

第26屆國家磐石獎

The 26th National Award of  
Outstanding SMEs



# 生合生物科技股份有限公司

## SYNBIO TECH INC.



董事長 楊連傳先生  
Chairman : Yang Lian Chwan

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推薦單位：玉山商業銀行

財團法人農業科技研究院

行政院農業委員會畜產試驗所

營業項目：功能性乳酸菌粉、飼用添加益生菌

產品名稱：人用保健－功能性單株/複方益生菌、單株/複合式益生菌、客製化益生菌產品

動物保健－芯來旺™-禽畜飼用益生菌、水益旺™-水產飼用益生菌、芯發旺™-植物青貯保鮮劑



<http://www.synbiotech.com>

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Recommended by :

E.SUN COMMERCIAL BANK

Agricultural Technology Research Institute

Livestock Research Institute, Council of Agriculture, Executive Yuan

Business Items :

Functional probiotics for human health、Probiotic Feed additives for animal health

Products :

Human Health: Functional probiotics, probiotic raw material

Animal Health: SYNLAC™ Livestock & Poultry probiotics, SYNSEA™

Aquaculture probiotics, SYNFERM™ Plant Preserved Culture



乳酸菌代工服務 ODM/OEM service for probiotics



生合總部座落高雄路竹科學園區  
The headquarters at Kaohsiung science park



同仁安全宣導教育訓練 Employee safety training



全台最大商業化乳酸菌菌種庫

The largest commercial Culture Collection and Data Bank of lactic Acid bacteria in Taiwan

生合生物是由一群專業的發酵乳研究團隊創立，當時就成立菌種庫，蒐集超過2000株來至世界各地的乳酸菌菌種與開發高菌數的生產技術，並應用在不同的產業上；在業界來講，各項技術應用都是創新的起點，尤其乳酸菌的生產製造非常困難，故初期發展非常緩慢，大部分資金都投入研發，經過了5-6年慘淡經營，幾次增資也難以帶來獲利，直到邀請楊連傳董事長整合，經過10年的努力，以乳酸菌的力量為核心發展，全面應用於人類、動植物養殖、生態環保維護等產業發展，累積至今超過15項專利；產品包括人體保健益生菌、發酵乳飲品開發、畜水產無抗生素養殖、牧草青貯與植物保存萃取等應用，在各領域都呈現領先的態勢，事業版圖也隨著深耕台灣，前進大陸，擴展到全球。

#### 根留台灣 健全制度 一流品質

生合生物一直致力於乳酸菌粉產品之研究與生產製造，並專精於人類及動物用益生菌的應用開發，2009年進駐高雄科學園區，結合研發、製造、營運於一體的營

運總部，由台灣出發邁向國際，產品具國際競爭力，出口全球超過19個國家，外銷比例佔營業額達40%，從2011年起，營業額每年複合成長率35%，更重視生產安全，取得 ISO22000、HACCP、HALAL、GMP、TQF、FAMI-QS等多項國際認證，是台灣第一家取得TQF乳品與機能性雙驗證之乳酸菌原料生產廠，亦為台灣第一家取得歐盟高標準FAMI-QS益生菌類添加物認證，並獲得保健食品金質獎、台灣生技大獎、MIT產品認證、台灣新農業暨生醫產業選秀大賽金獎等多項肯定。



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生合生物科技股份有限公司  
SYNBIO TECH INC.



生產線作業情形-乳酸菌發酵  
Production line operation-lactic acid bacteria fermentation

## 重視員工福利 共享創造動力

隨著時代的變遷與進步，面對全球化競爭，「創新」是企業經營穩健成長的不二法門，其先決條件即是「共享」，員工是企业最有價值的資產，每年提撥公司盈餘20%以上，作為員工分紅外，更重視每位同仁的聲音。針對每年營運目標提供良好的教育訓練，並做定期考核，讓同仁對自我工作做定期的審視；重視員工的意見，針對不足的地方加強改善，發展相互尊重、彼此信任與完整升遷制度，正因不斷精進每位同仁的專業度，進而讓企業可以持續創新，良性的循環成為公司成長的養分。在快樂的工作環境中，也能一起做照顧鄉里的志業，在2014年高雄氣爆與2016年台南大地震，楊董事長親自發揮人飢己飢的精神，全體員工更自發性的捐款，金額達百萬元以上，並多年捐米照顧弱勢家庭，讓同仁分享公司成長的同時，也能有利他的心地，一起為地球村命運共同體而努力。

## 公益向善 造就美好

楊董事長每年親選贈送一本好書給協力廠商與員工親友，透過書中的哲理滋養生合人的心靈，與經營企業的同時亦不忘回饋鄉里



榮獲2016生醫暨新農業選秀大賽金獎  
Awarded the Gold Award in 2016 Taiwan Healthcare and Agricultural Biotech Industries Innovation and Excellence Awards

與社會，幫助弱勢團體，楊董事長曾說「珍惜當下，廣植福田」當下因緣，都是最重要的功課，而背後更深層的意涵在於啓迪每一位生合人的「向上向善」的心靈；另一方面，亦時常鼓勵同仁，身為台灣人，歷經多種族融合，具有海洋冒險的天性、容忍與創新的精神，在各產業領域，都能夠做到領先，也期勉生合做到產業的第一。▲



積極參與國際指標性展會  
Participating actively in the international exhibitions



乳酸菌鏡檢分析討論

Microscopic analysis and discussion of lactic acid bacteria

SYNBIO TECH INC. was founded by a group of probiotic experts and researchers. The company established its own probiotic database to collect more than 2000 probiotic strains around the world, develop probiotic manufacturing technology, and apply it in different industries. At that time, the idea of probiotic use was still in its early stages and probiotic manufacturing was very challenging. Hence, a majority of the funds went into probiotic research, but business development was very slow. This situation persisted for about five to six years and the stakeholders did not see revenue. Ultimately, the board decided to invite Chairman Yang into the company. After a decade of hard work focusing on probiotics as the core of development and fully applying probiotics to the development of human, animal, and plant breeding, ecological and environmental protection, and other industries, SYNBIO TECH INC. now holds more than 15 patents and has several product lines. These include human health & nutrition, DVS starters, antibiotic-free husbandry, plant preservatives, and others. Moreover, SYNBIO TECH INC. is leading in every field, and although it started business in Taiwan, with progress in each business line SYNBIO TECH INC. has extended its business territory to China and looks forward to expanding worldwide.

#### **Established in Taiwan, Institutionally Sound, and First Class in Quality**

SYNBIO TECH INC. specializes in probiotic research and manufacturing for human and animal health. Since moving to the Kaohsiung Science Park in 2009, the company has integrated the research, manufacturing, and operation sectors into its primary



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High quality control in the international standard accreditations

headquarters. From Taiwan, SYNBIO TECH INC. successfully exports its products to more than 19 countries, and export sales contribute 40% to the total revenue of the company. Moreover, total revenue has increased by 35% annually since 2011. SYNBIO TECH INC. pays great attention to safety in manufacturing, and the production lines are certified with ISO22000, HACCP, HALAL, GMP, TQF, FAMI-QS, and others. SYNBIO TECH INC. was the first company to receive TQF certification among probiotic manufacturers. Furthermore, SYNBIO TECH INC. was also the first Taiwanese company to receive FAMI-QS certification for feed additives. The success of SYNBIO TECH INC. has also been recognized by many agencies and awards, including the Golden Quality award in health food, Taiwan Biotech Award, MIT product certification, Taiwan new agriculture and biotech Gold Medal, and others.

#### **Focusing on Employee Benefits and Sharing the Benefits of Productivity**

In this fast, competitive, and ever-changing era, innovation is key for businesses to grow, and the prerequisite for innovation is “sharing.” Employees are the most valuable assets of any company. SYNBIO TECH INC. assigns more than 20% of its annual profits to employees in the form of employee bonuses. Furthermore, the company provides on-the-job training sessions as per annual goals and listens carefully to employees’ feedbacks. Regular audits provide promotion opportunities and enable





2017 員工旅遊 2017 company travel

employees to examine their performance. SYNBIO TECH INC. also provides great opportunities for improvement, an atmosphere of mutual respect as well as trust, and a complete promotion system. These benefits and strategies help employees constantly advance in their professions, which allows the company to improve, develop, and innovate in a virtuous cycle. As for society and the environment, Chairman Yang also encourages employees to take care of the neighborhood together in addition to working together. After the Kaohsiung Gas Explosion in 2014 and the Tainan Earthquake in 2016, company employees autonomously donated more than NT\$1 million. Moreover, the company and its employees have for many years regularly helped many minority groups in rural areas by donating rice. Altruism is the core value of SYNBIO TECH INC. to make the world a better place while also moving forward.

#### **For Public Good, for a Brighter Future**

Every year, Chairman Yang handpicks a book for his employees and cooperative partners. Chairman Yang believes that philosophies and ideas in books nourish the hearts and minds of individuals. Through business operations, he always remembers to give back to society and aid underprivileged groups. “Cherish the moment, plant a blissful field” is Chairman Yang’s motto; he believes this is an

important assignment in everyone’s life and wants employees to become “better and greater.” On the other hand, as a Taiwanese, he also encourages his employees to be more flexible, open to different cultures, adventurous, steadfast, and innovative in every aspect of life. His goal is push the company to be the first in the industry. ▴

### 綜合評語 Commentary

技術深耕台灣，品質行銷國際，以台灣為營運總部，規劃多元產線強化市場需求，積極投入研發，開發核心技術，透過策略規劃、技術能量和客製化服務，深受客戶肯定。其為全球前20大益生菌主要供應商，成長潛力可期。

With technological know-how rooted in Taiwan, this company markets its quality all over the world. Headquartered in Taiwan, this company designs a diversity of production lines to strengthen market needs, and spares no effort in research and development of core technologies. Through strategic planning, technology-intensive and customized services, this company is highly recognized by its customers. It emerged among the Top 20 probiotics suppliers of the world with a highly promising future.