



Titan Petrochemicals Group Limited

泰山石化集團有限公司

(Incorporated in Bermuda with limited liability) (於百慕達註冊成立之有限公司)

Stock Code / 股份編號: 1192

2016 ESG Report
環境、社會和管治報告



Environmental, Social and Governance Report

Introduction and Scope of ESG Report

The Environmental, Social and Governance Report (“**ESG Report**”) is designed to allow shareholders, investors (including potential investors) and the public to have a more comprehensive and profound understanding of the work done on environmental, social and governance area of Titan Petrochemicals Group Limited (the “**Company**”) and its subsidiaries (the “**Group**”) under the principles and basis as set out in Appendix 27 to The Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (“**Stock Exchange**” and “**Listing Rules**”, respectively) (the Environmental, Social and Governance Reporting Guide (“**ESG Reporting Guide**”)). This is the first ESG report of the Group.

The Board believes that a sound environmental, social and governance structure is vital for continued sustainability and development of the Group’s activities. This report will disclose the performance and progress in respect of environment and social aspects that the Group has been achieved for the year ended 31 December 2016.

The ESG report of the Group has been presented into two subject areas, environmental and social. Each subject area will have various aspects to disclose the relevant policies and the status of compliance with relevant laws and regulations as addressed by the ESG Reporting Guide. For governance section, please refer to Corporate Governance Report on pages 7 to 19 of the Group’s 2016 Annual Report. The Board confirmed that the ESG Report has been reviewed and approved by the Board to ensure all material issues and impacts are fairly presented.

環境，社會及管治報告

環境、社會及管治報告之簡介及範圍

環境、社會及管治報告（「**ESG 報告**」）旨在讓股東、投資者（包括潛在投資者）和公眾對泰山石化集團有限公司（以下簡稱「**本公司**」）及其附屬公司（「**本集團**」）根據香港聯合交易所有限公司證券上市規則（「**聯交所**」及「**上市規則**」）內的環境、社會及管治報告指引（「**ESG 報告指引**」）下就環境、社會和管治領域所做的工作有更全面而深入的了解。這是本集團首份 **ESG 報告**。

董事會認為，良好的環境、社會及管治結構對本集團業務的可持續性發展尤其重要。本報告將披露本集團截至 2016 年 12 月 31 日止年度就環境和社會的範疇已實行的績效與進展情況。

本集團的 **ESG 報告** 分為環境與社會兩個主要範疇。各個範疇將從多方面披露「**ESG 報告**」指引所述的相關政策和遵守相關法律法規的情況。管治部分請參閱集團 2016 年度報告第 7~19 頁的「**企業管治報告**」。董事會確認，董事會已經審閱和批准 **ESG 報告**，以確保所有重大問題和影響能公正呈現。

ESG Guide 環境，社會和管治指引

Relevant ESG issues to the Group

與本集團相關的環境，社會和管治事宜

A. Environmental 環境

A.1 Emissions 排放

Carbon dioxide and waste management 二氧化碳及廢物管理

A.2 Use of resources 資源使用

Energy and water consumption 能源及用水量消耗

**A.3 Environmental and natural resources
環境及自然資源**

Measures in reducing environmental impact 減輕環境影響的措施

B. Social 社會

B.1 Employment 僱傭

Labour practices 勞工條例

B.2 Health and safety 健康及安全

Workplace health and safety 工作場所健康與安全

B.3 Development and training 發展及培訓

Employee development and training 僱員發展及培訓

B.4 Labour standards 勞動準則

Child labour and forced labor 童工及強迫勞動

Equal opportunities 平等機會

B.5 Supply chain management 供應鏈管理

Supplier management 供應商管理

B.6 Product responsibility 產品責任

Product safety and quality 產品安全及質素

B.7 Anti-corruption 反貪污

Anti-corruption and money laundering 反貪污及洗錢

Whistle-blowing policy 舉報政策

B.8 Community investment 社區投入

Community involvement 社區參與



The Group

The principal activities of the Group are construction and repair of ship, and the construction, repair, conversion and upgrading of oil rigs and FPSO, FSO, FSRU and FLNG, and upstream and downstream oil and gas business.

A. Environmental

Environment protection is an important issue of the Group's operation policies. The Group have only reactivated the trading of bulk commodities business, including petroleum, petrochemical and other related products during the second half of 2016 and is formulating its environmental management policy with reference to the Environmental Protection Law of the People's Republic of China (《中華人民共和國環境保護法》), the Atmospheric Pollution Prevention and Control Law of the People's Republic of China (《中華人民共和國大氣污染防治法》), the Water Pollution Prevention and Control Law of the People's Republic of China (《中華人民共和國水污染防治法》) and the other relevant regulations such as the Administrative Regulations for the Prevention of Pollution and Damage of Marine Environment by Offshore Engineering Construction Projects (《防治海洋工程建設項目污染損害海洋環境管理條例》).

A.1 Emissions

Chemical compounds, metal waste, noise, odor or waste water in Quanzhou Shipyard, PRC

The production activities of the Group's operating subsidiaries, Quanzhou Shipyard in the PRC may produce harmful emissions including volatile or noxious chemical compounds, metal waste, noise, odor and waste water. Continue assessment will be made to analyse methods for further reduction on harmful emissions of the Group.

Carbon dioxide emissions

The major source of carbon dioxide emissions comes from the use of energy in office area and the trading of petroleum, petrochemical and other related products. In office area, the Group adopts paper saving practices to minimize the carbon dioxide footprint for using papers, such as encouraging employees to use duplex printing to minimize paper consumption. Trays are placed next to

有關本集團之資料

本集團主要從事造船及船舶維修及鑽油平台，FPSO，FSO，FSRU，FLNG 的建造、維修、改造及升級及上下游石油的油氣業務。

A. 環境

環保是集團經營方針的重要課題。本集團於二零一六年下半年重新啟動大宗商品業務，包括石油、石化及其他相關產品的交易，並參照《中華人民共和國環境保護法》、《中華人民共和國大氣污染防治法》、《中華人民共和國水污染防治法》及其他有關規定，例如《防治海洋工程建設項目污染損害海洋環境管理條例》制定環境管理政策及制度。

A.1 排放

中國泉州造船廠之有毒化合物，金屬廢物，噪音，氣味和污水

本集團經營之附屬公司中國泉州造船廠的生產業務有可能產生有害排放物，包括揮發性或有毒化合物，金屬廢物，噪音，氣味和污水。持續評估將繼續分析方法以減少本集團的有害排放。

二氧化碳排放

二氧化碳排放的主要來源是辦公室內的能源使用和石油，石油化工等相關產品的貿易。在辦公室內，本集團採用節約紙張措施，盡量減少因使用紙張的碳足跡，鼓勵員工使用雙面打印，以減少紙張消耗。紙盤放

photocopiers for collecting single-sided paper for reusing and recycling purposes. Envelopes are also reused for internal mails. The Group gives priority to the most fuel-efficient vehicles available in the market when purchasing vehicles.

Waste management

For the year ended 31 December 2016, workplace effluents and wastes are attributed to the operation of the Group's offices. Workplace wastes are maintained by property management companies of the offices. The workplace effluents will be discharged into the municipal sewer systems. No hazardous waste was produced by the Group during the Reporting Period.

The Group have complied with local laws and regulations in relation to environment in Hong Kong and the People's Republic of China (the "PRC") during the year ended 31 December 2016.

A.2 Use of resources

Energy and water consumption

The Group encourages employees to adopt environmentally responsible habits and also implement environmental management practices and measures to reduce the use of resources, minimise waste and increase recycling. The Group adopted energy saving practices such as restriction of room temperature, use of recycle papers in office and switching off lights and air-conditioning when not in use.

置在複印機旁邊，用於收集單面紙，以供回收及再循環使用。信封也重複用於內部郵件。本集團在購買車輛時會優先考慮市場上最節省燃料的車輛。

廢物管理

截至 2016 年 12 月 31 日止年度，工作場所廢水和廢物歸因於本集團辦事處的運作。工作場所的廢物由辦公室的物業管理公司處理。工作場所廢水排入市政下水道系統。本集團在報告期內沒有生產有害廢物。

截至 2016 年 12 月 31 日止年度，本集團已遵守香港和中華人民共和國（「中國」）當地的環境法律法規。

A.2 資源利用

能源及用水量消耗

本集團鼓勵員工履行環保責任和落實環境管理措施，以及減少使用資源，減少廢物及增加回收措施。本集團實行限制室內溫度的做法，並在辦公室使用回收紙及採納節省能源，例如：當不使用時，關閉照明和空調。



A.3 Environmental and natural resources

Measures in reducing environmental impact

To lower the environmental impact and use of natural resources, the management of the Group would evaluate the polices from time to time to create sustainable environmental value such as energy saving initiative and to promote a culture for employees to have good practice in line with the Group's saving measures.

B. Social

General disclosure

B.1 Employment

Labour practices

The Group provides an equal and fair working environment with practices and policies complying with the Employment Ordinance in Hong Kong and the Labour Law in PRC along with other relevant laws. The workplace is therefore to be free from discrimination and provide equal opportunities for all regardless of age, gender, race, colour, sexual orientation, disability or marital status.

A.3 環境及自然資源

減輕對環境影響的措施

為降低對環境的影響和天然資源的使用，本集團的管理層將不時進行政策評估，以創造可持續的環保價值，如節能措施及提升員工以符合對本集團實施良好節能措施之文化。

B. 社會

一般披露

B.1 僱傭

勞工慣例

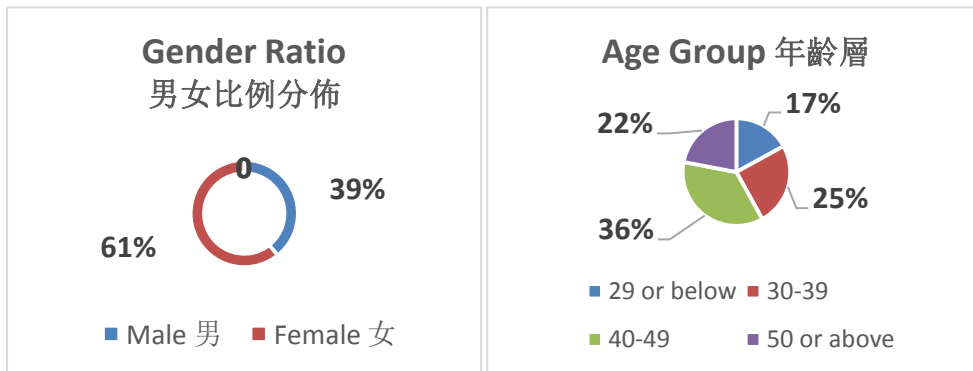
本集團提供平等及公平的工作環境，並符合香港《僱傭條例》的實務和政策，以及中國的《勞動法》及其他有關法律。因此工作場所內任何年齡、性別、種族、膚色、性取向、殘疾或婚姻狀況也不會受歧視，並享有平等機會。

The Group's remuneration packages for employees include basic salaries, bonuses and benefits-in-kind that were structured by reference to market terms. The employment contract specified the terms including compensation and dismissal, working hours, rest periods and other benefits and welfare for the staff.

To further promote good relationship with employees there will be more activities for the employees to participate in to improve work-life balance such as staff gathering, social activities and other team building activities. The Group has a total of 117 staffs in Hong Kong and the PRC.

本集團員工的薪酬待遇包括參考市場條款的基本工資，獎金和實物福利。僱傭合約列明員工之補償和解僱，工作時間，休息時間及其他福利待遇等。

為了進一步促進與員工的良好關係，除員工聚會，社會活動和團隊建設外，員工還將有更多的活動參與，改善員工的工作平衡。本集團在香港和中國共有 117 名員工。



B.2 Health and Safety

Workplace health and safety

To comply with the Labour Law of the People's Republic of China 《中華人民共和國勞動法》 of occupational safety and health, and other applicable regulations in Hong Kong, the Group also includes guidelines of occupational health and safety to reduce the chance of accident at the workplace and ensure the staff understand the general risks that may occur at the workplace.

工作場所健康與安全

為遵守《中華人民共和國勞動法》中的職業健康與安全規定及其他在香港適用的法規，本集團已包括職業健康和 safety 指引，以減少工作場所發生事故的機會，並確保員工了解工作場所可能發生的一般風險。



B.3 Development and Training

Employee development and training

In accordance with the Labour Law of the People's Republic of China 《中華人民共和國勞動法》, labour engaged in special operations must have received specialized training and obtained qualifications for manning specialized operations. The Group has engaged external specialist for providing advices and has provided various training programmes, internally and externally, for employees' continuous development. To fully develop the workforce, new staffs will also be provided with on-board training to help adapt faster to the operations of the Group. Staff's performance will also be reviewed annually through appraisal to determine if any additional training or improvement plan is needed for each staff.

B.3 發展及培訓

僱員發展及培訓

依照《中華人民共和國勞動法》，從事特種作業的勞動者必須接受專門培訓並取得專業人員的資格。本集團聘請外部專家提供意見，並為員工之持續發展於內部和外部提供了各種培訓計劃。為充分建立員工隊伍，新員工亦可以獲得在職的培訓，以協助他們更快適應本集團的運作。每年亦就員工表現進行審查評估，以確保能透過每位員工的績效結果，如有需要，將為員工提供額外培訓或改進計劃。



B.4 Labour Standards

Equal Opportunities

Being an equal opportunities employer, the Group is committed to creating a working environment with fairness, openness and mutual trust. The Group opposes to any consideration which involves discrimination and prohibits all forms of workplace discrimination, employee of the same position is remunerated on equal basis no matter of what gender they are, thus the rights of female employees are well-protected.

Child labour and forced labor

With compliance on the Labour Contract Law of the People's Republic of China 《中華人民共和國勞動合同法》, the group strictly emphasizes on the prohibition of engaging child labour and forced labour. Any individuals under legal working age or without any identification documents are disqualified from employment. Upon discovery of any child labour has been mistakenly employed, the person will be dismissed immediately and the discovered issue will be reviewed and discussed

B.4 勞動準則

平等機會

作為平等機會僱主，本集團致力於營造公平，公開及互信的工作環境。本集團反對任何涉及歧視的任何考慮，並禁止工作場所內一切形式的歧視，同等職位的僱員不論其性別，都能於平等的基礎上得到相同報酬，女性僱員的權利亦因此得到妥善保護。

童工及強迫勞動

根據《中華人民共和國勞動合同法》的規定，任何未達到法定工作年齡或沒有身份證件的人仕均不能聘請。一旦發現誤用童工，將立刻暫停其工作，亦會與董事會就發現的問題進行檢討和討論，以防止該等事件再次發生。本集團亦設有保障員工勞工權益的政策及投訴機制，讓員工表達他們的意見，及報告任何違反勞工權益的制度。

with the Board to prevent its reoccurrence. The Group also has policies to protect staff's labour rights with a complaint system for staffs to express their concerns and report any violations of labour rights.

The Group has been strictly complied with the Employment Ordinance in Hong Kong and the Labour Law in the PRC, including the Labour Law of the People's Republic of China (《中華人民共和國勞動法》), the Labour Contract Law of the People's Republic of China (《中華人民共和國勞動合同法》) and have arranged the requisite insurance package for all directors and employees of the Company under the Employment Ordinance and the Social Insurance Law of the People's Republic of China (《中華人民共和國社會保險法》) in Hong Kong and the PRC.

During the year ended 31 December 2016, the Company have labour dispute with a former director regarding the payment of director's remuneration during his office. Except the above dispute, the Company was in compliance with the relevant Employment Ordinance in Hong Kong and Labour Law in the PRC during the year ended 31 December 2016.

本集團嚴格遵守香港之《僱傭條例》及中國之勞工法、包括《中華人民共和國勞動法》及《中華人民共和國勞動合同法》。本集團並根據香港之僱傭條例及中國之《中華人民共和國社會保險法》為公司全體董事和員工安排了必須的保險方案。

截至2016年12月31日止年度，本公司與一名前任董事就支付董事職位酬金有爭議。除上述爭議外，本公司截至二零一六年十二月三十一日止年度已符合香港之僱傭條例及中國有關的勞工法。



B.5 Supply Chain Management

Supplier management

The objectives are to deepen the collaborative relationship with the strategic suppliers and to create competitive advantages in the value chain, thereby aim to enhance their impact on the society and environment. The Group also tended to maintain long term relationship with its suppliers for ensuring stable supply of materials and goods. Greater emphasis is placed on the communication and relationship with the suppliers towards sustainable development.

B.5 供應鏈管理

供應商管理

目的是加強與戰略供應商的合作關係，在價值鏈中創造競爭優勢，從而希望減少他們對社會和環境的影響。本集團也傾向於與供應商保持長期關係，以確保材料及材料和貨物的供應穩定。我們更加重視與供應商的溝通與關係，以促進可持續發展。



B.6 Product Responsibility

Product safety and quality

The Group has adopted policies to ensure good quality standard on products with the compliance with Product Quality Law of the People's Republic of China 《中華人民共和國產品質量法》. On the other hand, in order to protect consumer data and

B.6 產品責任

產品安全及質素

本集團採取政策，確保良好的產品質量標準，並符合《中華人民共和國產品質量法》的標準。另一方面，為了保護消費者的數據和隱私，客戶信息將會保密並及時銷毀。

privacy, client information are kept in confidential and destroy on a timely basis.

During the reporting period, the Group had neither experienced any recovery product due to safety and health issue, nor received any complaint regarding our products and services.

於報告期內，本集團沒有出現任何由於安全及衛生問題，而需要回收產品，也未收到任何有關產品和服務的投訴。



B.7 Anti-Corruption

Anti-corruption and money laundering

The Group has placed high emphasis on professional conduct and integrity of the employees. The Group's policies stresses on no tolerance towards any corruption, fraud, money laundering, bribery and extortion and have compliance with relevant laws and regulations such as Criminal law of the People's Republic of China 《中華人民共和國刑法》 and the Anti-Unfair Competition Law of the People's Republic 《中華人民共和國反不正當競爭法》. The Group adopted formal policy for reporting violations and any suspicious transactions would be notified and reported.

For the year ended 31 December 2016, such events have never happened in the Group. The

B.7 反貪污

反貪污及洗錢

本集團高度重視員工的專業行為和誠信。集團政策強調，不容忍任何貪污、詐騙、洗錢、賄賂和勒索，並遵守《中華人民共和國刑法》和《中華人民共和國反不正當競爭法》。本集團採納正式政策，通知及報告違規及任何可疑交易。

截至 2016 年 12 月 31 日止年度，本集團未發生此類事件。本集團致力於在業務中保持高標準的商業誠

Group is committed to maintain a high standards of business integrity in its operation. A system with good moral integrity and anti-corruption mechanism is the cornerstone for the sustainable and healthy development of the Group.

信。一個包括良好道德誠信及反貪污機制的制度，是集團持續健康發展的基石。



Whistle-blowing Policy

The Group has established complaint channels through which employees and other parties can confidentially and/or anonymously report unethical and illegal behavior within the Company. We have adopted the best practices with respect to whistle-blowing. All whistle-blowing reports are investigated to the fullest extent possible and reported to the Audit Committee. There is no report of whistle-blowing incident reported to the board of directors of the Company during the year ended 31 December 2016.

B.8 Community investment

Community involvement

The Group understands the importance of contributing back to the society, the Group has committed to fulfill social corporate responsibility through the sustainable development in assessing

舉報政策

本集團經已建立了投訴渠道，通過這些渠道，員工和其他各方可以保密和/或匿名地報告公司內不道德和非法行為。我們在舉報方面採取了最佳做法。所有舉報報告都盡力進行調查並向審計委員會報告。截至 2016 年 12 月 31 日止年度，本公司董事會並未收到任何舉報政策事件的報告。

B.8 社區投入

社區參與

本集團了解回饋社會的重要性，本集團經已承諾透過可持續發展履行社會企業責任，評估如何將業務與社區利益相關聯。本集團致力為本地人士提供職業發展機會，促進社會經濟發展。此外，本集團將

how to relate business activities to the interests of community. The Group is committed to provide career opportunities to the locals and promote the development of the community's economy. Also, the Group will try to seek opportunities to work with charity organizations in the future to get involved in various community programs as its strategy to enhance its efforts in the area of charity work.

於未來致力尋求與慈善團體合作，參與社區各項計劃，作為我們努力開拓慈善工作領域的策略。