環境管理系統並通過認證。勝品電通之環境政策為：

為符合公司環境政策要求，我們承諾做到：

- 一、符合環保法規要求。
- 二、持續推展工業減廢、落實廢棄物再利用。
- 三、推展環保理念，加強相關廠商之環保認知。
- 四、提升能源使用效率。
- 五、持續發展綠色設計，生產綠色產品。
- 六、預防意外事件對環境可能產生之衝擊。

To comply with the environmental policies, we are committed to the following promises:

1. Conform to the requirements of the regulations of environmental protection.
2. Keep on advocating the industrial wastes decrement and fulfilling the wastes recycle.
3. Advocate the concept of environmental protection, raising the recognition of environmental protection for related vendors.
4. Raise efficiency of energy utilizing.
5. Develop design with green notion to produce more advanced green products.
6. Prevent accident from happening to lessen the possible impacts on environment.



為提升員工的環境保護觀念，並確保全體員工均能在工作中避免對環境造成衝擊，勝品電通新進人員均須接受環境管理系統之訓練。

Environmental Protection

Topview puts large efforts in advocating the activities for environmental protection by not only making ourselves conform to the national regulations and laws, but also gearing ourselves to the international trends, actively driving the methods of low-carbon economy.

Topview operation activities are mainly surveillance's development and assembly-based; the major energy consumption is electricity usage; the majority of water consumption is employee's daily use; waste is involved in three categories containing general waste, industrial waste and recyclable waste, and there is no air pollutants emission. Therefore, Topview main scheme of environmental protection is constructed on environmental management system, energy management, water resource management and waste management.

5.1 Environmental Management

Topview has introduced and been certified with the ISO 14001 Environmental Management System since 1996. The concrete environmental policies of Topview are as follows:



In order to raise the idea of environmental protection and to ensure that our environment is solidly free from those impacts coming from employments, Topview strongly asks each new employee to take the training courses of environmental management system in advance.



勝品電通自成立以來，未曾違反過環保法規之相關規定。
勝品電通並認養行道區花園，打造綠美化環境，帶動社區綠美化運動。

There has no violation against the related rules of environmental protection regulation since the establishment of Topview.
Furthermore, Topview has dedicated to creating green environments and promoting the campaigns of community beautification with greening by adopting flower beds nearby effectively.

5.2 能源管理

勝品電通之能源消耗，包含廠辦用電、汽油及柴油；2014 年各項能源之使用量如下表所示，其中以廠辦用電為最主要之能源使用項目。

5.2 Energy Management

The energy resource utilized by Topview includes electricity used in manufacturing operations, consumable gasoline, and diesel. The direct and indirect energy use of 2014 is illustrated as the following table; among all, electricity used in manufacturing operations accounts for the major energy consumption.

2014 年能源使用紀錄 - 五股總部
2014 energy use report-Wugu headquarter

能源項目 Item	使用範疇 Use scope	2014
外購電力 (KWH) Purchased electricity (KWH)	辦公設備、機台設備、空調、 照明 Office equipment、Machine device、 Air conditioning、Lighting	653,500
汽油 (L) Gasoline	公務車輛 Public car	2,395
柴油 (L) Diesel	緊急發電機 Emergency generator	43

2014 年能源使用紀錄 - 新竹辦公室
2014 energy use report-Hsinchu office

能源項目 Item	使用範疇 Use scope	2014
外購電力 (KWH) Purchased electricity (KWH)	辦公設備、空調、照明 Office equipment、Air conditioning、 Lighting	240655

2014 年能源使用紀錄 - 台中辦公室
2014 energy use report-Taichung office

能源項目 Item	使用範疇 Use scope	2014
外購電力 (KWH) Purchased electricity (KWH)	辦公設備、空調、照明 Office equipment、Air conditioning、 Lighting	177795

備註：桃園廠為 2014 年 11 月正式運作，其能源使用紀錄將於下年度報告呈現。

Note: Taoyuan factory officially operated in Nov. 2014, and the energy use report will be released in the first half year of 2015.

溫室氣體排放量

勝品電通有感於全球氣候與環境，因溫室效應影響而逐漸惡化，做為地球公民的一份子，勝品電通願肩負起企業抗暖化之責任與義務，自 2014 年起進行溫室氣體 (Greenhouse Gas, GHG) 範盤查，以確實掌握公司之溫室氣體排放狀況，並據此評估溫室氣體減量之可行方案，以期達到降低溫室氣體排放量之目標。

2014 年之溫室氣體盤查結果如下表所示，以直接排放 (範疇一排放) 與能源間接排放 (範疇二排放) 為主要盤查目標，其他間接排放 (範疇三排放) 僅進行定性調查，2014 年度溫室氣體總排放量為 346.9 公噸 CO₂e。其中外購電力所造成之排放佔公司整體排放量之比重達 98% 以上。

2014 年溫室氣體排放量

類別	排放源	溫室氣體排放量 (公噸 CO ₂ e)		
		五股總部	新竹辦公室	台中辦公室
直接 (範疇一) 排放	緊急發電機組、 公務車輛、公務 車輛空調、冰水 主機、冰箱、飲 水機、化糞池	5.8	0.0	0.0
能源間接 (範疇二) 排放	外購電力	341.1	125.6	92.8
其他間接 (範疇三) 排放	原物料製造 / 運 輸、廢棄物委外 處理之運輸 / 排 放、員工通勤差 旅	N/A	N/A	N/A
合計		346.9	125.6	92.8

推動節能減碳

為減少溫室氣體排放量並配合政府政策，勝品電通積極推動節能減碳，於 2010 年參加經濟部工業局製造業節能減碳輔導；2011 年參加新北市政府經發局清潔生產輔導，執行多項節能方案。經節能減碳輔導團隊診斷本公司之製程、照明系統、空調系統、空壓機系統等，針對電力系統、中央空調系統、照明系統進行改善。

(一) 降低契約容量：降低用電契約，由 300kw 降為 260kw 契約容量。

(二) 冰水主機設備效能改善：舊型冰水主機汰換為新型環保冷媒主機，每年可節電 71,750KWH。

Greenhouse Gas (GHG) Emission

Topview was well aware of the fact that the global climate and environment are deteriorating because of greenhouse effect. Being a corporate citizen of planet Earth, Topview fulfills its corporate responsibility to fight global warming. Since 2014, we have performed Greenhouse gas (as GHG) survey and definitely controlled the status of GHG emission, and implemented feasible reduction plans to attain a lower GHG emissions intensity.

The GHG survey of 2014 is illustrated as the following table; the direct emission (scope 1) and indirect emission (scope 2) are major survey targets, and other sources of indirect emission(scope 3) is just regular investigation. In 2014, a total of GHG emission is 346.9 tons of CO₂e; among all, externally purchased electricity is the largest source of GHG emissions (above 98%).

2014 Greenhouse gas inventory

Category	Emission source	Greenhouse gas emission(unit: tons of CO ₂ e)		
		Wugu headquarter	Hsinchu	Taichung
Direct energy consumption (Scope 1)	Emergency generator, Public car, Car's air conditioning, Chiller, Refrigerator, Drinking fountain, Septic tank	5.8	0.0	0.0
Indirect energy consumption (Scope 2)	Purchased electricity (KWH)	341.1	125.6	92.8
Other sources of indirect energy consumption (Scope 3)	Raw material manufacture/ Transportation, Waste management/ Emission, Employee business trip	N/A	N/A	N/A
Total		346.9	125.6	92.8

Energy Saving Measure

In order to reduce GHG emission and comply with the government policy, Topview aggressively promoted energy saving and implemented many energy saving solutions including the campaign of energy saving guidance by Industrial Development Bureau of Ministry of Economic Affairs in 2010 and the cleaner production guidance of Economic Development Department of New Taipei City Government in 2011. Topview enlisted the help of teamwork of energy saving guidance to check production, lighting, air conditioning, and air compression system; as a result, electricity system, central air conditioning and lighting will be improved by a large margin in the near future.

(1) The reduction of contract capacity: The contract capacity is reduced from 300kw to 260kw.

(2) The performance improvement of chiller: The obsolete chiller was replaced by new style eco chiller that is able to save energy efficiently by around 71,750KWH per year.

冰水主機已達汰換年限且舊型主機 EER 偏低，汰換為新型高效率 EER 環保冷媒之冰水主機，EER 可達 3.83~5.25，耗能 0.79~0.58 kw/RT。量測舊有冰水主機平均耗電為 1.2 kw/RT，新主機效率約為 0.79 kw/RT。每年可節電 $100 \text{ RT} \times (1.2 - 0.79) \text{ kw/RT} \times 2500 \text{ hr/年} \times 0.7$ (參差因數) = 71,750KWH/年



▲ 改善前：舊型冰水主機
Before Improvement: the obsolete chiller



▲ 改善後：新型高效率冰水主機
After improvement: the latest high-efficiency eco chiller

- (三) 中央空調系統改善：增設外氣通風系統以利於秋冬季替代中央空調之運作。
- (四) 照明系統改善：將 T8 燈組汰換為 LED 燈組，共汰換 300 組，每年可節電 2,000KWH/年。
- (五) 其他：辦公室之節能減碳宣導

- (1) 走廊均改為低瓦數的 LED 省電燈泡
- (2) 辦公室內溫度在 26 度以下停止中央主機運轉，以達節能省電之成效
- (3) 宣導下班後將電腦及螢幕電源關閉



▲ 文宣貼紙 Eco label



▲ 節能標章產品 Eco energy product



節能減碳績效

勝品電通透過中央空調系統、照明系統，達到節能減碳成效，每年可減少用電量 147,627 KWH，也相當減少溫室氣體排放 93.7 公噸 -CO₂e/年。

Due to the expired effective duration with the EER below the average, the old style chiller was replaced by the latest high-efficiency EER eco chiller, which has a better performance on both EER (3.83 - 5.25) and power consumption (0.79 - 0.58 kw/RT). By comparison, the average power consumption of the old one is 1.2 kw/RT, while the latest one is about 0.79 kw/RT, which substantially proves the annual power consumption can be saved at approximate $100 \text{ RT} \times (1.2 - 0.79) \text{ kw/RT} \times 2500 \text{ hr/Year} \times 0.7$ (Divergent Factor) = 71,750KWH per year.



▲ 改善前：T8 燈管
Before improvement: T8 light



▲ 改善後：LED 燈管
After improvement: LED light

- (3) The performance improvement of central air conditioning unit: Increasing air ventilation is good for the season change between autumn and winter.
- (4) The performance improvement of office lighting: All offices have been upgraded from the old T8 lights to the advanced LED lights. A total of 300 lights are changed to LED lights that is able to save energy efficiently by around 2,000KWH per year.
- (5) Other improvement: Promotion of energy saving at office

1. The corridor is changed to use low-power LED lights.
2. When ambient temperature of office is below 26 degrees Celsius, the central air conditioning unit will automatically suspend its operation, which can prominently achieve the goal of energy saving.
3. We advocate to turn off computers and monitors when you are off the duty.

The Performance of Energy Saving

Topview achieves a better performance of energy saving by central air conditioning unit and the advanced lighting system. The electricity consumption is largely reduced by 147,627 KWH per year, which is tantamount to the reduction of GHG emission by 93.7 tons - CO₂e per year.

5.3 水資源管理

勝品電通在產品製造過程無須用水，水資源之使用主要為生活用水。2014 年之用水量如下表所示。用水全部為自來水，無抽取地下水。

2014 年水資源使用紀錄 - 五股總部

水資源項目	使用範疇	2014
自來水 (m ³)	生活用水	4,424
地下水 (m ³)	無使用	

備註：此使用量為五股總部。桃園廠為 2014 年 11 月正式運作其水資源使用紀錄將於下年度報告呈現。台中、新竹辦公室為一般商辦大樓，水資源使用於生活用水，用水量之統計由大樓管理處統一管理，故不列入計算。

節水方案

為降低水資源之使用，勝品電通將廠內之馬桶與水龍頭，更換為獲得經濟部水利署節水標章之省水馬桶與水龍頭，有效降低水資源之使用。



▲ 省水水龍頭
Control valves at faucet



▲ 節水標章之省水小便斗
New water-free urinals
at men's toilets

廢水管理

勝品電通在產品製造過程中無廢水產生，只有生活污水產生。生活污水遵守新北產業園區之規定，將生活污水納管排入廢水處理中心進行處理，因此不會對河川等水源與土地造成二次污染。廢水處理中心人員每年進行 2 次不定期無預警生活污水採樣檢驗，檢驗結果均符合其規定。

5.3 Water Resources Management

Topview does not consume any water in its production, and the biggest water user is employee's daily use. Water consumption information of 2014 is provided as the following table. Topview's water source is entirely from water supply system without other sources, e.g., groundwater withdrawal.

2014 Water consumption intensity - Wugu headquarter

Water resource item	Scope	2014
Water supply system	Daily use	4,424
Underground water	Without use	

Note: The report of water consumption intensity is from Wugu headquarter. Taoyuan factory just initiated into operation in Nov. 2014, so we will report the water resource use in the first half year of 2015. Taichung office and Hsinchu office are both within the common business buildings, and the biggest water user is employee's daily use. The water consumption intensity of Taichung office and Hsinchu office was not included within the 2014 statistics due to the individual controls by building management committee.

The Water Conservation Measures

To conserve water, Topview made improvements to existing facilities of toilets and faucets, and further introduced new water-saving facilities of eco marked toilets and faucets to raise water efficiency.



Wastewater Management

All products of Topview have zero industrial waste water during the manufacture process, but simply generates sewage from domestic water usage. Domestic sewage complies with the regulation of New Taipei City Industrial Park and domestic sewage produced by Topview is discharged into wastewater treatment plant as required, which does not pose pollution on the surrounding water source and land. The staff of wastewater treatment plant randomly sample the domestic sewage for further examination twice a year, and all the results are perfectly in accordance with the regulation for wastewater.

5.4 廢棄物管理

勝品電通所產生之廢棄物，分為一般廢棄物、事業廢棄物與資源廢棄物。2011~2014 年各類廢棄物之產生量如下表所示。

2011~2014 年廢棄物產生量

廢棄物項目	廢棄物組成	2011	2012	2013	2014
一般廢棄物	生活垃圾	5.3t	5.1t	6.5t	7.1t
事業廢棄物	包含廢紙箱、IC 托盤、廢塑膠、廢包材紙、混合五金等	0.26t	0.36t	0.65t	0.78t
資源廢棄物	可回收之生活垃圾，包含寶特瓶、鐵罐、鋁罐等	7.6t	7.8t	12.5t	11.2t

備註：此使用量為五股總部。桃園廠為 2014 年 11 月正式運作，其能源使用紀錄將於下年度報告呈現。

廢棄物清運管理

勝品電通所產生之各類廢棄物，均委託專業合格之廠商進行回收或處理，每年簽約時均確認其廢棄物處理許可證之有效性。勝品電通更不定期查廠，以確保廢棄物均備妥善處置。

- (一) 一般廢棄物：由專業、合格的處理廠商清運至新北市八里焚化廠進行焚燒處理。
- (二) 事業廢棄物：由專業、合格的處理廠商統一回收與再利用。
- (三) 資源廢棄物：由民間資源回收業者進行清運。

廢棄物減量

勝品電通持續推動減廢活動，並從源頭落實資源回收分類，如針對清潔人員訓練正確之資源分類方法，並宣導同仁進行垃圾分類。

2011 年至 2014 年均逐步提昇資源回收率。2014 年下降之原因主要為當年度有較多內部整修工程廢棄物所致。

2011~2014 年廢棄物回收率
the percentage of recyclable waste

項目 Items	2011	2012	2013	2014
回收率目標 Target of recyclable waste percentage	65.0%	65.0%	65.0%	65.0%
實際回收率 Recyclable waste percentage	59.7%	61.5%	66.9%	62.8%
差異 Divergence percentage	-5.3%	-3.5%	1.9%	-2.2%

備註：實際回收率 = { 資源廢棄物 (公斤) / 總廢棄物 (公斤) } * 100%

Note: Recyclable waste percentage = total recyclable waste (kg) / total waste (kg) * 100%

5.4 Waste Management

Waste generated by Topview can be classified into 3 categories: general waste, industrial waste and recyclable waste. A total amount of different waste types between 2011 and 2014 are shown in the following table.

2011~2014 total amount of waste

Types of waste	Consist of waste	2011	2012	2013	2014
General wastes	Domestic wastes	5.3t	5.1t	6.5t	7.1t
Industrial wastes	Including cartons, IC trays, plastics waste, papers, mixed metals	0.26t	0.36t	0.65t	0.78t
Recyclable wastes	Recyclable waste including PET bottles, cans, aluminum cans	7.6t	7.8t	12.5t	11.2t

Note: The report of waste use is from Wugu headquarter. Taoyuan factory just initiated into operation in Nov. 2014, so we will report the energy use in the first half year of 2015.

Waste Classification and Handling

The different waste types generated by Topview are collected and disposed by the professional qualified businesses. Each year when signing a contract, we must confirm that local qualified businesses have a valid waste treatment license, and Topview also performs random checks to ensure that handling procedures are appropriate and waste disposal are well managed.

1. General wastes are transported to the incineration plant of Bali Dist., New Taipei City for incineration procedure by qualified garbage disposal businesses.
2. Industrial wastes are sorted, collected and handed over to local qualified waste treatment businesses.
3. Recyclable wastes are collected and transported to local qualified recycling businesses.

Waste Reduction

Topview continuously engages in energy saving and waste reduction activities. Starting with the earliest stage of production, Topview carries out substantial actions of waste classification. For example, we educated cleaner to have a proper resource classification and advocated the employee to do the garbage classification. The percentage of Topview recyclable waste has gradually increased between 2011 and 2014; however, due to the interior decoration and refurbishing, the recyclable waste had a large decrease in 2014.

社會關懷與參與

6.1 文化活動

勝品電通支持台灣本土文化之推廣，為使同仁更認識台灣，並支持本土記錄片之發展，辦理3場次《看見台灣》記錄片欣賞活動，透過導演齊柏林以3年的時間，運用空拍手法讓同仁從飛鳥之姿一望福爾摩沙-台灣，並省思對環境保護之責任，學習與大自然和諧共處，使家園變得更美好。

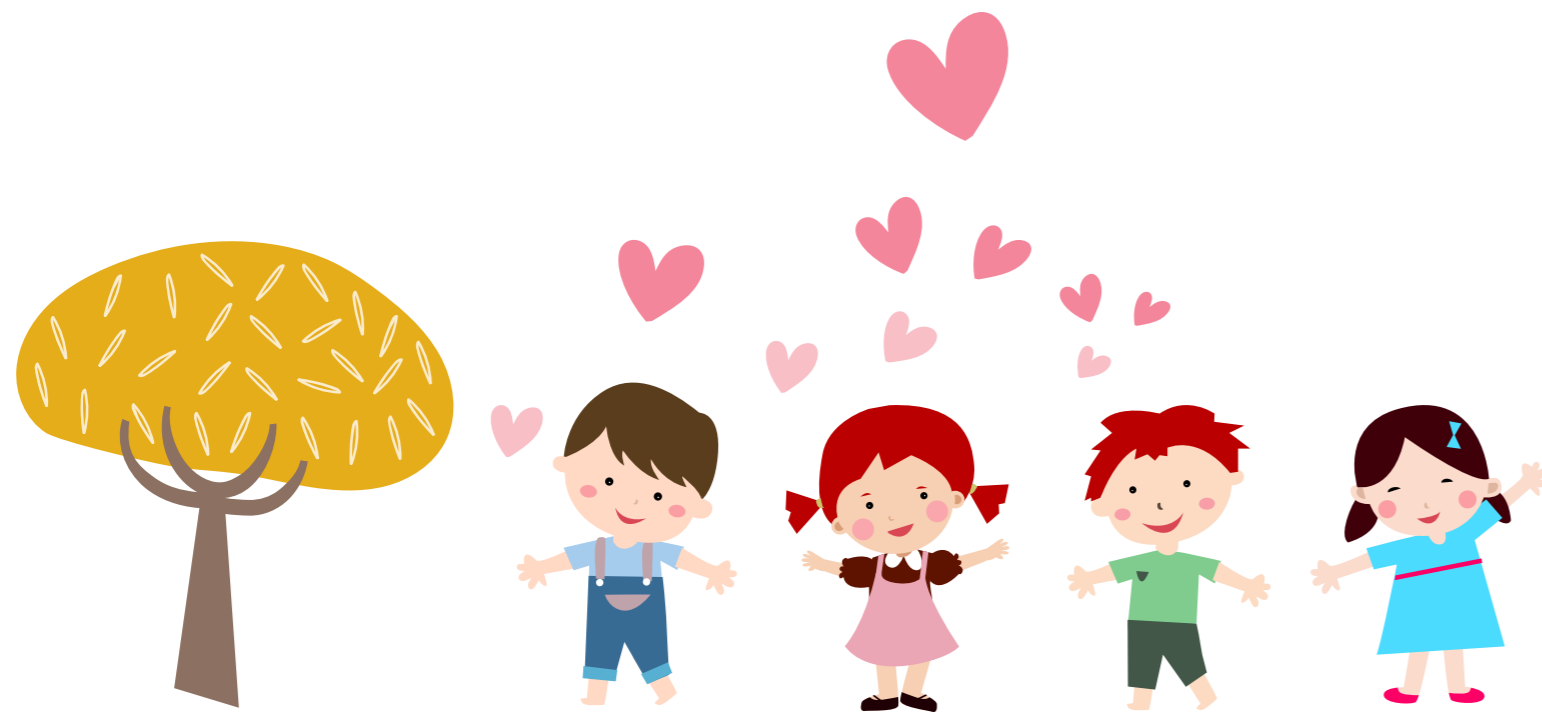
6.2 公益活動

關懷弱勢

勝品電通關懷弱勢，於二十周年慶活動，採購庇護工廠之產品做為送給員工之禮品，以實際行動支持身心障礙者之長期就業需求。

捐血活動

勝品電通積極鼓勵員工響應捐血活動，許多熱血員工已養成定期捐血的習慣，用溫暖行動支持與回饋社會。



Social Care and Participation

6.1 Culture Activities

Topview fully supports the promotion of Taiwanese local culture and also supports the development of local documentary. In order to make employees a better understanding of Taiwan, we held three film appreciation seminars featuring the documentary “Beyond Beauty-TAIWAN FROM ABOVE”; director Po-lin Chi spends three years and uses aerial photography to capture the beauty of Formosa-Taiwan. Most importantly, this documentary made us be aware of responsibility of environmental protection and have us learn a harmonious coexistence between nature and humankind to make a beautiful homeland.

6.2 Public Activities

Concern for Disadvantaged Groups

Topview always cares disadvantaged groups and purchases production handmade by sheltered workshops as warming gifts to our employees in the 20th anniversary event. We put our passionate advocacy into action to support the fixed job opportunities provisions for those disadvantaged groups.

Blood Donation Event

Topview aggressively encourages our employees to participate the blood donation event where many enthusiastic employees have cultivated the good habit of periodical donation to help those in need and care social communities.



ISO 26000 對照表

核心主題	社會責任議題	對應章節	頁碼
6.2 組織治理	組織治理	總經理的話	6
		CH1.2	12
		CH1.3	14
6.3 人權	議題 1 盡職審查	CH4.1	46
	議題 2 人權風險狀況	CH4.1	46
	議題 3 避免同謀	CH3.4 ; CH4.1	44 ; 46
	議題 4 處理申訴	CH4.1	46
	議題 5 歧視和弱勢群體	CH4.1 ; CH4.2	46 ; 48
	議題 6 公民權利和政治權利	CH4.1	46
	議題 7 經濟、社會和文化權利	CH6	78
	議題 8 工作總的基本原則和 權利	CH4.1	46
6.4 勞工實踐	議題 1 就業和僱傭關係	CH4.3	52
	議題 2 工作條件和社會保護	CH4.3	52
	議題 3 社會對話	CH4.3	52
	議題 4 工作總的健康和安全	CH4.6	62
	議題 5 工作場所中認得發展與培訓	CH4.4	56
6.5 環境	議題 1 防止污染	CH5	66
	議題 2 資源可持續利用	CH3.1 ; CH5.2 ; CH5.3	32 ; 68 ; 74
	議題 3 減緩並適應氣候變化	CH5.2	68
	議題 4 環境保護、生物多樣性和自然棲息地恢復	CH5	66
6.6 公平運行實踐	議題 1 反腐敗	CH2.4	28
	議題 2 負責任的政治參與		
	議題 3 公平競爭	CH2.3	26
	議題 4 在價值鏈中促進社會責任	CH3.4	44
	議題 5 尊重產權	CH2.3	26
6.7 消費者問題	議題 1 公平行銷、真實公正的資訊和公平 的合同實踐	CH2.3	26
	議題 2 保護消費者健康和 safety	CH3.2	36
	議題 3 可持續消費	CH3.1 ; CH3.4	32 ; 44
	議題 4 消費者服務、支援和投訴及爭議處理	CH3.3	38
	議題 5 消費者資訊保護與隱私	CH3.3	38
	議題 6 基本服務獲取	CH3.3	38
	議題 7 教育和意識	CH3.2	36

ISO 26000 List

Core subjects	Issues of social responsibility	Related Chapter	Page
6.2 Organizational governance	Organizational governance	Message from the Chairman	6
		CH1.2	12
		CH1.3	14
6.3 Human rights	Issue 1 Due diligence	CH4.1	46
	Issue 2 Human rights risk situations	CH4.1	46
	Issue 3 Avoidance of complicity	CH3.4 ; CH4.1	44 ; 46
	Issue 4 Resolving grievances	CH4.1	46
	Issue 5 Discrimination and vulnerable groups	CH4.1 ; CH4.2	46 ; 48
	Issue 6 Civil and political rights	CH4.1	46
	Issue 7 Economic, social and cultural rights	CH6	78
	Issue 8 Fundamental principles and rights at work	CH4.1	46
6.4 Labor practices	Issue 1 Employment and employment relationships	CH4.3	52
	Issue 2 Conditions of work and social protection	CH4.3	52
	Issue 3 Social dialogue	CH4.3	52
	Issue 4 Health and safety at work	CH4.6	62
	Issue 5 Human development and training in the workplace	CH4.4	56
6.5 The environment	Issue 1 Prevention of pollution	CH5	66
	Issue 2 Sustainable resource use	CH3.1 ; CH5.2 ; CH5.3	32 ; 68 ; 74
	Issue 3 Climate change mitigation and adaption	CH5.2	68
	Issue 4 Protection of the environment, biodiversity and restoration of natural habitats	CH5	66
6.6 Fair operating practices	Issue 1 Anti-corruption	CH2.4	28
	Issue 2 Responsible political involvement		
	Issue 3 Fair competition	CH2.3	26
	Issue 4 Promoting social responsibility in the value chain	CH3.4	44
	Issue 5 Respect for property rights	CH2.3	26
6.7 Consumer issues	Issue 1 Fair marketing, factual and unbiased information and fair contractual practices	CH2.3	26
	Issue 2 Protecting consumers' health and safety	CH3.2	36
	Issue 3 Sustainable consumption	CH3.1 ; CH3.4	32 ; 44
	Issue 4 Consumer service, support, and complaint and dispute resolution	CH3.3	38
	Issue 5 Consumer data protection and privacy	CH3.3	38
	Issue 6 Access to essential services	CH3.3	38
	Issue 7 Education and awareness	CH3.2	36

6.8 社區參與和發展	議題 1	社區參與	CH6	78
	議題 2	教育和文化	CH6	78
	議題 3	就業創造和技能開發	CH4.2	48
	議題 4	技術發展和獲取	CH4.2	48
	議題 5	財富與收入創造	CH4.3	52
	議題 6	健康	CH5	66
	議題 7	社會投資	CH6	78

6.8 Community Involvement and development	Issue 1	Community involvement	CH6	78
	Issue 2	Education and culture	CH6	78
	Issue 3	Employment creation and skills development	CH4.2	48
	Issue 4	Technology development and access	CH4.2	48
	Issue 5	Wealth and income creation	CH4.3	52
	Issue 6	Health	CH5	66
	Issue 7	Social investment	CH6	78

GRI G4 核心指標對照表

一般標準揭露

類別	指標	報告書章節	頁碼	
策略與分析	G4-1	提供組織最高決策者的聲明 (如 CEO、董事長或等同的高階職位者) · 內容包含判斷與組織相關的永續性議題 · 及針對這些對組織具相關性的面向提出永續性策略	總經理的話	6
			CH1.2	12
組織概況	G4-3	說明組織名稱	CH1.1	8
	G4-4	說明主要品牌、產品與服務	CH2.1	16
	G4-5	說明組織總部所在位置	CH1.1	8
	G4-6	組織營運所在的國家數量及國家名 (包括主要營運所在國或與永續發展議題有關的所在國)	CH1.1	8
	G4-7	所有權的性質與法律形式	CH1.1	8
	G4-8	說明組織所提供服務的市場 (包含地理細分、所服務的行業、客戶 / 受惠者的類型)	CH2.1	16
	G4-9	說明組織規模	CH1.1	8
	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	CH4.2	48
	G4-11	受集體協商協定保障之總員工數比例	CH4.2	48
	G4-12	描述組織的供應鏈	CH3.4	44
	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	CH1.1	8
	G4-14	說明組織是否具有因應相關之預警方針或原則		
	G4-15	列出經組織簽署認可 · 而由外部所制定的經濟、環境與社會規章、原則或其他倡議。		
	G4-16	列出組織參與的公協會 (如產業公協會) 和國家或國際性倡議組織的會員資格	CH1.1	8
鑑別重大考量面與邊界	G4-17	列出組織合併財務報表或等同文件中所包含的所有實體	CH2.2	26
	G4-18	界定報告內容和考量面邊界的流程	CH1.3	14
	G4-19	列出所有在界定報告內容過程中所鑑別出的重大考量面	CH1.3	14
	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	CH1.3	14
	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	CH1.3	14
	G4-22	說明對先前報告書中所提供之任何資訊有進行重編的影響及原因	CH1.3	14
	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	CH1.3	14
利害關係人議合	G4-24	列出組織進行議合的利害關係人群體	CH1.3	14
	G4-25	就所議合的利害關係人 · 說明鑑別與選擇的方法	CH1.3	14

GRI G4 Guidelines Core Options List

General Standard Disclosures

Category	Core option	Related Chapter	Page	
Strategy and Analysis	G4-1	Provide a statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability.	Message from the Chairman	6
			CH1.2	12
Organization Profile	G4-3	Report the name of the organization.	CH1.1	8
	G4-4	Report the primary brands, products, and services.	CH2.1	16
	G4-5	Report the location of the organization's headquarter.	CH1.1	8
	G4-6	The number and names of the countries where the main organizations operate and the topics of sustainable development are deeply involved	CH1.1	8
	G4-7	Report the nature of ownership and legal form.	CH1.1	8
	G4-8	Report the markets where services are being provided (including geographic classification, related sectors, and types of customers and beneficiaries).	CH2.1	16
	G4-9	Report the scale of the organization.	CH1.1	8
	G4-10	Report the total number of employees by employment type, contract and gender.	CH4.2	48
	G4-11	Report the percentage of total employees covered by collective bargaining agreements.	CH4.2	48
	G4-12	Describe the organization's supply chain.	CH3.4	44
	G4-13	Report any significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain.	CH1.1	8
	G4-14	Report whether and how the precautionary approach or principle is addressed by the organization.		
	G4-15	List externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.		
	G4-16	List memberships of associations (such as industry associations) and national or international advocacy organizations.	CH1.1	8
	Identified Material Aspects and Boundaries	G4-17	List all entities included in the organization's consolidated financial statements or equivalent documents.	CH2.2
G4-18		Explain the process for defining the report content and the Aspect Boundaries.	CH1.3	14
G4-19		List all the material Aspects identified in the process for defining report content.	CH1.3	14
G4-20		For each material Aspect, report the Aspect Boundary within the organization.	CH1.3	14
G4-21		For each material Aspect, report the Aspect Boundary outside the organization.	CH1.3	14
G4-22		Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements.	CH1.3	14
G4-23		Report significant changes from previous reporting periods in the Scope and Aspect Boundaries.	CH1.3	14
Stakeholder Engagement	G4-24	Provide a list of stakeholder groups engaged by the organization.	CH1.3	14
	G4-25	Report the basis for identification and selection of stakeholders with whom to engage.	CH1.3	14

	G4-26	說明與利害關係人議合的方式，包含依不同利害關係群體及形式的議合頻率，並說明任何的議合程序是否特別為編製此報告而進行	CH1.3	14
	G4-27	說明經由利害關係人議合所提出之關鍵議題與關注事項，以及組織如何回應這些關鍵議題與關注事項，包括透過報告。說明提出每一關鍵議題與關注事項的利害關係人群體	CH1.3	14
報告書基本資料	G4-28	所提供資訊的報告期間（如會計年度或日曆年度）	關於本報告書	4
	G4-29	上一次報告的日期（如果有）	關於本報告書	4
	G4-30	報告週期（如每年一次、兩年一次）	關於本報告書	4
	G4-31	提供可回答報告或內容相關問題的聯絡人	關於本報告書	4
	G4-32	說明組織選擇的「依循」選項，說明針對所擇選項的 GRI 內容索引	關於本報告書	4
	G4-33	說明組織為報告尋求外部保證 / 確信的政策與現行做法	關於本報告書	4
治理	G4-34	管理架構，含最高治理單位的委員會，鑑別任何負責經濟、環境和社會問題的委員會	CH1.2	12
倫理與誠信	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	CH2.4	28

	G4-26	Report the organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	CH1.3	14
	G4-27	Report key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting. Report the stakeholder groups that raised each of the key topics and concerns.	CH1.3	14
Report Profile	G4-28	Reporting period (such as fiscal or calendar year) for information provided.	About the Report	4
	G4-29	Date of the previous report (if any).	About the Report	4
	G4-30	Reporting cycle (such as annual, biennial).	About the Report	4
	G4-31	Provide the contact window for questions regarding the report or its contents.	About the Report	4
	G4-32	Report the 'in accordance' option the organization has chosen. Report the GRI Content Index for the chosen option.	About the Report	4
	G4-33	Report the organization's policy and current practice with regard to seeking external assurance for the report.	About the Report	4
Governance	G4-34	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.	CH1.2	12
Ethic and Integrity	G4-56	Describe the organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.	CH2.4	28

特定標準揭露

類別	考量面	指標	報告書章節	頁碼
經濟	經濟績效	G4-EC1 組織所產生及分配的直接經濟價值	CH2.2	26
	市場形象	G4-EC5 在重要營運據點，不同性別的基層人員標準薪資與當地最低薪資的比例	CH4.3	52
		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	CH4.2	48
	採購實務	G4-EC9 於重要營運據點，採購支出來自當地供應商之比例	CH3.4	44
環境	能源	G4-EN3 組織內部的能源消耗量	CH5.2	68
		G4-EN6 減少能源的消耗	CH5.2	68
		G4-EN7 降低產品和服務的能源需求	CH3.1	32
	水	G4-EN8 依來源劃分的總取水量	CH5.3	74
排放		G4-EN3 直接溫室氣體排放（範疇一）	CH5.2	68
		G4-EN6 能源間接溫室氣體排放量（範疇二）	CH5.2	68
		G4-EN7 減少溫室氣體的排放量	CH5.2	68
廢污水和廢棄物		G4-EN22 依水質及排放目的地所劃分的總排水量	CH5.4	76
		G4-EN23 按類別及處置方法劃分的廢棄物總重量	CH5.4	76

Specific Standard Disclosures

Category	Aspect	Content Index	Related Chapter	Page
Economic	Economic Performance	G4-EC1 Direct economic value generated and distributed by the organization	CH2.2	26
	Market Presence	G4-EC5 Ratios of standard entry level wage by gender compared with local minimum wage at significant locations of operation	CH4.3	52
		G4-EC6 Proportion of senior management hired from the local community at significant locations of operation	CH4.2	48
	Procurement Practices	G4-EC9 Proportion of spending on local suppliers at significant locations of operation	CH3.4	44
Environmental	Energy	G4-EN3 Energy consumption within the organization	CH5.2	68
		G4-EN6 Reduction of energy consumption	CH5.2	68
		G4-EN7 Reductions in energy requirements of products and services	CH3.1	32
Water	G4-EN8 Total water withdrawal by source	CH5.3	74	
Emissions		G4-EN3 Direct green house gas (GHG) emissions (Scope 1)	CH5.2	68
		G4-EN6 Energy indirect greenhouse gas (GHG) emissions (Scope 2)	CH5.2	68
		G4-EN7 Reduction of greenhouse gas (GHG) emissions	CH5.2	68
Effluents and Waste		G4-EN22 Total water discharge by quality and destination	CH5.4	76
		G4-EN23 Total weight of waste by type and disposal method	CH5.4	76

產品和服務	G4-EN27	降低產品和服務對環境衝擊的程度	CH3.1	32	
	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	CH3.1	32	
	G4-EN32	採用環境標準篩選新供應商的的比例	CH3.4	44	
社會 - 勞工實務與尊嚴勞動	勞僱關係	G4-LA1	按年齡組別、性別及地區劃分新進員工和離職員工的總數及比例	CH4.2	48
		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	CH4.5	58
		G4-LA3	按性別劃分，育嬰假後復職和留任的比例	CH4.3	52
	勞 / 資關係	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	CH4.1	46
	職業健康與安全	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	CH4.6	62
		G4-LA7	與其職業有關之疾病高發生率與高風險的勞工	CH4.6	62
	訓練與教育	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	CH4.4	56
		G4-LA10	強化員工持續受僱能力以及協助其管理退休生涯的職能管理與終生學習計畫	CH4.4	56
		G4-LA11	按性別和員工類別劃分，接受定期績效及職涯發展檢視的員工比例	CH4.4	56
	員工多元化與平等機會	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	CH4.2	48
女男同酬	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的比例	CH4.3	52	
勞工實務申訴機制	G4-29	經由正式申訴機制立案、處理和解決的勞工實務申訴的數量	CH4.1	46	
社會 - 人權	投資	G4-HR2	員工接受營運相關人權政策的訓練總時數，以及受訓練員工的百分比	CH4.1	46
	不歧視	G4-HR3	歧視事件的總數，以及組織採取的改善行動	CH4.1	46
	童工	G4-HR5	已發現具有嚴重使用童工風險的營運據點和供應商，以及採取有助於杜絕使用童工的行動	CH4.1	46
	強迫與強制勞動	G4-HR6	已鑑別為具嚴重強迫或強制勞動事件風險的營運據點和供應商，以及有助於減少任何形式的強迫或強制勞動的行動	CH4.1	46
	人權實務申訴機制	G4-HR12	經由正式申訴機制立案、處理和解決的人權問題申訴的數量	CH4.1	46
社會 - 社會	當地社區	G4-SO1	營運據點中，已執行當地社區議合、衝擊評估和發展計畫的據點之百分比	CH5.1	66
	反貪腐	G4-SO3	已進行貪腐風險評估的營運據點總數及百分比，以及所鑑別出的顯著風險	CH2.4	28
		G4-SO4	反貪腐政策和程序的溝通及訓練	CH2.4	28
	反競爭行為	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	CH2.4	28
	法規遵循	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	CH2.4	28
	供應商社會衝擊及評估	G4-SO9	針對新供應商使用社會衝擊標準篩選的比例	CH3.4	44
	社會衝擊及問題申訴機制	G4-SO11	經由正式申訴機制立案、處理和解決的社會衝擊申訴之數量	CH5.1	66
	社會 - 產品責任	顧客的健康與安全	G4-PR1	為改善健康和 safety 而進行衝擊評估的主要產品和服務類別之百分比	CH3.2
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	CH3.2	36	

Product and Services	G4-EN27	Initiatives to mitigate environmental impacts from products and services	CH3.1	32	
Compliance	G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	CH3.1	32	
Supplier Environmental Assessment	G4-EN32	Percentage of new suppliers that were screened via the environmental criteria	CH3.4	44	
Social-Labor Practices and Decent Work	Employment	G4-LA1	The total number and percentage of newcomers and former employees sorted by age, gender and location	CH4.2	48
		G4-LA2	Benefits provided to full-time employees (temporary or part-time employees excluded) by significant locations of operation	CH4.5	58
		G4-LA3	Return to work and retention rates after parental leave, by gender	CH4.3	52
	Labor/Management Relations	G4-LA4	If the minimum notice period is specified within the collective agreements when operational change occurs	CH4.1	46
	Occupational Health and Safety	G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absence rate, and total number of work-related fatalities, by region and by gender	CH4.6	62
		G4-LA7	Workers with high incidence or high risk of diseases related to their occupation	CH4.6	62
	Training and Education	G4-LA9	Annual average hours of training per employee by gender, and by employee category	CH4.4	56
		G4-LA10	Programs for skills management and lifelong learning that support the continuous employment of employees and facilitate the management of retirement	CH4.4	56
		G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	CH4.4	56
	Diversity and Equal Opportunity	G4-LA12	The composition of both managerial level and all categories of employees by gender, age group, minority group membership, and other indicators of diversity	CH4.2	48
Equal Remuneration for Women and Men	G4-LA13	Ratio of basic salary and remuneration between male and female employees by employee category and major locations of operation	CH4.3	52	
Labor Practices Grievance Mechanism	G4-29	Number of grievance cases about labor practice fields that were registered addressed and dealt with via the official recourse mechanism	CH4.1	46	
Social-Human Rights	Investment	G4-HR2	Total training hours and the percentage of employees in participation on human rights policies or procedures related to operation	CH4.1	46
	Non-discrimination	G4-HR3	Total number of incidents of discrimination and corrective actions taken by organization	CH4.1	46
	Child Labor	G4-HR5	Operations and suppliers identified with high risk of hiring child labor, and the countermeasures taken to abolish the child labor employment	CH4.1	46
	Forced or Compulsory Labor	G4-HR6	Operations and suppliers identified with high risks in incidents of forced or compulsory labor, and the countermeasures taken to contribute to the elimination of all forms of forced or compulsory labor	CH4.1	46
	Human Rights Recourse Mechanisms	G4-HR12	Number of grievance cases about human rights fields that were registered, addressed and dealt with via the official recourse mechanism	CH4.1	46
Social-Society	Local Communities	G4-SO1	Percentage of operations which have implemented local community engagement, impact assessments, and development programs	CH5.1	66
	Anti-corruption	G4-SO3	Total number and percentage of operations which have evaluated risks related to corruption and the significant impacts identified	CH2.4	28
		G4-SO4	Communication and training on anti-corruption policies and procedures.	CH2.4	28
	Anti-competitive Behavior	G4-SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	CH2.4	28
	Compliance	G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	CH2.4	28
	Supplier Assessment for Impacts on Society	G4-SO9	Percentage of new suppliers that were filtered under the criteria of impacts on society	CH3.4	44
	Recourse Mechanisms for Impacts on Society	G4-SO11	Number of grievance cases about impacts on society filed that were registered addressed and dealt with via the official recourse mechanism	CH5.1	66
	Social-Product Responsibility	Customer Health and Safety	G4-PR1	Percentage of primary products and service categories for improving health and safety via impacts evaluation	CH3.2
G4-PR2		Total number of incidents of non-compliance with regulations and voluntary codes concerning the impacts on health and safety aspects of products and services within the life cycles, by types of outcomes	CH3.2	36	

產品服務及標示	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的重要產品及服務類別的百分比	CH3.2	36
	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	CH3.2	36
	G4-PR5	客戶滿意度調查的結果	CH3.3	38
顧客隱私	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	CH3.3	38
法規遵循	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	CH3.2	36

Product and Service Labeling	G4-PR3	Types of product and service information categorized by the organization's information and labeling procedure, and percentage of significant product and service categories subject to such information requirements	CH3.2	36
	G4-PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning products and service information labeling, by types of outcomes	CH3.2	36
	G4-PR5	Results of customer satisfaction survey	CH3.3	38
Customer Privacy	G4-PR8	Total number of verified complaints regarding breaches of customer privacy and losses of customer data	CH3.3	38
Compliance	G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	CH3.2	36

topview
www.topviewcorp.com