



LITU HOLDINGS LIMITED

力圖控股有限公司

Incorporated in the Cayman Islands with limited liability

於開曼群島註冊成立之有限公司

Stock Code 股份代號 : 1008

2024

ENVIRONMENTAL, SOCIAL
AND GOVERNANCE REPORT

環境、社會及管治報告



Environmental, social and governance report

環境、社會及管治報告

REPORTING PERIOD AND FRAMEWORK

This is the eighth environmental, social and governance (“ESG”) report published by Litu Holdings Limited (“Litu”, “Company”, “we” and “our”), and its subsidiaries (collectively, the “Group”). This ESG report covers Shenzhen Kecai Printing Co., Limited (“Shenzhen Kecai”), Bengbu Jinhuangshan Rotogravure Printing Company Limited and Bengbu Jinshengcai Package Material Co., Ltd., being the three major subsidiaries of the Company. These three major subsidiaries are selected based on their materiality in respect of the Group’s operation and the Group believes that they can mostly cover the Group’s overall exposure of ESG related matters. This ESG report presents and discloses ESG related matters that have been relevant to the Group’s business and had material impacts on the environment and society for the year ended 31 December 2024 (the “Reporting Period”). Unless otherwise stated, the Reporting Period is from 1 January 2024 to 31 December 2024.

This ESG report of the Group has been prepared in compliance with the “Environmental, Social and Governance Reporting Guide” set forth in Appendix C2 to the Rules Governing the Listing of Securities on the Main Board of The Stock Exchange of Hong Kong Limited and based on actual conditions of the Group. We have identified relevant ESG issues and assessed their materiality on our businesses as well as on our stakeholders, through reviewing our operations and holding internal discussions. The Group identifies, monitors and manages essential environmental factors in accordance with the internal policies to minimise the impact of its production and operating activities on the environment. The Group pays great attention to the amount of its greenhouse gas (“GHG”) emissions, the efficient use of its resources and the impact it brings to the ecosystem, as well as the healthy development of its employees and the well-being of society. Adhering to the reporting principles of materiality, quantitative, balance and consistency, this report aims at sharing our performance in aspect of sustainable development and summarising our efforts made on sustainability for the Reporting Period. Our reporting boundary is limited to — Hong Kong and the People’s Republic of China (the “PRC”) unless otherwise specified. This report also gives an overview of the ESG principles of the Group, the overall performance and work highlights of the Group’s core business in respect of the economy, environment and society, as well as plans and goals to be achieved in the short and long run.

報告期及框架

本報告為力圖控股有限公司（「力圖」、「本公司」、「我們」及「我們的」）及其附屬公司（統稱「本集團」）發佈的第八份環境、社會及管治（「環境、社會及管治」）報告。本環境、社會及管治報告涵蓋的本公司三間主要附屬公司包括深圳市科彩印務有限公司（「深圳科彩」）、蚌埠金黃山凹版印刷有限公司及蚌埠市金升彩包裝材料有限公司。該三間主要附屬公司根據其與本集團業務有關的重要性挑選，本集團相信其可涵蓋大部分本集團對環境、社會及管治相關事宜的整體風險。本環境、社會及管治報告介紹及披露截至二零二四年十二月三十一日止年度（「報告期」）與本集團業務相關並對環境及社會有重大影響的環境、社會及管治相關事宜。除非另有說明，報告期為二零二四年一月一日至二零二四年十二月三十一日。

本集團的環境、社會及管治報告乃按照香港聯合交易所有限公司主板證券上市規則附錄C2所載的「環境、社會及管治報告指引」並根據本集團的實際情況編製。我們已識別相關環境、社會及管治問題，並通過檢視業務和舉行內部討論，評估其對我們的業務以及利益相關方的重要性。本集團根據內部政策識別、監測及管理關鍵環境因素，以儘量減少生產及經營活動對環境的影響。本集團非常關注溫室氣體（「溫室氣體」）的排放量、資源的有效利用及其對生態系統的影響、員工的健康發展及社會的福祉。本報告遵循重要性、定量、平衡和一致性的報告原則，旨在分享我們在可持續發展方面的表現，並總結我們在報告期為可持續發展所做的工作。除非另有說明，我們的報告範圍僅限於香港和中華人民共和國（「中國」）。本報告亦概述本集團的環境、社會及管治原則，本集團核心業務在經濟、環境及社會方面的整體績效及工作亮點，以及將達成的短期與長期計劃目標。

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OUR BUSINESS AND APPROACH TO ESG AND ESG REPORTING

The Group focuses on developing high-end cigarette packages and printed goods in the PRC. The Group is ranked at the top among its peers in operating scale, research, and technological innovation. The Group's unique positioning in the field of printing of cigarette packages has been accredited by various institution.

The Group monitored the potential impacts of our business operations on the environment on a real-time basis and promoted green office and production in adherence to four basic principles, namely, "reduce", "reuse", "recycle" and "replace", in order to minimise the impact of our operations on the environment. The Group commits to improving its ESG performance by upholding good corporate governance standards, protecting our environment including reducing greenhouse gas emissions, reducing energy consumption, protecting the environment and natural resources, and providing employees with a comfortable and safe working environment while engaging the community and promoting social integration. The board of directors of the Group (the "Board") is responsible for overseeing our ESG strategy and reporting. The Group has also arranged a specific team to be responsible for environmental monitoring, exhaust monitoring and waste management. The team reports to the Group's management regularly, and the Group's management reports to the Board directly regarding the ESG issues. Meanwhile, the Group's management is responsible for reviewing and monitoring the Group's ESG policies, practices and performance to ensure that the Group could progress in accordance with ESG-related goals and targets set by the Board.

Within the operation of the Group, it applies industry practices and abides by laws and regulations, sets and reviews safety and environmental goals and indicators, effectively uses energy and raw materials, and reduces pollution and emissions. Achieving ESG goals can provide customers with better quality products.

我們的業務及環境、社會及管治方針以及環境、社會及管治報告

本集團專注於在中國開發高端香煙包裝和印刷品。本集團在經營規模、研究和技術創新方面都在同行中名列前茅。本集團在香煙包裝印刷領域的獨特定位獲得多間機構的認可。

本集團實時監察業務營運對環境帶來的潛在影響，並通過「減少」、「重用」、「回收」及「取代」四項基本原則，推廣綠色辦公及生產環境，將本集團營運對環境的影響減至最低。本集團致力通過恪守良好的企業管治標準，保護環境，包括減少溫室氣體排放，減少能源消耗，保護環境和自然資源，並為僱員提供舒適和安全的工作環境，同時參與社區活動，促進社會融合，從而提高其環境、社會及管治表現。本集團董事會（「董事會」）負責監督我們的環境、社會及管治策略和報告。本集團亦安排專門的團隊負責環境監測、廢氣監測及廢物管理。該團隊會定期向本集團管理層報告，而本集團管理層將直接向董事會報告有關環境、社會及管治問題。同時，本集團管理層負責檢討及監察本集團的環境、社會及管治政策、執行及表現，以確保本集團能夠按照董事會設定的環境、社會及管治相關目標及指標前進。

本集團在營運中應用行業慣例並遵守法律和法規，制定和審查安全和環境的目標和指標，有效利用能源和原材料，並減少污染和排放。實現環境、社會及管治目標可為客戶提供更優質的產品。

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SCOPE OF REPORTING

This report is organised into two sections, namely “Environment” and “Social”, focusing on the following aspects in compliance with the ESG standards:

報告範圍

本報告分為兩個部分，即「環境」和「社會」，按照環境、社會及管治標準，重點介紹以下範疇：

ESG Standard for Reporting

環境、社會及管治報告標準

Litu's Compliance Section

力圖的合規部分

A. Environmental	A1. Emissions	1. Governance on Air and GHG Emissions
A. 環境	A1. 排放物	2. Waste Management
		1. 對空氣和溫室氣體排放的管治
		2. 廢物管理
	A2. Use of Resources	Minimising Energy Consumption
	A2. 資源使用	盡量減少能源消耗
	A3. The Environment and Natural Resources	Environmental Protection and Natural Resources
	A3. 環境及天然資源	保護環境和自然資源
	A4. Climate Change	Identifying climate change risk and mitigating the associated impacts
	A4. 氣候變化	識別氣候變化風險並減輕相關影響
B. Social	<i>Employment and Labour Practices</i>	
B. 社會	僱傭及勞工常規	
	B1. Employment	Equal Employment Practices
	B1. 僱傭	平等就業常規
	B2. Health and Safety	Promoting Health and Safety
	B2. 健康與安全	促進健康和安全
	B3. Development and Training	Talent Management
	B3. 發展及培訓	人才管理
	B4. Labour Standards	Prohibiting Child and Forced Labour
	B4. 勞工準則	禁止童工和強迫勞動
	<i>Operating Practices</i>	
	營運執行	
	B5. Supply Chain Management	Upholding High Procurement Standards
	B5. 供應鏈管理	堅持高採購標準
	B6. Product Responsibility	Delivering Unmatched Product Quality
	B6. 產品責任	提供無以倫比的產品品質
	B7. Anti-corruption	Commitment to Anti-Corruption
	B7. 反貪污	致力反貪污
	B8. Community Investment	Contributing to the Welfare of Society
	B8. 社區投資	為社會福利做出貢獻

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CARING FOR THE ENVIRONMENT AND NATURAL RESOURCES

A. ENVIRONMENTAL

A1 Emissions

Governance on Air and GHG Emissions

The Group is committed to the long-term sustainability of the environment and communities in which we operate. As such, the Group has established relevant procedures to detect and prevent any possible pollution incidents which affect the surrounding environment that may occur in the course of our business operations. During the Reporting Period, we measured and managed our environmental performance in several aspects throughout our operations.

Emissions generated from the operation of the Group mainly refer to emissions from boiler combustion, and printing production and waste gas from eatery.

As for the emission from boiler combustion, the Group has set up a 12-meter high exhaust funnel (smokestack) in the boiler room, the height of which complies with the requirement as set out in the Emission Standards for Air Pollutants from Boilers (《鍋爐大氣污染物排放標準》), which requires that “the height of the smokestack of gas, light diesel fuel and kerosene boilers shall be no less than 8 meters”. According to the requirements of the Notice of the Anhui Province Atmospheric Office on the Publication of the “Key Tasks of Air Pollution Prevention and Control of the Anhui Province 2020” (《安徽省大氣辦關於印發《安徽省2020年大氣污染防治重點工作任務》的通知》), the requirement of emission of nitrogen oxides has been reduced to 50mg/m³. The Group carried out improvement works to the boiler in order to reduce the emission of nitrogen oxides. The Group has monitored the emission concentration throughout the Reporting Period and complied to the standard.

關顧環境及自然資源

A. 環境

A1 排放物

對空氣和溫室氣體排放的管治

本集團致力促進我們經營所在環境及社區的長期可持續發展。因此，本集團已建立相關程序，以檢測和預防在我們業務營運過程中可能發生影響周圍環境的任何污染事件。報告期內，我們在整個營運過程中從幾方面衡量和管理我們的環境表現。

本集團營運過程中產生的排放物主要是指鍋爐燃燒及印刷生產排放物以及食堂油煙廢氣。

對於鍋爐燃燒排放物，本集團在鍋爐房設置12米高排氣筒（煙囪），其高度符合《鍋爐大氣污染物排放標準》中「燃氣、燃輕柴油、煤油鍋爐煙囪高度不得低於8米」的要求。根據《安徽省大氣辦關於印發《安徽省2020年大氣污染防治重點工作任務》的通知》的規定，氮氧化物的排放要求降至50毫克／立方米。本集團對鍋爐進行改進，以減少排放氮氧化物。本集團於整個報告期內監控排放濃度，並遵守有關標準。

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As for emission from printing production, the Group has purchased special emission collection equipment. Emission was collected from the centralised collection device of the equipment and processed by oxidative hydrolysis and photolysis in the roof collection room, and then discharged via the 15-meter high exhaust funnel (smokestack), the height of which satisfied the relevant height requirement under the Integrated Emission Standards for Air Pollutants 《大氣污染物綜合排放標準》 under the Beijing Local Standards. In addition, management was strengthened during the operation process. Raw and auxiliary materials (such as ink, solvent, etc.) were stored in sealed containers. Used ink cartridges and waste solvent barrels were sent to specialised organisations for disposal and recycling. For printing production emissions, a Regenerative Thermal Oxidizer (RTO) waste gas purification facility was installed for the gravure printing production line. The waste gas generated during the production process will be discharged from the 22-meter-high exhaust pipe to meet the standard after being treated by RTO combustion. For the offset printing production line, a set of UV photolysis, activated carbon adsorption and desorption equipment was installed. The waste gas generated during the production process will be discharged from the 18-meter-high exhaust pipe to meet the standard after being treated by UV photolysis and activated carbon adsorption. After a certain period of activated carbon adsorption, desorption is carried out using high-temperature hot air to remove the organic solvents adsorbed in the activated carbon, which are then sent to the RTO equipment for treatment. Any uncollected disorganised fugitive gas during the printing process is prevented by covering ink cans during production and transportation, and closing ink rooms' doors when not in use. At the same time, the organic waste gas adsorbed by activated carbon is desorbed by the high temperature strip heat of the RTO equipment, and then sent to the RTO equipment for treatment. The activated carbon can be reused after desorption, which greatly reduces the consumption of activated carbon.

對於印刷生產排放物，本集團購置專門的排放物收集設備，由設備自帶集中收集排放物裝置收集至屋面收集室經氧化水解及光分解，再經15米高排氣筒（煙囪）排放，其煙囪高度符合北京市地方標準《大氣污染物綜合排放標準》中的要求。另外在生產過程中加強管理，油墨、溶劑等原輔材料存儲在密封的容器中，廢棄的油墨盒、溶劑桶移交專門的處理機構轉移處理、回收。在印刷生產排放方面，在凹版印刷生產線安裝了蓄熱式熱氧化爐(RTO)廢氣淨化設施。生產過程中產生的廢氣經RTO燃燒處理後，通過22米高的排氣筒排放達標。就膠印生產線而言，已安裝一套UV光解、活性炭吸附及解吸設備。生產過程中產生的廢氣經UV光解及活性炭吸附處理後，通過18米高的排氣筒排放達標。經過一定時間的活性炭吸附後，利用高溫熱風進行解吸，去除活性炭中吸附的有機溶劑，然後送至RTO設備進行處理。通過在生產及運輸過程中覆蓋油墨罐，並在不使用時關閉油墨房的房門，防止印刷過程中任何未收集的無組織逸散氣體。同時，被活性炭吸附的有機廢氣經RTO設備的高溫帶狀加熱解吸後，送入RTO設備進行處理。解吸後的活性炭可以重用，這大大減少活性炭的消耗。

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As for waste gas from eatery, fume purification equipment was installed in the eatery. The fume was discharged from the rooftop of the eatery via exhaust pipes after processing. Further, cleaning and maintenance of cooking utensils and fume purification equipment were strengthened during daily operation of the eatery.

The Group contacted external technical testing institutions to monitor boiler combustion emissions, printing production emissions, and eatery oil fume exhaust gas to verify the compliance of emissions. Anhui Guo Sheng Inspection Technology Co., Ltd. (安徽國晟檢測技術有限公司) was entrusted to monitor the chemical oxygen demand, ammonia nitrogen, total phosphorus (calculated as P), suspended solids, pH value, five-day biochemical oxygen demand, animal and vegetable oils in domestic sewage to confirm compliance with emissions standards.

對於食堂油煙廢氣，食堂安裝油煙淨化處理設備，經其處理後的油煙由排煙管道從食堂屋頂排出。另外在日常的食堂操作時，加強對食堂各灶具、油煙淨化裝置的清洗、保養。

本集團聯繫外部技術檢測機構對鍋爐燃燒排放、印刷生產排放、食堂油煙廢氣進行監測，以驗證排放的合規性。安徽國晟檢測技術有限公司獲委託對生活污水中的化學需氧量、氨氮、總磷(以P計算)、懸浮物、pH值、五日生化需氧量、動植物油進行監測，以確認符合排放標準。

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Air emissions

The Group's air emissions generated mainly from gasoline consumption of the Group's vehicles in 2024 are as follows:

空氣排放

二零二四年，本集團的空氣排放主要來自本集團車輛的汽油消耗，情況如下：

Air emissions 空氣排放	Unit 單位	2024 二零二四年
Nitrogen oxidex ("NO _x ") 氮氧化物(「氮氧化物」)	Emissions (kg) 排放量(公斤)	20.24
Sulphur oxidex ("SO _x ") 硫氧化物(「硫氧化物」)	Emissions (kg) 排放量(公斤)	0.39
Particulate matters ("PM") 懸浮粒子(「懸浮粒子」)	Emissions (kg) 排放量(公斤)	1.49

GHG emissions and energy conservation

The GHG emissions generated by the Group are separated below in direct and indirect section. The direct emissions are from the consumption of gasoline in the Group's vehicles and consumption of natural gas, while the indirect emissions are via usage of outsourced electricity. The following table shows the figures of the Group's GHG emissions during the Reporting Period.

溫室氣體排放和節約能源

本集團產生的溫室氣體排放分為以下直接和間接部分。直接排放來自本集團車輛的汽油消耗和天然氣消耗，而間接排放則是通過使用外包電力。下表顯示本集團在報告期內的溫室氣體排放數字。

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GHG emissions 溫室氣體排放	Types of emissions 排放類型	Unit 單位	2024 二零二四年
CO ₂ from natural gas 天然氣產生的二氧化碳	Direct 直接	tCO ₂ e 噸二氧化碳當量	712.01
CO ₂ from vehicles combustion 車輛燃燒產生的二氧化碳	Direct 直接	tCO ₂ e 噸二氧化碳當量	62.92
CH ₄ from vehicles combustion (CO ₂ -equivalent emissions) 車輛燃燒產生的甲烷(二氧化碳當量排放)	Direct 直接	tCO ₂ e 噸二氧化碳當量	0.19
N ₂ O from vehicles combustion 車輛燃燒產生的一氧化二氮	Direct 直接	tCO ₂ e 噸二氧化碳當量	7.81
CO ₂ removals (tree-planting) 二氧化碳清除量(植樹)	Direct 直接	tCO ₂ e 噸二氧化碳當量	1.36
CO ₂ from electricity consumption 電力消耗產生的二氧化碳	Indirect 間接	tCO ₂ e 噸二氧化碳當量	10,136.44
Total 總計		tCO ₂ e 噸二氧化碳當量	10,920.72

There were 10,920.72 tonnes of carbon dioxide equivalent ("tCO₂e") greenhouse gases (mainly comprised of carbon dioxide, methane and nitrous oxide) emitted from the Group's business operation in the Reporting Period. The annual emission intensity per unit of production volume, was 0.0004 tonnes/kg.

報告期內，本集團的業務營運排放了10,920.72噸二氧化碳當量(「噸二氧化碳當量」)的溫室氣體(主要包括二氧化碳、甲烷和氧化亞氮)。每單位產量的年度排放密度為0.0004噸／公斤。

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In line with our policies to minimise air and GHG emissions, the Group implemented its Energy Conservation and Consumption Reduction Proposal (《節能降耗活動方案》) and Energy Conservation and Consumption Reduction Plan (《節能降耗活動計劃》) to reduce energy consumption such electricity and reduce air and GHG emissions. In order to reduce GHG emission, the Group cooperated with a company principally participating in new energy development, and purchased part of its electricity generated by the company's photovoltaic power station to fulfill the Group's vision of clean energy application. According to the photovoltaic power generation project in 2021, the construction of a new 26,000 square meter with 2.45 MW installed capacity grid-connected photovoltaic power station on the roof of the second phase factory of Bengbu Jinhuangshan Rotogravure Printing Company Limited is completed in September 2023. When the project is put into operation, the power station is expected to generate approximately 280 kWh annually, which will facilitate Bengbu Jinhuangshan Rotogravure Printing Company Limited to further reduce its reliance on the energy consumption produced by traditional power generation.

The Group's control over the emissions abides by the relevant national laws. During the Reporting Period, there was no non-compliance with any relevant laws and regulations under the Environmental Protection Law of the People's Republic of China (《中華人民共和國環境保護法》), Law of the People's Republic of China on Prevention and Control of Atmospheric Pollution (《中華人民共和國大氣污染防治法》), and Guangdong Local Standard for Emission Standard of Volatile Organic Compounds (VOC) for the printing industry (《廣東省地方標準印刷行業揮發性有機化合物(VOC)排放標準》) in respect of the emission limit.

為配合我們盡量減少空氣和溫室氣體排放的政策，本集團實施《節能降耗活動方案》及《節能降耗活動計劃》，以減少電力等能源消耗及減少空氣和溫室氣體排放。為減少溫室氣體排放，本集團與一間主要參與新能源開發的公司合作，併購買該公司的光伏發電站的部分電力，以實現本集團清潔能源應用的願景。根據二零二一年光伏發電項目，一座在蚌埠金黃山凹版印刷有限公司二期廠房屋頂新建的26,000平方米、裝機容量為2.45兆瓦的併網光伏電站於二零二四年九月竣工。於項目投產後，預期年發電量約為280千瓦時，這將有助於蚌埠金黃山凹版印刷有限公司進一步減少對傳統發電所產生能源消耗的依賴。

本集團對排放的控制符合國家相關法律。報告期內，本集團在排放上限並無違反《中華人民共和國環境保護法》、《中華人民共和國大氣污染防治法》及《廣東省地方標準印刷行業揮發性有機化合物(VOC)排放標準》下任何相關法律和法規。

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In addition, the Group advocates emission reduction and is committed to sustainable operation. The Group has set a target to reduce air pollutants emission and annual GHG emission intensity per unit of production volume by 3%. The Group will actively consider enhancing the aforementioned measures in order to reduce emission intensity. The Group will review its emission reduction progress regularly and explore more opportunities for various environmental protection goals.

Waste Management

The Group generated 122.69 tonnes hazardous waste and 172.83 tonnes non-hazardous waste in its operation throughout the Reporting Period. The annual hazardous waste and non-hazardous waste intensity per unit of production volume, were 0.000007 tonnes/kg and 0.000009 tonnes/kg respectively.

The Group strictly classified waste by types in accordance with the waste management system and provided relevant promotion, education and training to its staff. Hazardous waste was collected by the Group and stored in the hazardous waste warehouse, and a qualified processing company was consigned for its unified recycling after reaching a certain amount. Some of the reusable papers were reused as office papers. All waste papers and scrap metal were handled and recycled by a qualified processing company. Furthermore, the Group has recorded its carbon footprint regularly and ensured all hazardous waste which may be discharged into water and soil comply with the standards under the relevant national laws and regulations. In the course of its operation, the Group complies with the Law of the People's Republic of China on Prevention and Control of Environmental Pollution Caused by Solid Waste (《中華人民共和國固體廢物污染環境防治法》).

此外，本集團宣導減排及致力促進可持續經營。本集團已制定目標減少單位產量的大氣污染物排放量和年度溫室氣體排放密度降低3%。本集團將積極考慮加強上述措施，以降低排放密度。本集團將定期檢討減排進展，並為各種環保目標探索更多機會。

廢物管理

報告期內，本集團在營運過程中產生122.69噸有害廢物和172.83噸無害廢物。每單位產量的全年有害廢物和無害廢物密度分別為0.000007噸／公斤和0.000009噸／公斤。

本集團按照廢棄物管理制度，嚴格區分廢棄物種類，並對員工進行相關宣傳、教育及培訓。對於有害廢棄物，由本集團回收至有害廢棄物倉庫儲存，並在達到一定數量後委託有資質處置公司統一回收處理。而部分可供再用的紙張餘料則被作再次用作辦公用紙。所有廢紙及廢棄金屬交由合資格處理公司回收。同時，本集團會定期記錄碳足跡，以及確保所有可能排放入水土內的危險廢棄物能夠達到相關國家法律及規例項下的標準。本集團的營運遵守《中華人民共和國固體廢物污染環境防治法》。

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For proper control of hazardous and non-hazardous waste, the Group will actively implement the plans mentioned above. The Group has set a goal of reducing the intensity per unit of production volume in respect of hazardous and non-hazardous waste by 3% in the coming year. The Group will consider establishing a complete due diligence process and performing regular audits on service providers with respect to their waste management effectiveness, potentially replacing the service providers with low effectiveness with others demonstrating higher effectiveness under the comprehensive selection process. As for non-hazardous waste, the Group will try to encourage its employees to respond to the call of the PRC government to promote waste — sorting by being proactive in taking actions to minimise the waste in everyday practice.

During the Reporting Period, there was no incidence of non-compliance with relevant laws and regulations with significant impact on the environment and natural resources relating to air and GHG emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.

為適當控制有害和無害廢物，本集團將積極實施上述計劃。本集團已設定目標，在來年將每單位產量的有害和無害廢物密度降低3%。本集團將考慮建立完整的盡職調查程序，並定期對服務供應商的廢物管理效率進行審計，在綜合甄選過程中，效率低的服務供應商可能被其他效率高的服務供應商取代。對於無害廢物，本集團將努力鼓勵僱員回應中國政府的號召，採取積極行動，在日常工作盡量減廢，從而推廣廢物分類。

報告期內，本集團並無發生違反相關法律法規並對環境和自然資源產生重大影響的事件，包括大氣和溫室氣體的排放、向水和土地的排放、有害和無害廢物的產生。

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A2 Use of resources

Minimising Energy Consumption

During production, the Group not only reused pallets and packaging boxes to reduce the consumption of wrapping papers, but also initiated its Energy Saving and Reducing Consumption Proposal (《節能降耗活動方案》) and Energy Saving and Reducing Consumption Plan (《節能降耗活動計劃》) to reduce water, electricity and other energy consumption. The residual paper produced and leftover materials were used in the course of our daily operation. The waste heat produced was recovered by using the air compressors installed at its workshops to supply hot water for its staff quarters and eatery. Materials used in the production process must comply with environmental protection requirements. Reusable and recyclable packaging materials were used. With technological innovation, utilisation of materials and performance of equipment have been enhanced, thereby reducing energy consumption. The Group also implemented management procedures to control the use of energy and resources and conducted regular inspections to monitor and rectify any deficiencies identified at all offices and production facilities, so as to ensure that all energy resources were deployed in the most effective manner. There was no issue in sourcing water that is fit for purpose by the Group during the Reporting Period. Water conservation education programs have been provided to all staff to enhance their awareness. The Group also complied with the Law of the People's Republic of China on the Prevention and Control of Water Pollution 《中華人民共和國水污染防治法》.

A2 資源使用

盡量減少能源消耗

在生產過程中，本集團通過對於車間托盤及包裝箱的重複使用以降低包裝用紙等紙張的消耗，此外，本公司亦通過推行《節能降耗活動方案》及《節能降耗活動計劃》減少水能、電能等能源消耗。對於生產中剩餘的紙張邊角餘料，均用於本公司日常營運。對於生產過程中的餘熱，通過利用車間空壓機餘熱循環製造熱水供員工宿舍及食堂使用。對生產過程中使用的材料必須符合環保的要求，使用可再用及可循環利用包裝材料，通過工藝技術革新，提高材料的使用率，提高設備的使用效能，減少能源的使用。本集團亦實施管理程序以於所有辦公室及生產設施控制能源及資源的使用，並進行定期核查以作出監督及改正，以確保所有能源均可用得其所。報告期內本公司於求取適用水源上並無任何問題。向員工開展節水宣傳教育，提高全員節水意識。本集團亦遵守《中華人民共和國水污染防治法》

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Types of resources 資源類型	Unit 單位	2024 二零二四年
Gasoline 汽油	liter 升	26,663
Natural gas 天然氣	m ³ 立方米	339,584
Purchased electricity 購買電力	kWh 千瓦時	21,609,396
Tap water 自來水	m ³ 立方米	134,310

During the Reporting Period, the Group consumed 26,663 liters of gasoline, 339,584 m³ of natural gas, 21,609,396 kWh of electricity and 134,310 m³ of tap water. The annual energy and water consumption intensity per unit of production volume, were 0.9287 kWh/kg and 0.0050 m³/kg respectively during the Reporting Period. After carefully reviewing its current business operations, the Group has set the consumption target of maintaining the same intensity of energy and water consumption as the Reporting Period. The Group will continue to implement the aforementioned measures in order to maintain the same intensity of consumption.

報告期內，本集團消耗26,663升汽油、339,584立方米天然氣、21,609,396千瓦時電力和134,310立方米自來水。報告期內，每單位產量的全年能源和水消耗密度分別為0.9287千瓦時／公斤和0.0050立方米／公斤。經仔細檢視目前的業務運作後，本集團設定消耗目標，將能源和水的消耗密度維持在與報告期相同的程度。本集團將繼續實施上述措施，以維持相同的消耗密度。

The Group has direct involvement in the use and/or purchase of package materials for packaging. Throughout the years, the Group has put a strong emphasis on minimising the usage of abovementioned materials during our daily operations. At the production stages, the main waste is cartons. The following table shows the figures of material consumption (i.e. cartons) in the Group's business operations.

本集團直接參與包裝材料的使用和／或購買。多年來，本集團非常重視在日常營運中盡量減少上述材料的使用。在生產階段，主要廢物是紙箱。下表顯示本集團業務營運中的材料消耗（即紙箱）數字。

Material Consumption 材料消耗	Unit 單位	2024 二零二四年
Carton consumption 紙箱消耗	Tonnes 噸	450.30

The residual paper produced and leftover materials were used in the course of our daily operation. The waste heat produced was recovered by using the air compressors installed at workshops to supply hot water for staff quarters and eatery.

對於生產中剩餘的紙張邊角餘料，均用於本公司日常營運。對於生產過程中的餘熱，通過利用車間空壓機餘熱循環製造熱水供員工宿舍及食堂使用。

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A3 The environment and natural resources *Environmental Protection and Natural Resources*

Playing an active role in promoting environmental protection and efficient use of resources, the Group monitored the potential impacts of our business operations on the environment on a real-time basis and promoted green office and production in adherence to four basic principles, namely, “reduce”, “reuse”, “recycle” and “replace”, in order to minimise the impact of our operations on the environment. The Group has adopted green purchasing strategies and the most practicable technology where appropriate to mitigate its impact on the environment.

The Group has taken the following actions to further monitor and manage the possible impacts on the environment and natural resources:

- (1) strengthening environmental monitoring by focusing on the monitoring and keeping of records for various pollution sources, and reporting to relevant authorities and adopting emergency measures in a timely manner for any abnormal situations detected;
- (2) providing pre-job training on the environmental protection laws and regulations and operational practices for its technical staff;
- (3) reporting to the head of environmental protection department regularly on its environmental protection works, the operation of its pollution control facilities and monitoring results;
- (4) filing its environmental protection works, including the discharge of pollutants, operation and management of its pollution control facilities; monitoring records; pollution incidents and related records; and other pollution prevention and control issues and information.

A3 環境及天然資源 保護環境和自然資源

本集團以積極推動環境保護及有效使用資源為宗旨，實時監察業務營運對環境帶來的潛在影響，並通過「減少」、「重用」、「回收」及「取代」四個基本原則，推廣綠色辦公及生產環境，將本集團營運對環境的影響減至最低。在適用的情況下，我們採取綠色採購策略及最切實可行的技術以減少對環境的影響。

對於可能造成環境及天然資源的影響，本集團通過以下管理行動進一步監控及治理：

- (1) 加強環境監測工作，重點是各污染源的監測，並注意做好記錄，監測中如發現異常情況應及時向有關部門通報，及時採取應急措施；
- (2) 對技術工人進行上崗前的環保知識法規教育及操作規範的培訓；
- (3) 定期向環保主管部門匯報環保工作情況，污染治理設施運行情況及監測結果；
- (4) 建立本企業的環境保護工作檔案，包括污染物排放情況、污染治理設施的運行、操作及管理情況；監測記錄；污染事故情況及有關記錄；其他與污染防治有關的情況及資料等。

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A4 Climate Change

Identifying climate change risk and mitigating the associated impacts

During the Reporting Period, the Group has not been significantly impacted by climate-related issues while the Group understands climate-related issues are harmful to the environment and have been rigorously regulated by the United Nations' Framework Convention. The Group recognises the importance of identifying climate change risk in order to mitigate the associated impacts on its business operations. As a result, the Group has continuously evaluated any impact arising from natural disasters and has taken measures to mitigate its impacts.

CARING FOR THE PEOPLE AND SOCIETY

B. SOCIAL

B1 Employment and labour practices

Equal Employment Practices

The Group puts significant emphasis on the welfare of employees, whom it considers the Group's most valuable assets. Hence, the Group strives to attract and retain talents and reconcile economical imperatives with individual well-being, aiming at reinforcing satisfaction, loyalty and commitment of its human capital.

The remuneration standards of the Group are determined based on the guidelines of the local government on wages, and more importantly, based on the remuneration benchmark in the industry. The Group strives to provide a more favourable welfare system on the basis of the requirements prescribed by the government in terms of pension, medical and housing allowances.

A4 氣候變化

識別氣候變化風險並減輕相關影響

報告期內，本集團並無受到氣候相關問題重大影響，然而，本集團明白氣候相關問題對環境有害，並受到聯合國框架公約的嚴格監管。本集團深知識別氣候變化風險以減輕對其業務營運的相關影響的重要性。因此，本集團不斷評估自然災害引起的任何影響，並已採取措施來減輕其影響。

關顧人員和社會

B. 社會

B1 僱傭及勞工常規

平等就業常規

本集團非常重視僱員福利，認為彼等是本集團最寶貴的資產。因此，本集團努力吸引和挽留人才，協調經濟上的需要和個人福利，旨在加強人力資本的滿意度、忠誠度和承擔。

本集團薪酬標準一方面依據地方政府的工資指引，更重要的是依據行業薪酬水平而釐定，養老、醫療、住房津貼在依據政府制度要求的基礎上追求更優越的福利制度。

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The Group has complied with the relevant national and local laws and regulations in respect of labour and human resources matters, including compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. During the Reporting Period, there was no non-compliance with relevant national laws and regulations in respect of labour and human resources by the Group, including but not limited to the abovementioned matters.

Throughout the course of its operation, the Group strives to provide a comfortable and safe working environment. Based on the features of its principal business, the Group sets appropriate working hours and rest breaks for all staff members. The Group also provides paid annual leave, marriage leave, maternity leave, casual leave, festival solatium gift and compassionate leave in addition to statutory holidays.

本集團執行相關國家及地方有關勞動人事(包括賠償及解聘、招聘及晉升、工時、休假、平等機會、多元化、反歧視以及其他利益及福利)的法律法規；報告期內，本集團未有出現違反國家勞動人事(包括但不限於上述事宜)的相關法律及規例的行為。

本集團在整個營運過程中努力提供舒適和安全的工作環境，根據主要業務特點，為所有僱員制定適當的工作時間和休息時間。除法定假日外，本集團還提供有薪年假、婚假、產假、事假、節日慰問金和撫恤假。

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環境、社會及管治報告

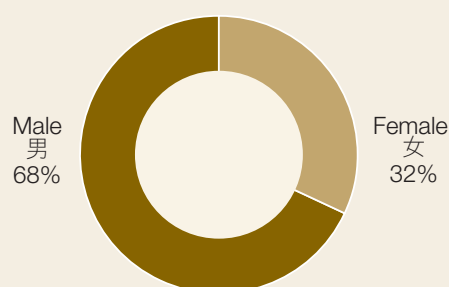
As at 31 December 2024, the Group employed 400 staff in total. For illustration purpose, the workforce statistics by gender and age group are presented as pie graphs while the employment type and employment category are disclosed as bar charts:

於二零二四年十二月三十一日，本集團共聘用400名員工。為方便說明，按性別和年齡組別劃分的人力統計以圓形圖呈列，而就業類型和就業類別則以棒形圖披露：

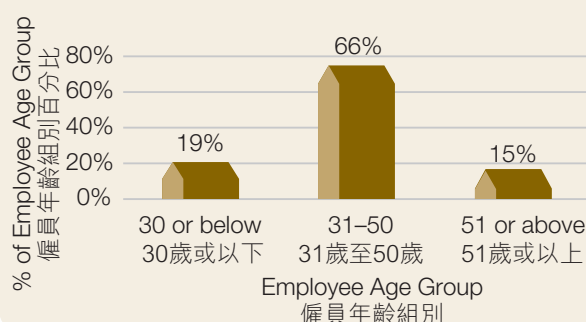
Gender and Age Distribution

性別及年齡分佈

EMPLOYEE BREAKDOWN BY GENDER
按性別劃分的僱員明細



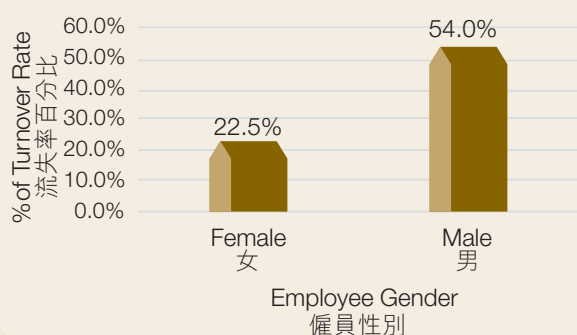
EMPLOYEE BREAKDOWN BY AGE GROUP
按年齡組別劃分的僱員明細



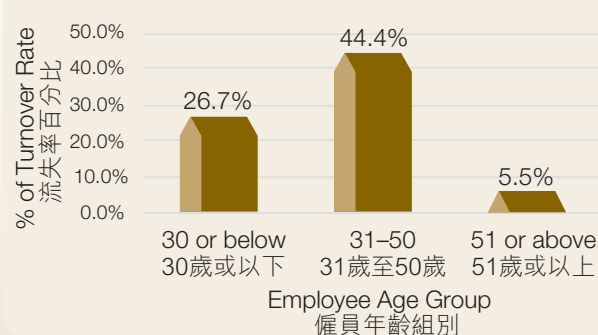
Employment Turnover Rate by Gender and Age group

按性別及年齡組別劃分的僱員流失率

EMPLOYEE TURNOVER RATE BY GENDER
按性別劃分的僱員流失率



EMPLOYEE TURNOVER RATE BY AGE GROUP
按年齡組別劃分的僱員流失率



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All employees mentioned above are based in the People's Republic of China.

上述所有僱員均位於中華人民共和國。

With around 19% of its workforce aged below 30, the Group strives to treat its younger workforce as one of its core priorities in promoting a more dynamic environment with a fresher perspective.

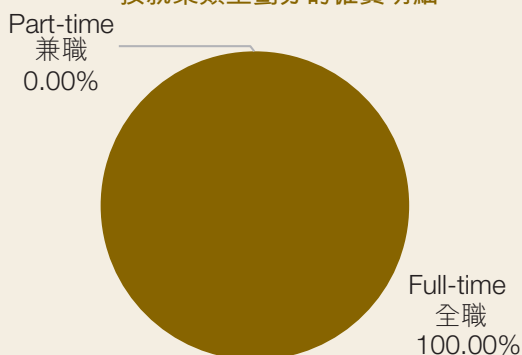
本集團有約19%的僱員年齡在30歲以下，本集團盡量優先選用年輕員工作為核心人員，以營造更有活力的環境和培養更清新的視野。

Employment Type and Category Distribution

就業類型和類別分佈

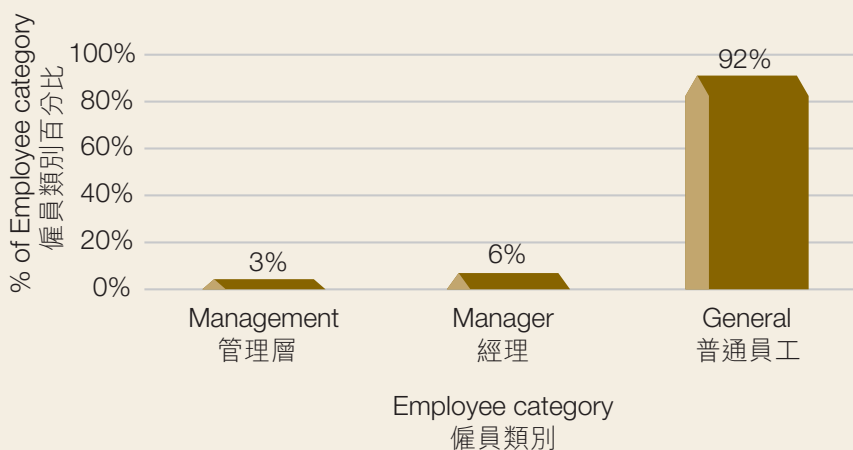
EMPLOYEE BREAKDOWN BY EMPLOYMENT TYPE

按就業類型劃分的僱員明細



EMPLOYEE BREAKDOWN BY EMPLOYMENT CATEGORY

按就業類別劃分的僱員明細



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The Group is committed to complying with relevant labour standards and employment laws and regulations which are applicable to our business. During the Reporting Period, no material and significant disputes between the Group and its employees occurred.

As at 31 December 2024, the gender ratio in the workforce of the whole Group (including Shenzhen Kecai, Bengbu Jinhuangshan Rotogravure Printing Company Limited, Bengbu Jinshengcai Package Material Co., Ltd.) was 67.5% male and 32.5% female. The Group will continue to take gender diversity into consideration during recruitment and increase the female proportion at all levels over time with the ultimate goal of achieving gender diversity, such that there is a pipeline of female senior management and potential successors to the Board in the future.

本集團致力遵守適用於我們業務的相關勞工標準和就業法律及法規。報告期內，本集團與僱員之間並無發生任何重大和重要的糾紛。

於二零二四年十二月三十一日，本集團整體（包括深圳科彩、蚌埠金黃山凹版印刷有限公司及蚌埠市金升彩包裝材料有限公司）勞工性別比例為男性67.5%及女性32.5%。本集團將繼續於招聘時考慮性別多元化，並逐步提高各級別的女性比例，最終目標是實現性別多元化，以便未來有女性高級管理人員和潛在的董事會繼任人選。

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B2 Health and safety

Promoting Health and Safety

The Group considers the health and safety of its employees as one of its primary responsibilities. As such, the Group aims to provide a workplace free from injury and illness through effective procedures and practices on occupational health and safety.

The Group has arranged first-aid demonstrations, fire drills, evacuation drills, leakage drills, as well as escape drills periodically, in an effort to enhance the safety awareness of our staff. Staff manual formulated by the Group includes occupational safety policies and procedures for its staff's reference. In addition, the Group has also established an appropriate incident reporting and investigation system to encourage our staff to report incidents and risk factors.

Other than physical health, the Company also attaches great importance to the protection of its staff's psychological health. Furthermore, the Company has obtained the certification of the occupational health and safety management system (ISO45001:2018). Staff under special posts is scheduled for an occupational health and safety check on an annual basis.

Overall, the Group has purchased work injury insurance for each employee. If an employee is injured on the job during work, the Group will actively apply for work injury certification for the employee to ensure that the injured employee receives timely treatment. Also, the Group will provide compensation to workers injured at work depending on the situation.

During the Reporting Period, there was no non-compliance with relevant national laws and regulations in respect of working environment safety and occupational hazards protection by the Group. There were no severe work-related injury or fatality in the past three years including the Reporting Period and no lost days due to work injury were reported throughout the Reporting Period.

B2 健康與安全

促進健康和 safety

本集團視僱員的健康和安全為其主要責任之一。因此，本集團旨在通過有效的職業健康和 safety 程序和常規，提供零傷害和疾病的工作場所。

本集團定期安排急救、消防、疏散、泄漏、逃生等演習，以提高員工安全意識。本集團建立員工手冊，載有職業安全政策及程序供其人員參考。此外，本集團亦已建立合適的事故報告及調查制度，鼓勵員工報告事故及不 safety 因素。

除身體健康的風險外，本公司亦十分重視員工在精神健康方面的保護。此外，本公司已通過職業健康安全管理体系 ISO45001: 2018 認證，每年針對特殊崗位員工安排職業健康安全檢查。

總體而言，本集團已為每位僱員投購工傷保險。如果僱員在工作中受傷，本集團會積極為僱員申請工傷認證，確保受傷僱員得到及時治療。同時，本集團將根據實際情況為工傷職工提供賠償。

報告期內，本集團並無違反國家有關安全生產環境及職業危害防護的法律及法規。過去三年內(包括報告期)，並無因工作發生重傷或死亡事故，且於報告期內並無錄得因工傷而損失的工作日。

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B3 Development and training

Talent Management

The Group acknowledges and highly values continuous staff training and development of which it considers helpful for improving both its efficiency and productivity. In this case, the Group has a comprehensive training system in place to support on-the-job education and training for our staff to develop their knowledge and skills. Induction training covers personnel rules and regulations, staff manual, professional quality, corporate management system, industrial safety and working environment and quality basics; on-the-job training covers job qualification (job theory and practice) and annual training plan; and external training covers pre-job training for special posts and pursuit of higher academic qualifications. All training is provided at the expense of the Group.

B3 發展及培訓

人才管理

本集團確認並高度重視僱員的持續培訓和發展，認為這有助於提高其效率和生產力。在這種情況下，本集團有完整的培訓制度及培訓體系來支援員工的在職教育及在職培訓，以便提升員工的知識及技能。入職培訓包括的課程有：人事規章制度、員工手冊、職業素養、公司管理體系、工業安全與工作環境、質量基礎等知識；在職培訓包括的內容有：崗位資格認證（崗位理論與實操）及年度培訓計劃的相關內容；外界培訓包含的內容有特殊崗位的上崗培訓以及崗位人員學歷提升等內容，培訓費用均由本集團支付。

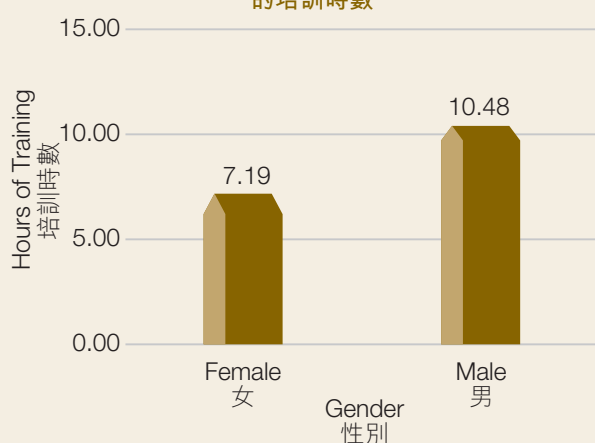
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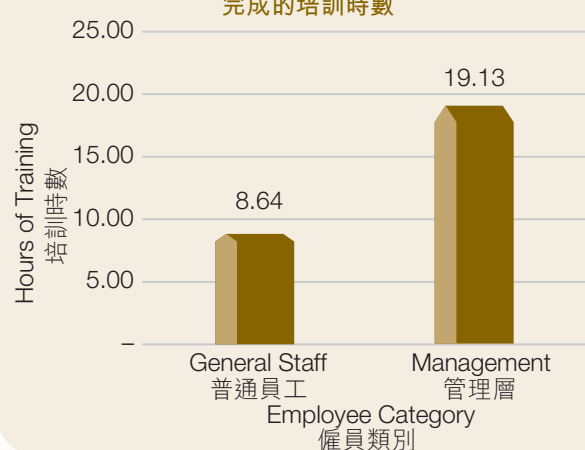
As at 31 December 2024, the Group has provided 3,524 hours training to 374 employees. Each employee received about 9 hours training in 2024. The development and training statistics of Group employees by gender and employment category are disclosed in the following bar charts:

於二零二四年十二月三十一日，本集團已為374名僱員提供3,524小時培訓。每名僱員於二零二四年接受約9小時培訓。本集團僱員按性別及就業類別劃分的發展及培訓統計於下列棒形圖披露：

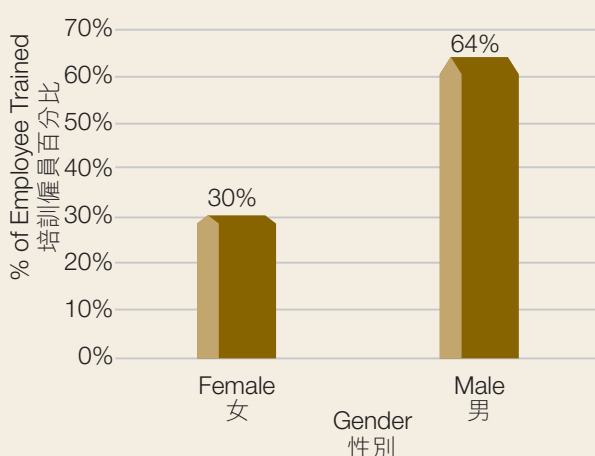
AVERAGE TRAINING HOURS COMPLETED PER EMPLOYEE BY GENDER
按性別劃分每名僱員平均完成的培訓時數



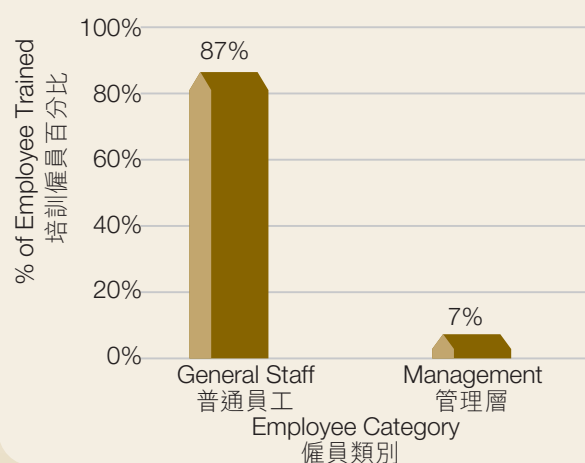
AVERAGE TRAINING HOURS COMPLETED PER EMPLOYEE BY EMPLOYEE CATEGORY
按僱員類別劃分每名僱員平均完成的培訓時數



EMPLOYEE TRAINED BY GENDER
按性別劃分的培訓僱員



EMPLOYEE TRAINED BY EMPLOYEE CATEGORY
按僱員類別劃分的培訓僱員



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B4 Labour standards

Prohibiting Child and Forced Labour

The Group prohibits the use of child labour and forced labour at all its units by strictly following and complying with the requirements of The Labour Law of the People's Republic of China (《中華人民共和國勞動法》), Provisions on the Special Protection of Juvenile Labour (《未成年工特殊保護規定》) and Provisions on Prohibition of Child Labour (《禁止使用童工規定》). The Group prohibits the employment of any individual below the legal age to work as defined by local laws and regulations. Personal data such as identification cards will be collected to verify the identity of the interviewee during the recruitment process to ensure the applicant is over the legally authorised working age pursuant to local labour laws.

The recruitment process of the Group is conducted in a fair, open and voluntary manner. Legal labour contracts are signed on the date of hiring. There was no child or forced labour employed by the Group during the Reporting Period.

In addition, the Group provides personal leave, sick leave, marital leave, compassionate leave, maternity leave, work injury leave, home leave and paid annual leave for the convenience of the employees to achieve work-life balance.

In compliance with the requirements of the Labour Law, the Group employs individuals aged above 18 with valid identification documents issued by the relevant public security department. Any case of child labour or forced labour, when discovered, shall be investigated, acted upon and reported to the government authorities promptly in accordance with applicable laws. Further, the Group shall immediately terminate the employment contract and impose due punishment on the erring employees. During the Reporting Period, the Group was not aware of any non-compliance with relevant laws and regulations in this respect.

B4 勞工準則

禁止童工和強迫勞動

本集團嚴格遵循和遵守《中華人民共和國勞動法》、《未成年工特殊保護規定》及《禁止使用童工規定》的要求，禁止在所有單位使用童工和強迫勞動。本集團禁止僱用當地法律和法規界定未達法定工作年齡的個別人士。我們會在招聘過程收集身份證等個人資料，以核實面試者的身份，確保申請人超過當地勞動法規定的法定工作年齡。

本集團以公平、公開、自願的原則招聘員工，並自錄用之日起簽訂合法用工勞動合同。報告期內，本集團並無使用童工或強迫勞動行為。

此外，本集團設置事假、病假、婚假、喪假、產假、工傷假、探親假及年休假等假期，為員工平衡工作與生活提供方便。

本集團按照勞動法要求，招聘錄用年滿18周歲以上有相關公安部門簽發的有效居民身份證的人員。一旦發現任何童工或強迫勞工的情況，應進行調查及採取行動，並根據適用法律迅速向政府當局報告。此外，本集團應立即終止僱傭合約，並對犯錯員工作出適當的懲罰。報告期內，本集團未有就此收到違法違規的呈報個案。

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B5 Supply chain management

Upholding High Procurement Standards

The Group maintains a rigorous attitude towards the selection, assessment, supervision and management of suppliers. The selection and evaluation of suppliers are conducted in accordance with the Suppliers' Management System (《供應商管理制度》), which is reviewed and updated periodically as required in order to comply with the relevant national regulations. The operation and management department of the Group will be responsible for coordination while relevant procurement, technology, quality control and finance departments will select suitable suppliers based on their legal qualifications, product warranty assessments and on-site inspections. During the selection process, our quality management department, production management department and general manager will carry out comprehensive assessment of the suppliers based on various factors such as their qualifications, influence in the industry and research and development strengths. Materials supplied will be jointly examined by our quality management, production management, planning and management departments based on physical indicators, chemical indicators and trial compatibility, and will undergo initial test, pilot test and trial batch test according to the selection procedures. Each test will be reviewed by the abovementioned departments before reporting to the management of the Group for approval. After passing the above tests, the suppliers will be subject to approval by the Group companies. Following the completion of all selection procedures, the suppliers will be admitted into the approved suppliers list by the Group companies, upon which, the Group may procure relevant material from the approved supplier. Furthermore, the suppliers shall fully comply with the relevant national laws and regulations in this field, including the relevant environmental protection standards. The Group maintains its verification on the performance of its

B5 供應鏈管理

堅持高採購標準

本集團在供應商的選擇及考核監督管理方面都有著極為嚴謹的態度，在選擇、評價供應商時按《供應商管理制度》進行，有關制度按規定定期審閱並更新，使之符合國家相關法規。實施時由集團營運管理部組織，企業相關採購、技術、質量監控、財務等部門參與，統一根據合法資歷，供應商須經過彼等的產品保障能力評估及實地審核。在選擇供應商過程中，會根據其資質情況以及在行業內的影響力、研發實力等多方面綜合考評，由本公司質量管理部門，生產管理部門及總經理審核。且其所供應材料須有本公司質量管理、生產管理、計劃管理多個部門共同評審各項物理指標、化學指標以及上機適應性的試用情況，並按流程進行小試、中試、批試。每次測試都須由上述部門進行相應的評審，並報呈本集團高層審核，各項測試合格後，須報呈集團公司審批，待全部流程完善後，集團公司將該供應商納入集團合格供應商，其後本集團可向該經批准供應商採購該項材料，此外該供應商須完全符合相關國家在該領域內的各項法律法規要求，包括相關環保標準。本集團通過年度檢查對合格供應商名單中的供應商的表現進行核查，確保所有合格供應商能夠持續提供符合本集團期望的高品質產品。報告期內，約有

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suppliers in the qualified suppliers list through annual inspections to ensure that all qualified suppliers can continuously provide high-quality products that meet the Group's expectations. During the Reporting Period, there were approximately 40 suppliers that were subject to the above-mentioned annual inspection process. The remaining suppliers are mostly temporary or one-time suppliers. The Group requests these suppliers to provide a quality assurance report. The quality management department also carries out inspections and assessments on the materials supplied by these suppliers.

The Group currently has 218 suppliers in total, with 79 suppliers in Guangdong Province, 35 suppliers in Anhui Province, 16 suppliers in Jiangsu Province, 13 suppliers in Hubei Province, while the rest of the 75 suppliers are scattered throughout other provinces in the PRC.

B6 Product Responsibility

Delivering Unmatched Product Quality

The Group continues to aim at providing the best quality products to its clients. In such case, the Group, being awarded with the certification of ISO9000, ISO14000, ISO18000, HJ2503-2011, HJ2539-2014 China environmental labeling product certification, GB/T23001-2017 Integration management system certification, ISO50001:2018 Energy management system certification, GB/T33000-2016 Safety production standardisation three-level enterprise (light industry and others) certification, has been able to maintain its effective operation over the years. Also, the Group's laboratory has passed the ISO/IEC17025:2005 National laboratory management system certification. All production activities and material used by the Group are subject to its suppliers' strict inspection and the Group's own warehouse inspection. Standards for the indicators of the emissions of hazardous materials no less exacting than the relevant national regulations have been implemented. The Group has been enjoying great advantages in respect of resources conservation.

40名供應商接受了上述年度檢查程序。剩餘的供應商大部分為臨時或一次性供應商。本集團要求該等供應商提供質量保證報告。質量管理部門亦對該等供應商提供的材料進行檢查與評估。

本集團目前共有218名供應商，其中79名在廣東省、35名在安徽省、16名在江蘇省、13名在湖北省，其餘75名則分散在中國其他省份。

B6 產品責任

產品責任

本集團將繼續致力為客戶提供最優質的產品。為此，本集團已獲得ISO9000、ISO14000、ISO18000、HJ2503-2011、HJ2539-2014中國環境標誌產品認證、GB/T23001-2017整合管理體系認證、ISO50001:2018能源管理體系認證、GB/T33000-2016安全生產標準化三級企業（輕工及其他）認證，多年來一直能夠保持其有效運作。同時，本集團的實驗室亦通過ISO/IEC17025:2005國家實驗室管理體系認證。本集團所有生產活動以及所使用材料均經過嚴格的供方出廠檢驗，以及本集團入庫檢驗，對有害物資的排放等指標均已制定較國家相關法規更嚴格的標準，在節約資源等方面有著非常大的優勢。

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The Group has implemented the Customer Complaint Processing Policy (《客戶投訴的處理辦法》), which outlines the procedures to handle customer complaints and recall defective products.

During the Reporting Period, there was no product recall cases for safety and health reasons. The Group endeavours to improve its services to clients through customer feedback. The Group takes every customer complaint seriously and handles it promptly. Concerns are addressed by designated staff, through initial discussion to its resolution. Unresolved and serious issues are directed to the operations team and reported back to management. During the Reporting Period, no product-related complaint was received.

The Group also puts an emphasis on the data protection and privacy policies by taking the following measures. Employees shall make every effort in providing adequate awareness and physical protection when handling the Group's trade secrets, proprietary information or confidential data. Such information shall be held in strictest confidence and shall not be disclosed by the employee to any person, firm or corporation except as necessary in carrying out his or her duties for the Group. Information including enquiries concerning the Group, its customers, business partners, existing and/or former employees should be directed to the appropriate party for proper handling. A breach of the above confidentiality provisions will result in disciplinary actions or dismissal without compensation. No material non-compliance in relation to confidentiality laws and regulations was recorded during the Reporting Period.

本集團實行《客戶投訴的處理辦法》，其中概述處理客戶投訴與回收有缺陷產品的程序。

報告期內，並無因安全和健康原因召回產品的案例。本集團努力通過客戶的反饋意見來改善客戶服務。本集團認真對待每名客戶的投訴，並及時處理。關注的問題由指定的工作人員處理，通過初步討論解決。未解決和嚴重的問題會直接提交予營運團隊並向管理層匯報。報告期內，並無收到與產品有關的投訴。

本集團亦採取以下措施，加強資料保護和私隱政策。僱員在處理本集團的商業機密、專有資訊或機密資料時，應盡力提高足夠的意識和實物保護。這些資訊應嚴格保密，僱員不得向任何個人、公司或企業披露，除非是為本集團履行其職責時有必要。有關本集團、其客戶、商業夥伴、現有及／或前僱員的資訊，包括查詢，應直接向有關方提出，以便妥善處理。違反上述保密規定的行為將導致紀律處分或解僱而不給予補償。報告期內，並無錄得與保密法律和法規有關的重大違規行為。

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The Group has established relevant policies to ensure compliance with applicable laws and regulations and to fulfill its corporate responsibility towards its customers. The Group is dedicated to protecting and respecting customers' intellectual property rights, which are vital to its sustainable business growth in the industry. The Group generally enters into an agreement with customers which sets out the rules of the protection of customers' intellectual property rights. The Group's staff have signed confidentiality agreement with the Company, which requires the Group's staff to keep confidential for the customers' intellectual property rights. The Group's staff are well aware of their duties to protect customers' intellectual property rights and pay extreme attention to ensure the proper usage of these intellectual property rights. We also closely monitor the status of all existing trademarks and domain names to ensure the validity of the Group's intellectual property rights. In particular, the intellectual property rights involved in the development of new products and product modifications, which are consigned by customers, are owned by customers. During the Reporting Period, there was no non-compliance with relevant national laws and regulations in respect of health and safety, advertising, labelling and privacy matters relating to products provided by the Group and methods of redress. No material non-compliance in relation to intellectual property rights laws and regulations was recorded during the Reporting Period.

本集團已制定相關政策，確保遵守適用法律和法規，以及履行對客戶的企業責任。本集團致力保護及尊重客戶的知識權，這對其在本行業的可持續業務發展至關重要。本集團一般與客戶簽訂協議，當中規定保護客戶知識權的規則。本集團員工與本公司簽訂保密協議，其要求本集團員工為客戶的知識產權保密。本集團員工深知其保護客戶知識產權的責任，並格外留神，以確保正確使用有關知識產權。我們亦密切監察全部現有商標及域名的狀況，以確保本集團的知識產權有效。尤具體而言，由客戶委託開發的新品及品修改所涉及的知識權由客戶擁有。報告期內，本集團未有出現違反國家對於所提供產品的健康與安全、廣告、標籤及私隱事宜以及補償方法等相關的法律法規的行為。報告期內，並無錄得與知識產權法律和法規有關的重大違規行為。

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B7 Anti-corruption

Commitment to Anti-Corruption

The Group commits to maintaining a high standard of integrity when conducting business as we strongly believe that it is essential to meet the expectations of our stakeholders. As such, the Group has implemented relevant internal policies and has been firmly adhering to the principles of openness, responsibility, honesty and integrity. All employees are required to strictly obey personal and professional ethics.

According to the anti-bribery and anti-corruption policy set out by the Group, all employees (including directors and committee members of the Group) are strictly prohibited from receiving any form of bribe, kickbacks, facilitation payments or any direct or indirect advantages in exchange for any business, benefits or influence of behaviour. Moreover, any gifting or special treatment and any illegal means such as under-the-table commissions and corruption — that may affect employee's behavior are strictly prohibited. Any contravention of the anti-bribery and anti-corruption policy may lead to the initiation of disciplinary proceedings. A serious breach may lead to summary dismissal and, where appropriate, referral to relevant government authorities and law enforcement agencies.

The Group has set up relevant external whistleblowing procedures to protect employees from and prevent retaliation or any adverse treatment, and regularly reviewed the effectiveness of the internal management system of the Group's daily operation. Through the setting up of a suggestion box and whistleblowing mailbox, the Group was able to strengthen its management and supervision, and advocates the concept of anti-corruption within the Group to create an incorrupt working environment. The Group will make every effort to keep the identity of any whistleblower confidential, unless it is compulsory to provide such information for cases handled by relevant regulatory

B7 反貪污

致力反貪污

本集團承諾在進行業務時保持高標準的誠信，因為我們堅信這對滿足我們利益相關方的期望至為必要。因此本集團已實施相關的內部政策，一直努力不懈堅守開明、負責任及正直誠實的宗旨，本公司所有員工均需嚴格地遵守個人及專業操守。

根據本集團制定的反賄賂和反貪污政策，所有僱員（包括本集團董事及委員會成員）嚴禁通過任何形式的賄賂、回扣、疏通費或任何直接或間接利益，以換取任何業務、利益或行為影響。此外，嚴禁任何可能影響僱員行為的饋贈或特別待遇以及任何非法手段（如秘密佣金、貪污）。任何違反反賄賂和反貪污政策的行為都可能導致啟動紀律程序。嚴重違反者可能會被立即開除，並在適當情況下提交予相關政府當局和執法機構。

本集團已設定有關的外部舉報程序以保護及防止僱員遭報復或任何不利待遇，及定期檢討本集團日常營運的內部管理系統的成效。本集團通過設置意見箱、舉報郵箱，加強內部管理監督力度，並在本集團內倡導反貪污的理念，營造廉潔的工作環境。本集團將盡一切努力對舉報人的身份保密，除非必須為相關監管機構或執法機關處理的案件提供有

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agencies or law enforcement agencies. Directors and employees have received training from time to time to ensure that they comply and are familiar with the anti-corruption guides, policies and procedures of the Group during the Reporting Period.

The Internal Audit Department of the Group is also responsible for its commitment to anti-corruption. Some main duties include maintaining gifts, hospitality and entertainment register to record incidents of gifts, hospitality and entertainment that have occurred in specific countries and to ensure that all relevant approvals have been recorded. All allegations of whistleblowing are recorded in the Audit and Inspectorate's Complaints Register. According to the nature of the allegations, the Internal Audit of the Group will conduct a preliminary review based on the information provided by the whistleblower to understand the circumstances and the Head of Audit and Compliance would then inform the Audit Committee of the Group and the Board of all grievances it has reviewed. After the preliminary investigation, the Head of the Internal Audit Department of the Group will conduct detailed investigative work, recommend proposed actions as well as discuss with the senior management of the relevant business departments. In the meantime, senior management will ensure the Board stays informed about the investigation.

The Group has adopted an anti-corruption and anti-bribery policy and a whistleblowing policy, and has held learning and training sessions to educate its staff on such policies. Furthermore, during the Group's semi-annual business summary meeting, training materials were provided to enhance the understanding and awareness of senior management personnel regarding the two policies.

關資料。報告期內，董事和僱員不時接受培訓，以確保彼等遵守和熟悉本集團的反貪污指南、政策和程序。

本集團的內部審核部門亦負責履行反貪污的承諾。一些主要職責包括存置禮品、招待和酬酢登記冊，以記錄在特定國家發生的禮品、招待和酬酢事件，並確保所有相關批准都已記錄在案。所有舉報的指控均記錄於審核及監察部門的投訴登記冊。根據指控的性質，本集團的內部審核部門將根據舉報人提供的資料進行初步審查，以了解情況，而審核及合規部主管屆時將告知本集團的審核委員會及董事會其審查的所有申訴。經初步調查後，本集團內部審核部門主管將進行詳細調查工作、提出建議行動以及與相關業務部門的高級管理層進行討論。同時，高級管理層將確保董事會知悉有關調查。

本集團已採納反貪污及反賄賂政策以及舉報政策，並舉辦了學習及培訓課程以教導員工有關政策。此外，於本集團半年度業務總結會議期間，本集團提供了培訓材料，以加強高級管理人員對兩項政策的了解及認識。

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During the Reporting Period, there were no concluded legal cases regarding corruption brought against the Group or its employees. In addition, no material non-compliance of relevant national laws and regulations in respect of bribery, extortion, fraud and money laundering was recorded during the Reporting Period.

B8 Community investment

Contributing to the Welfare of Society

The Group encourages staff to take part in community welfare and voluntary work and our Directors actively maintain communication with non-governmental organisations to understand community needs for the sake of fulfilling its responsibility in giving back to society.

Over the years, the Group has been actively involved in disaster relief work, supporting poverty-stricken areas, donating to schools, promoting Chinese culture and engaging in other public services, so as to contribute to our community through various means. The Group is devoted to improving physical fitness of the people in the community through sponsoring and participating in basketball competitions, football matches and other activities organised by the community. The Group thrives to continue contributing to society in the coming years.

報告期內並無針對本集團或其僱員貪污的已了結法律案件。此外，報告期內，並無錄得有關賄賂、勒索、欺詐及洗黑錢的相關國家法律法規的重大違規行為。

B8 社區投資

為社會福利做出貢獻

本集團鼓勵僱員參與社區福利和志願工作，董事積極與非政府組織保持溝通，了解社區需要，以便履行其責任，回饋社會。

多年來，本公司積極參與賑災、資助貧困地區、捐資辦學、推廣中華文化等公益事務，從多個範疇回饋社會。本集團致力通過贊助及參與社區舉辦的籃球賽、足球賽等體育活動提高社區人員身體素質。本集團將於未來數年繼續蓬勃發展，回饋社會。



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