



震雄集團有限公司

CHEN HSONG HOLDINGS LIMITED

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

(股份代號 Stock Code: 00057)

2017

環境、社會及管治報告

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT



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關於本報告

About This Report

報告範圍

這是本集團首年編寫的環境、社會及管治(以下簡稱「ESG」)報告，報告期為截至2017年3月31日止的財政年度。本報告涵蓋了我們的主要業務－製造及銷售注塑機及有關產品。

香港聯合交易所有限公司《環境、社會及管治報告》指引

為符合《香港聯合交易所有限公司證券上市規則》(以下簡稱「上市規則」)和上市規則附錄27《環境、社會及管治報告指引》的披露責任要求和指引，本集團在2016年4月1日開始的財政年度披露ESG的有關資料。本集團憑藉對技術突破、創新生產的永恆追求，秉持著不斷提升服務水準、力求完美的理念，由一間小規模的機械加工廠，發展成為全球最大的注塑機生產企業之一。我們憑藉不斷優化的營運管理、培養高質素人才和社區投資等層面的措施，希望為股東／投資者創造價值的同时，在業務過程中領導同業對環境所產生的影響減至最低，並致力於有效地善用資源，創建更美好、和諧的生態環境和綠色社會。

我們歡迎就本報告及我們在可持續發展方面的表現提出任何意見和建議。

Reporting Scope

This is our first Environmental, Social and Governance (“ESG”) Report. The reporting period covers the financial year ended 31 March 2017 and this report includes our main business in the manufacture and sale of plastic injection moulding machines and related products.

Guidelines on the ESG Report of The Stock Exchange of Hong Kong Limited

In order to comply with the disclosure requirements and guidelines of the “Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (“Listing Rules”) and the “ESG Reporting Guide” (Appendix 27 to the Listing Rules), the Group started to disclose relevant information of ESG for the financial year beginning on 1 April 2016. With continuous technology advancement and innovation in production, improvement in service quality and pursuing excellence, we have developed from a small-scale processing plant to one of the world-class largest plastic injection moulding machines manufacturer. We hope to create value to shareholders/investors through optimizing operation management, talent development and community investment, and simultaneously act as a role model in the industry in minimizing our impact on the environment in our operation, and devote to utilize resources efficiently, build a better and harmonious ecological environment and green society.

We welcome any comments and suggestions on this report as well as our performance in sustainability development.

環境保護 Environmental Protection

為貫徹落實當地政府的環境政策方針，我們專注於加強環境保護，並遵守有關的法律法規。我們堅持「預防為主、防治結合、綜合治理」的原則，以推行清潔生產，實行生產過程污染控制為方針，不斷引入先進設備優化處理廢物措施，減少污染物的排放；有效地善用及節約天然資源，加強資源迴圈再利用；我們更定期組織環保培訓教育工作，逐步增強員工的環境保護意識，鼓勵所有員工參與環境保護工作。我們藉此報告讓股東及其他持份者瞭解，在努力為他們創造經濟效益的同時，又能儘量避免和減少營運過程對環境造成污染，以及為創造良好生活環境和可持續發展的地球生態環境所做出的努力。我們期望更多工商企業、社福機構及公眾人士參與保護環境行動，讓我們共同努力，還地球以碧水藍天。

於報告期內，本集團並無對環境及天然資源造成重大影響。

以下是我們環境保護方面的主要措施：

排放物的管理

我們制定環境保護管理制度，設立安全環保小組，負責制定環保長遠規劃；認真貫徹執行國家及集團的環保方針、政策和法規，對各項環境保護工作進行決策、監督和協調；以及監督、檢查、執行「三廢」的治理情況，建立環保設施運行記錄，按時向管理層報告。我們還評估營運對當地環境的影響，設立實際可行的目標，並不斷提升環境保護的績效。

In order to consistently follow the environmental policies of the local government, we focus on strengthening the environmental protection measures and comply with the relevant laws and regulations. The primary principle is to prevent pollution, along with management and control measures in promoting clean production and controlling pollutants during the manufacturing process. We continue to introduce advanced facilities to improve waste treatment, to minimize release of pollutants and exhaust air; to efficiently utilize and conserve natural resources and strengthen the re-use and recycling of resources whenever applicable. Environmental protection training and educations are organized regularly to raise the awareness of employees and to encourage them to participate in environmental protection. Through this report, we would like our shareholders and other stakeholders to know that we dedicate in creating economic value, and at the same time, avoid and reduce pollution during the manufacturing process, and devote to create better living environment and sustainable global ecological environment. We hope more industrial and commercial enterprises, social welfare organizations and general public to take part in protecting the environment, and we can see the clear water and blue sky again.

During the reporting period, the Group did not have any significant impact on the environment and natural resources.

Our key measures in environmental protection were as follows:

Management of Emissions

We have established environmental protection management policies, and set up Safety and Environmental Protection Working Team which is responsible for formulating long term environmental strategy; implementing national and the Group's policies, laws and regulations; leading, supervising and coordinating various actions in environmental protection; through monitoring, examining and implementing treatment of sewage, exhaust air, greenhouse gases as well as solid wastes, we establish complete record of environmental protection facilities and report to the management regularly. We also evaluate the impact of our operation on the local environment, set up practical targets and continue to enhance the effectiveness of our work on environmental protection.

在生產過程中，要加強檢查，減少跑、冒、滴、漏現象。對檢修中清洗出的污染物要妥善收集和處理，防止二次污染。對檢修中拆卸的受污染的設備材料要進行處理，避免造成污染轉移。在生產中，由於突發事件造成排污異常，要立即採取應急措施，防止污染擴大，並及時向管理層彙報，以便做好協調工作。

大氣排放的管理

為了達到當地政府的大氣污染物排放標準，我們制定了大氣污染物的管理制度，監測大氣污染物排放的情況。我們獲得當地政府的廢氣污染物排放許可證，而且每年委託合法檢測機構多次檢測生產部門排出的廢氣(不同地方的工廠，檢測次數各有不同，如深圳工業園，每年檢測四次)，內容包括苯、甲苯、二甲苯及總揮發性有機物，我們於年內的檢測結果均達到當地政府的標準。我們會定期對工業廢氣處理設施進行維護和管理，確保設施運作正常，以防造成環境污染事故。

對於釋放有機氣體(VOC)的塗料及有機溶劑，我們建立嚴謹的使用辦法，確保塗料及有機溶劑的質量達到安全標準，並控制塗料及有機溶劑的使用量，以減少有機氣體的排放。

廢水排放的管理

為了貫徹遵守各地政府日漸嚴格的法律法規，我們不斷提升及改造污水處理設施，每天做好檢查、維護和保養等管理，做好日常運行記錄。我們獲得當地政府的廢水污染物排放許可證，而且每年委託合法檢測機構多次檢測生產部門排出的廢水(不同地方的工廠，檢測次數各有不同，如深圳工業園，每年檢測四次)，內容包括水質酸鹼值、固體懸浮物、氨氮、色度、總磷、磷酸鹽、電導率及化學需氧量濃度，我們於年內的檢測結果均達到當地政府的標準。我們努力開發利用水迴圈利用技術，節約水資源，減少廢水排放，力爭實現污水零排放。

During the manufacturing process, we examine closely to avoid emitting, dripping or leakage as much as possible. We handle carefully the pollutants collected from cleaning and disassembling facilities in order to prevent unnecessary secondary pollution and pollution transfer during the process. In case of abnormal emissions detected in production, immediate measures will be taken to avoid pollution from spreading and timely reporting to management is required for coordinating emergency actions.

Management of Exhaust Air and Greenhouse Gas Emissions

In order to meet the local government's emission standards of air pollutants, we have established the pollutant management systems to monitor emissions. We have obtained the air pollutant emission permit from the local government, and engaged qualified inspection agents to exhaust air analysis and testing several times a year. The frequency of inspection varies by locations, for example, the factory in Shenzhen Industrial Park conducts testing four times each year. The test scope includes benzene, toluene, xylene and total volatile organic compounds. All the test results are up to the local government standards during the reporting year. We maintain and manage industrial exhaust air treatment facilities regularly to ensure the facilities operate properly and prevent air pollution.

We strictly control the use of coating materials and organic solvents that can release volatile organic compounds (VOC), ensure their qualities are up to safety standards, and also closely monitor the volume of use so as to reduce the emissions of organic exhaust air.

Management of Sewage

In order to meet the requirements of the local government's law and regulations, we continuously improve and modify our sewage treatment facilities, perform daily inspection and maintenance, and keep daily operational records. We have obtained sewage discharge permit from the local government and have engaged qualified inspection agents to test sewage from production several times a year. The frequency of inspection varies by locations, for example, the factory in Shenzhen Industrial Park conducts testing four times each year. The test scope includes water quality pH, suspended solids, ammonia nitrogen, chroma, total phosphorus, phosphate, conductivity and chemical oxygen demand concentration. All the test results are up to the local government standards during the reporting year. We are striving for developing techniques in recycling sewage, conserving water and minimizing sewage discharge with the target of no sewage discharge.

廢油、廢有機溶劑、廢天那水等帶有毒性、易燃性或腐蝕性的污染物交由有資質的環保單位無害化處理，詳情請參考下列之「有害廢物」部分。

固體廢物處置管理

於生產過程中產生的固體廢物主要包括可回收廢物、不可回收廢物和危險廢物。我們盡可能將可回收廢物進行回收利用，而不可回收廢物則交給有資質的環保單位處理。對於所產生的危險廢物，我們是按照當地政府相關規定執行。

有害廢物

為了遵守當地政府的法律法規，我們的危險廢物管理以遵循「統一收集、分類處置、集中處理、消除隱患」為原則，於生產過程中產生帶有毒性、腐蝕性的污染物，我們將各類工業廢物分類存儲，做好標記標識，不會混入其他雜物，並將待處理的工業廢物集中擺放。我們與有資質的環保單位簽訂合同，於環保單位到工廠回收時，我們安排進場、作業場地、裝車所需的裝載機械（如叉車）等，然後交由環保單位運載至指定的地點填埋或作焚燒處理。

無害廢物

對於無害廢物如包裝物、鋼渣、鋼丸、焊渣、廢鐵屑、廢鐵塊、廢紙等，我們做好一般固體廢物的回收、儲存和處置工作。對於可回收廢物，我們著眼於回收利用，實行廢物資源化及減量化，防止資源浪費和環境污染，並鼓勵和支持開發廢物回收利用的技術和課題研究。對於不能利用的廢物，經內部審批後，轉移給有資質的單位處理，防止廢物轉移造成污染事故。

Waste oil, organic solvents and thinners that are toxic, flammable or corrosive are processed by qualified environmental agents to become non-hazardous. Please refer to the “Hazardous wastes” section below for details.

Management of Disposal of Solid Wastes

Solid wastes produced in manufacturing mainly include recyclable wastes, non-recyclable wastes and hazardous wastes. We recycle as many wastes as we can, and non-recyclable wastes are handled by qualified environment protection agents. The hazardous wastes are treated in accordance with the requirements of the local government.

Hazardous Wastes

In compliance with the laws and regulations of the local government, we manage toxic and corrosive pollutants from production process by unified collection, proper classification, centralized treatment and eliminating hidden hazards so as to reduce the chance of pollution. We label and store industrial wastes separately and will not mix up with the other general wastes. The collected industrial wastes will then be handled by the qualified environment protection agents engaged by us. We arrange the route to the designated location in our factory and facilities (for example, forklift) for them to collect the wastes which are either buried or incinerated at the designated locations after collection by the qualified environment protection agents.

Non-hazardous Wastes

For non-hazardous wastes such as packing materials, steel slag, steel balls, welding slag, scrap iron and waste papers, we will perform the general solid waste recycling, storage and disposal work. For recyclable wastes, we focus on recycling to reuse and reduce wastes so as to avoid wastage of resources and environmental pollution, as well as encourage and support the exploration of waste recycling technology and research. Regarding the treatment of non-recyclable wastes, we also handle carefully and transfer them to qualified agents after obtaining internal approval. This is to avoid potential pollution incidents for improper handling of the non-recyclable wastes.

資源使用的管理

為了遵守有關節約資源的法律法規與政策，我們的生產部門和辦公室均設立多項措施，要求每位員工明白節約資源的重要性，要充分利用資源，發揮其最大效能，且杜絕資源使用中出現浪費現象。

用電管理

我們著重節約用電，推廣使用高效節能燈具，白天的光線如果能滿足作業要求，必須將照明燈關掉。空調機按季節及氣溫變化情況限時使用，下班應關掉空調機，嚴禁打開門窗開空調。要求員工下班時，要檢查及確保自己及自己部門使用的電器（如電燈、空調、風扇等）、電腦（包括顯示器）等用電設備已關掉，做到節約用電。

用水管理

我們提醒員工提高節約用水的自覺性，提倡節約用水。加強用水設備的日常維護和管理，杜絕跑、冒、滴漏和長流水現象。節約用水，飲用水不作他用。洗手時控制水流，水龍頭儘量開小，用完隨手關閉。發現管道、閥門有損壞漏水的，應及時通知維修部門進行維修。

用紙管理

我們主張充分利用網上辦公系統，在網路正常的情況下，系統一般事務性通知、資料傳送等都要通過網路系統進行，減少紙質資料印發（複印）和使用傳真的頻率。紙張集中採購；盡量減少影印及列印；影印或列印時，盡量使用紙張的兩面；循環使用單面列印的紙張，並將兩面都已使用過的廢紙放入再造紙收集箱。

Management of Resources Utilization

To comply with the relevant laws, regulations and policies on resource conservation, the production departments and offices have set up various resource conservation measures to raise the awareness of employees to understand the importance of resource conservation, to make full use of resources to maximize their efficiency and avoid wastage of resources.

Management of Electricity Utilization

We emphasize on saving electricity by promoting the use of energy-efficient lighting. Lights must be turned off if there is enough daylight. Air conditioners must be turned off after work, and the use of them is limited according to seasonal and temperature changes. Doors and windows are not allowed to stay open when air conditioners are on. Employees are required to check and ensure their own or their department's electrical appliances, such as lights, air-conditioners and fans, and computers including monitors are switched off before they get off work.

Management of Water Utilization

We remind employees to improve water conservation and their awareness. Drinking water cannot be used in other way. Water from tap is controlled at the lowest flow when washing hands. Water tap should be turned off after use. Water facilities are regularly inspected to keep them in good condition and to avoid running, overflowing, dripping and long flowing water. If there is leakage in conduits and water taps, they are repaired or replaced immediately.

Management of Paper Utilization

We require our people to make good use of our online office system and use less papers, issue of notices and data transfer should be done through the computer network; papers are acquired through unified purchasing; photocopying, printing and faxing should be minimized. Besides, we encourage print jobs in double-sides, reuse single-sided papers, and put recycle double-sided printed papers in recycle paper collection boxes.

僱傭及勞工常規 Employment and Labour Practices

我們一直努力締造和諧舒適的工作環境和建立完善的管理機制，人力資源政策以集團整體長遠發展利益為依歸，造就企業內部和諧文化。員工是集團的寶貴資源，因此，我們非常關注員工的身心健康和工作生活，通過定期組織文藝、工餘活動和培訓課程，豐富員工的生活，提升員工的技能和公司團隊凝聚力。我們鼓勵員工建立融洽和諧的人際關係，提倡相互協作的團隊力量，發揚集團多年來積累的團結合作精神，發揮集體的力量，接受困難，迎接挑戰。我們本著公平、公正、公開為基本原則，規範員工的招聘和晉升等制度，為員工提供發展晉升空間，希望員工不斷進取、珍視和促進企業文化的發展。我們因應各地勞工條例的不同，而制定不同的政策，因此，有些政策適合當地的企業，而非整個集團。

人才甄選

招聘員工是按照公開招募篩選任用、堅持無歧視的基本原則，並致力保護員工人權和個人隱私。員工的招聘和甄選是以學識、能力、品德及適合工作所需條件作為標準，並採用公平、公正、公開的原則，招聘和甄選優秀、適用之人才。為保障員工就業機會平等，他們不會因殘疾、年齡、性別、種族、階級、婚姻狀況、容貌、語言、出生地、宗教或國籍等因素，受到歧視或被剝奪任何機會。在提供公司福利、晉升階梯、績效考核、培訓和個人發展等方面，我們只會考慮員工的品格、學識、能力、職業技能等方面，為員工提供平等的機會，希望員工與企業能共同發展，達致雙贏的局面。我們嚴禁僱用童工和強制勞工。

We devote to provide a comfortable work place and establish a comprehensive management system. We formulate our human resources strategies on the base of the Group's long term development plan in order to create internal harmonious culture of the Group. Employees are valuable resources to us. We promote work-life balance by organizing regular training and cultural activities, and promote team cohesion. We encourage employees to maintain harmonious interpersonal relationships, promote team spirit of cooperation and unity, bravely face difficulties and overcome challenges. We base on the principles of fairness, equality and openness to hire, and promote outstanding and appropriate talents, offer opportunities of advancement for employees, hoping employees continue to improve, cherish and further the development of corporate culture. Our human resources policies vary by locations to comply with the local labour laws and regulations. As such, policies are tailored-made by locations and not necessarily applicable throughout the Group.

Talent Selection

We follow the principles of fairness, equality and openness and non-discrimination to hire outstanding talents, and devote to protect human rights and privacy of employees. During staff recruitment, knowledge, ability, morality and job requirements are used as the selection standards, and they are not discriminated against because of their disability, age, sex, race, social status, marital status, appearance, language, birth place, religion, or nationality, so as to maintain equal employment opportunities. We provide equal opportunities to employees in providing benefits, promotion, performance appraisal, training and career development. We only consider their morality, knowledge, ability and technical skills, etc. We work with our employees together to create a win-win situation. We observe and strictly comply with the relevant labour laws and regulations; and unethical hiring like child labour and forced labour is prohibited.

員工待遇

我們一向秉持勞資和諧，共創雙贏的理念。員工的待遇因不同地區的工廠和辦公室而有所不同。員工的待遇基本包括工資、加班費、酌情獎金／年終獎金等。按照各地方政府的法律法規，各地員工均享有退休保障計劃，內地業務員工參加社會保險（養老、醫療、工傷、生育、失業保險）和住房公積金；台灣業務員工參加勞工保險及全民健康保險；香港業務員工參加公積金／強積金計劃。各地員工的工作時數及補償均根據當地政府的法律法規及工廠制度作出加班補償。每位員工均按當地政府的法律法規及工廠制度享有相應的假日安排；而集團香港總部則按香港僱傭條例及公司制度享有休息日、法定假日、年假、病假、婚假、產假、喪假…等。如需解僱員工時或因此而需要作出賠償，我們都是按照各地的法律法規而解僱員工或作出賠償。

我們關心員工的身心健康，舉辦多項的工餘活動，以滿足員工日益增長的文化娛樂需求。我們舉辦了羽毛球比賽、網球比賽、籃球比賽、攝影比賽、職業技能競賽等；於春節及中秋節舉辦晚會；於三八國際婦女節為女員工頒發購物券；於每季度，為員工舉辦生日會及送購物券給該季度生日的員工。這些活動不但豐富員工的工餘生活，還提升公司團隊凝聚力。

Staff Compensation and Welfare

We always maintain harmonious relationship with employees and to create a win-win situation. Staff compensation varies among factories and offices in different locations. Basic remuneration of employees includes basic salary, overtime pay, discretionary bonus/year-end bonus and so on. Employees are entitled to retirement benefit scheme subject to the local laws and regulations. Staff in Mainland China participate in the endowment insurance, medical insurance, employment injury insurance, maternity insurance, unemployment insurance and housing provident fund; staff in Taiwan participate in Labour Insurance and National Health Insurance; and Hong Kong staff participate in pension fund scheme or mandatory provident fund scheme. Working hours and compensation are subject to local labour laws and regulations as well as internal policies set by our factories; and employees working overtime are compensated. Employees are entitled to holidays subject to laws and regulations set by local government as well as the factories' internal policies. In accordance with the Hong Kong Employment Ordinance and the Company's internal policies, our employees in Hong Kong headquarter are entitled to rest day, statutory holidays, annual leave, sick leave, marriage leave, maternity leave, funeral leave, and so on. We terminate and compensate staff in accordance with local laws and regulations.

For the purpose of ensuring our staff are healthy physically and mentally, and fulfilling their growing cultural and entertainment needs, the Group organizes various recreational activities like badminton, tennis, basketball, photography and occupational skills competition, Lunar New Year and Mid-Autumn Festival parties, and quarterly staff birthday parties with gift vouchers for the relevant staff, gift vouchers for female staff on the International Women's Day. These activities not only enrich staff's spare time, but also enhance team cohesion.

員工培訓

為了配合企業長遠發展及員工職業生涯規劃，我們為員工訂立了一套完善的培訓計劃，打造一支優秀、專業、訓練有素及具責任心的企業團隊，這不但提升員工質素和工作能力，還提高員工的凝聚力，從而增加工作效率。新員工需接受職前培訓，內容包括企業文化、業務、工作規則、組織架構、福利措施、環境保護、安全工作等(安全工作培訓的詳細資料請參考下面「員工的健康和職業安全」部分)，並通過考核，才能上崗。

對於在職員工，我們提供各類內部和外部培訓機會，內部培訓計劃涉及企業各崗位專業知識、技能、行業市場、管理等多個方面，以及員工感興趣的業餘知識、資訊等，培訓以講座、研討會、交流會等形式進行。外部培訓內容可分為三類：(1)常規實用性培訓(涉及專業技術知識、銷售技巧、管理方法、領導技能、經營理念等)；(2)適合高層領導的培訓(含企業戰略性、發展性等內容；以及(3)個人進修方面的培訓(如專業技術認證等)。對於工作績效表現優異之員工，提供本職訓練及職務以外之其他專業訓練，希望能達到培育人才之最終目的。我們更為需要專門技術的員工或從事現場管理工作的員工，依照各地勞工條例，設計特殊工作培訓計劃，以提升專業人員的知識和技能，員工需通過培訓考核，持証工作。

Staff Training

In order to align the staff career development with the long-term corporate business plan, we establish a comprehensive training programme for staff, to create an excellent, professional, well-trained and responsible corporate team. We can raise the staff quality and ability, and at the same time, enhance team cohesion and increase work efficiency. New hires have to participate in pre-employment training and pass the assessment. The training topics include corporate culture, business, work-related rules and regulations, organizational structure, welfare, environmental protection and work safety, etc. (please refer to the “Staff Health and Work Safety” section below for details of work safety training).

We provide both internal and external training opportunities to staff. Internal training covers professional knowledge and skills of different positions within the corporation, industry information, management, and other aspects of the employees' interests. Training is conducted in the form of seminar or conference, etc. External training can be divided into three categories: (1) regular practical training (involved professional technical knowledge, selling skills, management methods, leadership skills, business philosophy); (2) training for senior management (including corporate strategies and development, etc.); and (3) training for self-learning (i.e. professional certification etc.). For our staff with outstanding performance, we provide training for their jobs and other professional trainings. We also design specific training to technical staff or site management staff in accordance with local labour regulations to enhance their professional knowledge and skills. Our staff need to pass the assessment and get the required licence for work.

員工的健康和職業安全

我們制定安全生產責任制度，建立安全生產委員會和安全管理組織架構，各級領導和各類員工必須清楚瞭解自身的安全職責，逐級簽訂安全生產責任書，並嚴格按安全生產責任書履行安全職責。新入職員工需接受各類型的實操訓練，瞭解生產部門的工作流程和指引，各項設施的操作技術，並接受生產部門安全教育和班組安全教育，對員工進行經常性的安全思想、安全知識和安全技術的教育；我們定期開展崗位技術培訓，組織安全考核、班組安全活動，以確保員工於思想上、知識上和技術上均能達到安全標準履行其職責。

電工、焊工、司爐工、起重工、電梯工、車輛駕駛員等是特殊工種，必需獲得由政府部門發出的資格証，以及由主管部門核發的操作証，才能操作機器。生產部門負責機器的安全檢查，並由有資質的外部維修公司進行定期檢查。除此之外，對於其他生產設備、安裝設備、消防設施、防護器材和急救器具等，我們教育員工正確的使用方法；定期組織生產部門安全檢查，落實隱患整改，保證設備處於良好的狀態。我們為員工提供符合國家規定的勞動安全衛生條件和必要的勞動保護用品，確保員工有足夠的防護措施下工作，減少工傷意外的發生。

Staff Health and Work Safety

We establish policies and procedures to ensure safe production and have our production safety committee and safety management organization structure. Supervisors and employees at all levels must clearly understand their own safety responsibilities and sign the respective safety responsibility statement; and strictly perform in accordance with the requirements as stated on the safety responsibility statement. New hires must join different practical trainings, understand the workflow, equipment operation and guidelines of the production department; receive safety education conducted by team and production department. We also provide frequent trainings to our staff for their awareness, knowledge and techniques of safety. We carry out role-based technical training periodically, arrange safety assessment and team activities to ensure that our staff are prepared mentally and have adequate knowledge and skills to meet the safety standards and to fulfill their job duties.

Staff of special work types, such as electricians, welders, furnace workers, lifting workers, elevator workers and drivers, must possess valid licence from government authority and operation licence issued by department in charge before they are allowed to operate the machines. Production department is responsible for the safety checkup of the machines, and qualified external maintenance companies are engaged to conduct regular checkup. In addition, we provide training to our employees to use other production facilities, to install the equipment, to use the firefighting equipments, protective equipment and first aids correctly; arrange production department to conduct safety checks regularly, to rectify potential safety hazards, and to ensure equipment in good order. We also provide employees with necessary protective supplies in accordance with the national requirements so that they can work under safe and hygienic conditions and to reduce the chance of accidents.

員工的健康是我們關心的項目之一，因此，建立了職工身體檢查管理規定。對接觸有毒有害物質的員工，我們安排他們進行定期健康檢查，建立健康檔案。對於早期發現的職業病，根據體檢結果安排職工療養。為維護女職工的合法權益，減少和解決女職工在勞動和工作中因生理特點造成的特殊困難，保護其健康，我們制定了女工健康保護管理制度，適當安排女職工的工作範圍。所有員工每年有一次全面的身體檢查，一般會購買國家規定的社保；如繼續聘用退休員工，為了保障他們，會購買一份意外保險。

Employee health is also one of our key focuses, and therefore, staff health check management system is established. Particularly for staff exposed to toxic and hazardous substances, we arrange regular health check, and set up health profile for them. For occupational diseases discovered at the early stage, convalescence will be arranged according to their body check results. In order to protect the legitimate rights of female workers, and to reduce and resolve the difficulties coming from their physiological characteristics, we have established female workers health protection management system to arrange appropriate job scope for them. We provide annual comprehensive health check to all employees, and subscribe social insurance according to the national requirements. Additional accident insurance will be bought for retired employees who continue working for us after retirement.



員工職業安全培訓
Work Safety Training for Staff

營運慣例

Operational Practices

供應鏈管理

對於供應鏈系統管理，我們有嚴謹的規範，設有多個管道，讓員工、供應商、客戶和與我們業務有關的人士舉報任何利用職務違法、違規的行為。於報告期內，本集團並無發現重大違法、違規事件。

本集團設有嚴格的採購程序，對供應商的初選、備選和續用設有評審制度。於挑選新供應商時，我們需考核供應商的資質、管理系統、生產設備、ISO認證等方面；同時要求供應商提供試用產品，經過一段時間試用合格後，最終選擇最優質的供應商合作。從簽訂合約到驗收的操作和監督皆有嚴密分工規定，務求物品和服務供應商具認可資格、有良好的內部管理制度、品質穩定、準時交貨、合法合規、具應有專業技術／質素等，確保供應商具競爭性和其提供的物品和服務具高質素。來年我們會檢視現有供應鏈系統的監督和管理流程，希望從原材料和輔料的選擇、運輸、物流、生產和廢物處理等一系列的運作保持高效率，能監控生產質素，在ESG方面符合要求，包括商業道德行為、保護消費者健康的產品標準等，本集團部份公司與所有合格供應商簽訂「陽光協議」，避免出現損害各方合法利益的行為。

Supply Chain Management

We have established policies and procedures in supply chain management and provided various reporting channels for employees, suppliers, customers and other business partners to report any violations of laws or regulations when people are performing their duties for the Group. During the reporting period, the Group did not have significant issues relating to violations in this respect.

The Group has stringent sourcing procedures in respect of assessment system for selection at the preliminary stage or as backup and continued engagement of suppliers. To accept a new supplier, we will evaluate their quality, management systems, production facilities, ISO certifications; and at the same time, we request for samples from suppliers for trial over certain period of time. If the new supplier is able to pass all tests and fulfill our requirements, we will choose the best supplier. To ensure that suppliers are competitive and that the goods and services provided to us are with high quality, we have strict requirements for division of labour in respect of contract signing as well as supervision and operation of inspection of goods received. We require the suppliers of goods and services to possess recognized qualifications and good internal control system, provide quality stability, deliver on-time, comply with laws and regulations and have the required professional skills and quality. We will review the supervision and management process of our existing supply chain system in the coming years with an aim to keep high efficiency in the operation of raw materials sourcing, transportation, logistics, production and waste treatment, control product quality and satisfy the requirements in ESG, including business ethics and product standards for protection of consumer's health, etc. Certain companies of the Group sign agreement with all qualified suppliers to avoid acts that may harm the legal interests of each party.

產品責任

我們以「精益求精、持之以恆」的精神及「迎向挑戰、超越巔峰」的信念去實現「客人所要的，就是我們要做的」的宗旨。隨著科技水準與生活水準的不斷提高，客戶對產品的品質要求日益嚴謹，因此，我們實施有效的品質管理和持續的品質改善。希望透過「全員品管、一做就好、不斷改進、培育人才」的品質方針及政策，不斷改良產品的質量。員工本身是工作崗位上的專家，他們的智慧、寶貴經驗、以及對品質改良所提出來的意見，起著極大的作用。與此同時，員工也可得到更好的工作環境和工作上的滿足感和成就感。希望員工作為集團的成員與集團一起，共同創造及掌握每次改良品質的機會，向更高的品質目標邁進。

整個產品的質量檢定，在組裝前是透過進料檢驗、生產流程檢驗、及外包檢驗員來進行質量把關。組裝完成後則是由成品檢驗員來做最終的產品質量驗證。如果客戶發現產品質量出現問題或產品不符合其需求，客戶可透過我們的售後服務機制處理。於報告期內，本集團的產品並無涉及重大違法、違規事件。

反貪污

本集團深信公平、誠實、廉潔，是集團重要的商業資產。為加強企業內控機制，做到誠實守信，樹立以守法誠信、優質服務為核心的經營理念，結合集團的實際情況，強化制度，將紀檢監察工作深入業務過程中，確保在絕對保密的情況下可直接或以書面方式向集團內審部主管彙報有關利用職務謀取個人私利、賄賂、勒索、欺詐及洗黑錢等違紀、違規或違法的個案，並持續優化集團舉報機制，堅決反腐倡廉，為建造清廉的社會環境盡力。

於報告期內，並無涉及指控本集團或本集團員工貪污的訴訟案件。

Product Responsibility

We base on the spirit of excellence and perseverance as well as the determination in overcoming challenges to realize our mission to do what are required by our customers. With technological advancement and improved living standards, customers are increasingly demanding for product quality. Therefore, we keep improving product quality and implement an effective quality control system. We hope to continuously improve the quality and quantity of our products with quality control by all staff, manufacturing products with good quality by the first time, continuous improvement and training for staff as our product quality direction and policy. Employees accumulated valuable experience in their positions and are able to provide valid suggestions in this area. At the same time, they can have a better working environment with job satisfaction and sense of accomplishment. We hope that staff can work with us together for further improving our product quality.

The entire product quality control covers the inspection of raw materials, close monitoring of the production process, product quality assurance by contractors before the assembly process starts, and quality control checks for finished goods inspection after assembly. If customers find any product quality problem or the products failed to satisfy their requirements, they will be processed via our after-sales services. During the reporting period, we are not aware of any material violations or litigation regarding our products.

Anti-corruption

We firmly believe fairness, honesty and integrity are the important commercial assets of the Group. We strengthen the Group's internal control system, build honesty and trust, set up operation mission with abidance by law, integrity and quality services as its cores. Incorporating with the practical circumstances of the Group, we strengthen the system, bring the discipline inspection and supervision work in the operation process, ensure there are channels for reporting directly or in writing to the head of internal audit on confidential basis of cases of obtaining personal interests in carrying out one's job duties, bribes, extortion, frauds, money laundering in breach of policies, regulations and laws. We shall keep on improving our whistle-blowing system and are determinant in combating corruption and contribute to building a clean society.

During the reporting period, there was no legal action against the Group and our employees for corruption.

社區投資

Community Investment

本集團的創辦人蔣震博士多年來一直秉持「工業富民，民富國強」的理念，堅信製造科技和工業的提高才能為中國帶來現代化的社會，同時提高全中國人的生活水準。為了達成此目標，蔣博士慷慨捐出其名下所持的震雄集團股份，創立了蔣震工業慈善基金（「基金」）。基金鼓勵和資助工業人才培訓，透過不同的培訓活動和資助計劃，協助所有華人地區培養更多工業技術專家，以加速該地區的製造工業科技，尤其是機械工業科技的發展。

年內，集團內的公司亦積極參與社區活動，主要有以下活動：

- 組織震雄義工之家「坪山區治安隊－震雄集團分隊」，震雄工業園加入義工活動的人數約120人，主要利用假日時間到社區公交月台、櫃員機設置點、敬老院、福利院、智障兒童院等地方進行義務服務活動。並為特殊需要幫助的人提供幫助，建立更和諧的社區關係。
- 基金會自1980年，每年向香港、台灣及國內高等學府提供獎學金資助，幫助品學兼優並就讀於工程及技術相關學系的學生繼續在本地升學或到海外參與學術交流，計劃至今已有近三千名學生受惠。

集團自成立以來依法經營納稅，並努力協助解決當區的就業困難；為各地區員工參加退休保障計劃，協助員工妥善計劃為退休後的生活作出準備。我們一直秉持良好的企業管治，在生產管理和環境保護方面不斷求進步，期為業界作出正面示範。在保持社會穩定方面，集團克盡己責，努力作出貢獻以回饋社會。

The founder of our Group, Dr. Chiang Chen believes that industrialization can bring wealth to people; and when people are rich, the country becomes stronger. He further believes that manufacturing technologies and industrial improvement can lead to modernization in China; and at the same time, raise the living standard of people in China. In order to achieve this target, Dr. Chiang has generously donated all of his shares in the Company and established the Chiang Chen Industrial Charity Foundation ("Foundation"). The Foundation encourages and provides financial assistance for industrial personnel training through various training activities and sponsorship schemes. The target is to help all Chinese communities to foster more industrial technology specialists for speeding up the development of manufacturing technology in those regions, especially in the area of mechanical industrial technology.

The companies of the Group also proactively participated in the following community activities during the year:

- Organizing volunteer team of "Chen Hsong Volunteer Family" in Pingshan District with about 120 members from the factory in the Chen Hsong Industrial Park. Voluntary works included provision of volunteer services at the public transport platforms, bank teller machines, elderly homes, welfare homes, homes for mentally disabled children, etc. during holidays. The team also provided assistance to people who have special needs, building more harmonious neighborhood relationship.
- Since 1980, the Foundation has granted scholarships to higher education institutions in Hong Kong, Taiwan and the Mainland to help students with outstanding academic achievements and studying engineering and technology-related subjects to continue their studies locally or join overseas exchange programmes every year. Nearly 3,000 students are benefited from this scheme up to now.

The Group has paid tax in accordance with applicable law since its incorporation, and spares no effort in easing local employment difficulties. We have our staff in different territories participating in retirement plan, helping them to prepare and plan for their retirement. We have maintained good corporate governance, and worked hard to improve on production management and environmental protection, so as to set a positive example in the industry. The Group is also committed to doing its utmost to contribute to social stability.

榮譽及認證 Honours and Certifications

震雄集團有限公司

- 由中國塑料機械工業協會頒發的「2016年度中國塑料機械行業綜合實力25強及塑料注射成型機15強企業」證書

佛山市順德區震德塑料機械有限公司

- 由佛山市順德高新技術企業協會頒發的「順德高新技術產業突出貢獻企業獎」
- 由佛山市順德區知識產權協會頒發的「順德專利工作先進企業」牌匾
- 由廣東省企業聯合會、廣東省企業家協會頒發的「CD震德」2016年「廣東省優秀自主品牌」牌匾
- 由順德區勒流街道組委會頒發的「2016年順德區數控車工職業技能競賽暨勒流街道第一屆職業技能大賽優秀組織獎」牌匾
- 由中華全國總工會評選授予為「全國模範職業之家企業」
- 由廣東省著名商標評審委員會延續認定「CD震德」為「廣東省著名商標企業」
- 由廣東省工商行政管理局連續十七年授予「廣東省守合同重信用企業」

Chen Hsong Holdings Limited

- Certificate of “2016 China Plastic Machinery Industry Enterprises 25 and Plastic Injection Moulding Machine Enterprises 15” * awarded by China Plastic Machinery Industry Association*

Foshan Shunde Chen De Plastics Machinery Company, Limited*

- “Shunde Outstanding Award in High-Tech Industry” * awarded by The Association of Hi-Tech Enterprises, Shunde, Foshan*
- Plaque of “Shunde Advanced Enterprises in Patent Work” * awarded by Shunde Intellectual Property Association, Foshan*
- Plaque of “CD Chende” 2016 “Outstanding Brand of Guangdong Province” * awarded by Guangdong Provincial Confederation* and Guangdong Provincial Association of Entrepreneurs*
- Plaque of “Outstanding Award for 2016 CNC Lathe Technical Skills Competition of Shunde District Cum First Technical Skills Competition of Leliu Street” * awarded by Shunde District Leliu Street Committee*
- “National Role Model Enterprise” * appraised by All-China Federation of Trade Unions*
- The Guangdong Provincial Famous Trademarks Review and Appraisal Board* re-appraised “CD Chende” as “Guangdong Famous Trademark Enterprise”*
- “Honoring Contracts and Faithful Enterprise” * appraised by Industry and Commerce Administration Bureau of Guangdong Province*

榮譽及認證 Honours and Certifications

震雄機械廠股份有限公司

- 榮獲「ISO 14001環境管理體系」認證

Chen Hsong Machinery Taiwan Company, Limited*

- Certification of “ISO 14001 Environmental Management System” was awarded

震雄機械(深圳)有限公司

- 由深圳市機械行業協會頒發的「深圳機械30年智能裝備標杆產品獎」獎牌
- 由深圳市機械行業協會頒發給震雄注塑機產品的「深圳機械30年智能裝備標杆產品獎」證書
- 由廣東省著名商標評審委員會頒發的「廣東省著名商標」牌匾

Chen Hsong Machinery (Shenzhen) Company, Limited*

- Medal of the “30-year Outstanding Intelligent Benchmarking Product in Shenzhen Mechanical Industry”* awarded by China Shenzhen Machinery Association*
- The plastic injection moulding machinery products from Chen Hsong was awarded the Certificate of “30-year Outstanding Intelligent Benchmarking Product in Shenzhen Mechanical Industry”* by China Shenzhen Machinery Association*
- Plaque of “Guangdong Famous Trademark”* awarded by the Guangdong Provincial Famous Trademarks Review and Appraisal Board*



廣東省著名商標牌匾
Guangdong Famous Trademark Plaque

* 英文名稱僅供識別。
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2017/18年度可持續發展及行動的目標 Sustainable Development and Target Actions for 2017/18

本集團將在2017/18年度制定以下的計劃和行動目標，加強ESG方面的表現：

In 2017/18, the Group has the following targets and action plans to strengthen its ESG performance:

計劃／目標 Action Plan/Target	重點 Focus
震雄工業園(深圳)有限公司／深圳震雄精密設備有限公司(「精密設備公司」) Chen Hsong Industrial Park (Shenzhen) Co., Ltd./Shenzhen Chen Hsong Precision Equipment Limited* ("SCHPEL")	
廢氣防治設施的升級優化改造 To upgrade and optimize the pollution prevention facilities	<ul style="list-style-type: none"> 每月對已裝備的廢氣處理設施進行清理和維護，使之能達標處理排放的廢氣 定期檢測工廠內環境的空氣品質 To clean and maintain exhaust air treatment facilities monthly to ensure the exhaust air emission meets the standards To test the air quality of the environment in the factory
進行清潔生產 To promote clean production	<ul style="list-style-type: none"> 不斷進行全員培訓，提高節能減排和清潔生產的意識 對重點大能耗設備進行用能監管 用高效能電機替換老式高能耗電機 改造高能耗設備，提高能源利用率 提高原、輔材料利用率，減少工業廢棄物並防止廢棄物的二次污染 To continuously provide training to staff at all levels to raise their awareness in saving energy and emission reduction, and clean production To focus on monitoring the energy consumption of high energy consumption equipment To replace the old high energy consumption motor by efficient motor To upgrade high energy consumption equipment to raise their efficiency To raise the utilization rate of raw and auxiliary materials so as to reduce industrial wastes and prevent unnecessary pollution
推動實行綠色能源管理 To implement green energy management	<ul style="list-style-type: none"> 分部門逐步建立能源管理體系 精密設備公司堅持做好每年政府部門下達的能源審計工作，並達到政府規定的合格指標 推行綠色照明，逐步用LED照明燈替代非節能照明燈 改造中央空調設備，提高能源利用率 To establish energy management systems gradually SCHPEL adheres to the annual energy audit work required by the government departments and meet its indicators To implement the use of green illumination and gradually replace non-energy saving lightings by LED lights To upgrade central air conditioners to raise the energy consumption efficiency

2017/18年度可持續發展及行動的目標

Sustainable Development and Target Actions for 2017/18

計劃／目標 Action Plan/Target	重點 Focus
佛山市順德區震德塑料機械有限公司／佛山市順德區震德精密機械有限公司 Foshan Shunde Chen De Plastics Machinery Company, Limited*/Foshan Shunde Chen De Precision Machinery Company, Limited*	
污染防治設施的升級優化改造 To upgrade and optimize the pollution treatment facilities	<ul style="list-style-type: none"> • 廢水處理設施的定期維護保養，保證設備正常運行使用，有效治理廢水污染 • 廢氣處理設施的升級改造，廢氣治理系統由一級處理改造為二級處理，提高工作環境空氣品質 • To maintain sewage treatment facilities regularly, and ensure they work properly and prevent water pollution effectively • To upgrade exhaust air treatment facilities from Grade I treatment to Grade II treatment, and improve the quality of air in workplace
危險廢物的規範化管理 To strengthen hazardous wastes management	<ul style="list-style-type: none"> • 危險廢物實行分類管理，控制總量，實現逐年遞減的目標 • To demand strict compliance with hazardous wastes classification and closely monitor and control its total volume, and set target for hazardous wastes reduction by year
推行清潔生產 To promote clean production	<ul style="list-style-type: none"> • 對全員實行清潔生產的動員、培訓，提高節能減排意識 • 用清潔原料替代有毒有害原料 • 實行工藝技術的改進 • 設備的更新維護 • 廢棄物的綜合利用，防止二次污染 • To involve staff at all levels in clean production, provide training and raise their awareness in saving energy and emission reduction • To substitute toxic raw materials with non-toxic and clean materials • To improve and optimize the production processes • To upgrade and properly maintain the production facilities • To carefully collect and recycle wastes to prevent pollution incurred during the process

2017/18年度可持續發展及行動的目標 Sustainable Development and Target Actions for 2017/18

計劃／目標 Action Plan/Target	重點 Focus
震雄機械廠股份有限公司 Chen Hsong Machinery Taiwan Company, Limited*	
通過每年定期檢查及取得2021年後之操作許可證 To pass the annual regular checkup and obtain the operation permit for the period after 2021	<ul style="list-style-type: none"> • 空污防治設備更新，每月定期進行設備維護保養 • To upgrade the air pollution treatment facilities and have it maintained properly and regularly each month
減少廢棄物產出及清運量 To reduce wastes from production	<ul style="list-style-type: none"> • 加強廢棄物分類回收 • 年度廢棄物清運量降低5% • To enhance wastes reclassification and recycling • To reduce wastes by 5% each year

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震雄集團有限公司
Chen Hsong Holdings Limited

香港新界大埔大埔工業邨大宏街13至15號
13-15 Dai Wang Street, Tai Po Industrial Estate,
Tai Po, New Territories, Hong Kong

電話 / Tel: (852) 2665 3222
傳真 / Fax: (852) 2664 8202
網址 / Website: www.chenhsong.com
電郵 / E-mail: comm@chenhsong.com