環安衛暨能源管理政策

Environmental, Health, Safety, and Energy Management Policy

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綿春纖維工業股份有限公司為織造、染整特殊功能性布料加工與研發之專業領導廠商，產品行銷全球各大知名專業運動品牌。公司總部設於台北市內湖區，並於桃園地區設有織造、染整、物流等專業生產廠區。我們深信「安全健康、環境保護、能源績效與企業永續」為企業經營之核心價值。為實現低碳轉型與永續發展目標，本公司承諾落實以下事項：

Men-Chuen Fibre Industry Co., Ltd. is a leading manufacturer specializing in the knitting, dyeing, finishing facilities, processing, and research and development of specialized functional fabrics. Its products are supplied to major internationally renowned sports brands. The Company is headquartered in Neihu District, Taipei City, and operates specialized knitting, dyeing and finishing facilities, as well as logistics centers, in Taoyuan. We firmly believe that *Safety and Health, Environmental Protection, Energy Performance, and Corporate Sustainability* are fundamental to our business operations. In pursuit of our low-carbon transition and sustainable development goals, the Company hereby makes the following commitments:

1. **綠色產品與資源循環**

   以保護自然環境與資源永續為訴求，從源頭落實生態設計（Eco-design）與全生命週期管理。優先選用無毒、無害、高生物可降解性及衝擊最小之染助劑與原物料，嚴格管控化學品合規性，全力打造符合國際品牌規範之綠色產品；結合精實管理（Lean Management），積極推動廢棄物資源化與循環再利用，持續降低污染物排放量、減排量，精進節水與能源轉型，實現企業永續發展。

   Green Products and Resource Circularity

   To protect the natural environment and promote the sustainable use of resources, we incorporate eco-design and life-cycle management from the outset. We prioritize dyes, dyeing auxiliaries, and raw materials that are non-toxic, non-hazardous, highly biodegradable, and have minimal environmental impact. We strictly monitor compliance with chemical regulations and strive to develop green products that meet the requirements of international brands. By integrating Lean Management, we actively promote waste recovery, resource utilization, and circular reuse, while continuously reducing pollutant emissions, implementing water-conservation measures, and advancing the energy transition to achieve corporate sustainability.

2. **低碳採購與能源效率**

   於設施設計、設備更新及採購流程中，優先考量低碳、節能與環保之產品、方案與服務。優先選購高能源效率等級（IE3/IE4+）與低能耗設備，在綜合考量生命週期（LCC）成本之同時，以最

佳能源利用效率（Energy Efficiency）與去碳化（Decarbonization）為核心策略，優化作業流程與能源績效。

Low-Carbon Procurement and Energy Efficiency

In facility design, equipment upgrades, and procurement processes, we give priority to low-carbon, energy-saving, and environmentally friendly products, solutions, and services. We prioritize high-efficiency (IE3/IE4+) equipment with low energy consumption, while taking life-cycle costs (LCC) into account. Improving energy efficiency and advancing decarbonization are central strategies for continuously optimizing operational processes and energy performance.

3. 法規遵循與風險預防

嚴格遵守國家環安衛與能源相關法律法規、行業標準及品牌客戶規範，主動考量內部與外部利害關係人之需求與期望。建立完善之危害鑑別、風險評估與能源審查（Energy Review）機制，鑑別重大環境衝擊、職安衛風險與重大能源使用（SEUs）。確立明確之環安衛與能源目標（Objectives and Targets），落實危害預防與控制，致力消除工作場所危害，防止職災事故與職業病發生，提供安全、健康、舒適且具韌性之工作環境。

Regulatory Compliance and Risk Prevention

We strictly comply with applicable national laws and regulations concerning the environment, occupational health and safety, and energy, as well as industry standards and brand customers' requirements. We proactively consider the needs and expectations of internal and external interested parties. We establish comprehensive mechanisms for hazard identification, risk assessment, and energy review to identify significant environmental impacts, occupational health and safety risks, and significant energy uses (SEUs). We establish clear environmental, occupational health and safety, and energy objectives and targets, implement hazard prevention and risk control measures, strive to eliminate workplace hazards, and prevent occupational accidents and diseases, thereby providing a safe, healthy, comfortable, and resilient working environment.

4. 利害關係人溝通、全員參與與人本文化

落實「以人為本」之經營理念，建立多元溝通與協商機制，保障員工及其代表之參與權與表達權。定期推動跨領域教育訓練與職能提升，強化個人環安衛與節能減碳之責任意識，深化企業EHS與能源管理文化；推動包容、平等與具人情味之企業文化（DEI），提升員工歸屬感與自我價值，共創企業永續生產力與社會價值。

Stakeholder Communication, Employee Participation, and a People-Centered Culture

Guided by our People First Business Principle, we establish multiple channels for communication and consultation and safeguard the rights of employees and their representatives to participate and express their views. We regularly provide cross-disciplinary training and professional development to strengthen employees' awareness of their responsibilities for environmental, health and safety management, energy conservation, and carbon reduction, and to reinforce the

Company's EHS and energy management culture. We foster a corporate culture of diversity, equity, and inclusion (DEI) and a people-centered approach, enhance employees' sense of belonging and self-worth, and jointly create sustainable productivity and social value.

5. 持續改善與永續營運

貫徹 PDCA（計畫-執行-檢查-行動）管理循環，建構並維持有效運作之 ISO 14001、ISO 45001 與 ISO 50001 整合管理系統。定期進行管理審查與能源績效指標檢討（EnPIs），持續優化作業績效、提升能源利用效率與環境品質，逐步落實企業淨零碳排與永續經營之遠大願景。

Continual Improvement and Sustainable Operations

We consistently apply the Plan-Do-Check-Act (PDCA) management cycle and establish and maintain an effective integrated management system in accordance with ISO 14001, ISO 45001, and ISO 50001. We regularly conduct management reviews and evaluate energy performance indicators (EnPIs) to continually improve operational performance, energy efficiency, and environmental quality, as we work toward our long-term vision of net-zero carbon emissions and sustainable business operations.

本政策經公司管理階層核定後公布實施，傳達予全體員工及相關利害關係者，並定期檢視其適切性與有效性，作為公司管理目標及各項管理方案之依據。

This policy shall be issued and implemented upon approval by the Company's management and communicated to all employees and relevant interested parties. The Company shall periodically review the policy's suitability and effectiveness and use it as the basis for establishing management objectives and implementing management programs.

環安衛暨能源管理政策之適用範圍

Scope of the Environmental, Health, Safety, and Energy Management Policy

總公司：台北市內湖區內湖路一段 392 號 10 樓

Head Office: 10 F, No. 392, Sec. 1, Neihu Rd., Neihu Dist., Taipei City, Taiwan

龜山廠：桃園市桃園區大林里大誠路 8 號(驗證範圍)

Guishan Plant: No. 8, Dacheng Rd., Dalin Vil., Taoyuan Dist., Taoyuan City, Taiwan (Certification Scope)

蘆竹廠：桃園市蘆竹區長興里興隆街 31 號(驗證範圍)

Luzhu Plant: No. 31, Xinglong St., Changxing Vil., Luzhu Dist., Taoyuan City, Taiwan (Certification Scope)

物流中心：桃園市蘆竹區南崁路二段 142 巷 57 號

Logistics Center: No. 57, Ln. 142, Sec. 2, Nankan Rd., Luzhu Dist., Taoyuan City, Taiwan

General Manager　　2026/11/09　Date of Signature