



## 品茂塑膠工業股份有限公司

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### 企業沿革

- 1989年** ● 品茂塑膠工業股份有限公司成立
- 2000年** ● 業務擴張，搬遷至台中大里工業區
- 2001年** ● 通過ISO9001品質管理系統認證
- 2005年** ● 取得ISO14001環境管理系統認證
- 2006年** ● 因業務需求成長，成立品茂塑膠二廠
- 2010年** ● 榮獲「台中市績優中小企業金手獎」肯定  
● 擴充產品線，成立品茂塑膠三廠
- 2014年** ● 通過SA8000企業社會責任管理系統認證
- 2015年** ● 通過OHSAS18001職業安全衛生管理系統認證
- 2017年** ● 榮獲鄧白氏第四屆TOP1000中小企業菁英獎
- 2018年** ● 榮獲鄧白氏第五屆TOP1000中小企業菁英獎  
● 榮獲第二屆台灣優良商標獎
- 2020年** ● 通過ISO45001職業安全衛生管理系統認證  
● 新營運中心正式動土
- 2021年** ● 榮獲鄧白氏第八屆TOP1000中小企業菁英獎

### 主要產品

提供保養品、彩妝品、軟管、防曬品、粉餅盒等容器設計、開模、生產、加工、組立的完整解決方案。

### 企業簡介

品茂塑膠成立於1989年，專精於化妝品容器設計、開發、生產，已陸續推出上百種系列產品，開發超過1800副模具。因提供客戶優質的品質與服務，目前合作近千家客戶。

公司深信員工為最重要的資產及永續經營的關鍵，以創造安全的工作環境為基礎，輔以貼心的員工福利制度、營造友善的職場氛圍，落實男女平等制度，並提供醫護定期到廠守護同仁的身心健康。



### 國際競爭力

#### 一、提供完整解決方案

- (一) 品茂塑膠擁有上百種系列產品外，至今已擁有十多種特殊產品專利認證，提供國際各大品牌長期配合使用。
- (二) 提供設計、開模、生產、加工、組立等一條龍式服務、提供客戶更短的交期、更實惠的價格、更好的產品品質。

#### 二、客戶關係管理

- (一) 每年至世界重要化妝品基地參展並拜訪客戶，以面對面方式了解客戶需求，並提供建議與吸收最新資訊，轉換為日後產品設計方向。
- (二) 通過 ISO9001、ISO14001、SA8000 及 OHSAS18001、ISO45001 等管理系統，讓客戶安心且放心地與品茂塑膠合作。

#### 三、打造綠色循環經濟

品茂塑膠為促進環境保護，目前已達到 99% 產品線可運用環保回收料生產及後續可回收再利用，滿足客戶綠色產品的需求。



## 營運管理

### 一、生產管理

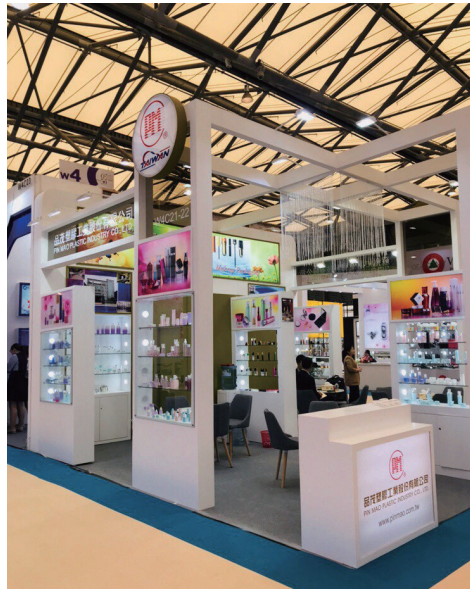
- (一) 導入 ERP 系統，並結合 LRP 批次需求與 APS 先進排程系統，搭配廠區生產追蹤系統，大幅提高訂單準交率。
- (二) 導入機聯網，將所有生產資料系統化收集存檔。並分析最佳生產參數表，降低公司生產不良率。導入自動化設備，減少相同動作的人力負擔。

### 二、供應商管理

配合供應商除了以品質、價格、交期等作為評選標準之外，亦針對風險影響程度、環境管理、企業社會責任及職安衛等面向進行評選，並進行定期評鑑，並提供供應廠商最新法規要求，與供應商共同成長。

### 三、人力資源管理

- (一) 系統化職務說明書，定義各工作職務內容、權責、組織間之相互關係與所需具備條件能力，協助公司人員皆能人盡其才、適才適所。
- (二) 定期辦理員工教育訓練充實人才庫。
- (三) 導入 HRM 系統，將人資管理資訊化，提昇人均產值。
- (四) 通過 ISO 45001 職安衛系統，持續優化勞工作業環境及勞動條件。
- (五) 持續提升員工福利，與員工共享成功果實。



## 社會責任

### 一、維護員工權益

- (一) 設立意見箱與電子郵箱，並專人收發，保障員工建議管道暢通。
- (二) 設立勞資委員會及福委會，由全體員工不記名投票產生，參與勞資會議促進勞資合作及參與有關職工福利事項之審議及推進。

### 二、性別平等工作環境

- (一) 公司女性同仁錄用比例超過 50%
- (二) 公司高階管理人士，超過 40% 是女性同仁。
- (三) 提供哺乳室與其周邊設備。
- (四) 提供孕婦專用停車格。

### 三、永續經營

基於根留臺灣及永續經營理念，於 2018 年再次購地開始興建新營運中心。預計再擴充產能 40%，能更快速滿足顧客訂單需求。提供更多的工作機會及照顧員工家庭。希望能取之於社會，用之於社會，並達到「根留臺灣、放眼國際」之理念。



## 綜合評語

- (1) 專業化妝品容器製造出口商，主要出口至日本、美國、澳洲、法國及義大利等國家，一條龍加工程序，開發多樣模具，致力提供優質品質、縮短交期、實惠價格。
- (2) 全球美妝包材領導者，創造綠色永續新生活，積極推動生產製造資訊化及智慧化，導入多項系統，建構智慧製造環境，提升經營效率。
- (3) 維護員工權益，完善性平工作環境，通過加速投資行動方案，預備擴充產能，數位轉型規劃明確，提升國際競爭力與管理效率。



# PIN MAO PLASTIC INDUSTRY CO., LTD.

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## Business Items

Providing total solutions of design, mold-making, production, decoration, and assembly for skincare, cosmetics, tubes, sun-protect, and compact packaging.

## History

- 1989** ● Establishment of Pin Mao Plastic Industry Co., Ltd.
- 2000** ● Business expanded and moved to Dali Industrial Park in Taichung
- 2001** ● Certified by ISO9001 Quality Management System
- 2005** ● Obtained the certification of ISO14001 Environmental Management System
- 2006** ● Established Pin Mao Plastic Plant II due to the business demand
- 2010** ● Awarded "Taichung City Excellent SME Golden Hand Award"
  - Expanded production lines and established Pin Mao Plastic Plant III
- 2014** ● Passed the certification of SA8000 Corporate Social Responsibility Management System
- 2015** ● Passed the certification of OHSAS18001 Occupational Safety and Health Management System
- 2017** ● Award the 4th D&B Top 1000 Elite SME Award
- 2018** ● Award the 5th D&B Top 1000 Elite SME Award
  - Awarded the 2nd Taiwan Excellent Trademark Award
- 2020** ● Passed certification of ISO45001 Occupational Safety and Health Management System
  - Begin construction for the new operation center
- 2021** ● Award the 8th D&B Top 1000 Elite SME Award



## Introduction

Established in 1989, Pin Mao Plastic is specialized in the design, development, and production of cosmetic packaging. We have launched more than a hundred types of products and developed more than 1,800 sets of molds. Because of the excellent quality and service we offer, we are servicing with nearly 1,000 customers currently.

We firmly believe employees are the most important asset of the company as well as the key to sustainable operation. Therefore, we focus on creating a safe working environment, providing caring employee welfare system, establishing the atmosphere of friendly workplace, implementing the gender equality system, and providing regular medical care at the site to protect the physical and mental health of our employees.



## Export Competitiveness

- I. Providing total solutions
  - (1) Other than providing more than a hundred types of products, Pin Mao Plastic also possesses more than ten patent certifications for special products. We work with international key brands in a long-term basis.
  - (2) We provide one-stop service of design, mold-making, production, decoration, and assembly as well as better delivery time, price, and product quality to our customers.
- II. Customer relationship management
  - (1) We participate in the exhibition at the important bases for cosmetics all over the world every year and visit our customers at the same time. With the approach of face-to-face communication, we understand customers' demands, provide suggestions, and absorb the latest information to use for the product design in the future.
  - (2) We passed the certification of international systems, including ISO9001, ISO14001, SA8000, OHSAS18001, and ISO45001; customers can work with us with an easy mind.
- III. Creating green circulating economy

To promote environmental protection, Pin Mao Plastic has achieved using recycling materials for 99% of our production as well as recycling for utilization to meet our customers' demands in green products.

第25屆 小巨人獎  
出口績優中小企業  
The 25th Rising Star Award



## Operation Management

- I. Production management
  - (1) Introducing ERP systems to combine with lot requirement planning (LRP) and advanced planning & scheduling system (APS); matching these with the production tracking system to hugely enhance the on-time delivery rate of our orders.
  - (2) Introducing machine-to-machine network to collect and save all the production data systematically as well as to analyze the best manufacturing parameter table to reduce the production defective rate. Introducing automatic equipment to reduce manpower in repeating the same action.
- II. Supplier management

We work with suppliers for the assessment on quality, price, and delivery time as well as the evaluation of risk impact, environmental management, corporate social responsibility, and occupational safety and health. We implementing re-audit periodically, and also provide suppliers the latest legal requirements to grow with our suppliers.
- III. Human resource management
  - (1) Systematic job description to define work content, responsibility, and interrelationship between organizations for each job as well as the capabilities required to assist all the employees perform their talents and occupy the best position.
  - (2) Holding regular educational training to employees to enrich our talent pool.
  - (3) Introducing HRM system to informatize human resource management and enhance per capita output.
  - (4) Passed ISO 45001 Occupational Safety and Health System to continue optimizing the operating environment and laboring conditions for employees.
  - (5) Continuous enhancing employee welfare and sharing success with employees.



## Social Responsibility

- I. Maintaining employees' rights and interests
  - (1) Setting up a suggestion box and an exclusive email and designated a dedicated person to take care of it in order to protect a smooth communication channel with employees.
  - (2) Establishing Labor-Management Committee and Welfare Committee under secret ballot among all the employees to participate in the labor-management meeting for the promotion of labor-management cooperation as well as participating in the reviewing and promotion of matters related to employee welfare.
- II. Working environment with gender equality
  - (1) The recruitment rate of female employee is over 50%.
  - (2) More than 40% of high managements are female employees.
  - (3) Providing the lactation room and relevant equipment required.
  - (4) Providing exclusive parking spaces for employees who are pregnant.
- III. Sustainable operation

Based on the concept of rooting in Taiwan and sustainable operation, we purchased a piece of land in 2018 to construct a new operation center. It is expected to expand 40% of production capacity to satisfy customers' orders more rapidly. Besides, we plan to provide more working opportunities and take care of the family of employees better. We hope to achieve our goal of taking from the society and giving back to the society as well as "rooting in Taiwan and taking a broad view to the whole world."