



Huakang Biomedical Holdings Company Limited
華康生物醫學控股有限公司

(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: 8622

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ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Huakang Biomedical Holdings Company Limited (hereinafter referred to as the “**Company**”, and “**we**”) has been engaged in the manufacturing of in-vitro diagnostic (“**IVD**”) reagents in China for over 15 years. During our business growth, we strive to be a responsible corporation and place strong emphasis on fulfilling our corporate social responsibility (“**CSR**”). To show our commitment, we are pleased to present this first environmental, social and governance (“**ESG**”) report detailing our material social and environmental performance of the Company as well as its subsidiaries (collectively, the “**Group**”) for the reporting period from 1 January 2018 to 31 December 2018 (“**FY2018**”).

The Group maintains a close tie with its stakeholders, including shareholders, the government, employees, customers, suppliers, the community and the public, and strives to balance their opinions and interests through constructive communications in order to determine the direction of its long-term development. Guided by their major concerns as identified during the stakeholder engagement process, we develop an approach to sustain our business development with the following three core areas.

Business

Conduct business with integrity and deliver sustainable products and services

業務

以誠信經營業務，提供可持續的產品和服務

Workplace

Create a workplace to improve employee satisfaction and retention

工作間

創建工作場所以提高僱員滿意度和保留率

Environment

Improve the environment by reducing resources consumption and emissions

環境

減少資源消耗及排放以改善環境

華康生物醫學控股有限公司(以下簡稱為「**本公司**」及「**我們**」)於中國從事生產體外診斷試劑(「**體外診斷試劑**」)超過十五年。發展業務的同時，我們力圖成為一間負責任的企業，尤其重視履行企業社會責任(「**企業社會責任**」)。為顯示我們的承擔，我們欣然提呈首份環境、社會及管治(「**環境、社會及管治**」)報告，其詳述本公司及其附屬公司(統稱為「**本集團**」)於二零一八年一月一日至二零一八年十二月三十一日報告期(「**二零一八年財政年度**」)的主要社會及環境表現。

本集團與其持份者保持緊密聯繫，包括股東、政府、僱員、客戶、供應商、社區及公眾，並透過具建設性之溝通以平衡各方意見及利益，以確定其長遠發展方向。根據於持份者參與過程中所識別的重點關注事項，我們制定了方式以使業務發展於以下三個核心範疇得以持續。

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We prepared this ESG report in accordance with Appendix 20 Environmental, Social and Governance Reporting Guide (the “**ESG Reporting Guide**”) to the Rules Governing the Listing of Securities on GEM of The Stock Exchange of Hong Kong Limited (the “**GEM Listing Rules**”). The information covered in this ESG report focuses on our manufacturing operation in Shenzhen as well as our office in Hong Kong.

We are now on a journey to make our business more sustainable, and will continue to share our achievements in the future ESG reports. We welcome your feedback on this ESG report by email at hk@szhuakang.com.

STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT

We listen to our stakeholders because their feedback is an important guidance to shape our ESG strategies and future plans that enable us to address their needs and priorities.

We engaged our key stakeholders by launching an online questionnaire where they were invited to share their feedback and suggestions on our ESG issues throughout the year. In the questionnaire, there was a set of rating questions, allowing our key stakeholders to determine the importance and relevance of every ESG indicator to our business operation.

我們根據香港聯合交易所有限公司《GEM證券上市規則》(「**GEM上市規則**」)附錄二十《環境、社會及管治報告指引》(「**環境、社會及管治報告指引**」)編製本環境、社會及管治報告。本環境、社會及管治報告所涵蓋資料主要集中於深圳的生產營運以及香港的辦公室。

我們正致力使業務更具可持續性，並將繼續於未來的環境、社會及管治報告分享我們的成就。透過電郵hk@szhuakang.com對我們的環境、社會及管治報告提出意見。

持份者參與及重要性評估

環境、社會及管治策略及未來計劃能滿足持份者的需求及優先考慮事項，由於持份者的反饋為我們制定該等策略及計劃的重要指引，因此我們聆聽持份者意見。

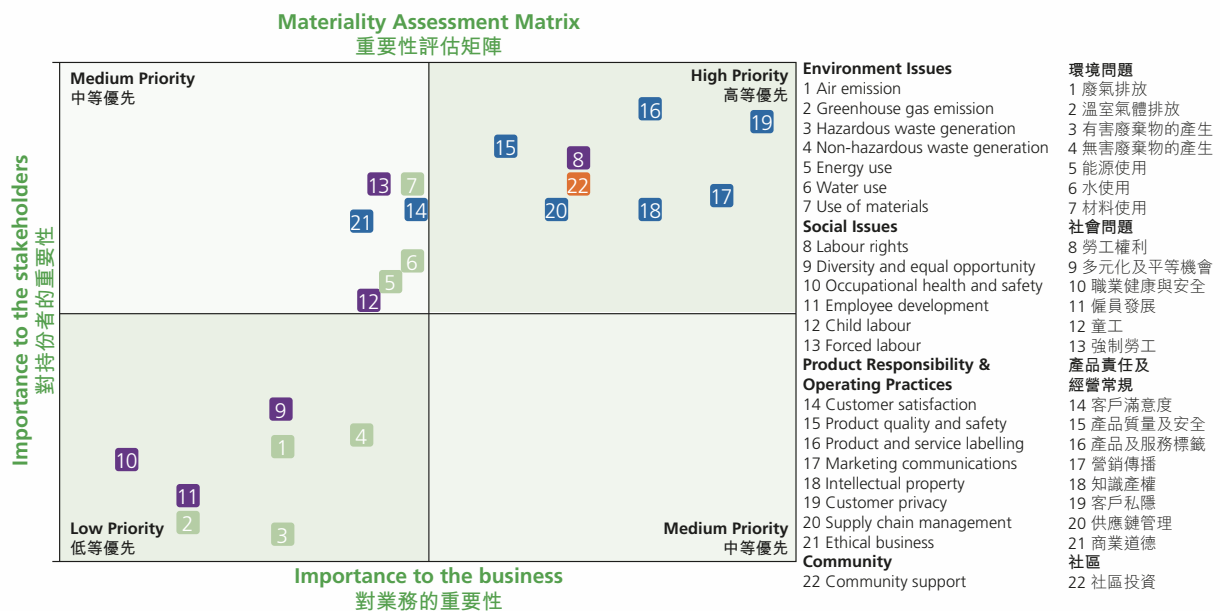
我們透過推出線上問卷，邀請主要持份者就全年環境、社會及管治事宜分享反饋及建議。問卷設有一系列評分問題，容許主要持份者決定各項環境、社會及管治指標對我們業務營運的重要性及相關性。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

This year, we engaged a variety of key stakeholder groups – including our customers, employees, board of directors and senior management, investors and shareholders, as well as suppliers and contractors – to understand their concerns. Through this exercise we have identified eight material issues that are important to our stakeholders and business operation. Result of the materiality assessment is presented below.

今年，我們接觸多個主要持份者團體，包括客戶、僱員、董事會及高級管理層、投資者及股東，以及供應商及承包商，以了解他們的關注事項。透過此項工作，我們已識別八項對持份者及業務營運而言屬重大的事宜。重要性評估結果呈列如下。



During the engagement, stakeholders also shared their ideas on how we could improve our ESG performance. These included promoting energy and resource conservation, recycling and reducing industrial waste, supporting gender equality, more engaging internal communication and rewarding remuneration package, as well as enhancing product development and innovation. With the results and suggestions in mind, we will continue to strive to improve our ESG performance. Details of our efforts in FY2018 are presented in later sections.

持份者參與期間亦可以分享如何改進環境、社會及管治表現的想法。其中包括推動能源及資源節約、回收及減少工業廢棄物、支持性別平等、更多積極的內部溝通及具吸引力的獎勵薪酬組合，以及加強產品開發及創新。考慮到該等結果及建議，我們將繼續提高環境、社會及管治表現。我們於二零一八年財政年度的工作細節載列於以下章節。

UPHOLDING INTEGRITY AND EXCELLENCE

The success of the Group's business is built upon its high level of integrity and excellent product quality. To ensure long-term business success, we strive to uphold the highest level of business integrity and deliver the best products to our customers.

Integrity in Business

Integrity is the core to our way of working. As an ethical corporate, by upholding the highest level of integrity, we strive to keep confidential information secure and work against corruption when conducting business.

Confidentiality and privacy

It is the responsibility of all of our employees to maintain confidentiality at all times at work. Taking confidentiality seriously, we establish clear guidelines for our employees to make sure they understand how to keep the Group's confidential information – including clients' data, production designs and technology – safe and secure. They are also restricted from leaking the information to external parties.

In addition, as a corporation that focuses on product development, we appreciate the hard work of our research team and understand the importance of originality. Having the intellectual property management system in place, we work to register patents for our own production design and technology, ensuring the value of intellectual property are well respected and recognised within the Group.

We take prompt corrective actions in the case of breaching confidentiality, and the employees involved may be subject to disciplinary actions.

In FY2018, we strictly complied with laws and regulations relating to privacy matters of products and services in Hong Kong and Mainland China.

秉持誠信，追求卓越

本集團業務的成功建立於其高度的誠信及卓越的產品質量之上。為確保長遠的業務成功，我們努力秉持最高水平的業務誠信，並向客戶提供最優質的產品。

業務誠信

誠信是我們行事方式中最重要的一環。作為一間良心企業，我們秉持最高水平的誠信，務求確保機密資料得到保護，並在營商時打擊貪污。

保密及私隱

所有僱員均有責任在工作中任何時間保密。我們認真對待有關保密事宜，為僱員制定明確指引，確保他們了解如何安全可靠地存放本集團的機密資料，如客戶數據、生產設計及科技。他們亦不得向外部洩露資料。

此外，作為一間專注於產品開發的企業，我們重視研究團隊的努力，並明白原創的重要性。我們設有知識產權管理系統，為自己的產品設計及科技註冊專利，確保知識產權的價值於本集團得到尊重及認同。

如有違反保密的情況，我們則及時採取糾正行動，涉事僱員將面臨紀律處分。

於二零一八年財政年度，我們嚴格遵守香港及中國內地有關產品及服務私隱事宜的法律及規例。

Anti-corruption

Complying with relevant laws and regulations, we work against corruption in all forms – including bribery, extortion, fraud and money laundering. It is essential to ensure all our employees understand and act in the same way we do.

Our guidelines clearly set out the situations and behaviours that our employees should be aware of when conducting business. We also run training sessions for them to raise their awareness of unethical business practices.

At the same time, to foster a positive and ethical business environment, we also work with our business partners. We always work closely with our suppliers and other business partners, and require them to adhere to the stringent standards that we are upholding in business.

It is the responsibility for all our employees to report any suspected business improprieties. We, therefore, operate an anonymous whistle-blowing system to encourage the reporting of misconduct while respecting the privacy of the whistle-blowers. Any violation will lead to disciplinary actions up to and including dismissal.

In FY2018, we strictly complied with laws and regulations relating to bribery, extortion, fraud and money laundering in Hong Kong and Mainland China, such as the Criminal Law of the People's Republic of China, Anti-Money Laundering Law of the People's Republic of China, Anti-Unfair Competition Law of the People's Republic of China and Interim Provisions on Banning Commercial Bribery.

反貪污

我們遵守相關法律及規例，致力打擊所有類型(包括賄賂、勒索、詐騙及洗黑錢)的貪污。確保所有僱員明白並按照我們營商的方式行事乃至關重要。

指引明確載列僱員在開展業務時應注意的情況及行為。我們亦為他們舉辦培訓課程以提高他們對不道德商業行為的意識。

同時，為營造正面及道德的業務環境，我們亦與業務合作夥伴合作。我們一直與供應商及其他業務合作夥伴緊密合作，並要求他們遵守我們堅持的嚴格業務標準。

所有僱員均有責任舉報任何可疑的不當商業行為。我們因而實行匿名舉報制度，鼓勵舉報不當行為，同時尊重舉報人的私隱。任何違規行為將受到紀律處分，甚至被解僱。

於二零一八年財政年度，我們嚴格遵守香港及中國內地有關賄賂、勒索、詐騙及洗黑錢的法律及規例，如《中華人民共和國刑法》、《中華人民共和國反洗錢法》、《中華人民共和國反不正當競爭法》及《關於禁止商業賄賂行為的暫行規定》等。

Satisfying our Customers

Meeting customers' expectations is crucial to our business. Therefore, starting from the procurement process to quality assurance, we strive to manufacture our products in ways that sustain and respect the environment and people.

Managing our suppliers

Starting from supply chain management, we place great efforts in working with our suppliers and make sure our raw materials meet our high quality standards to ensure customer satisfaction.

For our new suppliers, we develop a comprehensive supplier assessment that consists of criteria related to the health and safety of the raw materials, in addition to the consideration of the quality and production management, to make sure the products are safe to use. Suppliers are required to submit testing reports conducted by third-parties to make sure the products are of high quality and do not pose health and safety risks to the customers. When needed, we require our suppliers to submit material safety data sheet to disclose health and safety hazard information of the chemical products. On-site visits are conducted to ensure our suppliers have the ability to provide quality products with hygienic and safe work practices.

滿足客戶

滿足客戶期望對我們業務而言至為重要。因此，由採購過程到質量保證，我們致力以可持續及尊重環境和人們的方式生產產品。

供應商管理

從供應鏈管理開始，我們致力與供應商的合作，確保用作原材料符合我們的高質量標準，確保客戶滿意。

我們為新供應商制定了一套全面的供應商評估，涵蓋有關原材料健康及安全的標準，並考慮質量及生產管理，以確保產品能安全及健康使用。供應商須提交第三方檢測報告，確保產品屬高質量，而且並不會對客戶造成健康及安全風險。如有需要，我們會要求供應商提交化學品安全技術說明書，以披露化學產品的健康及安全危害資料。為確保供應商擁有能力提供優質產品及安全工作常規，將進行實地考察。

We, also, pay close attention to the ethicality of the procurement. In particular, we make sure biological materials are sourced morally that respect medical ethics all the time. To verify and ensure compliance, we require the suppliers submit relevant documents and testing reports.

Continuous improvement on quality

It is essential that all of our products are high quality and do not create health and safety risks to our customers. In addition to selecting reputable and quality-oriented suppliers, quality management systems are established. Various testing and assessments are conducted on our finished products before delivery, to ensure product quality.

We always maintain high quality standards to meet expectations, however, complaints may sometimes be received. In order to exceed customers' expectations and enhance their satisfaction, we have guidelines in place on how to handle customer complaints in a proper manner.

To learn and improve, we have to understand customers' opinion on us. Our customer reviews help us gain valuable insight into our performance and identify improvements, by obtaining feedback from our customers, in order to continuously improve our product and service quality as well as enhancing their experience with us. In case of customer complaint, we will thoroughly conduct analysis and promptly develop corrective actions plans.

我們亦會密切留意採購是否合乎道德。特別是，我們會確保生物材料的來源始終合乎醫學倫理。為驗證及確保符合要求，我們要求供應商提交相關文件及檢測報告。

持續改善質量

我們所有的產品都必須是高質量的，不會給我們的客戶帶來健康和安​​全風險。除選擇信譽良好及注重質量的供應商外，我們亦建立質量管理制度。在交付前就製成品進行各種測試及評估，以確保產品質量。

我們一直維持高品質標準以符合預期，但是有時可能收到投訴。為超出客戶預期及提升他們滿意度，我們就如何適當處理客戶投訴設有指引。

為學習及改善，我們必須了解客戶對我們的意見。透過從客戶取得回饋，客戶評審有助我們獲取針對表現的珍貴見解以及識別改進的地方，以持續改善產品及服務質素，提升客戶體驗。如有客戶投訴，我們將深入分析，及時制定糾正行動計劃。

Apart from conducting customer reviews, we are also constantly exploring ways to improve our products through research and development. Financial incentives are offered to motivate our employees for invention of new products as well as innovative patent projects. With our great efforts, we are proud that we are recognised as High and New Technology Enterprise by the Science and Technology Innovation Commission of Shenzhen Municipality. We will continue to focus our efforts on developing excellent products to satisfy and exceed customers' expectations.

In FY2018, we strictly complied with local laws and regulations relating to product responsibility, such as The Trademark Law of the People's Republic of China, The Work Safety Law of the People's Republic of China and Advertising Law of the People's Republic of China. In addition, there was no report of significant fines in FY2018. We were not aware of any material non-compliance with laws and regulations relating to health and safety, advertising and labelling matters of products and services in Hong Kong and Mainland China.

CONTRIBUTING TO OUR COMMUNITY

The Group is dedicated to promoting positive corporate citizenship and providing support to the communities in which we operate. We are formulating the policy governing the involvement of community activities. More details will be disclosed in due course.

CARING FOR OUR PEOPLE

We genuinely recognise the importance of our employees, since their talents and efforts contribute a lot to our business success. Meanwhile, we fulfill our responsibility of being a responsible employer, by providing a decent and safe work environment for all of our employees, where they are able to develop their careers and grow with us.

除進行客戶評審外，我們亦不斷通過研發尋求改善方法。提供財務獎勵以激勵僱員發明新產品及創新專利項目。憑藉努力，我們為獲得深圳市科技創新委員會認可為高新技術企業感到自豪。我們將繼續致力於開發優質產品以滿足並超越客戶期望。

於二零一八年財政年度，我們嚴格遵守有關產品責任之地方法律及法規，如《中華人民共和國商標法》、《中華人民共和國安全生產法》及《中華人民共和國廣告法》。此外，於二零一八年財政年度並無重大罰款報告。我們並不知悉在香港及中國內地出現任何有關產品及服務健康和 safety 以及廣告及標籤事宜的重大違反法律及規例的情況。

社區貢獻

本集團致力成為企業公民，並為我們經營所在社區提供支援。我們正在制定管理社區活動參與的政策。更多細節將適時披露。

關懷僱員

由於僱員的才華與努力為我們的業務成功帶來莫大貢獻，故我們確切認識到僱員的重要。同時，我們履行作為一名負責任僱主的責任，為所有僱員提供舒適安全的工作環境，讓他們能發展事業，與我們共同成長。

Employment

Being a responsible employer, we work to strictly comply with all relevant laws and regulations on employment and labour standards. By setting guidelines in our staff handbook on compensation, dismissal, recruitment, promotion, working hours, rest periods, benefits and welfare, as well as equal opportunity, we make sure our employees are able to work in a fair, respectful and inclusive workplace with us. Employees are also encouraged to maintain open and regular communication with us, by voicing opinions and suggestions out to their supervisors.

It is essential to maintain a harmonious and motivating atmosphere. The Group has established a fair, equitable and reasonable remuneration system for salary payments to employees based on the principle of fairness, competitiveness, incentives, reasonableness, and legality. The remuneration of employees of the Group mainly comprises basic salary, overtime payment and bonuses including performance incentives based on corporate development and performance of individual staff. In accordance with the laws, the Group also pays “five social insurance and one housing fund” for its employees, namely endowment insurance, medical insurance, unemployment insurance, employment injury insurance, maternity insurance, and housing provident fund, to ensure that employees covered by social insurance. The Group has signed and executed labour contracts with all of our employees in accordance with the Labour Contract Law of the People’s Republic of China. In order to attract, retain and motive our staff, our remuneration package also include annual body check-up and various allowances such as education and training subsidies. In the meantime, the Group also conducts regular review of its remuneration strategy and adjusts the remuneration policy according to the changes in external remuneration market and internal situation.

僱傭

作為負責任的僱主，我們嚴格遵守僱傭及勞工標準的所有相關法律及規例。通過於員工手冊制定有關補償、解僱、招聘、晉升、工作時數、假期、待遇及福利以及平等機會的指引，我們確保為僱員營造公平、尊重及包容的工作場所。我們亦鼓勵僱員與我們保持開放、定期的溝通，向他們的主管提出意見和建議。

此對維持和諧及激勵氣氛而言至關重要。本集團以公平性、競爭性、激勵性、合理性及合法性為原則，建立了一套公平、公正及合理的薪酬制度。本集團僱員的薪酬主要包括基本薪金、加班費及花紅，並包括根據企業發展及個別員工的表現而釐定的績效獎勵。根據法律，本集團亦為僱員支付「五險一金」，即養老保險、醫療保險、失業保險、工傷保險、生育保險及住房公積金，以確保僱員獲得社會保障。本集團已根據《中華人民共和國勞動合同法》與所有僱員簽訂及執行勞動合同。為吸引、挽留及鼓勵員工，薪酬待遇亦包括：年度體檢，以及各種津貼如教育及培訓資助。同時，本集團亦定期檢討其薪酬策略，並根據外部薪酬市場及內部情況之變動調整薪酬政策。

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The Group safeguards the legitimate interests of our employees in accordance with the requirements of the national and local laws and regulations (e.g. the Labour Law of the People's Republic of China), respects the rights of employees to rest and leave, and regulates their working hours and their rights for various types of rest times and holidays.

In addition, to create a harmonious work culture, we also support our employees for a balance between work and personal lives. Our employees can enjoy paid family leaves, such as marriage and maternity leaves, so that they can spend more time with their families. A range of leisure activities, namely corporate travels and outward bound programmes, were also arranged for our employees during the year.

本集團根據國家及地方法律法規之規定，如《中華人民共和國勞動法》，保障僱員的合法權益，尊重僱員休息及休假的權利，並監管僱員的工作時間及各類休息時間及假期的權利。

此外，為建立和諧的工作文化，我們亦支持僱員工作與個人生活平衡發展。我們的僱員可享有薪家庭假，例如婚假及產假，讓員工可花更多時間與家庭團聚。年內，我們亦為僱員安排了一系列的消閒活動，即公司旅遊及外展計劃。



Our outward bound activity has successfully brought our people together through a series of exciting and engaging team-building activities, helping them get to know each other and strengthen the bonding with us.

我們的外展活動成功透過一系列振奮人心、凝聚士氣的團隊建設活動把員工聚集起來，從而幫助大家互相了解，並加強彼此的關係。



We treated our people to a holiday in Nankun Mountain to allow them to distress and unwind from daily work task.

我們招待員工到南崑山渡假，讓員工釋放日常工作壓力。

Everyone deserves to be treated in a fair manner. We support anti-discrimination at work and strive to provide equal opportunities to everyone throughout our operations from recruitment to employment. To promote fair work environment, while promotion decisions are made upon the employees' work performance and merits, regardless of their background such as race, gender, age and religion, etc. In the recruitment process, the Group adheres to the hiring principles such as morality, knowledge, ability and experience etc, so as to continuously attract, employ and develop talents with consistent and flexible human resources policy. We do not tolerate harassment and victimisation in any forms at work where all of our employees should be treated with the same levels of respect.

The Group specifies the basis and process for staff promotion, transfer and demotion management, regulates the departure process, and establishes clear guidance therefore to protect the interests of both employees and the Group and prevent unnecessary disputes between employees and the Company.

The Group has implemented a fair and open assessment system to provide employees with opportunities for promotion and training based on their work performance and internal assessment results so as to explore their potential at work, in order to optimize the allocation of human resources within the Group, to provide more opportunities and platforms for employees' career development and to meet the Group's needs of sustainable development.

每個人都應該得到公平對待。我們支持職場反歧視，並致力於從招聘至僱傭的營運中向每個人提供平等機會。為促進公平的工作環境，我們根據僱員的工作表現及功績作出晉升決定，不論其背景，如種族、性別、年齡及宗教等。在招聘過程中，本集團堅守道德、知識、能力及經驗等聘用原則，以一致及靈活的人力資源政策持續吸引、聘用及培訓人材。我們不會容忍工作上任何騷擾及傷害行為，所有員工都應該受到相同程度的尊重。

本集團訂明管理員工晉升、調職及降級之基準及程序，規定離職程序，並制定明確指引，以保障僱員及本集團的利益，並避免僱員與本公司之間不必要的糾紛。

本集團已實施公平公開的考核制度，為僱員提供以工作表現及內部評估結果為基礎的晉升及培訓機會，以發掘其工作潛力，從而優化本集團內部人力資源的分配，為僱員的職業發展提供更多機會及平台，並滿足本集團可持續發展的需要。

The Group fully understands that the exploitation of child and forced labour are universally prohibited, and therefore takes the responsibility against child and forced labour very seriously. To combat against illegal employment of child labour, underage workers and forced labour, prior to confirmation of employment, the human resources department of the Group requires job applicants to provide valid identity documents to ensure that the applicants are lawfully employable. The human resources department is responsible for monitoring and ensuring compliance of all relevant laws and regulations that prohibit child labour and forced labour. If the Group discovers such case, the employment will be immediately terminated.

In FY2018, we strictly complied with local laws and regulations relating to employment, such as Labour Law of the People's Republic of China and Labour Contract Law of the People's Republic of China. In addition, there was no report of significant fines or sanctions as the result of non-compliance with relevant laws and regulations in FY2018. In the meantime, we were not aware of any material non-compliance with laws and regulations relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, other benefits and welfare, child and forced labour in Hong Kong and Mainland China.

本集團深知僱用童工及強迫勞動嚴重違反普世價值，因此竭力反對一切僱用童工及強迫勞動的行為。為打擊非法僱用童工、未成年工人及強迫勞動，本集團人力資源部要求求職者提供有效身份證明文件，以確保申請人可合法受僱。人力資源部負責監察及確保遵守禁止童工及強迫勞動之所有相關法律及法規。如有發現，即時終止僱傭關係。

於二零一八年財政年度，我們嚴格遵守有關僱傭的地方法律及法規，如《中華人民共和國勞動法》及《中華人民共和國勞動合同法》。此外，於二零一八年財政年度，並無因違反相關法律及法規而產生重大罰款或處罰報告。同時，我們並不知悉在香港及中國內地出現任何有關補償及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視、其他待遇及福利、童工及強制勞工的重大違反法律及規例的情況。

Safe and healthy workplace

It is our responsibility to provide a healthy and safe workplace for our employees. In doing so, in addition to complying with applicable laws and regulations, we have relevant policies in place to address various types of situations and issues, such as guidelines for chemical handling and waste disposal, to ensure the occupational health and safety of our employees. Apart from providing personal protective equipment for employees engaging in activities that occupational hazards can potentially arise, annual health check-up is offered to ensure timely treatment can be given. Safety education and training programmes are also provided for our employees to increase their awareness and improve their skills on work safety.

We work hard to ensure workplace safety and employee wellbeing, however, accidents may arise. We, therefore, arrange emergency drills for our employees to raise their safety awareness and to ensure they understand clearly how to cope with emergencies.

安全健康的工作場所

我們有責任為員工提供健康安全的工作環境。在此過程中，除了遵守適用的法律法規外，我們還制定了相關政策，例如化學品處理和廢物處理指南，以解決各種情況和問題，確保僱員的職業健康和 safety。除了為工作牽涉到高危活動之員工提供個人防護設備外，我們還提供年度健康檢查，以確保及時治療。我們還為員工提供安全教育和培訓計劃，以提高他們的意識，並改善與工作安全相關之技能。

我們努力確保工作場所的安全和員工的安康，但事故仍可能發生。因此，我們為員工安排應急演練，以提高他們的安全意識，並確保他們清楚了解如何應對緊急情況。



Safety training and awareness-raising programmes play a crucial part in occupational health and safety so that all of our staff know how to prevent and control accidents and emergencies and to minimise potential damages in case of incidents such as fire, explosion, chemical leakage and mechanical safety damage.

安全培訓和提高安全意識之培訓計劃在職業健康和 safety 方面發揮重要的作用，我們所有員工因而得知如何預防和控制事故和緊急情況，並儘可能減少火災、爆炸、化學品洩漏和機械安全損害等事故造成的潛在損害。

Strongly committed to the occupational health and safety, we are pleased to be recognised by the State Administration of Work Safety in China. We have attained a certificate in Work Safety Standardisation for our manufacturing facility in Shenzhen since 2016. We will continue to work hard and explore ways to safeguard the health and wellbeing of our employees.

In FY2018, we strictly complied with local laws and regulations relating to health and safety, such as Safe Production Law of the People's Republic of China and the Regulations on Work-Related Injury Insurance. In addition, there was no report of significant fines or sanctions as the result of non-compliance with relevant laws and regulations in FY2018. In the meantime, we were not aware of any material non-compliance with laws and regulations relating to providing a safe working environment and protecting employees from occupational hazards in Hong Kong and Mainland China.

Staff development and training

Professional and personal development of our employees is the key to our long-term business growth. We always strive to provide them with training and development opportunities, so that they can nurture their talents and grow with us.

A comprehensive training policy is established to meet the needs of employees at all positions performing different job duties, ensuring they have the necessary skills and knowledge for their jobs as well as opportunities to develop their potentials. Each year, we consider training needs of our employees and develop a training plan for them. A wide range of internal and external training programmes are provided, which covers the topics such as job specific skills and knowledge, industry-wide standards of practice and regulations, occupational health and safety, as well as quality and environmental management. After every training, we review the programme to assess whether it is effective for our employees' development and also for our own continuous improvement for planning the training programmes in future.

We provide induction training to new recruits to help employees adapt to the working environment as quickly as possible and ensure that employees have the knowledge and expertise needed to perform their duties.

我們致力維護職業健康和 safety，我們對獲得中國國家安全生產監督管理總局之認可深感榮幸。我們自二零一六年已為深圳製造工廠取得安全生產標準化證書。我們將繼續努力，尋求保障僱員健康和福祉的方法。

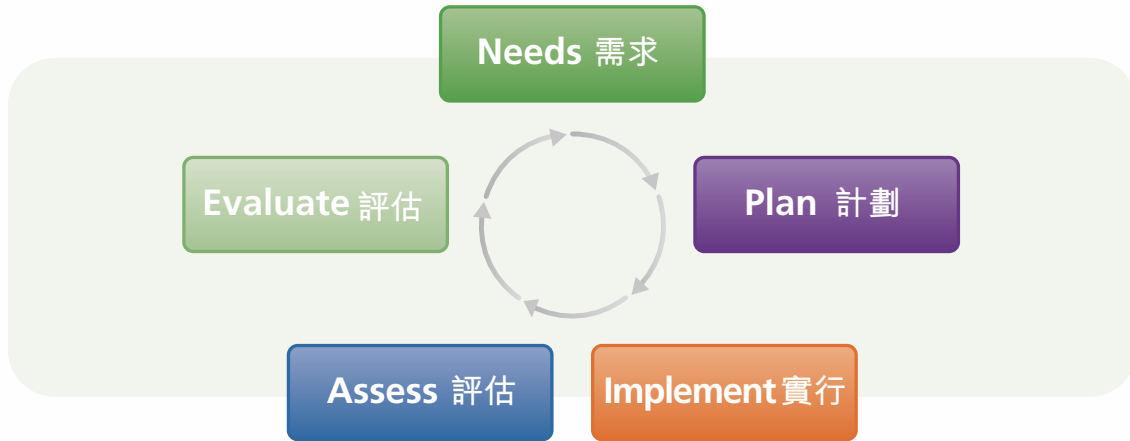
於二零一八年財政年度，我們嚴格遵守有關健康及安全的地方法律法規，如《中華人民共和國安全生產法》及《工作相關工傷保險條例》。此外，於二零一八年財政年度，並無因違反相關法律及法規而產生重大罰款或處罰報告。同時，我們並未發現任何重大不遵守有關在香港及中國內地提供安全工作環境，以及保障僱員免受職業危害的法律及法規之事件。

員工發展及培訓

僱員的專業及個人發展對我們的長期業務增長而言至關重要。我們一直致力為他們提供培訓及發展機會，以培養他們的才華，與我們一起成長。

制定全面培訓政策，以滿足所有職位、從事不同職務的僱員需求，確保他們就工作擁有必要的技能及知識，並有機會發揮他們的潛力。每年，我們均考慮僱員的培訓需求，並為他們制定培訓計劃。提供廣泛的內部及外部培訓計劃，其涵蓋工作特定技能及知識、慣例及法規的行業標準、職業健康與安全以及質量與環境管理等主題。每次培訓結束後，我們均會審閱計劃以評估計劃是否對僱員的發展及我們於未來規劃培訓計劃方面的持續改善有效。

我們為新入職員工提供入職培訓，以協助僱員盡快適應工作環境，並確保僱員具備履行職責所需的知識及專業知識。



It is also crucial to let our people understand how to develop and grow on their career path. We provide development opportunities to our employees through regular performance-based appraisal, so that they can understand their job performance in a clear way by receiving feedback from their supervisors, and evolve in ways that are good for their personal growth and ongoing career development.

此對僱員了解如何在他們的職業發展規劃發展及成長亦為至關重要。我們通過定期績效評估為僱員提供發展機會，使他們可通過收到主管的反饋，更清楚地了解其工作表現，並以有利於個人成長及持續職業發展的方式發展。

PROTECTING THE ENVIRONMENT

Being a manufacturer, we have a close relationship with the environment, from which we rely strongly on the natural resources to manufacture our products. It is therefore our responsibility to give back to the natural environment and preserve the planet for our future generations.

保護環境

作為製造商，我們與環境關係密切，因我們非常依賴自然資源生產產品。因此，我們有責任回饋自然環境，為下一代保護環境。

Environmental management

環境管理



We want to make the environment a better place for all of us to live in. Adhering to the principle of “giving priority to protection, focusing on prevention, conducting comprehensive treatment”, a set of environmental policies and supporting procedures are developed. These can help guide us to fully comply with applicable environmental laws and regulations, and assist us in managing the environmental issues in a systematic manner.

我們希望能使環境更適合所有人居住。堅守「保護優先、預防為主、綜合處理」的原則，我們制定了一套環境政策及支援程序。該等政策及程序能幫助我們充分遵守適用環境法律及規例，並協助我們有條理地管理環境事宜。

Complying with all relevant environmental regulations involved in the local and national levels is a fundamental part in how we manage the environmental issues in our operation. Hence, under our environmental management system, we pay close attention to make sure that we are in strict compliance with them in our operations. In FY2018, we strictly complied with laws and regulations relating to air and greenhouse gas (“GHG”) emissions, discharges into water and land, generation of waste and use of resources in Hong Kong and Mainland China, including Environmental Protection Law of the People’s Republic of China, Water Pollution Prevention and Control Law of the People’s Republic of China and Regulations on the Administration of Construction Project Environmental Protection. In addition, there was no report of significant fines or non-monetary sanctions as the result of non-compliance with relevant laws and regulations in FY2018.

遵守地方和國家層面所有相關環境法規是我們管理營運中的環境問題之基本部分。因此，在我們的環境管理體系下，我們密切關注，確保我們在營運中嚴格遵守該等體系。於二零一八年財政年度，我們嚴格遵守香港及中國大陸有關廢氣和溫室氣體（「溫室氣體」）排放、向水及土地的排污、廢棄物的產生以及資源使用的法律及規例，包括《中華人民共和國環境保護法》、《中華人民共和國水污染防治法》及《建設項目環境保護管理條例》。此外，於二零一八年財政年度，並無報告因違反相關法律及法規而遭受重大罰款或非金錢制裁。

In addition to compliance, we strive to use our resources in a responsible manner as well as minimising negative environmental impacts arisen from our operations. Formed by employee representatives from all levels, our environmental protection committee regularly reviews our performance and provides guidance on upholding green practices in the operation. We also provide training to our employees to raise their awareness and competence.

We always identify opportunities for improvement. Not only do we encourage our employees to protect the planet through providing incentives, we also conduct internal monitoring programmes to constantly improve our performance on environmental protection as well as resource management. Persons in charge of environmental protection at all levels will continue to review our policies and practices and report to the management if necessary, with recommendations. If there is an abnormal discharge caused by an emergency during daily operation, the persons in charge will immediately take emergency measures to prevent the expansion of pollution and report to the management in a timely manner in order to control the situation.

Responsible use of resources

Energy and water are the resources we rely a lot in the operation of our manufacturing business; however, they are not unlimited and will be used up in one day. Facing the challenge and focusing on tackling it, we want to increase efficiency of the use of these resources in our production and avoid wastage to help preserve the planet for our future generations. To reduce the energy consumption and the amount of carbon emission, we use LED lighting to reduce electricity consumption. In addition, we set the temperature of air-conditioners to an energy-efficient level at 24-26°C. We also encourage the use of telephone and video conference to minimise the travelling of directors and staff. We constantly promote water and energy conservation through education and incentive programmes, making sure our people have the knowledge and competency to fulfill their responsibilities in their routines.

除合規外，我們還力求負責任地使用資源，同時盡量減少營運產生的負面環境影響。環保委員會由各級員工代表組成，定期檢討我們的表現，並提供維持營運環保措施之相關指引。我們也為員工提供培訓，以提高他們的意識和能力。

我們時常找出機會改進。我們不僅以激勵措施來鼓勵員工保護地球，還通過內部監控計劃不斷提高我們在環境保護和資源管理方面的表現。各級環保負責人將繼續檢討我們的政策及措施，並於必要時向管理層報告及提出建議。倘日常運行中因緊急事故而導致異常排放，負責人員將立即採取應急措施，防止污染擴散，並及時向管理層報告，以控制情況。

負責任的資源使用

能源和水是我們在製造業務營運中經常使用的資源；但是，它們並非無窮無盡，終有一天會用完。我們面對挑戰並專注於解決問題，期望提高在生產中使用這些資源的效率以避免浪費，為我們的下一代保護地球。為減少能源消耗及碳排放，我們使用LED照明降低電力消耗。此外，我們將空調溫度設為24至26度之能源效益水平，亦鼓勵使用電話及視像會議，以盡量減少董事及員工交通外出。我們通過教育和激勵計劃不斷促進水和能源的節約，確保我們的員工具備在日常工作中履行職責的知識和能力。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Along with the effective implementation of the corresponding policies and measures by employees, we believe that the staff awareness on energy saving has been increased and expected that our carbon emission can be reduced effectively.

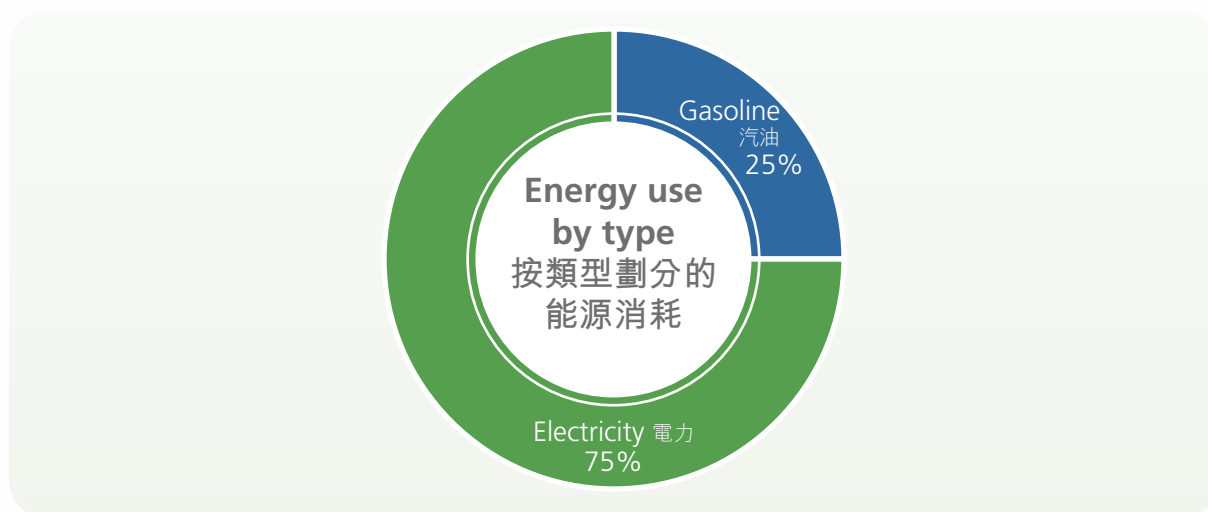
The Group's water consumption is mainly from the manufacturing process and consumption of office area. In order to promote better utilization and conservation of water resources, we remind our staff to turn off water taps after use and place posters related to saving water resource in prominent places to encourage water conservation. In addition, if abnormal water usage conditions are found, the relevant department will be notified to conduct checking and maintenance to prevent any wastage of water resources. Due to the geographical location of the Group's operation and nature of business, there is no problem in sourcing water.

除僱員有效實施相應的政策及措施外，我們認為僱員的節能意識有所提高，可預期有效降低碳排放量。

本集團耗水量主要來自生產過程及辦公室內的消耗。為善用和保護水資源，我們提醒員工在使用後關掉水龍頭，並在當眼處貼上與節約水資源相關的海報，以鼓勵節約用水。此外，倘發現異常用水情況，將通知相關部門進行檢查及維護，以防止浪費任何水資源。基於本集團營運所在地理位置及其業務性質，獲取水源不存問題。

We pay special attention to energy consumption. In particular, GHG is often generated during production of energy that has strong relation with global warming and other environmental challenges such as climate change and extreme weather. We, therefore, measure and record energy consumption on a regular basis and use it as an effective tool to calculate carbon emissions and develop improvement plans for increasing energy efficiency. At present, purchased electricity is our main energy source for the majority of equipment and facilities in our operation, while fossil-based gasoline is used for vehicle running.

我們特別注重能源消耗。尤其是，溫室氣體通常在能源生產過程中產生，與全球暖化、氣候變化和極端天氣等其他環境挑戰密切相關。因此，我們定期計量及記錄能源消耗，並將其用作計算碳排放以及制定提高能源效益的改進計劃的有效工具。目前，大部分營運設備及設施的主要能源來自所購電力，而化石汽油則用於汽車運行。



Energy consumption ¹		Unit	FY2018
能源消耗 ¹		單位	二零一八年 財政年度
Direct energy consumption by type	按類型劃分的直接能源消耗		
Gasoline by vehicles	汽車用汽油	GJ 千兆焦耳	209
Indirect energy consumption by type	按類型劃分的間接能源消耗		
Electricity	電力	GJ 千兆焦耳	643
Energy consumption	能源消耗	GJ 千兆焦耳	852
Energy intensity ²	能源密度 ²	GJ/FTE 千兆焦耳／每名全職員工	12

¹ We collected the data from our core operations that were considered material to our business operations in FY2018.

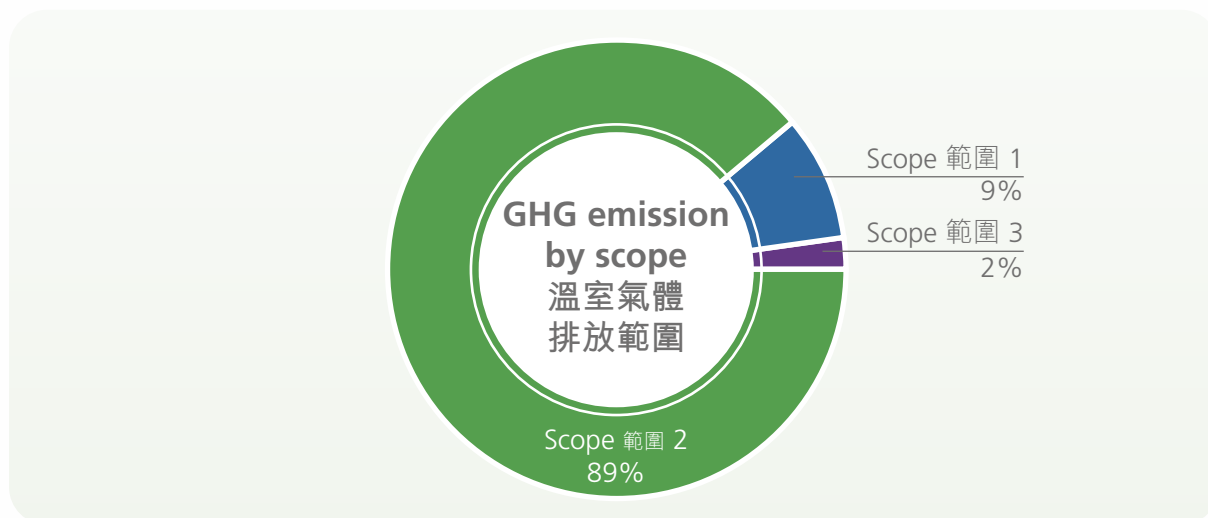
² Our intensity figure is the total recorded amount per number of full-time employees ("FTE") in the core operations in FY2018.

¹ 我們從二零一八年財政年度的業務營運中收集了核心業務數據。

² 我們的密度數據為二零一八年財政年度之核心業務的總量除以全職員工(「全職員工」)數目。

In FY2018, we measured a total of 174 tonnes of CO₂e – the majority came from electricity purchased from the power company and the rest were generated from our vehicles as well as business air travels. We will continue to identify saving opportunities; thus, reducing the carbon footprint generated from our operational activities.

於二零一八年財政年度，我們量得合共174噸二氧化碳當量，大部分來自從電力公司購買的電力，其餘的則產生自汽車以及航空差旅。我們將繼續物色節省機會，以減少產生自營運活動的碳足印。



GHG emission ^{1 and 3}	Unit	FY2018
溫室氣體排放 ^{1及3}	單位	二零一八年 財政年度
Scope 1 範圍 1	tCO ₂ e 噸二氧化碳當量	15
Scope 2 範圍 2	tCO ₂ e 噸二氧化碳當量	155
Scope 3 範圍 3	tCO ₂ e 噸二氧化碳當量	4
Total GHG emissions 溫室氣體排放總量	tCO ₂ e 噸二氧化碳當量	174
Intensity ¹ 密度 ¹	tCO ₂ e/FTE 噸二氧化碳當量／每名全職員工	2.45

³ Our GHG emission figure is the sum of direct (“**Scope 1**”) emission from combustion of fuels in mobile sources owned by the Group, energy indirect (“**Scope 2**”) emission from imported electricity, and other indirect (“**Scope 3**”) emission from air business travel by employees.

³ 我們的溫室氣體排放數據乃本集團擁有的移動源燃料燃燒的直接(「**範圍1**」)排放，進口電力之能源之間接排放(「**範圍2**」)及員工通過航空商務旅行之其他間接(「**範圍3**」)排放的總和。

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To effectively manage other resources, we have to first understand how the resources are used in our daily activities. Therefore, we started data tracking and measurement system this year, allowing us to have a clear picture of what we need to improve on in the future. Our annual resource consumption is presented in the following table.

為有效管理其他資源，我們應先了解於日常活動中該等資源是如何使用的。因此，我們今年啟動了數據追蹤及測量系統，讓我們對未來需要作出的改善有清晰的了解。下表呈列每年資源消耗。

Resource use ¹	資源使用 ¹	Unit 單位	FY2018 二零一八年 財政年度
Electricity	電力	kWh 千瓦時	178,563
Intensity ²	密度 ²	kWh/FTE 千瓦時／每名全職員工	2,515
Gasoline	汽油	Litres 公升	6,372
Intensity ²	密度 ²	Litres/FTE 公升／每名全職員工	89.7
Water	水	m ³ 立方米	4,455
Intensity ²	密度 ²	m ³ /FTE 立方米／每名全職員工	62.8
Paper	紙張	Tonnes 噸	0.2
Intensity ²	密度 ²	Tonnes/FTE 噸／每名全職員工	0.003
Packaging by type	按類型劃分的包裝		
Paper	紙張	Tonnes 噸	4.34
Plastic	塑膠	Tonnes 噸	1.19
Glass	玻璃	Tonnes 噸	0.01
Total packaging	包裝總量	Tonnes 噸	5.54
Intensity ²	密度 ²	Tonnes/FTE 噸／每名全職員工	0.08

Better emission control

Not only do we focus on resource management, but we are also devoted to mitigating the pollutants that can potentially occur in our operation, in order to minimise our environmental footprint and help sustain the natural environment.

Waste and wastewater management

The main impacts of our operations on the environment and natural resources come from the hazardous waste generated in our production process, which could also bring negative impact to health and safety if such hazardous wastes are not handled properly. To ensure proper handling, clear procedures on handling non-hazardous and hazardous waste are provided for our employees to follow. Complying with all relevant laws and regulations, non-hazardous and hazardous waste produced is clearly labelled and properly stored according to their nature and categories, as well as collected and treated by licensed treatment companies. We also require our employees to follow the safety instructions and become familiar with the potential hazards when handling hazardous waste, to make sure they have sufficient knowledge and skills to manage and handle emergency situations. Non-hazardous waste from our operation were mainly paper waste and waste generated from the daily operating activities in office. We encourage our staffs to sort and recycle the wastes to achieve the objectives in mitigating wastes, reusing and recycling in daily operations. The Group educates its employees the significance of sustainable development to enhance employees' awareness of waste reduction. In addition, the Group is committed to establishing an electronic office which minimizes the use of paper for printing and copying purposes. As the non-hazardous waste discharged by the Group was considered immaterial, no record of the total amount and intensity of non-hazardous waste was kept and are therefore, unable to be disclosed. The Group will continue to strengthen information collection in order to improve data disclosures in the ESG Report. Hazardous waste from our operation were mainly hazardous chemical waste. In FY2018, we produced 3 tonnes of hazardous chemical waste.

更好的排放控制

我們不僅注重資源管理，而且致力減少營運中的潛在污染物，以減低對環境的影響，協助保護自然環境。

廢棄物及廢水管理

我們的營運對環境及自然資源的主要影響來自生產過程中所產生的有害廢棄物；倘有害廢棄物處理不當，可能會對健康和 safety 帶來負面影響。為確保處理恰當，我們為僱員提供了明確的程序，以處理無害及有害廢棄物。我們遵守所有相關法律法規，所產生的無害及有害廢棄物乃根據其性質和類別清楚標記及妥善儲存，並由持牌處理公司收集及處理。我們亦要求員工遵守安全指引，熟悉處理有害廢棄物時的潛在危險，確保他們具備足夠的知識和技能管理和處理緊急情況。營運產生的無害廢棄物主要是廢紙及辦公室日常營運活動產生的廢棄物。我們鼓勵員工分類及回收廢棄物，期望在日常營運中達到減少、再用及回收廢物之目標。本集團教育僱員可持續發展的重要性，以提升僱員減少廢棄物的意識。此外，本集團致力建立電子辦公室，盡可能減少使用紙張列印及複列。由於本集團排放的無害廢棄物被視為不重大，我們並無保留無害廢棄物的總量及密度記錄，因此無法作出披露。本集團將繼續加強收集資料，以改善環境、社會及管治報告中的數據披露。營運產生的有害廢棄物主要是有害化學廢棄物。於二零一八年財政年度，我們產生3噸有害化學廢棄物。

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Waste management ¹	廢棄物管理 ¹	Unit 單位	FY2018 二零一八年 財政年度
Chemical waste ⁴	化學廢棄物 ⁴	Tonnes 噸	3
Intensity ²	密度 ²	Tonnes/FTE 噸／每名全職員工	0.04

We generate industrial wastewater in our operation. While wastewater is unavoidably generated during the manufacturing process, by proper treatment, we ensure the effluents are clean and safe enough before releasing to the environment for less negative impacts on the environment and less adverse effects on human health. The disposal of wastewater is handled by a qualified personnel in strict compliance with the national regulations. We provide training programmes to our production staff with an aim to, among others, enhance their production skills and techniques as well as to improve the efficiency in utilising raw materials in the production, which will also reduce wastewater and hazardous chemical waste generated in the production process. In FY2018, a total of 38,573 m³ of wastewater was produced from our operation.

我們於營運中產生工業廢水。雖然在製造過程中無可避免會產生廢水，但通過適當處理，我們可以確保廢水在排放到環境前清潔安全，減少對環境的負面影響及降低對人類健康的危害。廢水處理由合資格人員嚴格按照國家規定處理。我們為生產員工提供培訓計劃，旨在(其中包括)提升其生產技能及技術，並改善在生產中使用原材料的效率；此亦將在生產過程中減少產生廢水和有害化學廢棄物。於二零一八年財政年度，營運中總共產生38,573立方米的廢水。

Wastewater management ¹	廢水管理 ¹	Unit 單位	FY2018 二零一八年 財政年度
Wastewater	廢水	m ³ 立方米	38,573
Intensity ²	密度 ²	m ³ /FTE 立方米／每名全職員工	543.28

⁴ The chemical waste was recycled by a qualified third party to meet the relevant requirements in the PRC in FY2018.

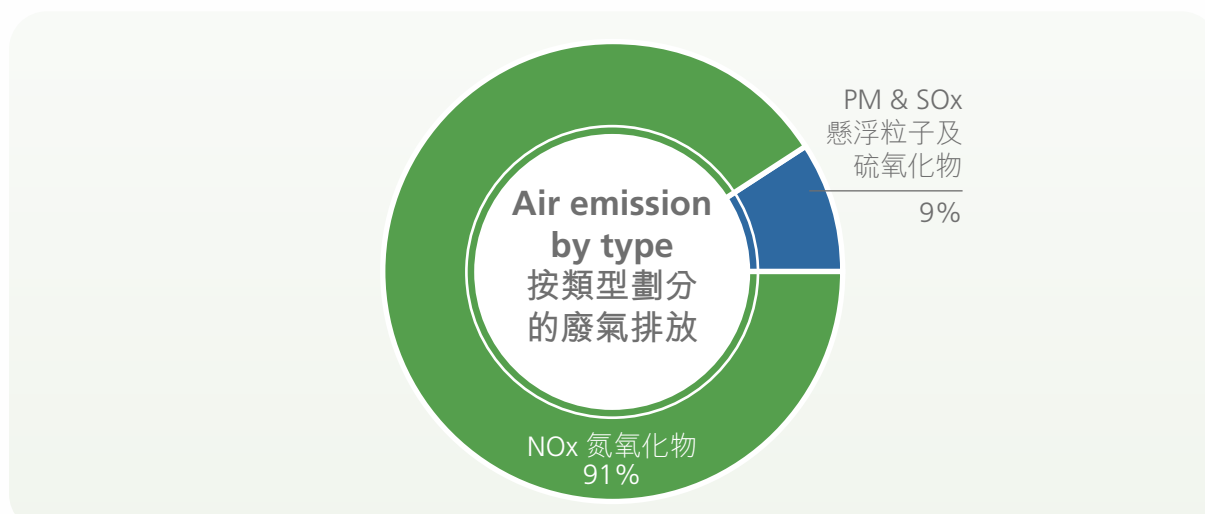
⁴ 化學廢物經合資格的第三方回收，以滿足二零一八年財政年度於中國的相關要求。

Air emission

As compared to other traditional manufacturing industries, our air emission does not constitute a significant amount in the operation – a relatively small quantities of 50 kg came from vehicles in FY2018. The majority that accounted for more than 90% of the air emission produced was nitrogen oxides (“**NOx**”), and the rest was particulate matter (“**PM**”) and sulphur oxides (“**SOx**”). Having said so, we want to minimise the direct negative impacts from the air emission creating on the environment, by controlling the pollutants emitted to the environment as well as ensuring the emission levels are in strict compliance with regulatory requirements.

廢氣排放

與其他傳統製造業相比，我們的廢氣排在營運中並不佔很大比例，於二零一八年財政年度，相對較少的來自車輛。50公斤多數佔所廢氣排放超過90%的為氮氧化物(「**氮氧化物**」)，而其餘的則為懸浮粒子(「**懸浮粒子**」)及硫氧化物(「**硫氧化物**」)。儘管如此，我們希望透過控制向環境排放的污染物，以及確保排放水平嚴格遵守監管要求，減低廢氣排放對環境造成的直接負面影響。



Total amount ¹	排放總量 ¹	Unit	FY2018
		單位	二零一八年 財政年度
NOx	氮氧化物	kg 公斤	45.61
PM & SOx	懸浮粒子及硫氧化物	kg 公斤	4.46

REFERENCES TO THE ESG REPORTING GUIDE 環境、社會及管治報告指引參考

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Aspect A Environmental 層面A環境		
A1 Emissions A1 排放物	Information on: – the policies; and – compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous wastes. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： – 政策；及 – 遵守對發行人有重大影響的相關法律及規例的資料。	PROTECTING THE ENVIRONMENT 保護環境
KPI A1.1 關鍵績效指標A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	PROTECTING THE ENVIRONMENT 保護環境
KPI A1.2 關鍵績效指標A1.2	Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 溫室氣體總排放量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	PROTECTING THE ENVIRONMENT – Responsible use of resources 保護環境 – 負責任的資源使用
KPI A1.3 關鍵績效指標A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	PROTECTING THE ENVIRONMENT – Better emission control 保護環境 – 更好的排放控制
KPI A1.4 關鍵績效指標A1.4	Total non-hazardous waste produced (in tonnes) and where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	PROTECTING THE ENVIRONMENT 保護環境
KPI A1.5 關鍵績效指標A1.5	Description of measures to mitigate emissions and results achieved. 減少排放的措施及取得成果的描述。	PROTECTING THE ENVIRONMENT 保護環境

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KPI A1.6 關鍵績效指標A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved. 如何處理有害及無害廢棄物、減少措施及取得成果的描述。	PROTECTING THE ENVIRONMENT – Better emission control 保護環境 – 更好的排放控制
A2 Use of Resources A2 資源使用	Policies on efficient use of resources, including energy, water and other raw materials. 有效使用資源的政策，包括能源、水及其他原材料。	PROTECTING THE ENVIRONMENT – Responsible use of resources 保護環境 – 負責任的資源使用
KPI A2.1 關鍵績效指標A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). 按類型劃分的直接及／或間接能源（如電力、氣或油）總耗量（以千個千瓦時計算）及密度（如以每產量單位、每項設施計算）。	PROTECTING THE ENVIRONMENT – Responsible use of resources 保護環境 – 負責任的資源使用
KPI A2.2 關鍵績效指標A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度（如以每產量單位、每項設施計算）。	PROTECTING THE ENVIRONMENT – Responsible use of resources 保護環境 – 負責任的資源使用
KPI A2.3 關鍵績效指標A2.3	Description of energy use efficiency initiatives and results achieved. 能源使用效率舉措和取得成果的描述。	PROTECTING THE ENVIRONMENT – Responsible use of resources 保護環境 – 負責任的資源使用

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KPI A2.4 關鍵績效指標A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved. 描述在採購適合用途的水，水效率舉措和取得成果方面是否存在任何問題。	PROTECTING THE ENVIRONMENT – Responsible use of resources 保護環境 – 負責任的資源使用
KPI A2.5 關鍵績效指標A2.5	Total packaging material used for finished products (in tonnes), and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量（以噸計算）及（如適用）每生產單位估量。	PROTECTING THE ENVIRONMENT – Responsible use of resources 保護環境 – 負責任的資源使用
A3 The Environment and Natural Resources A3 環境及天然資源	Policies on minimising the issuer's significant impact on the environment and natural resources. 關於盡量減少發行人對環境和自然資源的重大影響的政策。	PROTECTING THE ENVIRONMENT 保護環境
KPI A3.1 關鍵績效指標A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述活動對環境和自然資源的重大影響以及為管理這些活動所採取的行動。	PROTECTING THE ENVIRONMENT 保護環境

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Aspect B Social 層面B社會		
B1 Employment B1 僱傭	<p>Information on:</p> <ul style="list-style-type: none"> – the policies; and – compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. <p>有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的：</p> <ul style="list-style-type: none"> – 政策；及 – 遵守對發行人有重大影響的相關法律及規例的資料。 	<p>CARING FOR OUR PEOPLE</p> <ul style="list-style-type: none"> – Employment 關懷僱員 – 僱傭
B2 Health and Safety B2 健康和 safety	<p>Information on:</p> <ul style="list-style-type: none"> – the policies; and – compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. <p>有關提供安全工作環境及保障僱員避免職業性危害的：</p> <ul style="list-style-type: none"> – 政策；及 – 遵守對發行人有重大影響的相關法律及規例的資料。 	<p>CARING FOR OUR PEOPLE</p> <ul style="list-style-type: none"> – Safe and healthy workplace 關懷僱員 – 安全健康的工作場所
B3 Development and Training B3 發展及培訓	<p>Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 提高僱員履行職責的知識和技能的政策。培訓活動描述。</p> <p>Training refers to vocational training. It may include internal and external courses paid by the employer. 培訓指職業培訓。其可能包括由僱主支付的內部及外部課程。</p>	<p>CARING FOR OUR PEOPLE</p> <ul style="list-style-type: none"> – Staff development and training 關懷僱員 – 員工發展及培訓
B4 Labour Standards B4 勞工準則	<p>Information on:</p> <ul style="list-style-type: none"> – the policies; and – compliance with relevant laws and regulations that have significant impact on the issuer relating to preventing child and forced labour. <p>有關防止童工及強制勞工的：</p> <ul style="list-style-type: none"> – 政策；及 – 遵守對發行人有重大影響的相關法律及規例的資料。 	<p>CARING FOR OUR PEOPLE</p> <ul style="list-style-type: none"> – Employment 關懷僱員 – 僱傭

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B5 Supply Chain Management B5 供應鏈管理	<p>Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險的政策。</p>	<p>UPHOLDING INTEGRITY AND EXCELLENCE – Managing our suppliers 秉持誠信，追求卓越 – 管理供應商</p>
B6 Product Responsibility B6 產品責任	<p>Information on: – the policies; and – compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.</p> <p>有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： – 政策；及 – 遵守對發行人有重大影響的相關法律及規例的資料。</p>	<p>UPHOLDING INTEGRITY AND EXCELLENCE 秉持誠信，追求卓越</p>
B7 Anti-corruption B7 反貪污	<p>Information on: – the policies; and – compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.</p> <p>有關賄賂、勒索、詐騙及洗黑錢的： – 政策；及 – 遵守對發行人有重大影響的相關法律及規例的資料。</p>	<p>UPHOLDING INTEGRITY AND EXCELLENCE – Integrity in Business 秉持誠信，追求卓越 – 業務誠信</p>
B8 Community Investment B8 社區投資	<p>Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 社區參與政策，以了解發行人所在社區的需求，並確保其活動考慮到社區的利益。</p>	<p>Contributing to our Community 回饋社區</p>



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