

Shen You Holdings Limited 申酉控股有限公司

(Incorporated in the Cayman Islands with limited liability)
(於開曼群島註冊成立的有限公司)

Stock Code 股份代號 : 8377

Environmental, Social
and Governance Report
環境、社會及管治報告

2020



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Environmental, Social and Governance Report

環境、社會及管治報告

ABOUT THIS REPORT

Shen You Holdings Limited (the “**Company**” together with its subsidiaries, hereinafter referred to as “**Shen You**”, the “**Group**”, or “**we**”) is pleased to present its annual environmental, social and governance (“**ESG**”) report for the year ended 31 December 2020 to provide an overview of the Group’s management of significant issues affecting the operation, including ESG issues.

The purpose of the report was not only to communicate our management approaches and performances with our stakeholders, but also to provide the Group with an opportunity to assess, monitor and review our activities in relation to sustainable development, and our impact on the societies and environments in which we operate. This reporting builds on the foundation laid since 2018 and we seek to develop our ESG reporting to meet the needs of our stakeholders and actively develop our business responsibly.

SCOPE AND REPORTING PERIOD

The scope of this report covers the Group’s environmental, social and governance performance of our operations in Mainland China and Hong Kong, for the period from 1 January 2020 to 31 December 2020 (the “**Reporting Period**”). We have strived to improve our disclosures for this reporting cycle by consulting a third party during the preparation of the report.

For the publication of our report, we have continued to follow the requirements of the Environmental, Social and Governance Reporting Guide (“**Environmental, Social and Governance Guide**”) in Appendix 20 to the GEM Listing Rules.

The Group values your views and suggestions regarding this report. If you have any comments on the ESG performance of the Group, please feel free to send them by email to info@shenyouholdings.com. The feedback obtained will allow the Group to further formulate or improve its ESG strategies.

關於本報告

申酉控股有限公司(「**本公司**」，連同其附屬公司統稱為「**申酉**」、「**本集團**」或「**我們**」)欣然提呈其截至二零二零年十二月三十一日止年度的年度環境、社會及管治(「**ESG**」)報告，概述本集團對影響其營運的重大事宜的管理，包括ESG事宜。

本報告不僅旨在向利益相關方傳達我們的管理方法及表現，亦是給予本集團機會對我們有關可持續發展的活動以及對營運所在社會及環境產生的影響進行評估、監控及檢討。本報告建基於二零一八年奠定的基礎，我們尋求制定ESG報告以符合利益相關方需要並負責任地發展業務。

範圍及報告期間

本報告的範圍涵蓋本集團在中國內地及香港的營運自二零二零年一月一日至二零二零年十二月三十一日期間(「**報告期間**」)的環境、社會及管治表現。我們於編製報告期間諮詢第三方以努力完善本報告週期的披露事項。

為刊發本報告，我們已繼續遵照GEM上市規則附錄二十所載環境、社會及管治報告指引(「**環境、社會及管治指引**」)的規定。

本集團重視您對本報告的意見及建議，如您對本集團的ESG表現有任何意見，歡迎電郵至info@shenyouholdings.com。有關反饋有助本集團進一步制定或改進其ESG策略。

Environmental, Social and Governance Report (Continued)

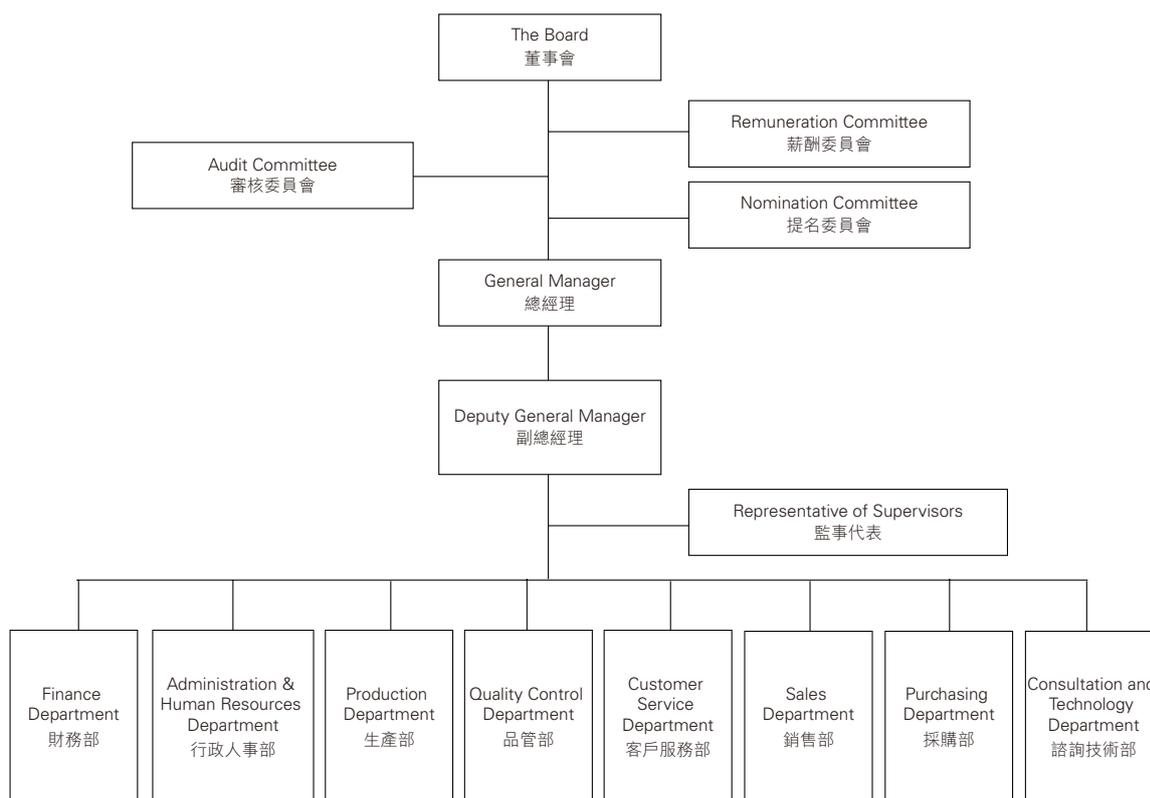
環境、社會及管治報告(續)

RESPONSIBILITIES AND GOVERNANCE

We have established a sound corporate governance structure as shown in the diagram below. The board of directors of the Company (the “**Board**”) is responsible for setting and reviewing the corporate objectives of the Group and formulating appropriate strategies to achieve those objectives. Further, it is responsible for monitoring and assessing the Group’s operational needs and key risks. In return, the Board would devise policies and internal control systems for risk management to address those needs. The Board has set up three committees, namely, the Remuneration Committee, the Audit Committee and the Nomination Committee, each of which operates based on its respective terms of reference. These committees provide advices and comments to the Board. The General Manager is responsible for making decisions regarding the day-to-day business activities of the Company while each functional department performs its duties to ensure the smooth operation of the Company.

責任治理

我們已建立健全的企業管治架構(如下圖所示)。本公司董事會(「**董事會**」)負責設定及檢討本集團的企業目標並制定適當的策略以實現該等目標。此外，董事會亦負責監察及評估本集團的營運需求及主要風險，董事會將制定風險管理政策及內部控制系統以滿足有關需求。董事會設立三個委員會，即薪酬委員會、審核委員會及提名委員會，各委員會均根據各自的職權範圍運作，該等委員會亦會向董事會提供建議及意見。總經理負責就本公司的日常經營活動作出決策，各職能部門各司其職共同確保本公司平穩營運。



Environmental, Social and Governance Report (Continued)

環境、社會及管治報告(續)

COMMUNICATION WITH STAKEHOLDERS

The ESG Reporting Guide of the Stock Exchange states four reporting principles, which include materiality, quantitiveness, balance and consistency, as the foundation in preparation of the “Environmental, Social and Governance Report”. As emphasized by the Stock Exchange, the participation of stakeholders is an evaluation method of materiality. By means of communicating with stakeholders, enterprises could understand the general opinion and identify important environmental and social issues.

The Group believes that identifying and addressing stakeholders’ views lay a solid foundation to the long-term growth and success of the Group. In order to prepare this report, we maintained a communication mechanism, which aims to provide a platform to facilitate the interaction with our stakeholders. We expected that through this platform, the stakeholders can express their concerns and expectations. On the one hand, and we can make our corresponding response.

The below table presents key stakeholders of the Group as well as how the Group communicates with them through variety of engagements and channels during Year 2020.

Category of Stakeholders 利益相關方類別

Concerns and Expectations 訴求與期望

Communication and Responses 溝通與回應

Government and regulatory authorities
政府及監管機構

- Compliance of the laws and regulations in the course of business
守法合規經營
- Implementation of national and regulatory policies
貫徹國家及監管政策

- Continuously strengthen corporate compliance management
持續強化企業合規管理
- Respond to relevant national and regulatory policies
響應相關國家及監管政策

利益相關方溝通

聯交所ESG報告指引載明四項報告原則，包括重大性、量化、平衡及一致性，作為編製「環境、社會及管治報告」的基礎。誠如聯交所所言，利益相關方的參與是評估重大性的方法。透過與利益相關方的溝通，企業能夠瞭解普遍的意見，識別重要的環境和社會事宜。

本集團相信，識別及解決利益相關方的意見為本集團長期發展及成功奠定堅實的基礎。為編製本報告，我們已設立溝通機制，旨在提供一個促進與其利益相關方互動的平台。我們希望利益相關方可以通過有關平台表達彼等的訴求與期望，而我們亦可藉此作出相應的回應。

下表顯示於二零二零年度本集團的主要利益相關方，以及本集團如何透過多種參與方式及渠道與彼等展開溝通。

Environmental, Social and Governance Report (Continued)

環境、社會及管治報告(續)

Category of Stakeholders 利益相關方類別	Concerns and Expectations 訴求與期望	Communication and Responses 溝通與回應
Investors and shareholders 投資者及股東	<ul style="list-style-type: none"> Creation of market value 創造市場價值 Strengthening disclosure of the information 加強信息披露 	<ul style="list-style-type: none"> Continuously develop operation results 持續創造經營業績 Improve the levels of corporate governance and risk management 提升公司管治及風險管理水平 Publish reports regularly and disclose information in a timely manner 定期發佈報告，及時披露信息
Customers 客戶	<ul style="list-style-type: none"> Quality of products and services 產品服務質量 Protection of legal rights 保護合法權益 	<ul style="list-style-type: none"> Carry out surveys on customers' satisfaction 進行客戶滿意度調查 Establish a sound customer service system 建立健全客戶服務體系 Improve the customers' feedback and complaint handling mechanism 完善客戶意見反饋及投訴處理機制
Staff 員工	<ul style="list-style-type: none"> Safeguarding the rights of staff 保障員工權益 Promotion of the employee development 促進員工發展 Caring about employees' health 關愛員工健康 Participation in the management of the Company 參與公司管理 	<ul style="list-style-type: none"> Establish a competitive compensation system and a welfare protection mechanism 制定有競爭力的薪酬體系和福利保障機制 Organize staff training sessions, improve the promotion system and establish a development path 組織員工培訓，完善晉升機制，搭建發展平台 Improve working conditions and care for the staff in need 改善工作條件，關愛有需要的員工 Organise staff activities and promote communication among staff members 組織員工活動，加強員工溝通

Environmental, Social and Governance Report (Continued)

環境、社會及管治報告(續)

Looking forward, we will continuously strengthen our communications with its stakeholders, and extensively collect stakeholders' opinions on various ways that will lead to a more comprehensive materiality analysis. Meanwhile, we will also enhance the reporting principles in terms of quantitiveness, balance and consistency, and the presentation of content and information of the report are defined in a way which better conforms to stakeholders' expectations.

MATERIALITY ASSESSMENT

During the reporting year, we obtained an update of the materiality assessment on each aspect of ESG from internal stakeholders, including directors, senior management and middle management through questionnaires from the perspectives of long-term development strategies, management enhancement, urgency of investment and competitiveness advantages of the Company. We will also continually pay attention to all stakeholders, constantly review and update the materiality assessment, and include external stakeholders when the conditions are appropriate, so as to achieve a more accurate and thorough understanding of the demands of various parties, and to provide guidance and direction to the enterprise's business operations and controls over environmental and social governance.

Based on the analysis and summary of the results of the materiality assessment from all stakeholders, we have formed the following materiality assessment matrix, in which following substantial issues are disclosed in the materiality assessment matrix as the major influential aspects of the Group's sustainable development. While taking all environmental and social responsibilities into consideration, the Group will be paying more attention to these areas.

展望未來，我們將繼續加強我們與利益相關方的溝通，以多種方式廣泛搜集利益相關方意見，以進行更全面的重大性分析。同時，我們亦將在量化、平衡及一致性方面完善報告原則，並以更符合利益相關方期望的方式界定報告內容及資料的呈列方式。

重大性評估

於報告年度，我們以問卷形式從本公司長期發展戰略、管理提升、投資緊迫度及競爭優勢等角度向內部利益相關方(包括董事、高級管理人員及中層管理人員)取得對ESG各方面的最新重大性評估。我們亦將繼續關注所有利益相關方，堅持檢討及更新重大性評估，並在條件適當時納入外部利益相關方，以更準確及全面地瞭解各方需求，並為企業業務營運及對環境及社會管治的控制提供指引及方向。

根據對所有利益相關方重大性評估結果的分析及總結，我們得出了以下重大性評估矩陣，其中重大性評估矩陣所披露的下列重大事宜乃本集團可持續發展的主要影響層面。於考慮所有環境及社會責任時，本集團將尤其關注此等方面。

Environmental, Social and Governance Report (Continued)

環境、社會及管治報告(續)

MATERIALITY ASSESSMENT MATRIX
重大性評估矩陣



Environmental
環境

Social
社會

1. Greenhouse Gas Emissions
溫室氣體排放
2. Waste Management
廢棄物管理
3. Use of Resources
資源使用

4. Product Responsibility
產品責任
5. Supplier Chain Management
供應鏈管理
6. Employment
僱傭
7. Labor Standards
勞工準則
8. Workplace Health and Safety
工作環境健康與安全
9. Anti-Corruption
反貪污

Environmental, Social and Governance Report (Continued)

環境、社會及管治報告(續)

ENVIRONMENTAL RESPONSIBILITY

We always perceive environmental protection as our mission and strived to incorporate the concept of sustainable development into our daily operations, and strictly complied with laws and regulations relating to environmental protection, including the Environmental Protection Law of the PRC (《中華人民共和國環境保護法》) and the Law on the Prevention and Control of Solid Waste Pollution of the PRC (《中華人民共和國固體廢物污染環境防治法》). We strictly control our emissions through using energy and resources in a reasonable manner, and minimize the impact on the environmental and natural resources caused by our business operations.

Aspect A1: Emissions and Waste Generated

With regard to the emission of greenhouse gases, there was no direct emission of greenhouse gases as the Group did not directly consume fossil energy. Meanwhile, the Group has strictly controlled the number of business travels taken by employees, and ensured that sales and marketing efforts were mainly done via electronic communication channels. As a result, the greenhouse gas emission generated by travelling with public transportation was insignificant. Based on the foregoing, the greenhouse gas emission of the Group was mainly due to the utilization of purchased electricity. During the Reporting Period, the data on the greenhouse gas emission of the Group are as follows:

Ranges of Greenhouse Gas Emissions

溫室氣體 排放範疇		Emissions (tCO ₂ e)		Intensity (tCO ₂ e/ sales volume in RMB'0000)	
		2020	2019*	2020	2019*
		二零二零年	二零一九年*	二零二零年	二零一九年*
Total emissions of greenhouse gas	溫室氣體排放總量	169.71	185.43	0.043	0.036
Scope 1 of greenhouse gas emissions	溫室氣體排放範圍一	0	0	0	0
Scope 2 of greenhouse gas emissions	溫室氣體排放範圍二	169.71	185.43	0.043	0.036

* The figures are restated for consistent comparison purpose.

環境責任

我們一直以環境保護為己任，努力將可持續發展理念融入日常經營中，嚴格遵守《中華人民共和國環境保護法》及《中華人民共和國固體廢物污染環境防治法》等環境保護相關的法律法規，嚴格控制排放物，合理使用能源及資源，盡量減少企業營運對環境及天然資源造成的影響。

層面A1：產生的排放物及廢棄物

溫室氣體排放方面，由於本集團並無直接使用化石能源，故沒有溫室氣體直接排放。同時，本集團嚴格控制員工出差次數，並確保銷售和營銷工作主要通過電子通訊渠道進行，故由乘坐交通工具所產生的溫室氣體排放量屬微不足道。綜上所述，本集團的溫室氣體排放量主要來自於外購電力使用產生。於報告期內，本集團溫室氣體排放數據如下：

* 該等數字已經重列以作一致性比較。

Environmental, Social and Governance Report (Continued)

環境、社會及管治報告(續)

Aspect A2: Use of Resources

During the Group's daily operation, resources such as water and electricity are usually consumed by employees. This consumption includes office and domestic use as well as production use. In order to reduce the consumption of these resources, the Group has adopted the following measures:

- set the air conditioning to a reasonable temperature, which is usually not lower than 25 degrees Celsius;
- regularly check whether the Company's lightings and air conditioning have been turned off properly every day, and remind employees to turn off the company's air conditioning and lightings when they are not needed;
- remind employees to pay close attention to the maintenance of pipelines to prevent wasting of water caused by the occurrence of running, dropping, dripping and leakage of water;
- encourage employees not to leave any computers and other office equipment idle, causing any waste of resources;
- arrange training in relation to environmental protection and cultivate employees' awareness in energy conservation and environmental protection; and
- post slogans in the office area and production plants to promote the concept of energy conservation and emission reduction.

層面A2：資源使用

在本集團的日常運營中，員工通常會耗用水電等資源，此包括辦公和生活使用及生產消耗。為減少本集團對有關資源的消耗，本集團採取以下措施：

- 空調溫度設置到合理溫度，通常不低於攝氏25度；
- 每天定時檢查公司照明及空調是否已適當地關掉，並提醒員工在不需時關閉公司的空調及照明；
- 提醒員工密切注意管道維護，以防「跑、冒、滴、漏」等現象造成的水資源浪費；
- 鼓勵員工避免閒置電腦以及其他辦公設備，以免浪費資源；
- 安排環境保護方面的培訓，培養員工節能環保意識；及
- 在辦公區域及生產廠區張貼標語宣傳節能減排。

Environmental, Social and Governance Report (Continued)

環境、社會及管治報告(續)

During the Reporting Period, the data regarding water consumption and electricity consumption of the Group are as follows:

於報告期內，本集團用水量及用電量的數據如下：

Category 類別	Consumption 用量		Density 密度	
	2020 二零二零年	2019* 二零一九年*	2020 二零二零年	2019* 二零一九年*
Water consumption 用水量	9,418 tonnes	19,026 tonnes	(2.40 ton/ sales volume in RMB'0000)	(3.74 ton/ sales volume in RMB'0000)
	9,418噸	19,026噸	(2.40噸/ 人民幣萬元 銷售額)	(3.74噸/ 人民幣萬元 銷售額)
Purchased electricity 外購電力	216,400 kWh	277,000 kWh	(55.29 kWh/ sales volume in RMB'0000)	(54.47 kWh/ sales volume in RMB'0000)
	216,400 千瓦時	277,000 千瓦時	(55.29千瓦時/ 人民幣萬元 銷售額)	(54.47千瓦時/ 人民幣萬元 銷售額)

* The figures are restated for consistent comparison purpose.

* 該等數字已經重列以作一致性比較。

Aspect A3: The Environment and Natural Resources

層面A3：環境及天然資源

The Group is principally engaged in the manufacturing and selling of polyester sewing threads, with the yarn production process and the dyeing process subcontracted to external service providers. Accordingly, the Group's actual business operation does not produce any exhaust emissions, waste water and hazardous waste, and only discharges insignificant amount of non-hazardous waste. Thus, the Group's operation does not cause any material adverse impact to the environment. The non-hazardous waste generated by the Group includes a small amount of waste plastic hoses and waste paper tubes, which were handled in accordance with the "Code of Practice for Handling Waste Generated from Manufacturing Process" (《生產工序後廢棄物料處理守則》), whereby waste plastic hoses and waste paper tubes were recycled and reused by plastic suppliers and the papermaking companies, respectively. In addition, the packaging paper boxes used between the Group and its suppliers were reused repeatedly until the boxes could not be reused again, in which case, the paper boxes will be recycled by the papermaking companies.

本集團主要從事生產及銷售滌綸線，其中紗線生產工序以及染色工序均分包予外部服務供應商，故本集團的實際營運過程並無產生廢氣、廢水及有害廢棄物，其僅排放少量無害廢棄物，故本集團的營運將不會對環境造成重大不利影響。本集團產生的無害廢棄物包括少量的廢膠管和廢紙管，並均按照《生產工序後廢棄物料處理守則》進行處理，其中廢膠管由塑料供應商回收循環再用，而廢紙管由造紙公司回收再利用。此外，本集團與供應商之間循環重複使用包裝送貨紙箱，待紙箱無法再循環使用時則由造紙公司回收再利用。

Environmental, Social and Governance Report (Continued)

環境、社會及管治報告(續)

During the Reporting Period, the Group did not produce any waste paper boxes. The data of other non-hazardous waste generated are as follows:

於報告期內，本集團並無產生廢紙箱，所產生的其他無害廢棄物的數據如下：

Non-hazardous waste categories 無害廢棄物類別		Volume (tonnes) 數量(噸)		Density (tonnes/sales volume in RMB'0000) 密度(噸/人民幣萬元銷售額)	
		2020 二零二零年	2019 二零一九年	2020 二零二零年	2019 二零一九年
Scrap PVC pipe	廢膠管	11.74	17.1	0.003	0.0033
Waste paper roll	廢紙卷	9.78	14.22	0.0025	0.0028

SOCIAL RESPONSIBILITY

社會責任

Aspect B1: Employment

層面B1：僱傭

To achieve our goal of becoming one of the successful enterprises in the worldwide market, we must ensure that our brands and customers instil and maintain trust in our company. This means growing our business responsibly by ensuring our operations have the policies and procedures in place to support our employees and protect the environment. Through measuring and monitoring our progress we aim to maintain and develop the robust management approaches that will enable us to practice good governance. As a result, we hope to enjoy sustained growth through long-term relationships as the partner and employer of choice.

為實現成為全球市場成功企業之一的目標，我們必須確保贏得及維繫品牌及客戶對本公司的信心。這意味著要確保我們為營運制定政策及程序，支持僱員及保護環境，從而負責任地發展我們的業務。通過衡量及監測我們的進度，我們旨在維持及形成穩健的管理方法，使我們能夠進行良好管治。因此，我們希望以優質夥伴及僱主身份等長期關係享有可持續增長。

We aim to provide our staff with a supportive workplace built with a culture of respect and dignity that enables employees to provide excellent service to our customers. We have established a reasonable remuneration system and provided various benefits to our employees, including social insurance, housing provident fund, commercial insurance, transportation and meal allowance, birthday red packets, and holiday benefits.

我們旨在向員工提供充滿關懷的工作場所，孕育互相尊重的文化，使僱員可向客戶提供一流服務。我們已設立合理的薪酬體系，並為員工提供多項福利，包括社會保險、住房公積金、商業保險、交通及膳食補貼、生日紅包、節日福利等。

Environmental, Social and Governance Report (Continued)

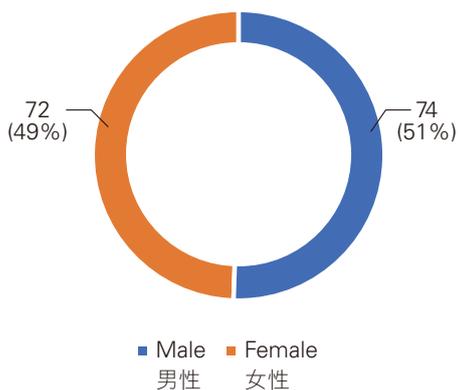
環境、社會及管治報告(續)

During the Reporting Period, we had 146 fulltime employees, details of which are as follows:

於報告期內，我們擁有146名全職僱員，詳細情況如下：

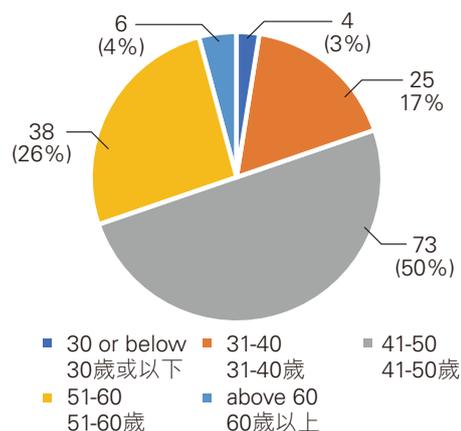
Number of employees by gender

按性別劃分的僱員數量



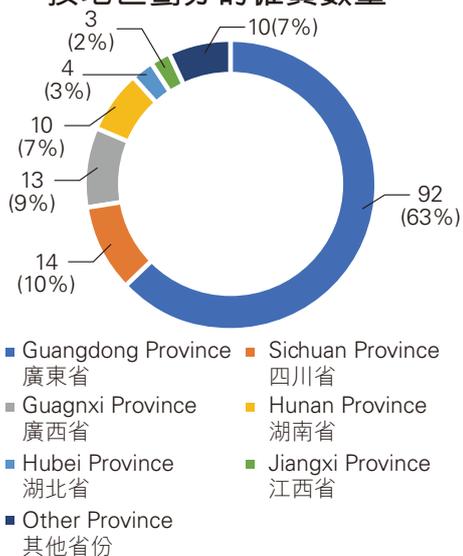
Number of employees by age

按年齡劃分的僱員數量



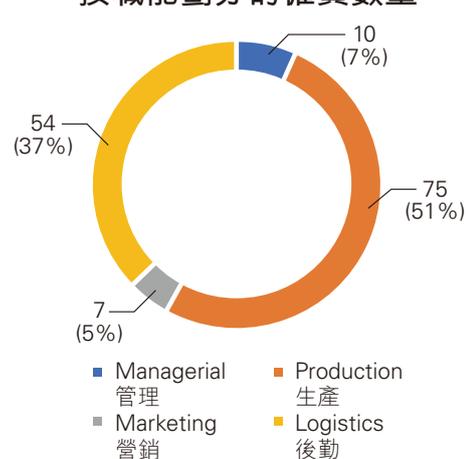
Number of employees by geographical region

按地區劃分的僱員數量



Number of employees by job function

按職能劃分的僱員數量



Environmental, Social and Governance Report (Continued)

環境、社會及管治報告(續)

During the Reporting Period, the employee turnover rate of the Group amounted to 16%, details of which are as follows: 於報告期內，本集團的員工流失率為16%，詳細情況如下：

Employee turnover rate by gender

按性別劃分的員工流失率情況

Turnover rate

流失率

2020 2019
二零二零年 二零一九年

By gender	按性別劃分		
Male	男性	9%	8%
Female	女性	19%	6%

Employee turnover rate by age

按年齡劃分的員工流失率情況

Turnover rate

流失率

2020 2019
二零二零年 二零一九年

By age	按年齡劃分		
Over 50	50歲以上	20%	5%
30-50	30-50歲	10%	7%
Under 30	30歲以下	50%	2%

Employee turnover rate by geographical region

按地區劃分的員工流失率情況

Turnover rate

流失率

2020 2019
二零二零年 二零一九年

By geographical region	按地區劃分		
Guangdong Province	廣東省	13%	8%
Sichuan Province	四川省	31%	3%
Guangxi Province	廣西省	7%	1%
Hunan Province	湖南省	40%	1%
Other Provinces	其他省份	0%	1%

Environmental, Social and Governance Report (Continued)

環境、社會及管治報告(續)

Aspect B2: Workplace Health and Safety

We have committed to providing a safe and comfortable working environment, creating a harmonious working atmosphere while comprehensively taking good care of the mental and physical health of our employees. We have complied with laws and regulations in relation to the protection of the occupational health and safety of our employees, including the Work Safety Law of the PRC (《中華人民共和國安全生產法》), the Prevention and Control of Occupational Diseases Law of the PRC (《中華人民共和國職業病防治法》), the Industrial Injury Insurance Regulations (《工傷保險條例》), the Regulations Concerning the Labor Protection of Female Staff and Workers (《女職工勞動保護規定》), the Production Safety Accident Report and Investigation & Treatment Regulations (《生產安全事故報告和調查》) and the Occupational Safety and Health Ordinance (《職業安全及健康條例》) (Chapter 509, the Laws of Hong Kong).

We have established guidelines and operation manuals to extensively set out safety measures for our production process, for example, placing warning signs properly and providing adequate personal protective equipment and first aid kits. In order to further raise the awareness, We have also provided safety and occupational trainings to all employees.

In an effort to prevent and control the spread of the Coronavirus Disease 2019 (“**COVID-19**”) pandemic, we have been closely monitoring the policies and advices from government of Mainland China and HKSAR as well as continually reviewing the ongoing situation and taking on medical advice with a view to the health and well-being of players, staff, supporters, corporate partners and guests. Measures in response to the spread of the COVID-19 have been introduced since mid-March 2020, including but not limited to:

- Provide occupational safety instructions and health information to employees through bulletin boards and internal communications;
- Require employees to measure body temperature before going to work and wear masks properly;
- Provide guidelines and training to employees in relation to proper use of protective equipment; and

層面B2：工作環境健康與安全

我們致力於為員工提供一個安全舒適的工作環境，營造和諧的工作氛圍，全面呵護員工身心健康。本集團遵守有關保護員工職業健康與安全的法律法規，包括《中華人民共和國安全生產法》、《中華人民共和國職業病防治法》、《工傷保險條例》、《女職工勞動保護規定》、《生產安全事故報告和調查》以及《職業安全及健康條例》(香港法例第509章)等。

我們已設立安全指引及操作手冊，以廣泛地制定生產工序的安全措施，例如正確設置警告標誌並提供充足的個人防護設備及急救箱。為進一步提高安全意識，我們亦為全體員工提供生產安全及職業培訓。

為預防及控制二零一九年冠狀病毒病(「**COVID-19**」)疫情傳播，我們已密切關注中國內地及香港特區政府出台的政策及建議，同時持續審閱疫情進展並著眼於業內公司、員工、支持者、企業夥伴及客戶的健康及福利採取醫療建議。二零二零年三月中旬以來已採取多項措施應對COVID-19傳播，包括但不限於：

- 通過佈告欄和內部溝通方式向員工提供職業安全指示和健康資料；
- 要求員工開始工作前測量體溫並正確佩戴口罩；
- 為員工提供有關正確使用防護設備的指引及培訓；及

Environmental, Social and Governance Report (Continued)

環境、社會及管治報告(續)

- Provide employees with alcohol-based hand rub and conduct routine disinfection of offices, warehouse and workshop on a regular basis.
- 為員工提供酒精類洗手液，並定期對辦公室、倉庫及工場進行例行消毒。

During the Reporting Period, we were not aware of any non-compliance of laws and regulations relating to health and safety at the workplace. There were neither work-related casualty nor lost days due to work-related fatalities.

於報告期內，我們並無發現任何違反與工作場所健康與安全有關法律及規例之個案，本集團並無因工死亡事件，亦無因工傷而損失的工作日數。

Aspect B3: Development and Training

層面B3：發展及培訓

The professional development of our employees not only ensures that our workforce is equipped with the skills to meet the expectations of our customers but also demonstrates our willingness to invest in our employees. We have devised a “Human Resources Management Procedures” 《人力資源管理程序》，which targets at enhancing the career development of our employees. We also encourage our staff to attend external training seminars to further equip themselves with job-related knowledge and skills.

員工的專業發展不僅確保員工具符合客戶期望的技能，亦展示了我們投資員工的意願。我們制定《人力資源管理程序》，以協助促進員工的職業發展。我們亦鼓勵員工參加外部培訓研討會，以進一步提升相關知識及工作技能。

Our employees receive initial training for their roles and ongoing on-the-job training covering topics such as managerial related (i.e. management, administrative and finance), marketing related (i.e. sales and marketing), production related (i.e. procurement, production, quality control) and logistics related (i.e. customer service, transportation, warehouse and logistics). The following table sets forth the details of the duration of training by job function.

我們的員工均會獲得有關其職責的初步培訓及持續在職培訓，涵蓋管理(即管理類、行政及財務)、營銷(即銷售及營銷)、生產(即採購、生產、質量控制)及後勤(即客戶服務、運輸、倉庫及後勤)相關方面的主題。按職能劃分的詳細受訓時長情況如下。

Environmental, Social and Governance Report (Continued)

環境、社會及管治報告(續)

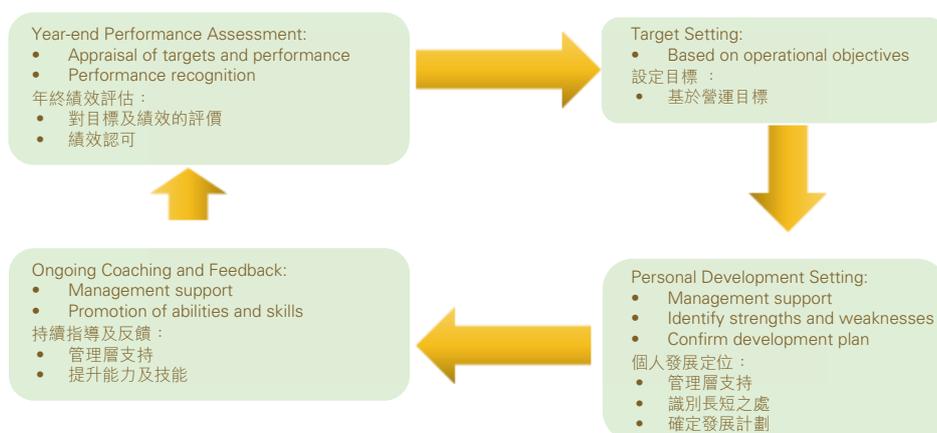
Employee training duration by job function

按職能劃分的員工受訓時長

Job Function 職能	Training duration (hours) 受訓時長(小時)		Average training duration (hours) 受訓平均時長(小時)	
	2020 二零二零年	2019 二零一九年	2020 二零二零年	2019 二零一九年
Managerial (Management, administrative and finance) 管理(管理、行政及財務)	150	150	15	8
Marketing (Sales and marketing) 營銷(銷售及營銷)	80	80	11.4	8
Production (Procurement, production, quality control) 生產(採購、生產、質量控制)	400	420	5.3	5
Logistics (Customer service, transportation, warehouse and logistics) 後勤(客服、運輸、倉庫和後勤)	330	267	6.1	4.9

To incentivize our employees, reward excellence and enhance staff morale, a transparent and fair appraisal system is operated by our Remuneration Committee and the Group's management. Carried out annually, the employee performance evaluation process provides the basis upon which management can decide on promotion of staff and salary revisions. Performance management is a complete system as well as an ongoing process, which includes the following key phases:

為激勵員工、獎勵傑出表現及振奮員工士氣，薪酬委員會及本集團管理層運行透明的公平評價制度。僱員績效評估流程每年進行一次，為管理層釐定員工晉升及薪酬調整提供基礎。績效管理既是完整制度，亦是持續過程，包括下列主要階段：



Environmental, Social and Governance Report (Continued)

環境、社會及管治報告(續)

The Group also implemented various measures to foster employees' sense of belonging. During the Reporting Period, such measures include providing appropriate insurance for field workers against accidents and encouraging staff to participate in recreational activities in the community. We believe that we will only thrive if our employees have a positive attitude in their work.

Aspect B4: Labor Standards

We are in strict compliance with the Labor Law of the PRC (《中華人民共和國勞動法》), the Labor Contract Law of the PRC (《中華人民共和國勞動合同法》), the Employment Promotion Law of the PRC (《中華人民共和國就業促進法》), the Social Insurance Law of the PRC (《中華人民共和國社會保險法》), the Employment Ordinance (Chapter 57, Laws of Hong Kong), the Minimum Wage Ordinance (Chapter 608, Laws of Hong Kong), the Mandatory Provident Fund Schemes Ordinance (Chapter 485, Laws of Hong Kong), and "Human Resources Management Program" (《人力資源管理程序》), "Operation Instruction for Recruitment" (《招聘作業指導書》), "Functions and Powers" (《職責和權限》), "Job Descriptions" (《崗位說明書》) and other internal policies to ensure compliance with the principles of openness, fairness and impartiality in terms of personnel recruitment, employment, training, and assessment.

We also employ staff in accordance with the principles of anti-discrimination and diversity, treating all employees equally in the principle of fairness and impartiality. The employment, compensation package and promotion are not affected by their nationality, race, marital status, gender, region, religion, etc. We fully respects and upholds human right conventions and labor standards, and strictly complies with the Law of the PRC on Protection of Minors (《中華人民共和國未成年人保護法》) and the Regulations on Prohibiting Use of Child Labor (《禁止使用童工規定》). Identity check is performed on the employees recruited. We did not use any child labor and forced labor during the Reporting Period.

During the Reporting Period, we were not aware of any non-compliance with laws and regulations in relation to the prevention of child labor or forced labor.

本集團亦實施各項措施增強員工的歸屬感。於報告期內，有關措施包括為在外工作人員提供適當的意外保險及鼓勵員工參與區內康樂活動。我們相信，讓員工以積極的心態投入工作，我們的業務亦會蓬勃發展。

層面B4：勞工準則

我們嚴格遵守《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《中華人民共和國就業促進法》、《中華人民共和國社會保險法》、《僱傭條例》(香港法例第57章)、《最低工資條例》(香港法例第608章)、《強制性公積金計劃條例》(香港法例第485章)、《人力資源管理程序》、《招聘作業指導書》、《職責和權限》、《崗位說明書》及其他內部政策，以在人員聘用、僱傭、培訓、評估等方面做到公開公正、合法合規。

我們亦遵循反歧視和多元化的原則聘用員工，本著公平、公正的原則，對所有員工一視同仁，僱傭、薪酬待遇及晉升均不會因國籍、種族、婚姻狀況、性別、地區、宗教信仰等因素而受到影響。我們充分尊重和維護人權公約和勞工標準，嚴格遵守《中華人民共和國未成年人保護法》及《禁止使用童工規定》，對招聘的員工進行身份核實。於報告期內，本集團並無僱用任何童工及強迫勞動。

於報告期內，我們並不知悉任何違反與防止童工或強迫勞動相關的法例法規的情況出現。

Environmental, Social and Governance Report (Continued)

環境、社會及管治報告(續)

Aspect B5: Supply Chain Management

The Group devised stringent supply chain management measures for the selection of suppliers. We expected that with strict selection criteria, we can control the quality of the raw materials procured for the manufacturing of the Group's quality products. The Group has maintained good and long-term relationships with its suppliers.

The Group has strictly formulated and implemented internal policies such as the "Procurement Management Procedure" (《採購管理程序》), the "Supplier Management Procedure" (《供應商管理程序》), the "Outward Processing Management Procedure" (《外發加工管理程序》) and the "Outward Dyeing Processor Management Procedure" (《外發染色加工商管理程序》). By conducting surveys and periodic assessments, the Group has prepared a shortlist of qualified suppliers, subject to regular reviews and updates. We select suitable suppliers from the shortlist for procurement with reference to the procedures set out in the "Procurement Management Procedure".

層面B5：供應鏈管理

本集團制定嚴格的供應鏈管理措施以選取供應商。我們希望通過嚴格的選擇標準，控制為製造本集團優質產品而採購的原材料質量。本集團與供應商維持長期良好的合作關係。

本集團嚴格制定並執行《採購管理程序》、《供應商管理程序》、《外發加工管理程序》及《外發染色加工商管理程序》等內部政策。通過進行調查及定期評估，本集團已編製一份合格供應商名單，並對此定期進行審查及更新。本集團參考《採購管理程序》中所列的程序，從名單中挑選合適的供應商進行採購工作。

Environmental, Social and Governance Report (Continued)

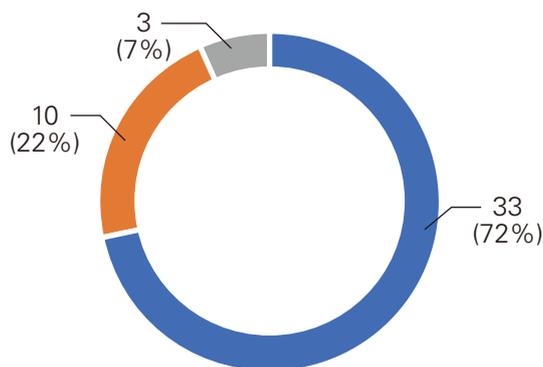
環境、社會及管治報告(續)

The Group carefully selects suppliers with eligible environmental qualifications. The forms of the “Supplier Survey Report” (供應商調查報告) included in the “Supplier Management Procedure” and the “Processor Survey Report” (加工商調查報告) included in the “Outward Dyeing Processor Management Procedure” clearly list the enquiries on whether suppliers set any requirements on their selection of environmentally friendly materials or processes, and the requirements for processors to provide a copy of their relevant environmental certificates to demonstrate their service qualification so that a necessary assessment on their environmental management can be conducted. During the Reporting Period, the Group built collaborative relationships with 46 suppliers in total. The details of which are as follows:

本集團認真篩選具有合格環境資質的供應商，在《供應商管理程序》的「供應商調查報告」表格以及《外發染色加工商管理程序》的「加工商調查報告」表格中，明確列出有關供應商是否對選擇環保材料或程序設有任何要求的查詢，並要求加工商提供相關環保證書複印件以示服務資質，以對其環境管理作出必要評估。於報告期內，本集團共與46名供應商建立合作關係，詳情如下：

Number of suppliers by region

按地區劃分的供應商數量



- Guangdong Province
廣東省
- Mainland China (excluding Guangdong Province)
中國內地（不包括廣東省）
- Outside the PRC
中國境外

Environmental, Social and Governance Report (Continued)

環境、社會及管治報告(續)

Aspect B6: Product Responsibility

The Group attaches great importance to the management of product and service quality. In order to ensure product quality, customer satisfaction and corporate reputation, we have formulated and implemented internal procedures including the “Quality Objective Management Procedure” (《質量目標管理程序》), the “Quality Risk Management Procedure” (《質量風險控制程序》), the “Identification and Traceability Control Procedure” (《標識和可追溯性控制程序》) and the “Internal Quality Management System Audit Control Procedure” (《內部質量管理體系審核控制程序》). In addition, we adhere to the quality principles of “on-time delivery and quality assurance; full participation and continuous improvement; customer first and strive for the better” to ensure the comprehensive implementation of strict quality control measures. The Group has been accredited with the certification of “ISO 9001:2015 Quality Management System” by DNV GL Business Assurance for the manufacturing of sewing threads.

To assure our customers that products meet their dyeing requirements and standards, we require our suppliers to allow the Group’s quality control personnel to conduct on-site inspections to make sure that (i) the industry environmental standard OEKO-TEX® STANDARD 100; and (ii) appropriate quality inspection work are being upheld and maintained. The Group has formulated a “Monitoring and Measuring Equipment Control Procedure” (《監測和測量設備控制程序》) to ensure that a qualified inspection agency has been engaged to conduct inspections over the equipment for quality inspection, and the inspection agency shall issue inspection certificates and relevant inspection correspondings.

層面B6：產品責任

本集團注重產品和服務質量方面的管理，為了確保產品的質量、客戶滿意度及企業信譽，我們已制定並執行《質量目標管理程序》、《質量風險控制程序》、《標識和可追溯性控制程序》及《內部質量管理體系審核控制程序》等內部程序。同時，為了保證嚴格的質量控制措施能夠得到全方位執行，我們遵循「交貨準期，質量保證；全員參與，持續改進；客戶至上，力求更好」的質量方針。本集團紡織線生產獲DNV GL Business Assurance頒發「ISO 9001:2015質量管理體系」認證。

為向客戶保證產品符合其客戶的染色要求及標準，我們規定供應商允許本集團的質量檢查人員進行現場檢驗，確保(i)工業環境標準OEKO-TEX® STANDARD 100；及(ii)建立及維持適當的質量檢測工作。本集團已制定《監測和測量設備控制程序》，確保已委聘合資格的檢驗機構對用於檢測質量的設備進行檢驗，並出具檢驗證書和有關檢驗證書。

Environmental, Social and Governance Report (Continued)

環境、社會及管治報告(續)

We have formulated and regularly reviews our set of “Polyester Yarns Acceptance Criteria” (《滌綸胚紗驗收標準》), which is the basis for the quality control department to perform its duties. When the raw yarn arrives at the Group’s production facilities in Guangzhou, the quality control department would follow the “Inspection and Test Control Procedure” (《檢驗和試驗控制程序》) and the “Inspection Work Instruction” (《檢驗作業指導書》) to take samples of the raw materials to assess whether they meet the Polyester Yarns Acceptance Criteria. If the raw materials meet the criteria, they will be utilized for the manufacturing of the products. Any product does not conform with the Group’s “Inspection Standard for Finished Polyester Sewing Threads” (《滌綸縫紉線成品檢驗標準》) will be handled according to the “Procedures for Control of Unqualified Products” (《不合格產品控制程序》).

In respect of our customer relationship, we put great effort on maintaining relationships with our customers by listening to their views and continuously improving their service experience. In this connection, the Group has formulated the “Management Procedure for Customer Returns” (《客戶退貨管理程序》), the “Procedure of Customer Satisfaction Survey Control” (《客戶滿意調查控制程序》) and the “Procedure for Handling Complaints in relation to Product and Service” (《與產品服務有關的投訴處理程序》), and firmly bears the company value of “Serving Customers and Satisfying Customer Needs” in mind at all times.

我們已制定並定期檢討《滌綸胚紗驗收標準》，品管部以此為基礎履行職責。原材料胚紗到達本集團位於廣州的生產設施時，品管部根據《檢驗和試驗控制程序》和《檢驗作業指導書》對原材料進行抽樣檢查，以評估其是否符合滌綸胚紗驗收標準。若原材料符合標準，則將用於製造產品，而任何不符合本集團《滌綸縫紉線成品檢驗標準》的產品將按《不合格產品控制程序》處理。

就我們的客戶關係而言，我們竭力維護與客戶的關係，時刻傾聽客戶意見，不斷提升其服務體驗。為此，本集團已制定《客戶退貨管理程序》、《客戶滿意調查控制程序》及《與產品服務有關的投訴處理程序》，並時刻牢記「服務客戶，滿足客戶需求」的公司價值觀。

Environmental, Social and Governance Report (Continued)

環境、社會及管治報告(續)

During the year of 2020, we have further optimized our complaint handling mechanism with customer satisfaction surveys conducted constantly, and handled issues related to customer service in a rational manner. The customer service department has conducted a standardized survey based on customer levels: class A customers would be approached for an interview survey, while class B and C customers would receive an email survey form or undergo a question-and-answer interview by its staff. As stipulated by the Group, the customer service department is required to, upon receiving customer complaints on its products, record and classify customer complaints; respond and explain minor complaints and quality enquiries not related to quality issue in a timely manner; inform the relevant departments of the material complaints concerning quality issue for their proper and timely handling the matters; report the significant complaints to the concerned persons-in-charge for investigation and assessment on the materiality of the complaints. Return procedures shall be made once the quality issue is determined as significant. During the Reporting Period, in terms of quality issue, the Group did not record any return of the goods and the aggregate number of customer complaints was 8. The customer satisfaction survey scored 90.89.

The Group respects and protects the personal data privacy of its customers. In this regard, we have introduced a data protection system by imposing access permission to those personal data. The Group would only grant access permission to authorized personnel, who would be subject to non-disclosure obligations. During the Reporting Period, the Group did not receive any complaints in relation to leakage of customer data.

於二零二零年，我們進一步完善其投訴處理機制，定期進行客戶滿意度調查，並科學理性地處理客服相關的事宜。客戶服務部根據客戶級別進行規範化調查：A類客戶通過走訪進行調查，B類和C類客戶則會收到電子郵件調查表及由業務員以問答形式進行採訪。本集團規定客戶服務部收到客戶對其產品的投訴後，必須對客戶投訴進行記錄和分類處理，對非質量問題的輕微投訴及質量查詢做到及時回覆並解釋；對涉及質量問題的重要投訴，知會相關業務部門以便及時妥善處理問題；向有關負責人報告重大投訴，以調查和評估投訴的重大性。一旦確定屬重大的質量問題，則須辦理退貨手續。於報告期內，本集團並無錄得因質量問題而發生的退貨情況，而客戶投訴數目共有8宗，客戶滿意度調查達90.89分。

本集團尊重並保護客戶的個人信息隱私。就此，本集團引入信息保護系統，對有關個人信息設置存取權限。本集團只會對已授權人員授予存取權限，彼等須遵守保密義務。於報告期內，本集團未收到客戶信息外洩的投訴。

Environmental, Social and Governance Report (Continued)

環境、社會及管治報告(續)

Aspect B7: Anti-Corruption

The Group adheres to integrity and fair play and strictly complies with the relevant laws, industry regulations and standards in relation to anticorruption, including but not limited to, the Criminal Law of the People's Republic of China (《中華人民共和國刑法》), the Anti-money Laundering Law of the People's Republic of China (《中華人民共和國反洗錢法》), the Anti-Unfair Competition Law of the People's Republic of China (《中華人民共和國反不正當競爭法》), the Interim Provisions on Banning Commercial Bribery (《關於禁止商業賄賂行為的暫行規定》) and the Prevention of Bribery Ordinance of Hong Kong (《香港防止賄賂條例》).

To prevent fraud, the Group has set up the Anti-Fraud System (《反舞弊制度》), which aims to enhance the Group's internal control and corporate governance in this area. The Anti-Fraud System explicitly provides guidelines and regulations on professional conducts to the directors of the Company, senior and middle management employees as well as ordinary employees. With the Anti-Fraud System, the Group has created an honest and diligent atmosphere, which prevents behaviors that are prejudicial to the interests of the Group and its shareholders. The Group has also stipulated that the Anti-Fraud System should be delivered to its external suppliers by fax or by e-mail, which shall be signed by both parties to acknowledge the system.

During the Reporting Period, the Group did not violate any laws or regulations in relation to corruption, bribery, extortion, fraud and money laundering.

Aspect B8: Community Investment

Along with its development and growth, the Group has always regarded social responsibility as an internal driving force and is conscious of incorporating social welfare into the group planning. The Group actively practices public welfare undertakings, fulfils social responsibilities, and encourages and supports more employees to join. In the future, the Group will continue to seek more opportunities to cooperate with social charities to help difficult employees and socially disadvantaged groups and give back to the society.

層面B7：反貪污

本集團恪守誠信及公平競爭，並嚴格遵守有關反貪污的等相關法律、行業規範和準則，包括但不限於《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》、《關於禁止商業賄賂行為的暫行規定》以及《香港防止賄賂條例》。

為防止舞弊，本集團已設立《反舞弊制度》，旨在加強本集團在有關方面的內部控制及企業管治。反舞弊制度為本公司董事、高級管理人員及中層管理人員以及普通員工提供明確的專業操守準則及規定。本集團藉《反舞弊制度》樹立廉潔從業以及勤勉敬業的良好風氣，防治損害本集團及股東利益的行為發生。本集團亦明確規定須將《反舞弊制度》通過傳真或電郵方式寄予外部供應商，並由雙方簽署以確認知悉有關制度。

於報告期內，本集團並無違反任何與貪污、賄賂、勒索、舞弊及洗黑錢有關的法律或法規。

層面B8：社區投資

在企業發展的同時，本集團一直將社會責任作為內在驅動力，積極回饋社會，並意識到將社會公益事業納入集團規劃。本集團積極開展公益事業、履行社會責任，並鼓勵和支持更多員工參與其中。未來本集團將繼續尋求更多機遇與社會公益慈善機構合作，幫助有困難的員工及社會弱勢群體，回報社會。

Environmental, Social and Governance Report (Continued)

環境、社會及管治報告(續)

ESG GUIDE CONTENT INDEX

ESG 指引索引

Disclosures and Key Performance Index (KPI) of Environmental, Social and Governance 環境、社會及管治的披露及關鍵績效指標(KPI)		Corresponding Sections 對應章節
Environmental 環境		
A1. Emissions A1. 排放物	General Disclosure 一般披露	ENVIRONMENTAL RESPONSIBILITY 環境責任
	A1.1 The types of emissions and respective emissions data 排放物種類及相關排放數據	This KPI is not applicable to the Group's business as no exhaust emissions, waste water and hazardous waste is produced during the Group's actual business operations. 本集團實際營運過程並無產生廢氣、廢水及有害廢棄物，故該項關鍵績效指標並不適用。
	A1.2 Total emissions of greenhouse gas and intensity 溫室氣體總排放量及密度	ENVIRONMENTAL RESPONSIBILITY 環境責任
	A1.3 Total hazardous waste produced and intensity 所產生有害廢棄物總量及密度	This KPI is not applicable to the Group's business as no exhaust emissions, waste water and hazardous waste is produced during the Group's actual business operations. 本集團實際營運過程並無產生廢氣、廢水及有害廢棄物，故該項關鍵績效指標並不適用。
	A1.4 Total non-hazardous waste produced and intensity 所產生無害廢棄物總量及密度	ENVIRONMENTAL RESPONSIBILITY 環境責任
	A1.5 Description of measures to mitigate emissions and results achieved 描述減低排放量的措施及所得成果	ENVIRONMENTAL RESPONSIBILITY 環境責任
	A1.6 Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved 描述處理有害及無害廢棄物的方法、減低產生量的措施及所得成果	ENVIRONMENTAL RESPONSIBILITY 環境責任

Environmental, Social and Governance Report (Continued)

環境、社會及管治報告(續)

Disclosures and Key Performance Index (KPI) of Environmental, Social and Governance 環境、社會及管治的披露及關鍵績效指標(KPI)		Corresponding Sections 對應章節	
A2. Use of Resources A2.資源使用	General Disclosure 一般披露	ENVIRONMENTAL RESPONSIBILITY 環境責任	
	A2.1	Total energy consumption and intensity 能源總耗量及密度	ENVIRONMENTAL RESPONSIBILITY 環境責任
	A2.2	Total water consumption and intensity 總耗水量及密度	ENVIRONMENTAL RESPONSIBILITY 環境責任
	A2.3	Description of energy use efficiency initiatives and results achieved 描述能源使用效益計劃及所得成果	ENVIRONMENTAL RESPONSIBILITY 環境責任
	A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved 描述求取適用水源上可有任何問題，以及提升用水效益計劃及所得成果	ENVIRONMENTAL RESPONSIBILITY 環境責任
	A2.5	Total packaging material used for finished products and per unit produced 製成品所用包裝材料的總量及每生產單位估量	It is not applicable to this index as no packaging material is used by the Group. 本集團並無使用包裝材料，故該項關鍵績效指標並不適用。
A3. Environmental and Natural Resources A3.環境及天然資源	General Disclosure 一般披露	ENVIRONMENTAL RESPONSIBILITY 環境責任	
	A3.1	Description of the significant impacts of activities on the environmental and natural resources and the actions taken to manage them 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動	There are no significant impacts to the environmental and natural resources as the Group's business only consists of outsourced processing, sales and business transactions. 本集團業務僅包括外包加工、銷售和業務交易，因此對環境及天然資源並無重大影響。

Environmental, Social and Governance Report (Continued)

環境、社會及管治報告(續)

Disclosures and Key Performance Index (KPI) of Environmental, Social and Governance 環境、社會及管治的披露及關鍵績效指標(KPI)			Corresponding Sections 對應章節
Social 社會			
B1. Employment B1.僱傭	General Disclosure 一般披露		Aspect B2: Workplace Health and Safety 層面B2:工作環境健康與安全
	B1.1	Total workforce overhead by gender, employment type, age group and geographical region 按性別、僱傭類型、年齡組別及地區劃分的僱員總數	Aspect B2: Workplace Health and Safety 層面B2:工作環境健康與安全
	B1.2	Employee turnover rate by gender, age group and geographical region 按性別、年齡組別及地區劃分的僱員流失比率	Aspect B2: Workplace Health and Safety 層面B2:工作環境健康與安全
B2. Health and Safety B2.健康與安全	General Disclosure 一般披露		Aspect B2: Workplace Health and Safety 層面B2:工作環境健康與安全
	B2.1	Number and rate of work-related fatalities 因工作關係而死亡的人數及比率	Aspect B2: Workplace Health and Safety 層面B2:工作環境健康與安全
	B2.2	Days of absence due to work injury 因工傷損失工作日數	Aspect B2: Workplace Health and Safety 層面B2:工作環境健康與安全
	B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored 描述所採納的職業健康與安全措施，以及相關執行及監察方法	Aspect B2: Workplace Health and Safety 層面B2:工作環境健康與安全
B3. Development and Training B3.發展及培訓	General Disclosure 一般披露		Aspect B3: Development and Training 層面B3:發展及培訓
	B3.1	The percentage of employees trained by gender and employee category 按性別及僱員類別劃分的受訓僱員百分比	Aspect B3: Development and Training 層面B3:發展及培訓
	B3.2	The average training hours completed per employee by gender and employee category 按性別及僱員類別劃分，每名僱員完成受訓的平均時數	Aspect B3: Development and Training 層面B3:發展及培訓

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環境、社會及管治報告(續)

Disclosures and Key Performance Index (KPI) of Environmental, Social and Governance 環境、社會及管治的披露及關鍵績效指標(KPI)		Corresponding Sections 對應章節
B4. Labor Standards B4.勞工準則	General Disclosure 一般披露	Aspect B4: Labor Standards 層面B4：勞工準則
	B4.1 Description of measures to review recruitment practices to avoid child and forced labor 描述檢討招聘慣例的措施以避免童工及強迫勞動	Aspect B4: Labor Standards 層面B4：勞工準則
	B4.2 Description of steps taken to eliminate such practices when discovered 描述在發現違規情況時消除有關情況所採取的步驟	Aspect B4: Labor Standards 層面B4：勞工準則
B5. Supply Chain Management B5.供應鏈管理	General Disclosure 一般披露	Aspect B5: Supply Chain Management 層面B5：供應鏈管理
	B5.1 Number of suppliers by geographical region 按地區劃分的供應商數目	Aspect B5: Supply Chain Management 層面B5：供應鏈管理
	B5.2 Description of practices relating to engaging with suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目、以及有關慣例的執行及監察方法	Aspect B5: Supply Chain Management 層面B5：供應鏈管理

Environmental, Social and Governance Report (Continued)

環境、社會及管治報告(續)

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B6. Product Responsibility B6. 產品責任	General Disclosure 一般披露	Aspect B6: Product Responsibility 層面B6：產品責任	
	B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons 已售或已運送產品總數中因安全與健康理由而須回收的百分比	Aspect B6: Product Responsibility 層面B6：產品責任
	B6.2	Number of products and service related complaints received and how they are dealt with 接獲關於產品及服務的投訴數目以及應對方法	Aspect B6: Product Responsibility 層面B6：產品責任
	B6.3	Description of practices relating to observing and protecting intellectual property rights 描述與維護及保障知識產權有關的慣例	During the Reporting Period, the Group has been in strict compliance with laws and regulations relating to intellectual property rights. 報告期內，本集團嚴格遵守知識產權保護相關的法律法規。
	B6.4	Description of quality assurance process and product recall procedures 描述質量檢定過程及產品回收程序	Aspect B6: Product Responsibility 層面B6：產品責任
	B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored 描述消費者資料保障及私隱政策，以及相關執行及監察方法	Aspect B6: Product Responsibility 層面B6：產品責任
B7. Anti-corruption B7. 反貪污	General Disclosure 一般披露	Aspect B7: Anti-Corruption 層面B7：反貪污	
	B7.1	Number of concluded legal cases regarding corruption practices brought against the issuer or its employees during the Reporting Period and the outcomes of the cases 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果	Aspect B7: Anti-Corruption 層面B7：反貪污
	B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored 描述防範措施及舉報程序，以及相關執行及監察方法	Aspect B7: Anti-Corruption 層面B7：反貪污

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環境、社會及管治報告(續)

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B8. Community Investment B8. 社區投資	General Disclosure 一般披露	Aspect B8: Community Investment 層面B8：社區投資
	B8.1 Focus areas of contribution 專注貢獻範疇	The Group has incorporated social welfare undertakings as part of the Group's planning. 本集團已將社會公益事業納入集團規劃。
	B8.2 Resources contributed to the focus area 在專注範疇所動用資源	The Group has incorporated social welfare undertakings as part of the Group's planning. 本集團已將社會公益事業納入集團規劃。



Shen You Holdings Limited
申酉控股有限公司

