

# SMT 台灣表面黏著科技股份有限公司

## 女性勞工母性健康保護書面聲明

### The declaration for protection of female workers' maternal health

此聲明適用對象為臺灣表面黏著科技股份有限公司全體女性員工

This announcement is applicable to all female employees of TSMT.

本公司得知員工：妊娠中、分娩後(包含妊娠24周死產、分娩後一年內)及哺乳中即列入保護對象，請主動通報單位主管、人事單位或職護，協助填寫「女性勞工母性健康保護通報單」，並進行自我評估、工作危害風險評估與調整，必要時轉介臨場醫師面談，由醫師進行評估與建議。  
When the company learns that employees: during pregnancy, after childbirth (including abortion at 24 weeks, one year after childbirth) and breastfeeding, they will be included in the protection, Please take the initiative to inform the unit supervisor, Human Resources unit or Vocational Nurse, we will assist you to fill in "female labor maternal health protection sheet", and conduct self-assessment, work hazard risk assessment and adjustment.

#### ■ 母性健康保護辦法 Maternity protection method:

1. 保護期間，不得從事「職業安全衛生法」第 30 條危害認定標準之作業。

During the protection, do not engage in the work of the hazard identification standards in Article 30 of the "Occupational Safety and Health Law".

(1) 妊娠期間 During pregnancy:

(a) 不得處理或暴露於二硫化碳、三氯乙烯、環氧乙烷、丙烯醯胺、次乙亞胺、砷及其化合物、汞及其無機化合物等危害性化學品之工作，其工作場所空氣中危害性化學品濃度超過規定值者。

Do not handle or expose to hazardous chemicals such as carbon disulfide, trichloroethylene, ethylene oxide, acrylamide, ethyleneimine, arsenic and its compounds, mercury and its inorganic compounds, and the workplace The concentration of hazardous chemicals in the air exceeds the specified value.

(b) 妊娠期間不得於有害輻射散布場所之工作，採取母性健康保護措施，經當事人及其配偶書面同意除外。

Do not work in places where harmful radiation during pregnancy, and take maternal health protection measures, except with the written consent of the parties and their spouses.

(c) 不得處理或暴露於弓形蟲、德國麻疹、B/C 型肝炎感染、水痘感染、肺結核感染等風險之作業，但經檢附醫師證明已具免疫不在此限。

It is not allowed to handle or expose to toxoplasma gondii, measles, hepatitis B&C, varicella, tuberculosis and other risky work, but it is not limited to those who have been certified by the attached physician to have immunity.

(2) 妊娠期間至分娩後一年內 During pregnancy to one year after delivery:

- (a) 不得從事有鉛及其化合物散布之場所工作。

Do not work in places where lead and its compounds.

- (b) 不得過度人力提舉、搬運、拖拉一定重量以上之重物，採取母性健康保護措施，經當事人書面同意除外經當事人及其配偶書面同意除外。

Do not use excessive labor force to lift, carry, or drag heavy objects above a provision weight, and take maternal health protection measures, except with the written consent of the parties and their spouses.

	妊娠中 During pregnancy	分娩未滿六個月者 given birth less than 6 months old	分娩六個月未滿一年者 given birth for 6 months and less than 1 year
斷續性工作 Intermittent work	10 KG	15 KG	30 KG
持續性工作 Continuous work	6 KG	10 KG	20 KG

※斷續性作業 Intermittent work:

為經常以徒手搬運重物之工作，且作業低於勞動時間的 50% 以下。

It is a work that often carries heavy objects with bare hands, and the work is less than 50% of the working time.

※持續性作業 Continuous work:

為經常以徒手搬運重物之工作，且作業佔勞動時間的 50% 以上。

It is a work that frequently carries heavy objects with bare hands, and the work accounts for more than 50% of the labor time.

- (c) 不得處理或暴露於生殖毒性物質第一級、生殖細胞致突變性物質第一級或其他對哺乳功能有不良影響之化學品作業。

Do not handle or expose to the first level of reproductive toxic substances, the first level of germ cell mutagenic substances, or other chemicals that have adverse effects on the breastfeeding function.

(3) 妊娠期間至分娩後一年內其他影響身心健康或造成健康疑慮之工作因素，須依臨場醫師之建議，採取工作調整或更換健康保護措施。

During pregnancy to one year after childbirth, other work factors that affect physical and mental health or cause health concerns must be adjusted or replaced with health protection measures in accordance with the recommendations of the factory physician.

2. 若有任何疑問可向職護諮詢，分機：29206。

If you have any nursing questions, please call the Vocational Nurse, Ext. 29206

台灣表面黏著科技股份有限公司  
Taiwan Surface Mounting Technology Corp.

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General Administration Division Vice President

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