寬豐工業股份有限公司

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企業沿革

1972年	成立寬豐企業社 / 創立商標「REAL」
1978年	成立 「寬豐工業股份有限公司」
1980年	取得第一件專利 ，迄今共獲得約150 項專利
1994年	中小企業創新研究獎 (共三次)
1996年	中華民國國家發明展金牌獎 (數十項國內外發明獎)
1997年	台灣精品獎 (共三次)
2001年	CE認證
2002年	產品取得英國 SOLD SECURE SECURITY TEST STANDARD認證
2005年	導入ISO 9001 :2000 品質管理系統標準
2008年	商業周刊第 1072 期報導
2009年	成立越南廠 R&T LOCKS & SECURITY CO., LTD.
2010年	德國 iF、Reddot、Good Design設計大獎
2011年	新北市卓越企業獎
2016年	國家發明創作獎發明獎銀牌
2017年	第二屆台灣文化創意獎
2018年	第七屆經濟部中小企業處「女性創業菁英賽『二代創新』類」優勝獎，今周刊第1146期報導

主要產品

一、 **高安全性專利鎖心**：適用任何產業，鎖心變化可多達2億種以上，破世界紀錄。

二、 **雙機制櫥櫃密碼鎖**：產品已取得德國、美國、台灣、中國專利，全球銷售約四十萬組。

三、 **多功能腳踏車鎖**：兩款多功能腳踏車鎖，皆榮獲國內外知名獎項 (iF、reddot、Good Design、台灣精品獎...等)。

四、 **機電整合安全鎖具**：YouBike公共自行車租賃系統及其他以電子裝置為主、機械安全鎖心為輔的鎖具。

五、 **藍芽鎖暨APP雲端管理系統**：以NFC、Bluetooth裝置與鎖具結合，並開發APP與雲端管理平台。

REAL® SINCE 1972 **雙機制櫥櫃密碼鎖**

企業簡介

寬豐工業於1972年成立，創辦人何義輝先生非工科出身，係因某次出家門突然內急，卻無法在一大串鎖匙中找到正確鎖匙；為解決大多數人可能面對的問題，遂投入研發「安全鎖心」及「萬能鎖匙系統」，以「一卡皮箱走天下」的精神，四十餘年前即以自有品牌REAL®行銷海內外。二十多年前，當創辦人在南非好望角燈塔上，看到掛著來自台灣的REAL®不鏽鋼掛鎖，守護著往來船隻與旅人，不禁潸然淚下。

第二代董事長何希晧原為執業五年的律師，於2000年接棒，仍秉持「研發創新」及「自有品牌」的精神，不斷致力於研發創新及技術提昇，並深入市場，瞭解客戶需求，擴大營收。迄今共計獲得約一百五十項專利，已行銷逾五十國，並逐步將寬豐工業從「傳統的安全鎖具製造業」轉型為「提供安全需求產品的服務業」，成為客戶最信賴的合作夥伴。

未來將結合傳統機械式安全鎖心與智慧科技的運用，讓世界各個角落，都能看到無「鎖」不在的REAL®品牌。

國際競爭力

一、 **產品特性**：「鎖具」的技術門檻高、工序及製程繁雜、開發時程長、新產品模治具費用高、資本投入大....等因素，均墊高競爭者的門檻。

二、 **品牌建立**：致力推廣自有品牌REAL®逾四十年，已建立「Reliable」、「Endurable」、「Accurate」、「Lock」的優良品牌形象。

三、 **機電整合、客製化能力強** ：十五年前即進入「機械

REAL® Locks & Security Co., Ltd

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President of REAL Locks
Beatrice Ho

Products and Solutions

I. **High Security Detained Disc Cylinder (Patented)**：Suitable for various industries including furniture, locker, machinery, cargo, motorcycle & bicycle...etc. This lock cylinder can be made based on master key, key different, key-alike and rekeying system. There are more than 200 millions of key code combinations based on the design of this cylinder.

II. **Keyless Combination Locks**：Suitable for using on the lockers, safe box, mail box, and other equipments, especially in need of convenience of management. Patent in Taiwan, China, Germany, and U.S.A.

III. **Multi-Functional Bicycle Lock**：REAL® bicycle locks (2 products) are awarded with "Taiwan Excellence", "reddot design", "iF product design" in Germany , and "Good Design" award in Japan.

IV. **Electro-mechanical Integrated Lock**：Suitable for public transportation (i.e.: Youbike Taiwan - Public Rental Bike System), and any other possible applications.

V. **Mobile Technology and Cloud Management System**：The new developed smart lock system will combine NFC and Bluetooth control functions with APP management platform. It will secure your property and assets the smart way, gives you flexibility when convenient access control is needed, and allow for time-sensitive access so you can always be at ease.

Detained Disc Cylinder

- 1972 Founded in other name and registered brand name「REAL」
- 1978 REAL Locks & Security Co., Ltd was established.
- 1980 Obtain the first patent, and more than 150 patents until now
- 1994 Medium and Small Business Innovation Research Award (3 Times awards)
- 1996 Winner of National Invention Exhibition, Taiwan
- 1997 Taiwan Excellence Award (3 Times awards)
- 2001 Obtained the certificate of CE
- 2002 Passed "SOLD SECURE SECURITY TEST STANDARD" in UK
- 2005 ISO 9001 :2000 certified
- 2009 The second factory "R&T LOCKS & SECURITY CO., LTD." in Vietnam established.
- 2010 iF awards / reddot awards / Good Design award
- 2011 Outstanding Enterprise Award, New Taipei City
- 2016 Silver Medal of The National Invention and Creation Award
- 2017 Taiwan Cultural & Creative Award
- 2018 Winner of 7th Women Entrepreneurship Competition

REAL® SINCE 1972 Awards / Certificates

Introduction

Mr. Ho, I-Hui, the founder of REAL Locks & Security Co., Ltd, was enlightened the idea of master key system when he couldn't find the right key under an emergency situation. Even though Mr. Ho does not have any background of

及電子整合」領域，研發創新案例多、經驗佳。

四、**專利保護**：持續開發新產品並取得多國專利，墊高競爭者進入的門檻。

五、**應用範圍廣**：產品可應用之產業類別廣泛，不會因地域、宗教、人種、性別、文化不同而受限，可謂「無國界限制」之產業，且產品週期長。

六、**越南工廠**：越南廠於2009年設立，已成為銷售東協市場的利基。再者，因美中貿易戰，寬豐工業提早佈局越南廠，已成為母公司強力的生產後盾。

七、**市場行銷**：直接面對客戶，掌握市場趨勢，並建立多國語言的公司形象網站、參加國際專業展覽並開拓電子商務通路，依據客戶需求提供最適當的解決方案。

YouBike公共自行車租賃系統電子鎖

創辦人何義輝先生(前右二)及員工合影

營運管理

一、**經營理念**：「以人為本」的企業文化，提供高效率的服務及高品質的產品，取得客戶的信賴，創造雙贏或多贏的合作模式。

二、**研發特點**：創新性、獨特性、彈性大、速度快，整合不同領域之技術，提供客戶最佳的解決方案。

三、**生產管理**：導入 ISO 9001 及PPAP品質管理系統，結合ERP電腦管理作業。本廠及供應鏈的加工製程，均符合綠能環保要求，品質控管嚴格，客戶滿意度大於95%。

四、**盈餘運用**：每年將增加 2%的研發預算、5%的行銷預算、並提撥盈餘的 2%為員工紅利。

社會責任

一、**兩性平等**

(一) 女性員工約佔65%，多項主管職由女性擔任，不因性別而有差別待遇，真正實踐職場上平權的精神。

(二) 對家中有幼兒之員工，給予彈性工時。

(三) 本公司制定詳細的勞動契約、工作規則、請假辦法、性騷擾防治規定...等，對於員工權利之保障，不僅依相關法律規定之最低標準，尚且提供更優於法律規定之福利。

二、**友善的工作環境**

(一) 定期舉辦員工健檢。

(二) 定期舉辦慶生會、員工旅遊。

(三) 員工在職訓練。

(四) 除定期加薪外，另外不定期對員工考核及績效評估，頒發獎金。

三、**投入社會公益**：本公司經常不定期捐款予弱勢團體或賑災，並獲政府單位頒發感謝狀。

四、**人才招募**：2019年為提供青年更多就業機會，亦配合勞動部勞動力發展署之「青年就業旗艦計畫」，招募新進員工。

五、**綠能環保**：本公司均嚴格依據台灣法規的要求、歐盟RoHS及美國加州65法案等環保要求，進行生產製造。所有材料、製程、包材均符合環保標準，亦同時以此標準要求供應商。

綜合評語

一、自創品牌「REAL」，產品外銷至美國、奧地利、日本、加拿大、英國、新加坡、阿拉伯聯合大公國、沙烏地阿拉伯、越南等50國家，利用電子商務拓展B2B市場。

二、從事高安全鎖具、機械與電子整合之安全鎖具設計與製造、金屬產品客製化設計、製造與服務等，其技術門檻高，應用範圍廣，具國際競爭力。

三、落實性別平等工作環境、捐助社會公益與弱勢團體，隨手作環保以及重視工作安全衛生。

engineering, he devoted himself in the development of "Detained Disc Cylinder" and "Master Key System" . Its products with brand name "REAL®" has been sold in more than 50 countries for the past 4 decades.

20 years back, Mr. Ho traveled to South Africa and visited the lighthouse at Cape of Good Hope, he found the padlock on the gate of lighthouse was from REAL, and could not stop weeping from the joy and touched feeling as this padlock symbols the guardian of the lighthouse which protects the travelers and ships. Today, you can still find this REAL padlock on the gate of lighthouse at Cape of Good Hope, and it is rust free and no signs of corrosion.

Beatrice, President of REAL Locks, had been a professional lawyer for 5 years before she took over the family business since year 2000. Her vision is to transform REAL from a "Traditional Manufacture" into a "Security & Locking System Solution Provider". In order to achieve this goal, Beatrice constantly promotes R&D innovation and technology enhancement. Until today, REAL has obtained over 150 patents and expanded business segment from mechanical products into electronic-mechanical integration merchandise.

REAL® will continually follow the market trend and provide total solutions and reliable products to fulfill customer's requirements. REAL® is the most reliable partner and supplier in security industry.

Export Competitiveness

I. **Product Specialty**: The lock industry requires high technical engineering, long development lead time, high tooling cost and capital investment which push away new competitors.
II. **International Brand:** REAL® brand has been registered for more than 40 years and its products has been sold in over 50 countries. REAL stands for the product images of Reliable, Endurable, Accurate, and Lock.
III. **Know-How:** Electronic-Mechanism Integration, and OEM / ODM capabilities for more than 30 years.
IV. **Product Application**: Our patent lock design is applicable in various industries, and lock has no restrictions to races, religions, gender, territories, and cultures. The market is full of potential without limitation and long product life cycle.
V. **Vietnamese Facility**: In year 2009, REAL set up a factory in Vietnam, and it benefits REAL to enter ASEAN market and avoid affection from US-China trade war.
VI. **Marketing Strategy**: REAL established a company website in multi-languages, which provides latest news and products information to potential buyers all around the world. Also, REAL attends international exhibitions every year and E-commerce programs in order to expose products and catch the latest trends from the markets. After getting requests from the buyer, REAL will provide suitable solutions and development plan to make the idea in realization.

Operation Management

I. **Business philosophy**: "People Oriented" company culture which provides efficient service and high value-added commodities to create mutual benefit business relationship.
II. **R&D management**: Capabilities to integrate and merge different technologies and provide total solution in ways of innovative, unique, flexible, quick response, and fulfillment.
III. **Production management:** Implementation of ISO 9001, PPAP, and ERP system helps to improve the production process and inventory control. All of the production procedures are following the environmental-friendly regulations, and REAL provides high quality products and on-time delivery which obtained customer satisfaction rate over 95%.
IV. **Annual budget increasing from the revenue**: 2% for R&D, 5% for marketing, and another 2% for employee bonus.

Social Responsibility

I. **Gender Equality:**
   A. The ratio of male to female work force is 4:6, and many executives and supervisors are women.
   B. Workplace nursing room.
   C. Allow flexible working hours for employees who have new-born babies.
   D. REAL is not only protecting the employee rights based on the minimum standards stipulated by relevant laws including the detailed labor contracts, work regulations, leave methods, sexual harassment announcements... etc., but also providing more reasonable legal provisions as benefits for its employees.
II. **Friendly working environment:**
   A. Providing regular employee health examination
   B. Office birthday party & company trip.
   C. Employee training
   D. Providing regular salary raise and performance bonus.
III. **Corporate Social Responsibility**: REAL frequently makes donations from time to time to vulnerable groups or disaster relief, and the company is usually awarded with certificates of appreciation by government agencies.
IV. **Recruitment:** Provide job opportunities for the youth and graduated students by following the recruitment program 2019 of Taiwan Workforce Development Agency, Ministry of Labor.
V. **Environmental Protection**: The products that REAL produced are in full compliance with the requirements of Taiwan regulations and comply with RoHS and California 65 Act (USA), and so for REAL's material suppliers and subcontractors.