



CHINA UNITED VENTURE INVESTMENT LIMITED

新華聯合投資有限公司

(formerly known as GLORY MARK HI-TECH (HOLDINGS) LIMITED)

(前稱輝煌科技(控股)有限公司)

(Incorporated in the Cayman Islands and continued in Bermuda with limited liability)

(於開曼群島註冊成立並於百慕達存續之有限公司)

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2021

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Environmental, Social and Governance Report

環境、社會及管治報告

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Environmental, Social and Governance Report

環境、社會及管治報告

ABOUT THIS REPORT

China United Venture Investment Limited (formerly known as Glory Mark Hi-Tech (Holdings) Limited) (hereinafter referred to as “**CU Venture Inv**”, or together with its subsidiaries, the “**Group**”) is pleased to publish its annual Environmental, Social and Governance (“**ESG**”) Report (the “**Report**”) covering the period from 1 January 2021 to 31 December 2021 (the “**Reporting Period**”). This Report aims at summarizing the Group’s ESG practices, performance, and outcomes during the Reporting Period in the most accurate and genuine manner.

Unless otherwise specified, this Report focuses on the Group’s two manufacturing factories in its electronics business, located in the People’s Republic of China (the “**PRC**”):

- Dongguan Glory Mark and Asia Link Technology Co., Ltd. (“**Dongguan Factory**”)
- Asia-Link (Fogang) Electronic Limited (“**Fogang Factory**”)

During the Reporting Period, the electronics business contributed approximately HK\$317.25 million in revenue, accounting for 90.47% of the Group’s total revenue. The operations of the electronics business include designs, manufacturing and sales of connectivity products, which are deemed to generate material ESG impact to the Group’s stakeholders, business development, as well as community and the local environment. Hence, the reporting scope is determined by the financial threshold and materiality level of the Group’s ESG impact. Furthermore, the policies of environmental protection and operating practices in Dongguan Factory extend to Fogang Factory. As such, this Report mainly discloses the ESG practices in Dongguan Factory to avoid overlapping disclosures.

關於本報告

新華聯合投資有限公司(前稱輝煌科技(控股)有限公司)(下稱「**新華聯合投資**」,或連同其附屬公司稱為「**本集團**」)欣然發佈其涵蓋二零二一年一月一日至二零二一年十二月三十一日(「**報告期間**」)的年度環境、社會及管治(「**ESG**」)報告(「**本報告**」)。本報告旨在真實準確地概述本集團於報告期間內在ESG方面的慣例、表現及成果。

除另有說明外,本報告重點關注本集團位於中華人民共和國(「**中國**」)的兩間電子產品業務製造工廠:

- 東莞輝煌亞聯技術有限公司(「**東莞工廠**」)
- 亞聯(佛岡)電子有限公司(「**佛岡工廠**」)

於報告期間,電子產品業務帶來約317.25百萬港元的收入,佔本集團總收入的90.47%。電子產品業務的營運包括事設計、製造及銷售接駁產品,而有關營運被視為會對本集團的持份者、業務發展以及社區及地方環境產生重大的ESG影響。因此,報告範圍取決於財務門檻及本集團ESG影響的重要性水平。此外,我們已將東莞工廠的環保政策及營運慣例套用至佛岡工廠。因此,本報告主要披露東莞工廠的ESG慣例,以避免重複披露。

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This Report is prepared in accordance with the “mandatory disclosure requirements” and the “comply or explain” provisions of the Environmental, Social and Governance Reporting Guide (“**ESG Reporting Guide**”) in Appendix 20 of the Rules Governing the Listing of Securities on Growth Enterprise Markets, as set out by the Stock Exchange of Hong Kong Limited (“**Stock Exchange**”). It adheres to the following reporting principles.

本報告按照香港聯合交易所有限公司(「聯交所」)所載的GEM證券上市規則附錄二十《環境、社會及管治報告指引》(「環境、社會及管治報告指引」)中的「強制披露要求」及「不遵守就解釋」條文編寫。編寫時乃嚴格遵循以下報告原則。

Materiality	Following a stakeholder engagement exercise and materiality assessment specialized in ESG issues, the structure of this Report is based on the materiality of the Group’s ESG issues. For more information, please refer to subsections “Stakeholder Engagement” and “Materiality Assessment” under the section “Sustainability at CU Venture Inv”.
重要性	經進行針對 ESG 議題的持份者參與活動及重要性評估後，我們根據本集團 ESG 議題的重要性編製本報告。有關更多資料，請參閱「新華聯合投資之可持續發展」一節項下的「持份者參與」及「重要性評估」分節。
Quantitative	The key performance indicator(s) (“ KPI ” or “ KPIs ”) and respective calculation methodologies are disclosed to quantitatively evaluate the Group’s ESG performance. For more information, please refer to the section “KPIs Summary”.
量化	披露關鍵績效指標(「 關鍵績效指標 」)及相關計算方法，以定量評估本集團的 ESG 表現。有關更多資料，請參閱「關鍵績效指標概要」一節。
Balance	The information provided in this Report is based on the Group’s policies, documents and recorded practices. It provides an unbiased overview of the Group’s ESG performance and areas of improvement.
平衡	本報告提供的資料乃基於本集團的政策、文件及記錄在案的做法。本報告不偏不倚地闡述本集團的 ESG 表現及需要改進的領域。
Consistency	This Report adopts methodologies that are consistent with previous years, which allows for meaningful comparisons of ESG data over time.
一致	本報告採用與往年相同的研究方法，對不同時期的 ESG 數據進行有意義的比較。

The Group highly values your comments and opinions. You are welcome to share your thoughts via email at gmark@glorymark.com.hk.

本集團非常重視您的意見及見解，歡迎您通過電子郵件 gmark@glorymark.com.hk 分享您的想法。

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ABOUT CU VENTURE INV

Since its establishment in 1990, CU Venture Inv has been striving to become one of the leading global electronics manufacturers for connectivity products. Based in Hong Kong, Taiwan, and the PRC, the Group has placed numerous efforts in pursuing excellence. “Development Represents Achievement” is an essential element to maintain its competitiveness. Backed by strong research and development (“R&D”) teams in Taiwan and the PRC, the Group is able to develop and produce a series of high-quality connectivity products. As of 31 December 2021, the Group principally operated in the following two businesses:

Electronics Business

The Group designs, manufactures and sells connectivity products mainly for computers, computer peripheral products, mobile phones peripheral products, multi-media consumable electronic products, communication products, automobile electronics accessories, wire harness and medical equipment.

Architectural Design Business

The Group is also engaging in master-planning work, general design work and architectural schematic design work, with an aim to create synergy in entrance to the “smart living” and “smart city” market, along with demand for electronics produced by the Electronic Business.

During the Reporting Period, the COVID-19 pandemic and social distancing procedures enacted in different jurisdictions were regarded as the primary ESG risk to the Group. The supply chain disruption and inflation of raw material prices resulting from the outbreak of the COVID-19 pandemic globally have negatively impacted the bottom line of the electronics business and restricted the execution and implementation of various plans and visions. On the other hand, the Group’s architectural design projects in the PRC were also temporarily suspended due to the regional outbreak of the COVID-19 pandemic.

Nevertheless, the Group is proactively seeking the interconnection between the electronics business and architectural design business. We have commenced the initial R&D on the design and production process of the electronic accessories in our interior design-based services, aiming to groundbreakingly foster a living aesthetic consulting service that is synergistically backboned by the Group’s two business segments. Looking forward, our board of directors (the “Board”) will continue the Group’s multi-faceted plan to increase the shareholders’ value, whilst maintaining close communication with customers, suppliers and other stakeholders in order to sustain the overall profitability.

關於新華聯合投資

自一九九零年成立以來，新華聯合投資一直致力於成為全球主要接駁產品電子製造商之一。本集團以香港、台灣及中國為基地，致力追求卓越。「發展代表成就」是保持本集團競爭力的要素。在台灣及中國強健研發（「研發」）團隊的支援下，本集團有能力開發及生產一系列優質接駁產品。截至二零二一年十二月三十一日，本集團主要經營以下兩大業務：

電子產品業務

本集團設計、製造及銷售主要用於電腦、電腦周邊產品、手機周邊產品、多媒體電子消費品、通訊產品、汽車電子組件、線束及醫療器材之接駁產品。

建築設計業務

本集團亦從事總體規劃工作、設計總包工作及建築方案設計工作，務求透過進軍「智慧生活」及「智慧城市」的市場以及憑藉對電子產品業務生產的電子產品之需求創造協同效應。

於報告期間，COVID-19疫情及不同司法權區制定的社交距離措施均被視為本集團的主要 ESG 風險。全球 COVID-19 疫情爆發導致的供應鏈中斷及原材料價格上漲對電子產品業務的底線產生了負面影響，並限制了各項計劃及願景的執行與實施。另一方面，本集團在中國的建築設計項目亦因爆發區域性 COVID-19 疫情而暫停。

儘管如此，本集團正積極尋求電子產品業務與建築設計業務之間互聯互通。我們已開始初步研發以室內設計為基礎的服務之電子配件的設計及生產流程，藉以開創性地培育以本集團兩大業務分類協同支撐的生活美學諮詢服務。展望未來，董事會（「董事會」）將繼續進行本集團的多方面計劃，以提升股東價值，並同時與客戶、供應商及其他持份者保持密切溝通，以維持整體盈利能力。

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SUSTAINABILITY AT CU VENTURE INV

With mounting volumes of production and disposal, the world faces what one recent international forum described as a mounting “tsunami of e-waste”, putting lives and health at risk.

– Dr Tedros Adhanom Ghebreyesus

Electronic waste (“**e-waste**”) volumes are surging globally. According to the Global E-waste Statistics Partnership, e-waste grew by 21% annually in the five years up to 2019, when 53.6 million metric tonnes of e-waste were generated and only 17.4% were recorded as collected and appropriately recycled. As a responsible citizen in the electronics sector, CU Venture Inv deeply understands the urgency to shift away from linear sales and toward product-as-a-service models that facilitate the recirculation of materials and the extension of lifespans.

In doing so, we adopt different approaches to enhance our sustainability during operations. Navigated by a robust sustainability strategy, our comprehensive governance measures are led by the Board, and coordinated by a specialized working group that upholds the highest operating standards. In order to promptly grasp emerging ESG topics and thereby uplift the circularity of our business model, CU Venture Inv, spearheaded by the Board and with the assistance of an independent sustainability consultancy conducted ESG-related Stakeholder Survey and Materiality Assessment during the Reporting Period. These efforts showcased our determination to promote a responsible awareness for sustainability in the electronics manufacturing industry.

新華聯合投資之可持續發展

隨著生產及棄置量不斷增加，世界現時就如近期一個國際論壇所述受到「電子廢棄物海嘯」侵襲，危及生命與健康。

– Tedros Adhanom Ghebreyesus 博士

全球電子廢棄物（「**電子廢棄物**」）數量正在飆升。根據全球電子廢棄物統計夥伴的資料，於截至二零一九年止五個年度，電子廢棄物數量每年增長21%，當時已產生的電子廢棄物達53.6百萬公噸，惟記錄中僅有17.4%獲回收及適當地循環再造。作為電子產品行業的負責公民，新華聯合投資深明從直線式銷售轉向促進循環再用物料及延長使用壽命的「**產品即服務**」模式乃迫在眉睫。

為此，我們採用不同方法來提高我們在營運期間的可持續性。在穩健的可持續發展策略之指引下，董事會帶領推行全面管治措施，並由秉持最高營運標準的專門工作小組進行協調。為及時把握新興ESG議題，從而提升我們業務模式的循環性，新華聯合投資在董事會的領導下及獨立可持續發展顧問協助下，已於報告期間進行與ESG相關的持份者問卷調查及重要性評估。這些努力均展示出我們決心提高在追求電子製造業可持續發展方面的負責任意識。

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Sustainability Strategy

The Group fully understands that fulfilling the requirements and expectations of stakeholders including but not limited to customers, business partners, as well as the public and regulatory bodies is a prerequisite for being a responsible enterprise. Therefore, we formulated the following ESG strategy by considering the opinions obtained from the Group's management, worker representatives, customers, suppliers and business partners via the ESG-related Stakeholders' Survey and Materiality Assessment.

可持續發展策略

本集團深知，滿足客戶、業務合作夥伴、公眾及監管機構等持份者的要求及期望，乃成為負責任企業的先決條件。因此，我們經考慮本集團管理層、工人代表、客戶、供應商及業務合作夥伴於與ESG相關的持份者問卷調查及重要性評估作出的意見後制定以下ESG策略。



Sustainability Governance

Eliminating negative impact at all business levels is the core for being responsible manufacturers. Sustainability governance at CU Venture Inv empowers it to align its business model and operating practices with the ESG megatrend. We adopt governance measures from various perspectives to bring out-of-use products back into the supply chain and realize the recirculation of electronics.

可持續發展管治

消除所有業務層面的負面影響是成為負責任製造商的關鍵。新華聯合投資的可持續發展管治使其得以令其業務模式及營運慣例緊貼ESG大趨勢。我們從多方面採取管治措施，將廢棄產品再次投入供應鏈，實現電子產品的再循環。

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The Board

Our Board is the highest decision-making and management authority of the Group. The Board oversees all ESG-related issues, and is responsible for duties including but not limited to formulating and revising ESG policies, overseeing and ensuring compliance, reviewing and disclosing ESG performance, and identifying and managing our ESG-related risks. The Board will receive ESG-related training in the future and keep abreast of the latest ESG information and requirements, so as to spearhead the sustainable development mission of the Group.

The SER Team

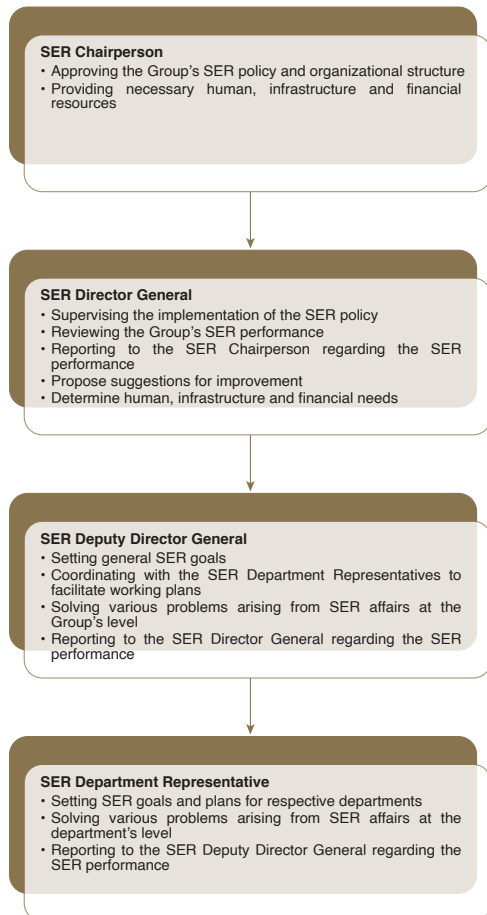
Established in 2016 and composed of employee representatives and managers from various departments, the Social and Environmental Responsibility (“SER”) team (the “Team”) is a committee responsible for supervising and executing all ESG matters at the operational level in our factories.

董事會

董事會是本集團的最高決策管理機關，監督本集團所有 ESG 相關議題，並肩負制定及修訂 ESG 政策，監察並確保是否合規，審查並披露 ESG 表現，以及辨識並管理 ESG 相關風險等職責。董事會將於未來接受與 ESG 相關的培訓，及時瞭解最新的 ESG 信息及要求，以引領落實本集團的可持續發展使命。

SER 團隊

社會和環境責任(「SER」)團隊(「該團隊」)於二零一六年成立，由各部門的員工代表及經理組成，是一個專責監督及執行我們工廠營運層面的所有 ESG 事宜的委員會。



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With an aim to promote the Group's sustainable development, the Team has also formulated policies and action guidelines in six ESG aspects. By establishing environmental and social risk identification procedures and goals, as well as enhancing employees' environmental and social responsibility, the Team is capable of continuously evaluating the Group's ESG performance.

為推動本集團的可持續發展，該團隊亦於六大 ESG 層面制定政策及行動指引。通過建立環境及社會風險識別程序及目標，以及提升員工的環境及社會責任，該團隊能持續評估本集團的 ESG 表現。

Policies	Action Guidelines	政策	行動指引
Social Responsibility Policy	<ul style="list-style-type: none"> Complying with laws and regulations Satisfying customers Contributing to society Operating in a sustainable manner 	社會責任政策	<ul style="list-style-type: none"> 遵守法律及法規 讓客戶滿意 為社會作出貢獻 以可持續發展的方式運營
Professional Ethics Policy	<ul style="list-style-type: none"> Complying with laws and regulations Dedicating to work Being honest and keeping promises Competing in an impartial manner 	職業道德政策	<ul style="list-style-type: none"> 遵守法律及法規 愛崗敬業 誠實守信 公平競爭
Safety Policy	<ul style="list-style-type: none"> Complying with laws and regulations Involving each employee Putting safety issues in the first place Focusing on prevention measures 	安全政策	<ul style="list-style-type: none"> 遵守法律及法規 讓每名員工參與其中 把安全問題放在首位 注重預防措施
Health Policy	<ul style="list-style-type: none"> Complying with laws and regulations Emphasizing health issues Strengthening supervision Continuing to improve 	健康政策	<ul style="list-style-type: none"> 遵守法律及法規 重視健康問題 加強監管 持續改進
Labor Policy	<ul style="list-style-type: none"> Complying with laws and regulations Treating employee in a sincere manner Protecting human rights Pursuing win-win solutions 	勞工政策	<ul style="list-style-type: none"> 遵守法律及法規 善待員工 保障人權 追求合作共贏
Environmental Policy	<ul style="list-style-type: none"> Complying with laws and regulations Preventing pollution Consuming resources in an effective manner Continuing to improve 	環境政策	<ul style="list-style-type: none"> 遵守法律及法規 防止污染 有效消耗資源 持續改進

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Management Manual

The Group strictly adheres to the Management Manual (管理手冊*) (the “Manual”) to realize sustainable manufacturing. Based on international operating standards, business features of the electronics manufacturing industry, laws and regulations published by the central and local governments of the PRC, the Manual was drafted and implemented by the Group’s management in August 2020.

The Manual adopts methodologies that incorporate the “plan-do-check-act” cycle and risk-based analyses to define governance approaches in the Group’s manufacturing factories. The health and safety management framework is in accordance with ISO standards, which improve compatibility with other management frameworks. As a regulatory document for the sustainability governance in the Group’s manufacturing factories, the Manual enables Dongguan Factory and Fogang Factory to improve their productivity without compromising ESG performance.

Operating Standards

The Group insists on rigorous sustainable principles and management systems. We received various certificates and attained different industrial recognitions. The Group’s manufacturing factories are certified with numerous international and national standards, as indicated below:

- GB/T 19001-2016/ISO 9000-2015 Quality Management
- GB/T 24001-2016/ISO 14001-2015 Environmental Management
- GB/T 45001-2020/ISO 45001-2018 Occupational Health and Safety Management
- ISO 13485-2016 Medical Devices – Quality Management

管理手冊

本集團嚴格按照《管理手冊》(「該手冊」)實現可持續製造。基於國際營運標準、電子製造業的業務特點、中國中央及地方政府頒佈的法律及法規，本集團管理層於二零二零年八月起草並實施該手冊。

該手冊採用結合「計劃-執行-檢查-行動」週期及基於風險進行的分析之方法，界定本集團製造工廠的管治方針。健康與安全管理框架符合 ISO 標準，可提高與其他管理框架的兼容性。作為本集團製造工廠可持續發展管治的規管文件，該手冊使東莞工廠及佛岡工廠能夠在不犧牲 ESG 表現的情況下提高生產力。

營運標準

本集團堅持嚴格的可持續發展原則及管理體系，因此我們獲發多項證書並獲得不同的行業認可。本集團的製造工廠已通過多項國際及國家標準認證，如下所示：

- GB/T 19001-2016/ISO 9000-2015 質量管理
- GB/T 24001-2016/ISO 14001-2015 環境管理
- GB/T 45001-2020/ISO 45001-2018 職業健康安全
- ISO 13485-2016 醫療器械 – 質量管理

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Stakeholder Engagement

Communicating with different stakeholders is of paramount importance to CU Venture Inv, as it allows us to gain a clear insight on stakeholders' views, expectations and needs. During the Reporting Period, we adopted the following criteria to identify key stakeholder groups and utilized multiple channels to engage with them:

Identification Criteria

- Stakeholders who are significantly affected by the Group's business activities and operations
- Stakeholders whose actions are reasonably expected to affect the ability of the Group to successfully implement its strategies and achieve its objectives

Key Stakeholder

Groups	Communication Channels
Investors and Shareholders	<ul style="list-style-type: none"> • Annual general meetings • Annual, interim and quarterly reports • Circulars and announcements • Company website
Employees	<ul style="list-style-type: none"> • Internal satisfaction surveys • Grievance system • Training and development • Employee activities • Performance appraisals
Customers	<ul style="list-style-type: none"> • Correspondences • Satisfaction surveys • Factory visits • Company website
Suppliers	<ul style="list-style-type: none"> • Annual suppliers meetings • Factory visits • Suppliers' audits • Correspondences
Regulatory Bodies	<ul style="list-style-type: none"> • Compliance and noncompliance reports • Factory visits • Correspondences

持份者參與

與不同持份者溝通對新華聯合投資而言至關重要，原因是此可讓我們清楚瞭解持份者的觀點、期望及需求。於報告期間，我們採用以下準則識別主要持份者群體並利用多種渠道與彼等進行溝通：

識別準則

- 受本集團業務活動及營運影響較大的持份者
- 合理預期其行為將影響本集團成功推行其策略及實現其目標之持份者

主要持份者群體	溝通渠道
投資者及股東	<ul style="list-style-type: none"> • 股東週年大會 • 年報、中期報告及季度報告 • 通函及公告 • 公司網站
員工	<ul style="list-style-type: none"> • 內部滿意度調查 • 申訴機制 • 培訓及發展 • 員工活動 • 工作評核
客戶	<ul style="list-style-type: none"> • 信函 • 滿意度調查 • 參觀工廠 • 公司網站
供應商	<ul style="list-style-type: none"> • 年度供應商大會 • 參觀工廠 • 供應商審核 • 信函
監管機構	<ul style="list-style-type: none"> • 合規及違規報告 • 參觀工廠 • 信函

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In order to ensure our existing ESG priorities, strategies and policies align with stakeholder expectations, we also commissioned an independent sustainability consultancy to assist in conducting an ESG-specific stakeholder engagement exercise for the first time. For more information regarding the engagement results, please refer to the subsection “Materiality Assessment” under this section.

Materiality Assessment

Following its ESG-specific stakeholder engagement exercise, the Group subsequently carried out a materiality assessment, which aimed to identify and evaluate ESG issues that are most material to the Group and its stakeholders, as well as to determine the coverage and structure of the Report. A 3-step approach has been adopted to assess the materiality of ESG issues.

Identification

A list of potential material issues was identified with reference to the following sources:

- Previous ESG reports of CU Venture Inv
- External industry benchmarking
- The Global Reporting Initiative Standards

The criteria for the selection of material ESG issues include whether the issue has a substantial impact on the assessments and decisions of stakeholders, and whether it reflects the Group’s significant environmental and social impact. 15 material issues were subsequently identified and defined.

為確保我們現有的 ESG 優先事項、策略及政策符合持份者的期望，我們亦首次委託獨立可持續發展顧問，協助開展針對 ESG 的持份者參與活動。有關參與結果的更多資料，請參閱本節「重要性評估」分節。

重要性評估

經進行針對 ESG 議題的持份者參與活動後，本集團隨後已進行重要性評估，旨在識別及評估對本集團及其持份者最重要的 ESG 議題，並確定本報告的覆蓋範圍及架構。我們已採用三步法來評估 ESG 議題的重要性。

識別

已參考以下來源確定潛在的重大議題清單：

- 新華聯合投資過往的 ESG 報告
- 外部行業標杆
- 全球報告倡議標準

重大 ESG 議題的選擇標準包括該議題是否對持份者的評估及決策產生實質性影響，以及是否反映本集團的重大環境及社會影響。我們隨後已識別並界定 15 個重大議題。

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Prioritization

Standard online questionnaires were distributed to stakeholders to ensure a consistent and systematic evaluation of material issues. They were tasked to rate the relative importance of identified ESG issues.

- 6 members of the Board and management ranked the importance of material issues toward the Group's sustainable development
- 14 employees and 5 customers and suppliers, which were defined as other stakeholders in the survey, ranked the importance of material issues based on their own preferences and expectations

Validation

The Board and management confirmed the list of material issues for disclosure in this Report. Survey data was then plotted in the materiality matrix below to represent stakeholder expectations versus sustainable development at CU Venture Inv.

The matrix and table below present the results of the materiality assessment. The matrix reflects the relative importance of each ESG issue toward the Group's economic, environmental and social impacts against stakeholder assessments and decisions. It allows us to understand the intricate relationship between the two.

排序

我們已向持份者派發標準的在線問卷，以確保對重大議題進行一致且有系統的評估。彼等須對已識別的ESG議題的相對重要性進行評級。

- 6名董事會及管理層成員對重大議題就本集團可持續發展的重要性進行排名
- 14名員工以及5名客戶及供應商(在調查中被定義為其他持份者)根據自己的偏好及期望對重大議題的重要性進行排名

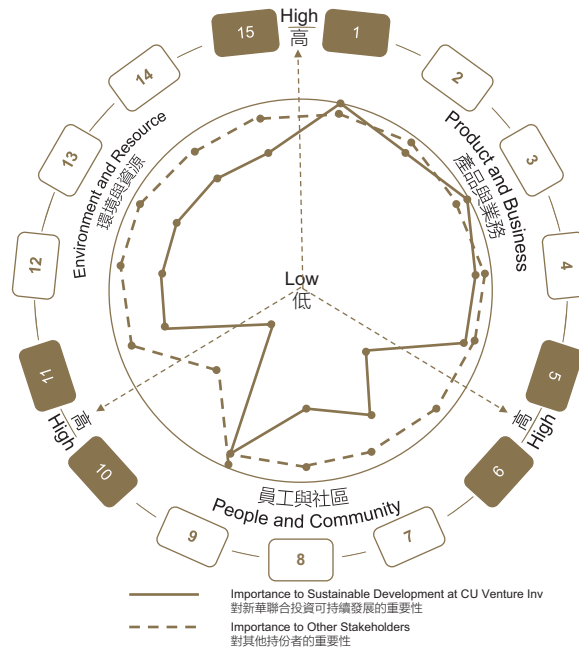
核證

董事會及管理層已確認須於本報告作出披露的重大議題清單。其後，調查數據被繪製在下文的重要性矩陣圖中，以表示持份者的期望與新華聯合投資的可持續發展之間的關係。

以下矩陣圖及表格顯示重要性評估的結果。矩陣圖反映每個ESG議題相對於持份者評估及決策對本集團經濟、環境及社會方面的影響之重要性，其使我們能夠瞭解兩者之間錯綜複雜的關係。

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Product and Business 產品與業務		People and Community 人文與社區		Environment and Resource 環境與資源	
Tier 1 – Material 第 1 層 – 重要		Tier 2 – Moderately material 第 2 層 – 中等重要		Tier 3 – Less material 第 3 層 – 部分重要	
1	Ensure Product Quality 確保產品質量	11	Operate Environmental Management System 運行環境管理系統	6	Promote Diversity and Inclusion 促進多樣性及包容性
2	Satisfy Customers and Clients' Needs 滿足顧客及客戶的需求	8	Provide Professional Training 提供專業培訓	10	Devote in Philanthropic Activities 熱心公益活動
3	Uphold Ethical Business Code 恪守道德商業守則				
4	Manage Supply Chain 管理供應鏈				
5	Invest in Research and Development 投資於研發				
7	Recruit and Attract Talents 招聘及吸引人才				
9	Ensure Occupational Health and Safety 確保職業健康與安全				
12	Control Air and GHG Emissions 控制廢氣及溫室氣體排放				
13	Reduce Noise, Effluent and Waste 減少噪音、廢水及廢物				
14	Optimize Resource Consumption 優化資源消耗				
15	Identify and Mitigate Environmental Risk 識別及減輕環境風險				

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In the materiality assessment, an average score was used to assess the general importance of each aspect. Through this exercise, ESG issues were prioritized to finalize a report structure that balances stakeholder interests and expectations. The recommended report structure for this Reporting Period is hence shown below:

在重要性評估中，使用平均分數來評估每個方面的一般重要性。通過這項工作，我們已對 ESG 議題排序，以最終落實平衡持份者利益及期望的報告架構。因此，本報告期間的推薦報告架構如下所示：



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PRODUCT AND BUSINESS

“Pursue reality, engage with employees, implement goals, and satisfy customers” is the commitment that CU Venture Inv always insists on. In order to refine our products and highlight our business in the electronics manufacturing industry, we ensure the highest product quality by adhering to meticulous quality monitoring measures and consistently devoting ourselves in product R&D. By upholding rigorous operating principles and business conduct, we engage with our customers, clients and suppliers in a sincere manner to forge trustworthy relationships and sustain our prosperity.

Ensure Product Quality

Quality assurance (“QA”) and quality control (“QC”) are regarded as the most important aspects in the product manufacturing process. From incoming materials to finished products, the Group adopts a series of processes to ensure the highest manufacturing standards. Our Production Department has drafted the Production Control Procedure in August 2020, which was further revised by the QA Department in February 2021. This procedure aims to communicate standard operating procedures to all employees and ensure product quality.

產品與業務

「用心求實，全員參與，貫徹目標，滿足客戶」是新華聯合投資始終堅持的承諾。為了完善我們的產品，令我們的業務在電子製造行業脫穎而出，我們堅持細緻的質量監控措施，並始終致力於產品研發，以確保最高的產品質量。秉持嚴謹的經營原則和商業操守，我們真誠與我們的顧客、客戶和供應商合作，以建立可信賴的關係並維持我們的繁榮。

確保產品質量

質量保證(「QA」)和質量控制(「QC」)被視為產品製造過程中最重要的方面。從來料到成品，本集團採用一系列流程以確保最高製造標準。我們的生產部已於二零二零年八月起草了《生產管制程序》，並於二零二一年二月由品保部進行進一步修訂。該程序旨在向所有員工傳達標準操作程序並確保產品質量。

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As complementary measures to the Production Control Procedure, the QA Department has further drafted the Operating Procedure for Incoming Quality Control, the Operating Procedure for In-Process Quality Control, the Operating Procedure for Final Quality Control/Outgoing Quality Control, and the Substandard Product Control Procedure in August 2020, to scrutinize product conditions in different stages of mass production. All our QA and QC policies cover Dongguan Factory and Fogang Factory. The main measures and corresponding descriptions in these policies are shown below:

作為《生產管制程序》的補充措施，品保部於二零二零年八月進一步起草了《IQC作業程序》、《IPQC作業程序》、《FQC/OQC作業程序》和《不合格品控制程序》，在批量生產的不同階段仔細檢查產品狀況。我們所有的QA和QC政策均涵蓋東莞工廠和佛岡工廠。該等政策的主要措施及相應說明如下：

Employee Training and Qualification Assessments

- Provide training programs and qualification assessments to employees
- Organize pre-production briefings, which include topics such as customer complaint history and former malfunction cases of the Group's products and machinery

員工培訓及資格評估

- 為員工提供培訓項目和資格評估
- 組織生產前簡報會，內容包括客戶投訴歷史和本集團產品和機器之前故障案例等主題

Reliability Testing

- Perform reliability testing on all equipment
- Issue and file inspection reports

可靠性測試

- 對所有設備進行可靠性測試
- 出具並歸檔檢查報告

Incoming Quality Control

- Perform incoming quality inspections
- Manage and audit supplier quality and generate ratings

來料質量控制

- 執行來料質量檢查
- 管理和審核供應商質量並生成評級

In-Process Quality Control

- Maintain a clean and stable production environment, and ensure that all equipment is regularly disinfected and examined
- Perform work-in-process ("W.I.P.") inspection every two hours
- Develop process capability report
- Analyze and review W.I.P. defects and formulate plans to rectify substandard procedures

過程質量控制

- 保持清潔穩定的生產環境，確保所有設備定期消毒檢查
- 每兩小時進行一次在製品（「W.I.P.」）檢查
- 制定過程能力報告
- 分析和審查W.I.P.缺陷並制定計劃整改不合格程序

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Final Quality Control/Outgoing Quality Control	最終質量控制／出廠質量控制
<ul style="list-style-type: none"> Perform inspections on all finished products Carry out recalibration and maintenance when a product is classified as subpar Organize meetings to develop improvement strategies if the number of subpar products exceeds the internal threshold 	<ul style="list-style-type: none"> 對所有成品進行檢查 當產品被歸類為次品時，進行重新校準和維護 如果次品的數量超過內部閾值，則組織會議制定改進策略
Quality Engineering	質量工程
<ul style="list-style-type: none"> Review the quality engineering performance of suppliers and products, as well as customer service quality Organize quality enhancement meetings Organize meetings to address customer complaints and discuss improvement strategies 	<ul style="list-style-type: none"> 檢討供應商和產品的質量工程績效，以及客戶服務質量 組織質量提升會議 組織會議以解決客戶投訴並討論改進策略

During the Reporting Period, the Product Quality Law of the People's Republic of China (2018 Amendment) was deemed to have an impact on the manufacturing process in the Group's manufacturing factories. We ensured our compliance by adhering to the aforementioned QA and QC policies. The Group was not aware of any cases of product recalls and returns, including those due to safety and health reasons.

Invest in Product R&D

Fast-changing is the basic nature of the electronics manufacturing industry. To keep abreast of the latest development trends, each enterprise must consistently push the envelope of product creation and innovation. At CU Venture Inv, yielding unique products determines our core competency. We devote resources and hearts in product R&D to create remarkable masterpieces.

The Group is proactively involved in the design and development of new electronic products. Prior to production, we carry out preliminary market research. The Business Department is responsible for providing market information, new product ideas and positioning. All research results would be summarized in the New Product Development Plan as the basis for new product design projects. During the Reporting Period, we have developed 347 types of new materials in our Enterprise Resource Planning System.

於報告期間，《中華人民共和國產品質量法》(二零一八年修訂)被認為對本集團製造工廠的製造過程產生影響。我們通過遵守上述 QA 和 QC 政策來確保我們的合規性。本集團並不知悉有任何產品召回及退貨案例，包括因安全及健康原因而引起的產品召回及退貨。

投資產品研發

瞬息萬變是電子製造業的基本性質。為了跟上最新的發展趨勢，每個企業都必須不斷地推動產品創造和創新。在新華聯合投資，生產獨特的產品奠定了我們的核心競爭力。我們在產品研發上傾注資源和心血，創造出非凡的傑作。

本集團積極參與新電子產品的設計及開發。在生產之前，我們會進行初步的市場調查。業務部負責提供市場信息、新產品創意和定位。所有研究成果都將匯總在《新產品開發企劃書》中，作為新產品設計項目的基礎。於報告期間，我們在企業資源規劃系統中開發了347種新材料。

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Satisfy Customers and Clients

Feedback from our customers is highly valuable as it provides direction for our product development, and helps align our product offering with expectations from the electronics market. As such, our QA Department has drafted and implemented the Communication Control Procedure in August 2020, to evaluate the feedback from relevant stakeholders and improve the quality of our after-sales services. In accordance with this procedure, we periodically pay business visits and organize external communication with external stakeholders such as customers and regulatory bodies, aiming to understand their expectations in a timely manner.

Based on the Corrective and Preventive Control Procedure, drafted and implemented by the QA Department in August 2020, a preliminary verification would be carried out if there are any forms of complaints or return requests from our customers. The verification includes actions such as further communication with customers and inspections on suspicious products. If the product is considered substandard after the preliminary verification, follow-up actions would be carried out based on the result, including the disposal or reproduction of products.

Customers who have contributed to a large amount of sales are classified as our important clients, and are recorded in our well-developed customer list, which is updated on a biannual basis. They are invited to provide feedback and ratings on our services through customer satisfaction surveys. During the Reporting Period, the Group was not aware of any material complaints regarding products and services, and it has received an average satisfaction score of 111 out of 120 and 92.6 out of 100 in customer satisfaction surveys for the first half-year and second half-year respectively.

Manage Supply Chain

Dongguan Factory and Fogang Factory are principally involved in the designs, manufacturing and sales of electronic connectivity products. Thus, establishing a traceable and stable supply chain is indispensable to deliver high-quality and fully functional products. In doing so, we carefully choose our suppliers, prudently identify potential ESG risks, and strive to procure electronic materials in a sustainable manner.

讓顧客及客戶滿意

客戶的反饋非常有價值，因為它為我們的產品開發提供了方向，並有助於使我們的產品與電子市場的期望保持一致。為此，我們的品保部於二零二零年八月起草並實施了《溝通控制程序》，以評估相關持份者的反饋，提高我們的售後服務質量。按照這一流程，我們定期開展業務走訪，組織與客戶、監管機構等外部持份者的外部溝通，及時了解他們的期望。

根據品保部於二零二零年八月起草並實施的《矯正預防控制程序》，倘我們的客戶有任何形式的投訴或退貨請求，案件將進行初步驗證。驗證包括與客戶進一步溝通和檢查可疑產品等行動。倘產品在初步驗證後被認為不合格，將根據該結果採取後續行動，包括對產品進行處理或重新生產。

對銷售額有較大貢獻的客戶被列為我們的重要客戶，並記錄在我們完備的客戶名單中，該名單每半年更新一次。彼等獲邀請通過客戶滿意度調查對我們的服務提供反饋和評級。於報告期間，本集團未發現任何關於產品和服務的重大投訴，上半年和下半年客戶滿意度調查平均滿意度分別為111分(滿分120分)和92.6分(滿分100分)。

管理供應鏈

東莞工廠及佛岡工廠主要從事設計、製造及銷售電子接駁產品。因此，建立可追溯且穩定的供應鏈對於提供優質及功能齊全的產品是不可或缺的。為此，我們謹慎甄選供應商，審慎識別潛在 ESG 風險，並致力於以可持續的方式採購電子材料。

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Engage with Suppliers

The QA Department has drafted and implemented the Specifications on Supplier Management in August 2020, with an aim to provide guidelines for Dongguan Factory and Fogang Factory in selecting suppliers. Prior to formal business collaborations, all prospective suppliers must undergo and pass various assessments as follows:

供應商參與

品保部於二零二零年八月起草並實施了《供應商稽核管理規範》，旨在為東莞工廠和佛岡工廠的供應商甄選提供指引。在正式的業務合作之前，所有潛在供應商都必須接受並通過以下各項評估：

Preliminary Assessment
<ul style="list-style-type: none"> Unqualified: Lack of relevant licenses or documents Pass: Relevant licenses or documents fulfill the minimum requirement Qualified: Relevant licenses or documents are completely up to standard

初步評估
<ul style="list-style-type: none"> 不合格：缺乏相關牌照或文件 通過：相關牌照或文件符合最低要求 合格：相關牌照或文件完全符合標準

Specific Assessment	Aspects
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Quality System Assessment	<ul style="list-style-type: none"> Quality management procedure Production process capability
Environmental System Assessment	<ul style="list-style-type: none"> Environmental management system Design and trial production process Mass production process Emergency issues handling
Social Responsibility Assessment	<ul style="list-style-type: none"> Labor standards Health and safety Community Business ethics

具體評估	方面
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質量體系評估	<ul style="list-style-type: none"> 質量管理程序 生產流程能力
環境系統評估	<ul style="list-style-type: none"> 環境管理體系 設計和試生產流程 大規模生產流程 緊急事件處理
社會責任評估	<ul style="list-style-type: none"> 勞工準則 健康與安全 社區 商業道德

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The aforementioned assessment processes for new suppliers are conducted through site visits and documents review. Regarding existing suppliers, we continue to monitor and assess their quality management systems, environmental management systems, as well as social responsibilities. According to the guidelines set for different suppliers, we carry out further actions based on assessment results.

上述對新供應商的評估流程乃通過實地考察及文件審閱進行。就現有供應商而言，我們持續監察及評估其質量管理體系、環境管理體系以及社會責任。根據為不同供應商制定的指引，我們根據評估結果採取進一步行動。

Supplier Category	Assessment Results	Guidelines	供應商類別	評估結果	指引
New Suppliers	Unqualified	Suspend further engagement and reconsider after suppliers pass assessments in the future	新供應商	不合格	暫停進一步參與並於供應商日後通過評估後重新考慮
	Pass	Only engage under the agreement that suppliers would improve their operations within a certain time frame		通過	僅根據供應商將於特定時限內改善其營運的協議參與
	Qualified	Engage with suppliers and include them in the new product development list		合格	與供應商合作並將其納入新產品開發名單
Existing Suppliers	Unqualified	Terminate business collaborations and exclude from the new product development list	現有供應商	不合格	終止業務合作並從新產品開發名單中剔除
	Pass	Reduce the percentage of purchased products and require suppliers to improve their operations within a certain time frame		通過	降低採購產品的比例，並要求供應商於本集團設定的特定時限內改善其營運
	Qualified	Prioritize business collaborations		合格	優先考慮業務合作

During the Reporting Period, Dongguan Factory and Fogang Factory engaged with 59 and 6 suppliers respectively. The Group also carried out assessments on 40 suppliers. All suppliers assessed have resulted as qualified suppliers.

於報告期間，東莞工廠及佛岡工廠分別與59家及6家供應商接洽。本集團還對40家供應商進行了評估。所有被評估的供應商都被認定為合格供應商。

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Mitigate ESG Risk

When evaluating risks in the supply chain, environmental impact of production materials and suppliers' inadvertent violations on business conduct are the Group's prime concerns. Monitoring, identifying, and mitigating such environmental and social risks is a practical tool to optimize our supply chain. As shown below, we outline our expectations on suppliers regarding environmental and social behaviors and periodically review their performance. Depending on the results, we will propose suggestions for suppliers that are less qualified and help them address potential risks.

降低 ESG 風險

在評估供應鏈中的風險時，生產材料對環境的影響以及供應商無意間違反商業操守的情況乃本集團的首要關注點。監控、識別和減低該等環境和社會風險乃優化我們供應鏈的實用做法。如下所示，我們概述了我們對供應商在環境和社會行為方面的期望，並定期審查彼等的表現。根據結果，我們將會為資質較差的供應商提出建議，幫助他們解決潛在風險。

Environmental Expectations

- The Group will regularly sample raw materials from suppliers and carry out laboratory testing. All raw materials must meet the Group's environmental standards and comply with the legal requirements from national or international environmental protection agencies
- The Group has the right to require suppliers to provide annual testing reports regarding the concentration of the environmental management substance
- The relevant testing institutions must be recognized as qualified by the Group. Suppliers should actively keep abreast of the latest requirements of environmental protection laws and regulations

環境期望

- 本集團將定期抽樣檢查供應商的原材料，並進行實驗室測試。所原材料須符合本集團的環保標準，並符合國家或國際環保機構的法律要求
- 本集團有權要求供應商提供有關環境管理物質濃度的年度檢測報告
- 相關檢測機構須為獲本集團認可為合格的機構。供應商應積極瞭解環境保護法律及法規的最新要求

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Social Expectations

- Suppliers should strictly prohibit hiring or supporting the employment of child labor or forced labor
- Suppliers should comply with relevant laws and regulations, and actively take appropriate measures to minimize potential hazards and control the occupational health and safety risks
- Suppliers should respect the human rights of employees, and safeguard labor rights such as participation in labor unions, freedom of assembly and collective bargaining
- Suppliers should not engage in or support any kind of physical punishment, psychological or physical suppression, or verbal abuse
- Suppliers should provide employees with remuneration and benefits fairly, as well as a healthy and safe working and living environment

社會期望

- 供應商應嚴禁僱用或支持僱用未成年勞工或強迫勞工
- 供應商應遵守相關法律及法規，積極採取適當措施，將潛在危害降至最低，並控制職業健康與安全風險
- 供應商應尊重員工的人權，保障員工參與工會、集會自由及集體談判等權利
- 供應商不得參與或支持任何形式的體罰、心理或身體壓迫或言語辱罵
- 供應商應為員工提供公平的薪酬及福利，以及健康安全的工作及生活環境

During the Reporting Period, we requested 53 contractors and suppliers to sign the Contractors/Suppliers Social Responsibility Commitment Letter, as a demonstration of their commitments.

於報告期間，我們要求 53 家承包商和供應商簽署《分包商／供應商社會責任承諾書》，作為其承諾的證明。

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Promote Sustainable Procurement

The Group pays great attention to the material procurement process, as most of them are electronic and metal components that may cause negative environmental impact if not handled appropriately. During the procurement process, we tend to choose suppliers who are able to provide hazardous-free substances, while adhering to relevant standards, including the Restriction of Hazardous Substances Directive 2.0, Registration, Evaluation, Authorization and Restriction of Chemicals (“REACH”), and other applicable local, regional and international environmental regulations.

To support responsible sourcing, the Group requests raw materials providers to sign the Conflict-free Minerals Agreement. We hope to avoid purchasing conflict minerals including metal materials and their derivatives from any armed forces controlled areas and neighboring countries. Meanwhile, we have also established an inspection mechanism in the supply chain to effectively identify and trace the source of metal materials. This ensures the legitimacy of the source and prevents the use of conflict minerals.

Uphold Business Ethics

The Group endeavors to carry out business activities in an ethical manner and thereby adhere to its Business Ethics Management Procedure, which was drafted and implemented by the Management Department in August 2016. We are dedicated to respecting and defending the business rights of each market participant, thereby forging a healthy and vigorous business atmosphere for all business partners. By adopting rigorous regulations across departments, we hope to safeguard against any possible illegal cases that are detrimental to the Group’s business ethics.

促進可持續採購

本集團極其重視材料採購過程，原因是其中大部分材料均為電子及金屬元件，若處理不當可能會對環境造成負面影響。於採購過程中，我們傾向於甄選能夠提供無害物質的供應商，同時亦能遵守相關標準，包括《有害物質限用指令2.0》、《關於化學品註冊、評估、許可和限制法案》(「REACH」)，以及其他適用的本地、區域和國際環保條例。

為支持負責任的採購，本集團要求原材料供應商簽署《不使用衝突礦產承諾書》。我們希望避免從任何武裝力量控制區及鄰國採購衝突礦產，包括金屬材料及其衍生品。同時，我們亦已於供應鏈中設立檢驗機制，以有效識別及追查金屬材料的來源。此舉確保金屬材料來源的合法性，並防止使用衝突礦產。

恪守商業道德

本集團努力以合乎道德的方式開展業務活動，從而遵守由管理部於二零一六年八月起草並實施的《商業道德管理程序》。我們致力於尊重及維護各市場參與者的商業權益，從而為所有業務合作夥伴營造健康而充滿活力的商業氛圍。透過跨部門採納嚴格法規，我們希冀能夠防範任何可能有損本集團商業道德的違法案件。

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Intellectual Property Rights

Drafted and implemented by the Management Department in December 2016, the Intellectual Property Rights Protection and Management Measures showcases the Group's commitment to respecting intellectual property rights including patents and trademarks of industry peers and customers. As an original equipment manufacturer, we spare no effort to create unique products and strictly forbid imitations. In order to increase employees' awareness of intellectual property rights protection, instructions are provided to them during daily operations.

As stipulated in the policy, employees should not directly or indirectly copy, steal or infringe the intellectual property rights of any third parties. When employees create any innovative technologies and products by utilizing the Group's resources, the ownership of those items should belong to the Group. Meanwhile, the person in charge of relevant projects must report to the Management Department and submit all research paperwork for archiving purposes. The Management Department would subsequently discuss the necessity and feasibility of patent application. For patentable projects, relevant applications would be processed in a timely manner.

During the Reporting Period, the Group was not aware of any cases of intellectual property rights infringement.

Labor Standards

As a responsible corporate citizen, the Group attaches great importance to labor standards. Apart from complying with relevant laws and regulations in PRC, we are diligent in demonstrating our commitment to safeguard labor rights by adopting corresponding standard procedures toward child and forced labor prevention.

知識產權

管理部於二零一六年十二月起草並實施的《知識產權保護作業辦法》體現了本集團尊重同行及客戶包括專利及商標在內的知識產權的承諾。作為原設備生產商，我們不遺餘力地創造獨特的產品，嚴禁模仿。為提高員工的知識產權保護意識，本集團已於日常營運中向員工提供指引。

根據政策規定，員工不得直接或間接複製、竊取或侵犯任何第三方的知識產權。當員工利用本集團的資源創造任何創新技術及產品，該等項目的所有權應歸屬本集團。同時，相關項目負責人須向管理部彙報，並提交所有研究書面材料，以便存檔。管理部其後將討論申請專利的必要性及可行性。對於可申請專利的項目，將及時處理相關申請。

於報告期間，本集團未發現任何有關侵犯知識產權的報告案例。

勞工準則

作為負責任的企業公民，本集團非常重視勞工準則。除遵守中國的相關法律法規外，我們還通過採取相應的預防童工和強迫勞動的標準程序，努力展示我們維護勞工權利的承諾。

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To ensure its compliance with the Law of the People's Republic of China on the Protection of Minors (2020 Revision), the Group forbids the hiring of minors under the age of 16. In the case of hiring student interns, we strictly follow the Measures for the Employment and Protection of Minors, which was drafted and implemented by the Management Department in December 2016. We have meticulous requirements for recruiting interns. To enter our internship program, they must major in corresponding disciplines and have completed the courses prescribed by universities. During the internship, we provide insurance, pre-job training and internship allowances for all interns. In order to ensure the physical and mental health of our interns, we do not assign them to job positions that are prone to physical harm or danger.

Regarding forced labor, the Group strictly prohibits any forced or deceptive means to recruit employees. The Management Department drafted and implemented the Prevent Forced Labor and Prohibit Prisoner Management Procedure in August 2016. According to this procedure, we follow the principle of voluntary overtime and do not use compulsory means to extend the working hours. For situations that require overtime work, we would negotiate with employees in advance and determine that the length of overtime should not exceed the legal working hours. Meanwhile, we commit not to use any prisoners or purchase from any facilities where products are made by prisoners. We also extend this labor standard to our suppliers. For more information regarding the social expectations of our suppliers, please refer to the subsection "Manage Supply Chain" under this section.

During the Reporting Period, the Group was not aware of any cases of child or forced labor.

為確保遵守《中華人民共和國未成年人保護法》(二零二零年修訂)，本集團禁止聘用未滿16周歲的未成年人。在聘用實習生的情況下，我們嚴格遵守管理部門於二零一六年十二月起草並實施的《未成年僱用與保護作業辦法》。我們對招聘實習生有細緻的規定。進入我們的實習計劃，彼等必須主修相應科目並完成大學規定的課程。實習期間，我們為所有實習生提供保險、崗前培訓和實習津貼。為了確保實習生的身心健康，我們不會將他們分配到容易造成人身傷害或危險的工作崗位。

就強迫勞工而言，本集團嚴禁以任何強迫或欺騙手段招聘僱員。管理部門於二零一六年八月起草並實施了《防止強迫勞工、禁用囚工管理程序》。按照這個程序，我們遵循自願加班的原則，不採用強制手段延長工作時間。對於需要加班的情況，我們會提前與員工協商，確定加班時長不超過法定工作時間。同時，我們承諾不使用任何囚犯或從由囚犯製造產品的工廠進行任何採購。我們還將這一勞工準則擴展到我們的供應商。有關我們供應商的社會期望的更多資料，請參閱本節下的「管理供應鏈」分節。

於報告期間，本集團未發現童工或強迫勞工的報告案例。

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Data Privacy

The Group attaches great importance to the confidentiality of documents and data. We require employees to take effective measures in protecting information from different stakeholders, as shown below. During or after their employment, employees are not allowed to disclose or deliver such information to any third parties.

數據隱私

本集團高度重視文件和數據的保密性。我們要求員工採取有效措施保護不同持份者的資料，如下所示。在受僱期間或之後，員工不得向任何第三方披露或提供此類資料。

Customers and Clients

The Group and its employees are obliged to keep customers' personal information confidential. Relevant personnel should meet our expectations and are guided by our data protection measures. Meanwhile, when collecting, storing, processing, transmitting and sharing personal information, employees must comply with laws and regulations related to privacy and information security.

顧客和客戶

本集團及其員工有義務對客戶的個人資料保密。相關人員應符合我們的期望，並以我們的數據保護措施為指導。同時，員工在收集、存儲、處理、傳輸和共享個人資料時，必須遵守與隱私和信息安全相關的法律法規。

Industry Peers

The Group and its employees shall not obtain, disclose, and use the trade secrets of competitors by any improper means.

業內同行

本集團及其員工不得以任何不正當手段獲取、披露和使用競爭對手的商業秘密。

During the Reporting Period, the Group was not aware of any cases of confidential data or information breach.

於報告期間，本集團未發現任何機密數據或資料洩露的報告案例。

Anti-corruption

The Group requires each employee to strictly abide by the Employee Integrity Commitment and follow the highest standards of ethical conduct in all business interactions. Any form of corruption, extortion, and embezzlement of public funds are explicitly prohibited to ensure compliance with the requirements of clean operations.

反腐敗

本集團要求每名員工嚴格遵守《員工廉潔承諾書》，並在所有業務往來中遵循最高道德行為標準。本集團明令禁止任何形式的腐敗、敲詐及挪用公款的行為，以確保符合廉潔營運的要求。

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In the unlikely event where a suspect case happens, we would adopt various reporting channels such as by email, post, and telephone hotline to encourage employees or suppliers to provide any identified or anonymous complaints and reports. Under this circumstance, the Group would keep the identities of reporters confidential and ensure that they are not subject to any acts of retaliation.

We strive to help employees better understand our ethical requirements and further promote the anti-corruption business culture. Dongguan Factory organized an anti-corruption training in January 2022. A 1.5-hour training, covering keywords such as anti-corruption, self-discipline and integrity, as well as responsibility, was provided to the management and employees from various departments.

During the Reporting Period, the Group was not aware of any cases of corruption.

一旦發生可疑案件，我們將通過電子郵件、郵寄、電話熱線等多種舉報渠道，鼓勵員工或供應商提供任何實名或匿名的投訴及舉報。在此情況下，本集團將對舉報人的身份進行保密，並確保其不會遭受任何報復行為。

我們努力幫助員工更好地了解我們的道德要求，並進一步推廣反腐敗的企業文化。東莞工廠於二零二二年一月面向各部門管理層和員工組織了一場1.5小時的反腐倡廉培訓，內容涵蓋反腐倡廉、自律廉潔、責任擔當等關鍵詞。

於報告期間，本集團未發現任何腐敗案例。



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ENVIRONMENT AND RESOURCE

The factory-based scenario requires CU Venture Inv to meticulously review each manufacturing stage to alleviate environmental footprint and realize the circularity of electronics. We carefully control and reduce all types of emissions and waste, responsibly consume energy and resources, as well as actively identify and mitigate material environmental risks. These efforts converge and forge a well-suited environmental management system at CU Venture Inv, reaffirming its commitment to environmental protection – “Abide by laws, prevent pollution, optimize resources, improve performance”.

Control Air and Greenhouse Gas Emissions

Daily operations at Dongguan Factory and Fogang Factory inevitably emit exhaust gas and greenhouse gas (“GHG”). In view of different types of impact from these emissions, we are determined to identify emission sources, analyze emission patterns and customize corresponding control measures.

Exhaust Gas Emissions

Most of the Group’s exhaust emissions come from vehicles. During the Reporting Period, we operated 5 (FY2020: 2) vehicles, which generate direct air pollutants, including nitrogen oxides (“NO_x”), sulfur oxides (“SO_x”) and particulate matter (“PM”).

Exhaust Gas 廢氣		Unit 單位	FY2021 二零二一財年	FY2020 二零二零財年
NO _x	氮氧化物	kg 公斤	244.34	81.37
SO _x	硫氧化物	kg 公斤	0.30	0.13
PM	懸浮粒子	kg 公斤	7.62	7.90

環境與資源

基於工廠的場景要求新華聯合投資須詳細檢討各個製造階段，以減輕環境足跡及實現電子產品的循環利用。我們審慎控制及減少各種類型的排放及廢棄物，以負責任的方式消耗能源及資源，並積極識別及減緩重大環境風險。這些努力相向而行，於新華聯合投資打造出一套合適的環境管理體系，重申其環境保護承諾—「遵守法規，預防污染，善用資源，持續改善」。

控制廢氣及溫室氣體排放

東莞工廠及佛岡工廠的日常營運不可避免地會排放廢氣及溫室氣體（「溫室氣體」）。鑒於有關排放帶來的各種影響，我們決心識別排放源，分析排放模式及度身制訂相應控制措施。

廢氣排放

本集團大部分的廢氣排放來自車輛使用。於報告期間，我們使用的5台（二零二零財年：2台）車輛直接產生空氣污染物，包括氮氧化物（「氮氧化物」）、硫氧化物（「硫氧化物」）、懸浮粒子（「懸浮粒子」）。

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GHG Emissions

Properly identifying and recording the carbon footprint is a cornerstone that enables the Group to transition to a net-zero manufacturer in the future. During the Reporting Period, the Group's GHG emissions mainly included Scope 1 and Scope 2, as shown in the following table. Scope 1 includes direct emission from vehicle exhaust and stationary combustion equipment, while Scope 2 refers to the purchased electricity used at both factories.

Scope – Source 範圍 – 來源	Unit 單位	FY2021 二零二一財年	FY2020 二零二零財年
Scope 1 – Vehicle 範圍1 – 車輛	tCO ₂ e- 噸二氧化碳當量	55.29	41.58
Scope 1 – Stationary Combustion Equipment 範圍1 – 固定燃燒設備	tCO ₂ e- 噸二氧化碳當量	25.95	N/A 不適用
Scope 2 – Purchased Electricity 範圍2 – 外購電力	tCO ₂ e- 噸二氧化碳當量	3,567.42	4,684.55

During the Reporting Period, the Measures of Guangdong Province on Prevention and Control of Air Pollution in the Pearl River Delta and the Atmospheric Pollution Prevention and Control Law of the People's Republic of China (2018 Amendment) were deemed to have an impact on the Group's manufacturing process. We ensure our compliance by formulating mitigation measures based on these two regulations. For more information, please refer to the subsection "Identify and Mitigate Environmental Risk" under this section.

Reduce Noise and Waste

Apart from air and GHG emissions, the mitigation of other types of negative outputs including noise and waste is also the Group's focus. We are highly concerned about the wellbeing of the local environment and community where our manufacturing factories operate in. We adopt approaches such as impact assessment and monitoring procedures, which lay a foundation to formulating mitigation measures.

Noise

The Group's noise emission mainly comes from the operation of machinery during our product assembly process. In order to reduce the impact of excessive noise on our people and surrounding areas, we closely monitor the noise emission at production sites and require workers to wear earplugs. During the Reporting Period, Dongguan Factory conducted a noise emission assessment with the detected average result of 58.2 dB, which is under the 65dB threshold value as stipulated in GB 12348-2008 Emission Standard for Industrial Enterprises Noise at Boundary.

溫室氣體排放

正確識別及記錄碳足跡乃推動新華聯合投資日後實現淨零製造商轉型的基石。於報告期間，本集團溫室氣體排放主要包括下表所示的範圍1及範圍2。範圍1包括來自車輛尾氣及固定燃燒設備的直接排放，而範圍2指兩間工廠使用的外購電力。

於報告期間，視作《廣東省珠江三角洲大氣污染防治辦法》及《中華人民共和國污染防治法》(二零一八年修訂)對本集團的製造工藝產生影響。我們根據該等兩項法規制定減緩措施，確保我們合規性。有關更多資料，請參閱本節中的「識別及減緩環境風險」分節。

減少噪音及廢物

除廢氣及溫室氣體排放外，減少其他類型的負面輸出(包括噪音及廢物)亦為本集團的重點。我們高度關注當地環境及位於我們製造工廠營運所在地的周邊的福祉。我們採用影響評估及監察程序等方法，為制訂緩解措施奠定基礎。

噪音

本集團的噪音排放主要來自我們產品組裝過程中的機器操作。為減少過量噪音對員工及周邊地區的影響，我們密切監察生產場地的噪音排放並要求工人佩戴耳塞。於報告期間，東莞工廠進行了噪音排放評估，平均檢測結果為58.2分貝，低於GB 12348-2008《工業企業廠界環境噪聲排放標準》規定的65分貝閾值。

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Waste

Wastes stemming from the Group's daily operations are further categorized into two major types – production waste and domestic waste. In accordance with the Waste Control Procedure, which was drafted and implemented by the Management Department in August 2016, we systematically handle such waste and reduce waste generation as much as possible.

Production Waste

Non-hazardous Waste and Recyclables

- Separate and label in a designated storage area
- Place in containers with compatible chemical properties
- Contract licensed service providers to handle and dispose of the waste responsibly and lawfully
- Transport reusable resources to suppliers for recycling
- Transport plastic scraps to Fogang Factory for recycling

Hazardous Waste

- Separate and label in a designated storage area
- Place in containers with rainproof and leakproof properties
- Contract licensed service providers to handle, treat and dispose of the waste responsibly and lawfully

Domestic Waste

- Separate recyclable materials from other materials in the designated storage area
- Contract approved service providers from the environmental department to dispose of and recycle the waste responsibly and lawfully
- Sell reusable resources

Optimize Resource Consumption

Conserving resources is essential for manufacturers to realize sustainable operations. In order to effectively use resources and enable the Group's resource optimization plan to be continuously improved, we analyze the consumption pattern of resources on a monthly basis. The QA Department also drafted and implemented the Resources and Energy Management Procedures in August 2020, aiming to promote responsible consumption in our manufacturing factories.

廢物

本集團日常營運產生的廢物進一步分類成兩大主要類型 – 生產廢物及生活廢物。根據管理部於二零一六年八月擬定並實施的《廢棄物管制程序》，我們採用系統性方法處理有關廢物，及盡量減少有關廢物的產生。

生產廢物

無害廢物及可回收物

- 在指定存放區域分開儲存及貼上標籤識別
- 存放在具有相容化學性質的容器內
- 委託持牌服務供應商以負責任及合法的方式去處理及棄置該廢物
- 將可重用資源運送到供應商回收再用
- 將生產廢膠運送到佛岡工廠進行回收

有害廢物

- 在指定存放區域分開儲存及貼上標籤識別
- 存放在防雨防漏的容器內
- 委託聘請持牌服務供應商以負責任及合法的方式去處理及棄置該廢物

家居廢物

- 在指定存放區域分開存放其他物料產生的可回收物料
- 委託由環境部認證的服務供應商以負責任及合法的方式去處理及回收該廢物
- 出售可重用資源

優化資源消耗

保護各種資源對於製造商實現可持續營運至關重要。為有效利用資源，持續完善本集團的資源優化計劃，我們每月進行一次資源消耗模式分析。品保部亦於二零二零年八月擬定及實施《資源管理程序》旨在於我們製造工廠推行負責任消耗。

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Energy

Energy used by the Group is mainly purchased electricity, diesel, gas and natural gas. Electricity, diesel and natural gas are used to support the administrative work and manufacturing process, while diesel and gas are utilized for powering vehicles.

能源

本集團所使用的能源以外購電力、柴油、汽油及天然氣為主。電力、柴油及天然氣用於支援行政管理工作及製造過程，而柴油和汽油用於為車輛提供動力。

Energy 能源		Unit 單位	FY2021 二零二一財年	FY2020 二零二零財年
Electricity	電力	kWh 千瓦時	4,435,980.00	5,826,551.00
Diesel	柴油	Liter 升	14,068.00	12,688.32
Gas	汽油	Liter 升	6,288.00	N/A 不適用
Natural Gas	天然氣	m ³ 立方米	12,000.00	N/A 不適用

Consumption Guidelines

- All employees must turn off the lighting, air conditioning, and computers in factories and offices after work
- Production equipment must be turned off when not in use
- A file and maintenance system for electrical equipment should be established and managed to minimize the waste of electrical energy due to equipment reasons

消耗指引

- 所有員工下班後皆須關閉廠區及辦公室照明、空調及電腦
- 生產設備閒置時須關機
- 應制定並管理電氣設備文檔與保養制度，盡量減少因設備原因造成電力浪費

Water

The Group purchases water from local utilities and uses it for daily operations. We have not encountered any issues in sourcing water. During the Reporting Period, we consumed 68,141.00 m³ water (FY2020: 52,703.00 m³).

水

本集團向當地公用設施購水，並將水用於日常營運。我們在購水方面未曾面臨任何問題。於報告期間，我們消耗68,141.00立方米水(二零二零財年：52,703.00立方米)。

Water Consumption Guidelines

- All employees should be responsible for water saving and develop a good habit of water consumption
- Under normal circumstances, it is strictly forbidden to reduce the temperature of circulating water by adding supplementary water
- Throttles and nozzles must be installed in each water nozzle and sprinkler for domestic water
- If a case of excessive consumption is found, measures should be taken immediately to minimize the loss

水消耗指引

- 員工皆需節約用水並養成良好的用水習慣
- 正常情況下，嚴禁透過添加補充水來降低循環水溫度
- 生活用水的每個水嘴及花灑均須安裝節流噴嘴
- 倘發現過度消耗的情況，相關人員應立即採取措施，盡量減少水資源損失

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Materials

The Group has improved its packaging process and mainly consumes paper instead of plastic to assemble our electronic products. The Group also consumes A4 paper to support administrative work. During the Reporting Period, we consumed 52.00 tonnes packaging material (FY2020: 23,649.00 pieces packaging plastic boxes) and 2.25 tonnes A4 paper.

物料

本集團已改進其包裝流程，並主要以紙張代替塑料以包裝我們的電子產品。本集團亦消耗A4紙以支援行政管理工作。於報告期間，我們消耗52.00噸包裝物料(二零二零財年：23,649.00件塑料包裝盒)及2.25噸A4紙。

Consumption Guidelines

- Packaging materials should be properly kept for second-hand usage
- Use recyclable materials as much as possible
- Offices are responsible for the use, supervision and management of paper
- Offices should make an analysis of paper consumption in order to control the total amount of paper used

消耗指引

- 包裝物料應妥善保管，以備作為二手物料使用
- 儘量使用可回收材料
- 辦公室負責紙張的使用、監督和及管理
- 辦公室應對紙張消耗進行分析，以控制紙張的使用總量

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Identify and Mitigate Environmental Risk

In order to effectively identify, evaluate and control the environmental issues from the Group's activities, products and services, we have examined our supply chain and operations to identify activities that may have a potential and material impact on the environment, and formulated corresponding mitigation measures to reduce negative impact.

Existing Risk

The Group's existing risks mainly include those risks from the manufacturing process. We formulated mitigation measures for six environmental aspects and reviewed our performance on a monthly basis.

識別及減緩環境風險

為有效識別、評估及管控本集團活動、產品及服務產生的環境問題，我們已對我們的供應鏈及營運情況進行檢查，以識別可能對環境產生潛在及重大影響的活動，並制定相應的緩解措施以減少負面影響。

現有風險

本集團的現有風險主要包括來自製造過程的風險。我們針對六個環境方面制訂緩解措施，並每月對我們的績效進行檢討。

Aspects	Mitigation Measures	方面	減緩措施
Air	<ul style="list-style-type: none"> Regularly inspect tin smoke emission facilities in factories to ensure normal discharge of tin smoke Evaluate operation methods and formulate effective methods to reduce tin smoke generation 	廢氣	<ul style="list-style-type: none"> 定期檢查工廠的錫煙排放設施，確保錫煙的正常排放 評估操作方法並制定減少錫煙產生的有效方法
Chemicals	<ul style="list-style-type: none"> Maintain an emergency response team and clarify the responsibilities of management and each team member Conduct training on fire safety, chemical management and use, as well as emergency response knowledge for the operating personnel in factories Conduct fire drills on a regular basis, and take corrective measures for the identified risks 	化學品	<ul style="list-style-type: none"> 管理應急小組，並明確管理層和各小組成員的職責 對工廠操作人員進行消防安全、化學品管理和使用以及應急知識培訓 定期進行火警演習，並對已識別的風險採取糾正措施
Waste	<ul style="list-style-type: none"> Adopt waste classification and recycling bins in factories Conduct monthly environmental and fire safety inspections, as well as provide necessary guidance to ensure the correct classification of garbage 	廢物	<ul style="list-style-type: none"> 在工廠使用廢物分類回收箱 每月進行環境和消防安全檢查並提供必要的指導，以確保垃圾的正確分類

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Aspects	Mitigation Measures	方面	減緩措施
Products	<ul style="list-style-type: none"> Review REACH requirements in the annual education and training plan, and strengthen employees' understanding of REACH Review and update the environmental protection requirements of REACH periodically Strengthen the promotion and training of the environmental protection knowledge on the Group's products Conduct monthly inspections on the introduction of red phosphorus-free products and promptly suggest improvements when any problems are found 	產品	<ul style="list-style-type: none"> 回顧在年度教育培訓計劃中的 REACH 要求，加強員工對 REACH 的了解 定期檢討及更新 REACH 的環保規定 加強對本集團產品環保知識的宣傳及培訓 每月對引進的無紅磷產品進行檢查，發現問題及時提出改進
Fire	<ul style="list-style-type: none"> Manage an emergency response team and clarify the responsibilities of management and each team member Conduct fire drills and train operators regularly, as well as take corrective measures for identified risks 	火災	<ul style="list-style-type: none"> 管理應急小組，並明確管理層和各小組成員的職責 定期進行火警演習，對操作人員進行培訓，並對已識別的風險採取糾正措施
Noise	<ul style="list-style-type: none"> Regularly maintain all equipment and install relevant vibration damping components at appropriate locations to reduce vibration 	噪音	<ul style="list-style-type: none"> 定期維護所有位於適當位置的設備並安裝相關減震部件以降低震動

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Emerging Risk

Due to the tightened legislation on carbon emissions, changing weather patterns, and rising fuel costs, enterprises from all business segments are facing the most emerging risk – climate change. Evaluating and determining climate-related risks is a prerequisite to formulating an effective business strategy toward climate change. At CU Venture Inv, we referenced the recommendations of the Task Force on Climate-Related Financial Disclosures and contracted an independent sustainability consultancy to conduct a preliminary climate-related risk analysis.

In doing so, potential climate-related risks were further categorized into physical and transition risks. By adopting a risk assessment matrix, we assessed these risks from two perspectives – severity and frequency. A list of short and mid-term risks was subsequently identified. As shown below, the analysis scope for physical risks was at the Group's two manufacturing factories (i.e. Dongguan Factory and Fogang Factory) located in Guangdong Province, the PRC, while the analysis scope for transition risks was at the Group's level.

新風險

由於日益嚴格的碳排放規管、天氣模式不斷變化及燃料成本不斷上漲，所有業務領域的企業均面臨最迫切的風險－氣候變化。評估及確定與氣候相關的風險乃制訂應對氣候變化的有效商業策略的先決條件。於新華聯合投資，我們參考氣候相關財務披露工作小組的建議，並聘請獨立可持續發展顧問進行初步的氣候相關風險分析。

於此過程中，潛在的氣候相關風險被進一步分類為實體風險及轉型風險。透過採用風險評估矩陣，我們從兩個角度對有關風險進行評估－嚴重性及頻次。隨後確定短期及中期風險清單。如下所示，實體風險的分析範圍為本集團位於中國廣東省的兩家製造工廠（即東莞工廠及佛岡工廠），而轉型風險的分析範圍為本集團層面。

Material Physical Risks

- Extreme Precipitation
- Typhoons
- Flood
- Heat Waves
- Thunderstorms

Material Transition Risks

- Enhanced emissions-reporting obligations
- Mandates on and regulation of existing products and services
- Substitution of existing products and services with lower emissions options

重大實體風險

- 極端降水
- 颱風
- 洪水
- 熱浪
- 雷暴

重大轉型風險

- 強化排放量報告義務
- 對現有產品及服務的強制性監管
- 以較低排放的產品及服務替代現有的產品及服務

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According to the above results, acute physical risks such as extreme precipitation and typhoons may occasionally disturb the Group's business operations due to its geographical location. The Group may also face enhanced emissions-reporting obligations, as it is a listed company on the Stock Exchange, where the requirements for climate change-related disclosures is increasingly stringent. Meanwhile, some of the Group's operations in Dongguan and Fogang Factories still highly rely on fossil fuels (including diesel and gas consumed by company vehicles, and diesel purchased to support daily operations), and there are additional hazardous wastes generated during the production of electronic products. Therefore, transition risks such as regulation of existing products and services may also increase the Group's compliance cost in the future.

Based on the identified risks, the Group shall develop strategies to mitigate relevant impacts. Potential solutions such as formulation of special working arrangements under extreme weather conditions, substitution with eco-friendly raw materials and low-carbon optimization of production processes may be considered.

根據上述結果，極端降水及颱風等立即性實體風險可能會因本集團地理位置而偶爾干擾本集團的業務營運。本集團亦可能面臨更嚴格的排放量報告義務，其原因在於本集團為聯交所的上市公司，而聯交所對氣候變化相關披露的規定日益嚴格。同時，本集團東莞工廠及佛岡工廠的部分業務仍高度依賴化石燃料(包括公司車輛消耗柴油及汽油，以及外購柴油支援日常營運)，電子產品生產過程中亦會產生額外的危險廢物。因此，現有產品及服務的監管等轉型風險亦可能增加本集團未來的合規成本。

本集團將根據已識別的風險制訂減緩相關影響的策略。我們可能會考慮一些潛在解決方案，如制訂極端天氣條件下的工作安排、使用環保原材料替代以及對生產流程進行低碳優化。

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Operate Environmental Management System

The Group's environmental practices in exhaust air, GHG, noise, waste and resources are in accordance with its well-suited environmental management system. Our system encompasses a specialized working group, environmental education programs, monitoring procedures, and target setting.

Working Group

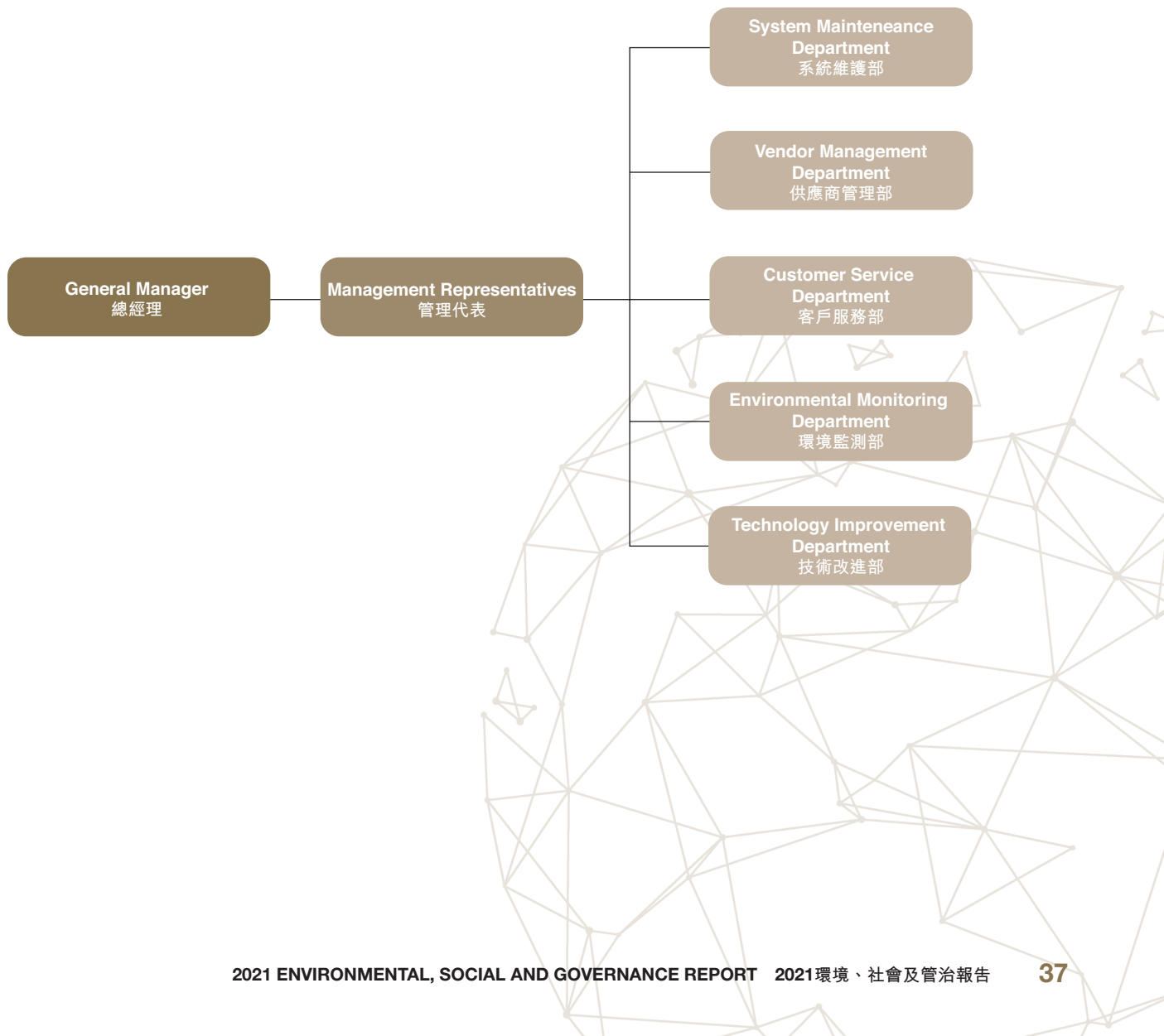
Abiding by the GB/T 24001-2016/ISO 14001-2015 Environmental Management standard is essential for the Group to strengthen its environmental management procedures. Based on the Environmental Protection System ("EPS"), we established a specialized working group to reinforce our environmental protections.

運營環境管理體系

本集團於廢氣、溫室氣體、噪音、廢物及資源方面的環保常規乃符合其良好的環境管理體系。我們的體系包括專門工作組、環境教育計劃、監察程序及目標設定。

工作組

遵守 GB/T 24001-2016/ISO 14001-2015 環境管理標準對本集團加強環境管理程序至關重要。我們已基於環境保護系統（「環境保護系統」）成立一個專門的工作小組，旨在加強我們的環境保護力度。



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Roles	Responsibilities	角色	職責
General Manager	<ul style="list-style-type: none"> Set the Group's environmental protection policies and targets, and revise accordingly when needed Appoint environmental management representatives Recognize environmental protection organizations and standards Approve environmental protection system documents 	總經理	<ul style="list-style-type: none"> 制定本集團的環保政策及目標，並在需要時作出相應調整 委任環境管理代表 確認環保組織和標準 審批環保系統文件
Management Representatives	<ul style="list-style-type: none"> Prepare, implement and maintain the EPS Educate and train the EPS internal auditors Coordinate and handle major environmental incidents Disseminate environmental protection information of the Group Report the implementation status of the EPS to the General Manager 	管理代表	<ul style="list-style-type: none"> 準備、實施及維護環境保護系統 教育及培訓環境保護系統內部審計師 協調處理重大環境事件 宣傳本集團的環保信息 向總經理匯報環境保護系統的實施情況
System Maintenance Department	<ul style="list-style-type: none"> Regularly inspect the EPS Organize training regarding environmental protection knowledge for employees in factories Actively understand the external environmental protection standards and requirements Revise environmental standards and review the status of environmental protection targets 	系統維護部	<ul style="list-style-type: none"> 定期檢查環境保護系統 為工廠員工組織關於環保知識的培訓 積極了解外部環保標準及要求 修訂環境標準並檢討環保目標狀態

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Roles	Responsibilities	角色	職責
Vendor Management Department	<ul style="list-style-type: none"> Monitor suppliers and outsourcing manufacturers' environmental protection performances and handle all issues related to environmental protection 	供應商管理部	<ul style="list-style-type: none"> 監察供應商及外包製造商的環保表現，並處理所有環保相關的問題
Customer Service Department	<ul style="list-style-type: none"> Respond to customers regarding environmental issues 	客戶服務部	<ul style="list-style-type: none"> 就環保問題向客戶作出回應
Environmental Monitoring Department	<ul style="list-style-type: none"> Regularly check and track to confirm the types of environmentally friendly materials in the supply chain Track and confirm the implementation of the EPS 	環境監測部	<ul style="list-style-type: none"> 定期檢查及跟蹤以確認供應鏈中的環保材料類別 跟蹤及確認環境保護系統的實施
Technology Improvement Department	<ul style="list-style-type: none"> Assess and standardize the EPS Promote environmental protection cases 	技術改進部	<ul style="list-style-type: none"> 評估及標準化環境保護系統 推廣環保個案

The Group conducts internal audits on the EPS on a biannual basis to monitor environmental performance. We make timely adjustments and improvements to the EPS if necessary and strive to keep abreast of the latest environmental protection policies.

本集團每年兩次對環境保護系統進行內部審核，以監察環境表現。必要時，我們會及時對環境保護系統進行調整和改進，力爭緊跟最新的環保政策。

Environmental Education

The professionals and supervisors who are responsible for the Group's environmental matters must obtain the ISO 14001:2015 internal audit qualifications, and regularly receive professional training on topics such as the EPS and Environmental Management Substance Regulations. For environmental testing technicians in factories, they must participate in professional courses covering topics such as environmental policies and regulations, environmental labeling, and environmental protection precautions for production and processing on an annual basis.

環境教育

負責本集團環境事務的專業人員及主管必須取得ISO 14001:2015內審資格，並定期接受環境保護系統及環境管理物質規定等主題的專業培訓。對於工廠的環境檢測技術人員，彼等必須每年參加環境政策法規、環境標誌、生產加工的環保注意事項等主題的專業課程。

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Target Setting

The Group sets out environmental targets for each factor annually and implements relevant KPIs to indicate its performance. The following table displays the targets and results achieved during the Reporting Period:

目標設定

本集團每年為每個因素設定環境目標並實施相關的關鍵績效指標，以表明其績效。下表顯示報告期間的目標及達致的結果：

Environmental Factors	KPI Targets	環境因素	關鍵績效指標目標
Product Compliance	<ul style="list-style-type: none"> 100% compliance with non-red phosphorus content 100% compliance with REACH environmental protection requirements 	產品合規	<ul style="list-style-type: none"> 100% 符合產品不含紅磷規定 100% 符合 REACH 環保規定
External Environmental Complaints	<ul style="list-style-type: none"> 0 case/month 	外部環境投訴	<ul style="list-style-type: none"> 每月0宗
Environmental Training	<ul style="list-style-type: none"> 100% passing rate/month 	環境培訓	<ul style="list-style-type: none"> 每月100% 合格率
Air Emissions from Tin Smoke	<ul style="list-style-type: none"> Concentration <0.7 mg/m³ 	錫煙排放	<ul style="list-style-type: none"> 濃度 <0.7毫克/立方米
Environmental Accidents	<ul style="list-style-type: none"> 0 case/month 	環境事故	<ul style="list-style-type: none"> 每月0宗
Environmental Protection Equipment	<ul style="list-style-type: none"> 0 equipment failures/month 	環境保護器材	<ul style="list-style-type: none"> 每月0宗環境保護器材故障
Waste Handling	<ul style="list-style-type: none"> 0 recycling and handling errors/month 	廢物處理	<ul style="list-style-type: none"> 每月0宗回收及廢物處理錯誤
Emissions and Discharge	<ul style="list-style-type: none"> 0 cases of excessive noise emissions/year 0 cases of excessive discharge of domestic wastewater/year 	排放	<ul style="list-style-type: none"> 每年0宗過量噪音 每年0宗過量生活污水排放
Internal Environmental Audit	<ul style="list-style-type: none"> 100% rectification compliance rate/month 	內部環境審核	<ul style="list-style-type: none"> 每月100% 整改合規率

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In addition to monthly targets, we also referenced the ESG Reporting Guide and formulated environmental targets in four aspects with a relatively long-term timeframe.

除月度目標外，我們亦參考《環境、社會及管治報告指引》，並制定四個方面的環境目標，而該等目標的期限乃屬相對較長。

Aspects 方面	Dongguan Factory 東莞工廠	Fogang Factory 佛岡工廠
Emissions 排放量	As of 2024, reduce GHG emissions intensity (by full-time employees) by 5% compared to the 2018 baseline year 截至二零二四年，溫室氣體排放強度(按全職僱員計)較二零一八年基準年減少5%	As of 2024, reduce GHG emissions intensity (by full-time employees) by 20% compared to the 2018 baseline year 截至二零二四年，溫室氣體排放強度(按全職僱員計)較二零一八年基準年減少20%
Wastes 廢物	Since 2022, identify all hazardous and non-hazardous waste in daily operations and establish a data collection system 自二零二二年起，識別日常營運過程中的所有有害及無害廢物，及建立數據收集系統	Since 2022, identify all hazardous and non-hazardous waste in daily operations and establish a data collection system 自二零二二年起，識別日常營運過程中的所有有害及無害廢物，及建立數據收集系統
Energy 能源	As of 2024, reduce energy consumption intensity (by full-time employees) to the same level as in the 2018 baseline year 截至二零二四年，能耗強度(按全職僱員計)降至二零一八年基準年相同水平	As of 2024, reduce energy consumption intensity (by full-time employees) by 5% compared to the 2018 baseline year 截至二零二四年，能耗強度(按全職僱員計)較二零一八年基準年下降5%
Water 水	As of 2024, reduce absolute water consumption to 40,000.00 m ³ 截至二零二四年，絕對用水量降至40,000.00立方米	As of 2024, reduce water consumption intensity (by full-time employees) by 30% compared to the 2018 baseline year 截至二零二四年，用水強度(按全職僱員計)較二零一八年基準年下降30%

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PEOPLE AND COMMUNITY

“Focus on people, produce with safety, safeguard health, care for life” spotlights the stance that CU Venture Inv upholds when engaging with its employees. We sincerely appreciate their contribution and actively nurture them as our foremost treasure. Due to our business nature, ensuring the health and safety of employees is our primary concern.

Apart from this, creating a diversified and inclusive workplace with attractive remuneration, training employees with the best educational resources, and tightening the connection between employees and community are the driving forces that lead CU Venture Inv to a people-oriented business.

Prevent Occupational Health and Safety Hazards

The Group is committed to building a healthy and safe working environment for employees. By organizing safety training and drills, adjusting prevention measures toward diseases, and standardizing guidelines in handling hazardous materials, we formulated emergency responses that are capable of covering different situations in daily operations.

Safety Training and Drills

For different hazardous scenarios, we listed corresponding instructions in the SER Emergency and Emergency Preparedness Procedure, which was drafted and implemented by the Management Department in August 2016, and further revised in December 2016. The Group regularly provides safety training and exercises for its employees, aiming to strengthen their awareness and knowledge toward different occupational hazards. During the Reporting Period, Fogang Factory organized one emergency evacuation training.

人文與社區

「以人為本，安全生產，保障健康，關愛生命」，突顯新華聯合投資與其員工互動時的立場。我們衷心感謝員工的貢獻，並將其作為我們最寶貴的財富而積極培育。由於我們的業務性質使然，確保員工的健康及安全是我們的首要關注重點。

除此之外，營造多元化及包容的工作環境，提供有吸引力的報酬，以最好的教育資源培訓員工，以及加強員工與社區之間的聯繫，均為引領新華聯合投資成為以人為本的企業的推動力。

預防職業健康及安全危害

本集團致力於為員工創造健康安全的工作環境。透過組織安全培訓及演習，調整疾病預防措施，並規範處理危險物品的指引，我們已制定可覆蓋日常營運中不同情況的應急響應程序。

安全培訓及演習

針對不同的危險情況，我們於《SER 緊急狀況準備與應急程序》中列出相應的說明，該程序於二零一六年八月由管理部草擬及實施，並於二零一六年十二月進一步修訂。本集團將定期為員工提供安全培訓及演習，旨在加強彼等對不同職業危害的防範意識及知識。我們的佛岡工廠於報告期間曾組織一次緊急疏散培訓。



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Diseases and Epidemics Prevention

Employees' mental and physical conditions are also our key concern. Our Management Department drafted and implemented the Occupational Disease and Epidemic Prevention and Control in August 2016, and carried out further revision in May 2018 to establish a standardized emergency response mechanism and therefore effectively address such hazards. During the Reporting Period, the COVID-19 situation was relatively eased in Dongguan and Fogang, the PRC. Nevertheless, we still adhered to the following practices to lower the risk:

COVID-19 Prevention Practices

- All personnel need to scan QR codes, undergo temperature checks, and if necessary, provide health testing reports before entering factories
- Provides employees with masks and disinfect factories on a weekly basis
- Designate separate areas and personnel for the loading and unloading of cross-border trucks



疾病及流行病預防

員工的精神及身體狀況亦是我們關注的問題。我們的管理部於二零一六年八月已草擬及實施《職業病疫病防治管制程序》，並於二零一八年五月進一步修定，以建立標準化的應急響應機制，從而有效地應對該等危害。於報告期間，中國東莞及佛岡的新冠肺炎疫情相對緩和。儘管如此，我們仍然堅持以下措施以降低風險：

新冠肺炎預防措施

- 進入工廠前，所有人員均須掃描健康二維碼，接受體溫檢查，及如有需要，提供健康檢測報告
- 向員工提供口罩及每星期消毒工廠
- 就跨境貨車裝卸劃定單獨的區域及派出特定人員



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Hazardous Materials Handling

In the manufacturing process, the Group inevitably uses and handles hazardous electronic and chemical elements. In order to enhance the management of hazardous materials and consumables, prevent potential accidents, as well as protect the safety of employees and the environment, the Group formulated the Dangerous Goods and Consumables Management Procedure and the Chemical Substance Control Procedure.

The former procedure was drafted and implemented by the Production Department in August 2020. The latter procedure was drafted and implemented by the Management Department in August 2016, and was further revised in May 2018. These two procedures clearly stipulate that all hazardous materials such as inflammables, explosives, corrosives and toxic materials, must be purchased from certified suppliers and inspected thoroughly upon arrival. They must also be clearly labeled and securely stored in a separate storage area where physical conditions are stable. To further safeguard our employees, training on handling hazardous materials is provided to those who come into close contact with the materials. Employees are also provided with personal protective gear, such as protective masks and earplugs.

Emergency Response

The Group has stipulated a standardized procedure for emergency situations. If an accident occurs during working hours, relevant personnel should immediately report to the department head or safety director to obtain necessary emergency assistance. Meanwhile, the injured should be promptly given necessary care. In a more severe circumstance, the injured should be immediately transferred to the nearby hospital for further treatment.

In addition, our Safety Department is responsible for formulating special first aid and emergency measures for work-related injuries. Each employee is required to understand these emergency procedures so that they harness the ability to take appropriate first aid and self-rescue measures when necessary.

During the Reporting Period, the Group had 8 cases of work injury with total 30.5 lost days. All injured employees had received proper treatment promptly, and the case details have been archived as references for further improvement on the Group's occupational health and safety prevention measures.

處理危險物品

在製造過程中，本集團不可避免地使用及處理危險電子及化學元件。為加強對危險物品及耗品的管理，防止潛在事故發生，以及保障員工及環境的安全，本集團已制定《危險物品及耗品管理程序》及《化學物質管制程序》。

上述程序前者由生產部於二零二零年八月草擬及實施，而上述程序後者由管理部於二零一六年八月草擬並於二零一八年五月進一步修訂。該兩份程序明確訂明所有易燃、易爆、腐蝕性及有毒物質等危險物品必須從經認證的供應商採購，並於到貨時進行徹底檢查。該等危險物品亦必須貼上明確的標籤，並安全地存放於物理條件穩定的獨立儲存區。為進一步保護我們的員工，我們為與危險物品密切接觸的人員提供處理危險物品的培訓。我們亦為員工提供個人防護裝備，例如防護口罩及耳塞。

應急響應

本集團已就緊急情況制定標準化程序。倘於工作時間內發生事故，相關人員應立即向部門主管或安全總監報告，以獲得必要的緊急援助。同時，應及時對傷員進行必要的護理。在受傷較為嚴重的情況下，應立即將傷員轉移到附近的醫院接受進一步治療。

此外，本集團已成立安全部，以制定專門的工傷急救及應急措施。每位員工均須瞭解該等應急措施，以便其在必要時能夠採取適當的急救及自救措施。

於報告期間，本集團曾發生8起工傷事故，並損失合共30.5個工作日。所有相關傷員均已及時獲得妥善治療，個案詳情已存檔，作為進一步改善本集團職業健康與安全預防措施的參考。

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Recruit and Attract Talents

Reliable and impartial employment practices are the foundation of building a diversified workforce. From talent recruitment to retention, the Group adheres to an inclusive and progressive employment standard, whilst providing an attractive remuneration package.

Recruitment Practices

The Group's management evaluates its human resources supply and demand status on a monthly basis, and formulates corresponding strategies. The Human Resource Department also conducts statistics and analyses on the Group's human resources distribution quarterly, and reports to the management as a reference for further adjustment. Based on the forecast results of business scales and existing manpower conditions, the Human Resource Department regularly reviews human resources supply and adjusts recruitment frequency and number to meet production needs.

When recruiting employees, the Group does not discriminate against employees based on gender, age, disability, nationality, religious belief, political affiliation, place of birth, ethnicity, and language. We prohibit collecting deposits or detaining identity documents during the recruitment process. Candidates can only be hired after they pass the procedures of document review, written examination, interview, physical examination, and other comprehensive evaluations.

招聘及吸引人才

可靠且公正的僱傭慣例是打造一支多樣化員工隊伍的基礎。從人才招聘到留任，本集團堅持包容且進取的僱傭標準，同時提供具吸引力的薪酬待遇。

招聘慣例

本集團管理層每月均會對本集團的人力資源供需情況進行評估，並制定相應策略。人力資源部亦會每季度對本集團的人力資源分佈情況進行統計及分析，並向管理層彙報，作為進一步調整人力資源的參考。人力資源部會根據業務規模的預測結果及現有人力狀況，定期檢討人力資源供應情況，並調整招聘頻率及人數以配合生產需求。

本集團於招聘員工時，不會因性別、年齡、殘疾、國籍、宗教信仰、黨派、出生地、民族及語言而歧視員工。我們禁止於招聘過程中收受押金或扣留身份證件。應聘者僅在通過文件審查、筆試、面試、體檢及其他綜合評估等程序後方可被錄用。

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Talent Attraction

To attract and retain talents, we offer employees competitive remuneration packages and benefits. Apart from monthly salaries, social and medical insurances, statutory holidays and other basic benefits that meet the legislative requirement, we provide daily meals, free accommodation, year-end lottery, welfare packages or funds for traditional festivals, and free access to cultural and recreational facilities such as libraries, reading rooms, and gyms. To further deepen the cohesion of teams, we organized various team gathering events, including but not limited to birthday parties.



吸引人才

為吸引及挽留人才，我們為員工提供具競爭力的薪酬待遇及福利。除月薪、社會及醫療保險、法定假日及其他符合法律規定的基本福利外，我們亦提供工作餐、免費住宿、年終抽獎、傳統節日福利待遇或獎金，以及免費使用圖書館、閱覽室及健身房等文化及娛樂設施。為進一步加深團隊凝聚力，我們組織各種團隊聚會活動，包括但不限於生日派對。

The Group has especially set up the president's mailbox and the employee complaint mailbox to accept the opinions and suggestions of employees. We highly welcome employees' feedback and suggestions regarding the Group's operations, and hence appointed a dedicated department to handle their comments in a timely manner. We would reward employees if their suggestions are adopted. We also encourage all departments to use morning meetings, questionnaire surveys and other forms of engagement channels to strengthen the interaction and communication between leaders and members, so as to care about employees' concerns, and thereby improve employee satisfaction.

本集團已專門設立總裁信箱及員工投訴信箱，用以接收員工的意見及建議。我們非常歡迎員工對本集團的營運提出反饋及建議，因此會指定專門部門及時處理相關意見。倘建議者的建議獲採納，我們將給予建議者獎勵。我們亦鼓勵所有部門利用晨會、問卷調查等形式互動，加強領導與成員之間的互動與溝通，以關心員工的關切事項，從而提高員工滿意度。

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Provide Professional Training

In Dongguan Factory and Fogang Factory, each new employee must receive pre-job training, which aims to deepen their understanding of our corporate history and culture, human resources policies, the SER knowledge, health and safety knowledge and technical practices. Furthermore, we have education and training systems for all employees from different departments. Reviewing on an annual basis, we hope to equip employees with the latest manufacturing skill sets.

During the Reporting Period, topics including but not limited to product characteristics, warehouse management, and site supervision were provided to employees from the QA Department, the Engineering Department, the Production Department and other departments in Dongguan Factory. Fogang Factory organized 1-hour training regarding the actual practices of noise and vibration prevention for 14 employees across departments, aiming to improve their safety awareness during manufacturing processes.

Devote in Philanthropies

The development and growth of enterprises are intertwined with the support from society, as enterprises are a part of the social value system. Therefore, CU Venture Inv is committed to continuously creating value and supporting society. To facilitate the recreational activities among the elderly, we donated RMB5,000 to the Huanglong Village Committee during the Reporting Period.

Moving forward, the Group will actively organize various community activities for charitable organizations, societies and public service organizations. We hope to promote social and economic development, by encouraging employees to get involved and contributing resources to vulnerable groups who require assistance.

提供專業培訓

於東莞工廠及佛岡工廠，各新員工均須接受崗前培訓，加深其對公司歷史及文化、人力資源政策、SER知識、健康與安全知識以及技術實踐的瞭解。此外，我們為來自不同部門的所有員工提供教育及培訓系統。每年進行一次審查，我們希望為員工提供最新的製造技能。

於報告期間，我們為東莞工廠品保、工程部、生產部及其他部門的員工提供包括但不限於產品特性、倉庫管理及現場監督等培訓內容。佛岡工廠為跨部門的14名員工組織1小時噪音及震動預防實踐培訓，旨在提高彼等在製造過程中的安全意識。

致力於慈善工作

由於企業是社會價值體系的一部分，故企業的發展壯大與社會的支持密不可分。因此，新華聯合投資致力於不斷創造價值，回饋社會。於報告期間，我們為促進老年人的文娛活動，向黃塑村委捐贈人民幣5,000元。

展望未來，本集團將積極為慈善機構、社區團體及公共服務機構籌辦各類社區活動。我們希冀通過鼓勵員工參與，以及為有需要幫助的弱勢群體貢獻資源，以促進社會及經濟發展。

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LAWS AND REGULATIONS SUMMARY

During the Reporting Period, Dongguan Factory and Fogang Factory have rigorously adhered to the following laws and regulations, and were not aware of any material non-compliance cases. Laws and regulations with a significant impact on daily operations were identified in a timely manner. The Group's monitoring and compliance assurance measures toward particular laws and regulations are fully disclosed where applicable.

法律及法規概要

於報告期間，東莞工廠及佛岡工廠嚴格遵守以下法律法規，未發現重大違規事件。我們及時識別對日常經營產生重大影響的法律及法規。本集團針對特定法律及法規的監控及合規保證措施在適用情況下充分披露。

Product and Business

- Regulations on the Safety Management of Hazardous Chemicals (2013 Revision)
- Rule for Storage of Chemical Dangers (GB 15603-1995)
- General Rule for Classification and Hazard Communication of Chemicals (GB 13690-2009)
- Product Quality Law of the People's Republic of China (2018 Amendment)

產品及業務

- 《危險化學品安全管理條例》(二零一三年修訂本)
- 《常用化學危險品儲存通則》(GB 15603-1995)
- 《化學品分類和危險性公示通則》(GB 13690-2009)
- 《中華人民共和國產品質量法》(二零一八年修訂本)

Environment and Resource

- Regulation on the Administration of Ozone Depleting Substances (2018 Revision)
- Environmental Protection Law of the People's Republic of China (2014 Revision)
- Cleaner Production Promotion Law of the People's Republic of China (2012 Amendment)
- Water Law of the People's Republic of China (2016 Amendment)
- Water Pollution Prevention and Control Law of the People's Republic of China (2017 Revision)
- Measures of Guangdong Province on Prevention and Control of Air Pollution in the Pearl River Delta
- Atmospheric Pollution Prevention and Control Law of the People's Republic of China (2018 Amendment)

環境及資源

- 《消耗臭氧層物質管理條例》(二零一八年修訂本)
- 《中華人民共和國環境保護法》(二零一四年修訂本)
- 《中華人民共和國清潔生產促進法》(二零一二年修訂本)
- 《中華人民共和國水法》(二零一六年修訂本)
- 《中華人民共和國水污染防治法》(二零一七年修訂本)
- 《廣東省珠江三角洲大氣污染防治辦法》
- 《中華人民共和國大氣污染防治法》(二零一八年修訂本)

Environmental, Social and Governance Report

環境、社會及管治報告

Environment and Resource

- Law of the People's Republic of China on the Prevention and Control of Environment Pollution Caused by Solid Wastes (2020 Revision)
- Energy Conservation Law of the People's Republic of China (2018 Amendment)
- Law of the People's Republic of China on Environmental Impact Assessment (2018 Amendment)
- Regulations on the Administration of Construction Project Environmental Protection (2017 Amendment)
- Directory of National Hazardous Wastes (Version 2021)
- Notice of the General Office of the State Council on Issuing the Measures for the Administration of Emergency Response Plans

環境及資源

- 《中華人民共和國固體廢物污染環境防治法》(二零二零年修訂本)
- 《中華人民共和國節約能源法》(二零一八年修訂本)
- 《中華人民共和國環境影響評價法》(二零一八年修訂本)
- 《建設項目環境保護管理條例》(二零一七年修訂本)
- 《國家危險廢物名錄》(二零二一年版)
- 《國務院辦公廳關於印發突發事件應急預案管理辦法的通知》

People and Community

- Fire Protection Law of the People's Republic of China (2021 Amendment)
- Code of Design on Building Fire Protection and Prevention (GB 50016-2014)
- Special Equipment Safety Law of the People's Republic of China
- Regulations on Safety Supervision of Special Equipment (2009 Revision)
- Provisions on the Administration of Safety Technology Training and Evaluation of Special Operation Workers (2015 Amendment)
- Provisions on the Administration of Fire Control Safety of State Organs, Organizations, Enterprises and Institutions
- Labor Law of the People's Republic of China (2018 Amendment)
- Labor Contract Law of the People's Republic of China (2012 Amendment)
- Law of the People's Republic of China on the Protection of Minors (2020 Revision)

人文與社區

- 《中華人民共和國消防法》(二零二一年修訂本)
- 《建築設計防火規範》(GB 50016-2014)
- 《中華人民共和國特種設備安全法》
- 《特種設備安全監察條例》(二零零九年修訂本)
- 《特種作業人員安全技術培訓考核管理規定》(二零一五年修訂本)
- 《機關、團體、企業、事業單位消防安全管理規定》
- 《中華人民共和國勞動法》(二零一八年修訂本)
- 《中華人民共和國勞動合同法》(二零一二年修訂本)
- 《中華人民共和國未成年人保護法》(二零二零年修訂本)

Environmental, Social and Governance Report

環境、社會及管治報告

KPIs SUMMARY

關鍵績效指標概要

Environmental KPIs 環境關鍵績效指標	Unit 單位	Dongguan Factory 東莞工廠	Fogang Factory 佛岡工廠	Total 總計
Air Emissions¹ 廢氣排放 ¹				
Nitrogen Oxides 氮氧化物	kg 公斤	99.48	144.86	244.34
Sulfur Oxides 硫氧化物	kg 公斤	0.19	0.12	0.30
Particulate Matters 懸浮粒子	kg 公斤	4.68	2.94	7.62
GHG Emissions² 溫室氣體排放 ²				
GHG Scope 1 溫室氣體範圍1	tCO2-e 噸二氧化碳當量	58.13	23.11	81.24
GHG Scope 2 ³ 溫室氣體範圍2 ³	tCO2-e 噸二氧化碳當量	2,197.47	1,369.95	3,567.42
Total GHG Emissions 總溫室氣體排放量	tCO2-e 噸二氧化碳當量	2,255.60	1,393.06	3,648.66
GHG Intensity by Revenue 按收入計算的溫室氣體強度	tCO2-e/HK\$ '000 噸二氧化碳當量 ／千港元	–	–	0.01
GHG Intensity by FTE 按全職僱員計算的溫室氣體強度	tCO2-e/Person 噸二氧化碳當量 ／人	3.23	8.29	4.21

¹ The emission factors used to calculate exhaust air emissions are derived in accordance with the Hong Kong Environmental Protection Department's Vehicle Emission Calculation Model (EMFAC-HK Vehicle Emission Calculation) and the United States Environmental Protection Agency's Vehicle Emission Modelling Software-MOBILE6.1.

² The quantification method of GHG is based on the "Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals from Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong" published by the Hong Kong Electrical and Mechanical Services Department and the Environmental Protection Department.

³ The emission factors for GHG Scope 2 are derived in accordance with the "2019 China Regional Power Grid Baseline Emission Factors" published by the Climate Change Department of the National Development and Reform Commission of the PRC.

¹ 用於計算廢氣排放的排放因子是根據香港環境保護署的車輛廢氣排放計算模型(EMFAC-HK車輛廢氣排放計算模型)及美國環境保護署的汽車排放模型軟件-MOBILE6.1。

² 溫室氣體的量化方法是根據香港機電工程署及環境保護署刊發的《香港建築物(商業、住宅或公共用途)的溫室氣體排放及減除的核算和報告指引》。

³ 溫室氣體範圍2排放因子根據中國國家發展和改革委員會氣候變化部刊發的二零一九年中國區域電網基準線排放因子推算得出。

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環境、社會及管治報告

Environmental KPIs 環境關鍵績效指標	Unit 單位	Dongguan Factory 東莞工廠	Fogang Factory 佛岡工廠	Total 總計
Energy Consumption 耗能源量				
Natural Gas Usage 耗天然氣量	m ³ 立方米	12,000.00	–	12,000.00
Electricity Usage 耗電量	kWh 千瓦時	2,732,490.00	1,703,490.00	4,435,980.00
Diesel Usage 耗柴油量	Liter 升	8,800.00	5,268.00	14,068.00
Gas Usage 耗燃氣量	Liter 升	–	3,288.00	3,288.00
Total Energy Usage 能源消耗總量	MJ 兆焦耳	10,745,384.00	6,447,219.84	17,192,603.84
Energy Intensity by Revenue 按收入計算的能源強度	MJ/HK\$ '000 兆焦耳／千港元	–	–	49.03
Energy Intensity by FTE 按全職僱員計算的能源強度	MJ/Person 兆焦耳／人	15,372.51	38,376.31	19,829.99
Water Consumption 耗水量				
Water Consumption 耗水量	m ³ 立方米	51,467.00	16,674.00	68,141.00
Water Consumption Intensity by Revenue 按收入計算的耗水強度	m ³ /HK\$ '000 立方米／千港元	–	–	0.19
Water Consumption Intensity by FTE 按全職僱員計算的耗水強度	m ³ /Person 立方米／人	73.63	99.25	78.59

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Environmental KPIs 環境關鍵績效指標	Unit 單位	Dongguan Factory 東莞工廠	Fogang Factory 佛岡工廠	Total 總計
Waste Treatment 廢物處理				
Hazardous Waste 有害廢物	Tonnes 噸	1.90	0.07	1.97
Hazardous Waste Intensity by Revenue 按收入計算的有害廢物強度	kg/HK\$ '000 公斤/千港元	–	–	0.01
Hazardous Waste Intensity by FTE 按全職僱員計算的有害廢物強度	kg/Person 公斤/人	2.72	0.40	2.27
Non-hazardous Waste 無害廢物	Tonnes 噸	17.87	3.03	20.90
Non-hazardous Waste Intensity by Revenue 按收入計算的無害廢物強度	kg/HK\$ '000 公斤/千港元	–	–	0.06
Non-hazardous Waste Intensity by FTE 按全職僱員計算的無害廢物強度	kg/Person 公斤/人	25.56	18.04	24.10
Materials Consumption 耗材料量				
Office Paper Consumption 辦公室耗紙量	Tonnes 噸	2.10	0.15	2.25
Office Paper Consumption Intensity by Revenue 按收入計算的辦公室耗紙強度	kg/HK\$ '000 公斤/千港元	–	–	0.01
Office Paper Consumption Intensity by FTE 按全職僱員計算的辦公室耗紙強度	kg/Person 公斤/人	3.00	0.89	2.59
Packaging Paper Consumption 包裝紙消耗量	Tonnes 噸	–	52.00	52.00
Packaging Paper Consumption Intensity by Revenue 按收入計算的包裝紙消耗強度	kg/HK\$ '000 公斤/千港元	–	–	0.15
Packaging Paper Consumption Intensity by FTE 按全職僱員計算的包裝紙消耗強度	kg/Person 公斤/人	–	309.52	59.98

Environmental, Social and Governance Report

環境、社會及管治報告

Social KPIs 社會關鍵績效指標	Unit 單位	Dongguan Factory 東莞工廠	Fogang Factory 佛岡工廠	Total 總計
Workforce 僱員				
Total Workforce 僱員總數	Person 人	699	168	867
By Gender 按性別劃分				
Male 男	Person 人	408	47	455
Female 女	Person 人	291	121	412
By Employment Type 按僱傭類型劃分				
Full-time 全職	Person 人	699	166	865
Part-time 兼職	Person 人	0	2	2
By Age Group 按年齡劃分				
<30 30歲以下	Person 人	188	9	197
30-40 30歲-40歲	Person 人	218	69	287
41-50 41歲-50歲	Person 人	216	53	269
>50 50歲以上	Person 人	77	37	114
By Geographical Region 按地理區域劃分				
The PRC 中國	Person 人	699	168	867

Environmental, Social and Governance Report

環境、社會及管治報告

Social KPIs 社會關鍵績效指標	Unit 單位	Dongguan Factory 東莞工廠	Fogang Factory 佛岡工廠	Total 總計
Turnover 流失				
Total Turnover Rate 總流失率	%	31.34	49.70	35.83
By Gender 按性別劃分				
Male 男	%	31.89	46.59	33.77
Female 女	%	30.55	50.83	37.97
By Age Group 按年齡劃分				
<30 30歲以下	%	44.71	87.27	50.63
30-40 30歲-40歲	%	27.09	44.80	32.31
41-50 41歲-50歲	%	21.74	43.62	27.30
>50 50歲以上	%	25.24	33.93	28.30
By Geographical Region 按地理區域劃分				
The PRC 中國	%	31.34	49.70	35.83
Occupational Health and Safety 職業健康及安全				
Fatality 死亡	Case 宗	0	0	0
Work-related Injury 工傷	Case 宗	2	6	8
Lost Days due to Work-related Injury ⁴ 因工傷損失工作日數 ⁴	Day 日	2	28.50	30.50

⁴ Injuries in Fogang Factory are mainly due to transfer or handling of materials, and falls or collision. For more information, please see "Prevent Occupational Health and Safety Hazards" section.

⁴ 佛岡工廠的工傷主要因材料搬運過程中導致以及跌落或碰撞所致。有關詳細資訊，請參閱「預防職業健康及安全危害」一節。

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環境、社會及管治報告

Social KPIs 社會關鍵績效指標	Unit 單位	Dongguan Factory 東莞工廠	Fogang Factory 佛岡工廠	Total 總計
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Training and Development 培訓及發展

The Percentage of Employees Trained by Gender

按性別劃分的受訓僱員百分比

Male 男	%	55.80	50	55.19
Female 女	%	44.20	50	44.81

The Percentage of Employees Trained by Employee Category

按僱員類別劃分的受訓僱員百分比

The Board 董事會	%	2.21	0.00	2.16
Senior Management 高級管理層	%	7.73	0.00	7.57
Middle Management 中級管理層	%	32.04	75.00	32.97
General Staff 一般僱員	%	58.01	25.00	57.30

The Average Training Hours Completed per Employee by Gender

按性別劃分，每名僱員完成受訓的平均時數

Male 男	Hour 小時	0.24	0.28	0.24
Female 女	Hour 小時	0.26	0.33	0.28

The Average Training Hours Completed per Employee by Employee Category

按僱員類別劃分，每名僱員完成受訓的平均時數

The Board 董事會	Hour 小時	2.20	–	2.20
Senior Management 高級管理層	Hour 小時	1.62	–	1.62
Middle Management 中級管理層	Hour 小時	1.72	0.26	0.80
General Staff 一般僱員	Hour 小時	0.14	0.34	0.17

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環境、社會及管治報告

Social KPIs 社會關鍵績效指標	Unit 單位	Dongguan Factory 東莞工廠	Fogang Factory 佛岡工廠	Total 總計
Supply Chain 供應鏈				
Number of Suppliers by Geographical Region 按地區劃分的供應商數目				
The PRC 中國	Number 數目	59	6	65
Product and Service 產品及服務				
Products Recall Rate for Safety and Health Reasons 產品因安全與健康理由而須回收的百分比	%	0	0	0
Products and Service related Complaints 關於產品及服務的投訴	Case 宗	0	0	0
Anti-corruption 反腐敗				
Concluded Legal Cases regarding Corrupt Practices 已審結的腐敗訴訟案件的數目	Case 宗	0	0	0
Community Investment 社區投資				
Resources Contributed 所動用資源	RMB 人民幣	0	5,000.00	5,000.00

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環境、社會及管治報告

ESG REPORTING GUIDE CONTENT INDEX

《環境、社會及管治報告指引》內容索引

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 描述	Relevant Chapter or Explanation 相關章節或說明
Mandatory Disclosure Requirements 強制披露要求	A statement from the board containing the following elements:	ABOUT CU VENTURE INV SUSTAINABILITY AT CU VENTURE INV
Governance Structure 管治架構	<ul style="list-style-type: none"> (i) a disclosure of the board's oversight of ESG issues; (ii) the board's ESG management approach and strategy, including the process used to evaluate, prioritize and manage material ESG-related issues (including risks to the issuer's businesses); and (iii) how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's businesses. <p>由董事會發出的聲明，當中載有下列內容：</p> <ul style="list-style-type: none"> (i) 披露董事會對環境、社會及管治事宜的監管； (ii) 董事會的環境、社會及管治管理方針及策略，包括評估、優次排列及管理重要的環境、社會及管治相關事宜(包括對發行人業務的風險)的過程；及 (iii) 董事會如何按環境、社會及管治相關目標檢討進度，並解釋它們如何與發行人業務有關連。 	關於新華聯合投資 新華聯合投資之可持續發展

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環境、社會及管治報告

Aspects, General Disclosures and KPIs
層面、一般披露及
關鍵績效指標

Description

描述

Relevant Chapter or Explanation

相關章節或說明

Reporting Principles
匯報原則

A description of, or an explanation on, the application of the following Reporting Principles in the preparation of the ESG Report:

ABOUT THIS REPORT
關於本報告

Materiality: The ESG report should disclose: (i) the process to identify and the criteria for the selection of material ESG factors; (ii) if a stakeholder engagement is conducted, a description of significant stakeholders identified, and the process and results of the issuer's stakeholder engagement.

Quantitative: Information on the standards, methodologies, assumptions and/or calculation tools used, and source of conversion factors used, for the reporting of emissions/energy consumption (where applicable) should be discussed.

Consistency: The issuer should disclose in the ESG report any changes to the methods or KPIs used, or any other relevant factors affecting a meaningful comparison.

描述或解釋在編備環境、社會及管治報告時如何應用下列匯報原則：

重要性：環境、社會及管治報告應披露：(i) 識別重要環境、社會及管治因素的過程及選擇這些因素的準則；(ii) 如發行人已進行持份者參與，已識別的重要持份者的描述及發行人持份者參與的過程及結果。

量化：有關匯報排放量／能源耗用(如適用)所用的標準、方法、假設及／或計算工具的資料，以及所使用的轉換因素的來源應予披露。

一致性：發行人應在環境、社會及管治報告中披露統計方法或關鍵績效指標的變更或任何其他影響有意義比較的相關因素。

Environmental, Social and Governance Report

環境、社會及管治報告

Aspects, General Disclosures and KPIs
層面、一般披露及
關鍵績效指標

Description

描述

Relevant Chapter or Explanation

相關章節或說明

Reporting Boundary
匯報範圍

A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should explain the difference and reason for the change.

解釋環境、社會及管治報告的匯報範圍，及描述挑選哪些實體或業務納入環境、社會及管治報告的過程。若匯報範圍有所改變，發行人應解釋不同之處及變動原因。

ABOUT THIS REPORT

關於本報告



Environmental, Social and Governance Report

環境、社會及管治報告

Aspects, General Disclosures and KPIs 層面、一般披露及 關鍵績效指標	Description 描述	Relevant Chapter or Explanation 相關章節或說明
<p>“Comply or explain” Provisions 「不遵守就解釋」條文</p>		
<p>A. Environmental A. 環境</p>		
<p>Aspect A1: Emissions 層面 A1: 排放物</p>		
<p>General Disclosure 一般披露</p>	<p>Information on:</p> <p>(a) the policies; and</p> <p>(b) 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 waste.</p> <p>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：</p> <p>(a) 政策；及</p> <p>(b) 遵守對發行人有重大影響的相關法律及規例的資料。</p>	<p>ENVIRONMENT AND RESOURCE</p> <ul style="list-style-type: none"> - Control Air and Greenhouse Gas Emissions - Reduce Noise and Waste <p>LAWS AND REGULATIONS SUMMARY</p> <p>環境與資源</p> <ul style="list-style-type: none"> - 控制廢氣及溫室氣體排放 - 減少噪音及廢物 <p>法律及法規概要</p>
<p>KPI A1.1 關鍵績效指標 A1.1</p>	<p>The types of emissions and respective emissions data.</p> <p>排放物種類及相關排放數據。</p>	<p>ENVIRONMENT AND RESOURCE</p> <ul style="list-style-type: none"> - Control Air and Greenhouse Gas Emissions <p>KPIs SUMMARY</p> <p>環境與資源</p> <ul style="list-style-type: none"> - 控制廢氣及溫室氣體排放 <p>關鍵績效指標概要</p>
<p>KPI A1.2 關鍵績效指標 A1.2</p>	<p>Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).</p> <p>直接(範圍1)及能源直接(範圍2)溫室氣體排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。</p>	<p>ENVIRONMENT AND RESOURCE</p> <ul style="list-style-type: none"> - Control Air and Greenhouse Gas Emissions <p>KPIs SUMMARY</p> <p>環境與資源</p> <ul style="list-style-type: none"> - 控制廢氣及溫室氣體排放 <p>關鍵績效指標概要</p>

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環境、社會及管治報告

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 描述	Relevant Chapter or Explanation 相關章節或說明
KPI A1.3 關鍵績效指標 A1.3	<p>Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).</p> <p>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)。</p>	<p>KPIs SUMMARY 關鍵績效指標概要</p>
KPI A1.4 關鍵績效指標 A1.4	<p>Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).</p> <p>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)。</p>	<p>KPIs SUMMARY 關鍵績效指標概要</p>
KPI A1.5 關鍵績效指標 A1.5	<p>Description of emissions target(s) set and steps taken to achieve them.</p> <p>描述所訂立的排放目標及為達到這些目標所採取的步驟。</p>	<p>ENVIRONMENT AND RESOURCE</p> <ul style="list-style-type: none"> - Optimize Resource Consumption - Identify and Mitigate Environmental Risk - Operate Environmental Management System <p>環境與資源</p> <ul style="list-style-type: none"> - 優化資源消耗 - 識別及減緩環境風險 - 運營環境管理體系
KPI A1.6 關鍵績效指標 A1.6	<p>Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.</p> <p>描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。</p>	<p>ENVIRONMENT AND RESOURCE</p> <ul style="list-style-type: none"> - Reduce Noise and Waste - Identify and Mitigate Environmental Risk - Operate Environmental Management System <p>環境與資源</p> <ul style="list-style-type: none"> - 減少噪音及廢物 - 識別及減緩環境風險 - 運營環境管理體系

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Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 描述	Relevant Chapter or Explanation 相關章節或說明
Aspect A2: Use of Resources 層面 A2: 資源使用		
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	ENVIRONMENT AND RESOURCE - Optimize Resource Consumption 環境與資源 - 優化資源消耗
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、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)。	ENVIRONMENT AND RESOURCE - Optimize Resource Consumption KPIs SUMMARY 環境與資源 - 優化資源消耗 關鍵績效指標概要
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)。	ENVIRONMENT AND RESOURCE - Optimize Resource Consumption KPIs SUMMARY 環境與資源 - 優化資源消耗 關鍵績效指標概要
KPI A2.3 關鍵績效指標 A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	ENVIRONMENT AND RESOURCE - Optimize Resource Consumption - Operate Environmental Management System 環境與資源 - 優化資源消耗 - 運營環境管理體系

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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 target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，及所訂立的用水效益目標及為達到這些目標所採取的步驟。	ENVIRONMENT AND RESOURCE - Optimize Resource Consumption - Operate Environmental Management System 環境與資源 - 優化資源消耗 - 運營環境管理體系
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。	ENVIRONMENT AND RESOURCE - Optimize Resource Consumption KPIs SUMMARY 環境與資源 - 優化資源消耗 關鍵績效指標概要
Aspect A3: The Environment and Natural Resources 層面 A3: 環境及天然資源 General Disclosure 一般披露	Policies on minimizing the issuer's significant impacts on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	ENVIRONMENT AND RESOURCE - Identify and Mitigate Environmental Risk 環境與資源 - 識別及減緩環境風險
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。	ENVIRONMENT AND RESOURCE - Identify and Mitigate Environmental Risk 環境與資源 - 識別及減緩環境風險

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Aspect A4: Climate Change 層面 A4: 氣候變化 General Disclosure 一般披露	<p>Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.</p> <p>識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。</p>	ENVIRONMENT AND RESOURCE <ul style="list-style-type: none">Identify and Mitigate Environmental Risk 環境與資源 <ul style="list-style-type: none">識別及減緩環境風險
KPI A4.1 關鍵績效指標 A4.1	<p>Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.</p> <p>描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。</p>	ENVIRONMENT AND RESOURCE <ul style="list-style-type: none">Identify and Mitigate Environmental Risk 環境與資源 <ul style="list-style-type: none">識別及減緩環境風險

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B. Social B. 社會 Employment and Labor Practices 僱傭及勞工常規 Aspect B1: Employment 層面 B1: 僱傭 General Disclosure 一般披露	Information on: (a) the policies; and (b) 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. 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：	PEOPLE AND COMMUNITY – Recruit and Attract Talents LAWS AND REGULATIONS SUMMARY 人文與社區 – 招聘及吸引人才 法律及法規概要
KPI B1.1 關鍵績效指標 B1.1	Total workforce 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。	KPIs SUMMARY 關鍵績效指標概要
KPI B1.2 關鍵績效指標 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。	KPIs SUMMARY 關鍵績效指標概要

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Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 描述	Relevant Chapter or Explanation 相關章節或說明
Aspect B2: Health and Safety 層面 B2: 健康與安全 General Disclosure 一般披露	Information on: (a) the policies; and (b) 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.	PEOPLE AND COMMUNITY – Prevent Occupational Health and Safety Hazards LAWS AND REGULATIONS SUMMARY 人文與社區 – 預防職業健康及安全危害
KPI B2.1 關鍵績效指標 B2.1	有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年(包括匯報年度)每年因工亡故的人數及比率。	PEOPLE AND COMMUNITY – Prevent Occupational Health and Safety Hazards The number and rate of work-related fatalities occurred in each of the past three years including the Reporting Period is 0. 人文與社區 – 預防職業健康及安全危害 過去三年(包括報告期間)每年因工死亡的人數及比率為零。
KPI B2.2 關鍵績效指標 B2.2	Lost days due to work injury. 因工傷損失工作日數。	PEOPLE AND COMMUNITY – Prevent Occupational Health and Safety Hazards
KPI B2.3 關鍵績效指標 B2.3	Description of occupational health and safety measures adopted, and 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。	KPIs SUMMARY 人文與社區 – 預防職業健康及安全危害 關鍵績效指標概要 PEOPLE AND COMMUNITY – Prevent Occupational Health and Safety Hazards 人文與社區 – 預防職業健康及安全危害

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Aspect B3: Development and Training		
層面 B3: 發展及培訓 General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	PEOPLE AND COMMUNITY - Provide Professional Training 人文與社區 - 提供專業培訓
KPI B3.1 關鍵績效指標 B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別(如高級管理層、中級管理層等)劃分的受訓僱員百分比。	KPIs SUMMARY 關鍵績效指標概要
KPI B3.2 關鍵績效指標 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	KPIs SUMMARY 關鍵績效指標概要
Aspect B4: Labor Standards		
層面 B4: 勞工準則 General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labor. 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	PRODUCT AND BUSINESS - Uphold Business Ethics LAWS AND REGULATIONS SUMMARY 產品與業務 - 恪守商業道德 法律及法規概要
KPI B4.1 關鍵績效指標 B4.1	Description of measures to review employment 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制勞工。	PRODUCT AND BUSINESS - Uphold Business Ethics 產品與業務 - 恪守商業道德
KPI B4.2 關鍵績效指標 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。	PRODUCT AND BUSINESS - Uphold Business Ethics 產品與業務 - 恪守商業道德

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Operating Practices 營運慣例		
Aspect B5: Supply Chain Management 層面 B5: 供應鏈管理		
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	PRODUCT AND BUSINESS – Manage Supply Chain 產品與業務 – 管理供應鏈
KPI B5.1 關鍵績效指標 B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	KPIs SUMMARY 關鍵績效指標概要
KPI B5.2 關鍵績效指標 B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and 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。	PRODUCT AND BUSINESS – Manage Supply Chain 產品與業務 – 管理供應鏈
KPI B5.3 關鍵績效指標 B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	PRODUCT AND BUSINESS – Manage Supply Chain 產品與業務 – 管理供應鏈
KPI B5.4 關鍵績效指標 B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	PRODUCT AND BUSINESS – Manage Supply Chain 產品與業務 – 管理供應鏈

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Aspect B6: Product Responsibility 層面 B6: 產品責任 General Disclosure 一般披露	<p>Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labeling and privacy matters relating to products and services provided and methods of redress.</p> <p>有關所提供產品及服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的：</p> <p>(a) 政策；及</p> <p>(b) 遵守對發行人有重大影響的相關法律及規例的資料。</p>	<p>PRODUCT AND BUSINESS</p> <ul style="list-style-type: none"> - Ensure Product Quality - Invest in Product R&D - Satisfy Customers and Clients - Uphold Business Ethics <p>LAWS AND REGULATIONS SUMMARY</p> <p>產品與業務</p> <ul style="list-style-type: none"> - 確保產品質量 - 投資產品研發 - 讓顧客及客戶滿意 - 恪守商業道德 <p>法律及法規概要</p>
KPI B6.1 關鍵績效指標 B6.1	<p>Percentage of total products sold or shipped subject to recalls for safety and health reasons.</p> <p>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。</p>	<p>PRODUCT AND BUSINESS</p> <ul style="list-style-type: none"> - Ensure Product Quality <p>KPIs SUMMARY</p> <p>產品與業務</p> <ul style="list-style-type: none"> - 確保產品質量 <p>關鍵績效指標概要</p>

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KPI B6.2 關鍵績效指標 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。	PRODUCT AND BUSINESS – Satisfy Customers and Clients KPIs SUMMARY 產品與業務 – 讓顧客及客戶滿意 關鍵績效指標概要
KPI B6.3 關鍵績效指標 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。	PRODUCT AND BUSINESS – Uphold Business Ethics 產品與業務 – 恪守商業道德
KPI B6.4 關鍵績效指標 B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	PRODUCT AND BUSINESS – Ensure Product Quality 產品與業務 – 確保產品質量
KPI B6.5 關鍵績效指標 B6.5	Description of consumer data protection and privacy policies, and 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。	PRODUCT AND BUSINESS – Uphold Business Ethics 產品與業務 – 恪守商業道德

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Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 描述	Relevant Chapter or Explanation 相關章節或說明
Aspect B7: Anti-corruption 層面 B7: 反貪污		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	PRODUCT AND BUSINESS - Uphold Business Ethics LAWS AND REGULATIONS SUMMARY 產品與業務 - 恪守商業道德 法律及法規概要
KPI B7.1 關鍵績效指標 B7.1	Number of concluded legal cases regarding corrupt 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。	KPIs SUMMARY 關鍵績效指標概要
KPI B7.2 關鍵績效指標 B7.2	Description of preventive measures and whistle-blowing procedures, and 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。	PRODUCT AND BUSINESS - Uphold Business Ethics 產品與業務 - 恪守商業道德
KPI B7.3 關鍵績效指標 B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	PRODUCT AND BUSINESS - Uphold Business Ethics 產品與業務 - 恪守商業道德

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Community 社區 Aspect B8: Community Investment 層面 B8: 社區投資 General Disclosure 一般披露	<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.</p> <p>有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。</p>	PEOPLE AND COMMUNITY – Devote in Philanthropies 人文與社區 – 致力於慈善工作
KPI B8.1 關鍵績效指標 B8.1	<p>Focus areas of contribution (e.g. education, environmental concerns, labor needs, health, culture, sport).</p> <p>專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。</p>	PEOPLE AND COMMUNITY – Devote in Philanthropies 人文與社區 – 致力於慈善工作
KPI B8.2 關鍵績效指標 B8.2	<p>Resources contributed (e.g. money or time) to the focus area.</p> <p>在專注範疇所動用資源(如金錢或時間)。</p>	PEOPLE AND COMMUNITY – Devote in Philanthropies KPIs SUMMARY 人文與社區 – 致力於慈善工作 關鍵績效指標概要