



齐合环保

CHIHO

CHIHO ENVIRONMENTAL GROUP LIMITED

齊合環保集團有限公司

(incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立的有限公司)

Stock Code 股份代號: 976

2017
ENVIRONMENTAL, SOCIAL
AND GOVERNANCE REPORT
環境、社會及管治報告

Surpass • Transform • Excel
超越 • 蝶變 • 昇華

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Environmental, Social and Governance Report 2017

二零一七年環境、社會及管治報告

ABOUT THIS REPORT

This Environmental, Social and Governance (“ESG”) Report summarizes the sustainability performance of Chiho Environmental Group Limited (“the Group” or “the Company”, or “Chiho”) (Stock code: 00976), covering the financial year from 1 January 2017 to 31 December 2017.

The report aims to fairly present the ESG performance and its impact of the Group, demonstrating the Group’s commitment to contributing to the circular economy, while highlighting sustainability aspects identified as material to our business and its key stakeholders. The Board acknowledges its responsibility for ensuring the integrity of this ESG Report and confirms that it has reviewed and approved the report.

Report Framework

This ESG report has been prepared in accordance with the Core Option of the Global Reporting Initiative (“GRI”) Sustainability Reporting Standards, and in compliance with Environmental, Social and Governance (“ESG”) Reporting Guide set out in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “HKEX”). For our corporate governance report, please refer to the Group’s annual report on p.73 – 107.

Report Boundary

Unless otherwise stated, the scope of the report covers the scrap metal recycling business operations in Hong Kong, Taizhou, the People’s Republic of China (the “PRC”) as well as six core recycling yards located in Europe*. The Company aims to optimize its data measurement and include more locations of operation in future ESG reports.

Feedback

The report aims to be plain, clear and easy-to-read as we have taken into consideration the interests and requirements of different stakeholders to the furthest extent possible in compilation. We will continue to improve on the content and delivery of information disclosed in the report.

* For our European operations, only data from the second half of the year was collected.

關於本報告

本環境、社會及管治（「環境、社會及管治」）報告概述齊合環保集團有限公司（「本集團」或「本公司」或「齊合環保」）（股份代號：00976）於二零一七年一月一日至二零一七年十二月三十一日止財政年度的可持續發展表現。

本報告旨在公正地反映本集團的環境、社會及管治表現及其影響，展示本集團對循環經濟承諾作出的貢獻，並著重闡述被識別為對我們業務及其關鍵利益相關者意義重大的可持續發展情況。董事會明白其為確保本環境、社會及管治報告完整所負有的責任，並確認其已審閱並批准本報告。

報告框架

本環境、社會及管治報告乃根據全球報告倡議組織（「GRI」）的可持續發展報告標準的核心選項及香港聯合交易所有限公司（「香港交易所」）證券上市規則附錄二十七所載的環境、社會及管治（「環境、社會及管治」）報告指引而編製。有關我們的企業管治報告，請參閱本集團年報第73至107頁。

報告範圍

除非另有指明，本報告的範圍涵蓋於香港及中華人民共和國（「中國」）台州營運之廢金屬回收業務以及位於歐洲的六家核心回收工場*。本公司計劃優化數據統計並將更多的營運地點納入以後的環境、社會及管治報告。

反饋

我們於本報告編寫過程中考慮不同利益相關者的利益及訴求，致力使報告的風格維持平實、清晰、通俗易懂。我們將繼續完善本報告內容及披露信息。

* 就歐洲業務而言，僅收集了該年度下半年的數據。

ABOUT THE REPORT (continued)

Feedback (continued)

We welcome your feedback on the ESG report for 2017 and any suggestions you may have in terms of what you would like to see incorporated in our future reports. Please contact us at:

Chiho Environmental Group Limited

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Infinitus Plaza,

199 Des Voeux Road Central,

Hong Kong

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關於本報告 (續)

反饋 (續)

歡迎閣下就我們的二零一七年環境、社會及管治報告提出反饋，以及對於未來的報告內容作出建議。請透過以下方式聯絡我們：

齊合環保集團有限公司

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香港

德輔道中199號

無限極廣場

23樓

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二零一七年環境、社會及管治報告

CEO MESSAGE

Dear Stakeholders,

At Chiho, facilitating environmental sustainability is our core business. The more efficiently we operate, the more we contribute to a circular economy where resources are reused and less natural resources are needed. 2017 was a milestone year for us to do just that. I am pleased to report that following the successful acquisition of Germany's Scholz Holding GmbH ("Scholz") at the end of 2016, we have achieved a great deal in 2017. We have not only expanded our processing capacity but also our ability to contribute more to a sustainable world as a globally leading recycler of metal scrap and electronic waste with networks across China, Europe and North America.

With operation becoming bigger, we understand that our role is growing bigger and have therefore taken further steps to improve sustainability reporting. For the first time, we adopted the GRI Sustainability Reporting Standards, in addition to the ESG Reporting Guide set by the HKEX. This year, we have also broadened the scope of our reporting to include operations in Europe, aiming to demonstrate our commitment to managing environmental and social impacts in places where we operate.

"Facilitating environmental sustainability is our core business. The more efficiently we operate, the more we contribute to a circular economy where resources are reused and less of natural resources are needed."

As a leading metals recycling corporation, we take up our share of responsibility by initiating environmental management practices, including maximizing recycling rate, mitigating pollution and waste from our operations, and reducing emissions through energy saving measures and sustainable procurement. This year, we have replaced our heavy-duty diesel vehicles and transportation devices to those of higher energy efficiency, as well as invested in conversion to LED lighting at our larger sites. In Europe, telemetry systems on our fleet of trucks have been monitoring real-time fuel usage to drive conscious fuel consumption since 2015.

行政總裁的話

各位利益相關者：

促進環境可持續發展是齊合環保的核心業務。我們的營運效率越高，對資源再利用及較少天然資源需求的循環經濟的貢獻越大。二零一七年是具有里程碑意義的一年，我們對循環經濟的貢獻再上一層樓。本人欣然報告，於二零一六年年末成功收購德國的順爾茨控股有限公司（「順爾茨」）後，我們在二零一七年取得了很大的成就。作為網絡橫跨中國、歐洲及北美的全球領先金屬廢料及電子廢料回收商，我們不僅擴大加工能力，我們亦能夠為世界的可持續發展貢獻更多。

隨著營運規模的不斷擴大，我們了解我們的職責亦在不斷增加，因此採取進一步措施完善可持續發展報告。除香港交易所制定的環境、社會及管治報告指引外，我們首次採納GRI的可持續發展報告標準。本年度，我們亦擴大了我們的報告範圍，以將歐洲業務納入其中，旨在證明我們管理營運所在地的環境及社會影響的承諾。

「促進環境可持續發展是齊合環保的核心業務。我們的營運效率越高，對資源再利用及較少天然資源需求的循環經濟的貢獻越大。」

作為領先的金屬回收公司，我們對發起環境管理活動承擔自己的一份責任，包括最大化回收率、降低營運產生的污染及廢棄物以及通過節能措施及可持續採購減少排放。本年度，我們將重型柴油車輛及運輸設備替換為高能效的車輛及設備，並在更大的場地內投資更換LED照明。在歐洲，遙測系統自二零一五年起即已開始監控我們車隊的實時油耗，以推動節約油耗意識。

CEO MESSAGE (continued)

Talent acquisition and retention is one of our top priorities. Only by building an equal and decent workplace can we retain talents and therefore our leading industry position. During the year, we strive to maintain work-related injury rates at a low level through our improved safety management system with strengthened control and monitoring procedures. While we have no room for complacency, the Group will continue to engage its employees to rectify potential safety hazards for improvements on an ongoing basis.

In charting our path forward, we will continue to focus on our vision – making an impactful contribution to build a sustainable and environmentally friendly world. We look forward to furthering Chiho's sustainability journey. On behalf of the Company, I would like to thank all stakeholders, including investors, employees, suppliers, regulators, environmental NGOs, etc., for their support throughout the year. As we are working diligently towards better sustainability performance, we look forward to your thoughts on how we can do even better.

By Order of the Board
Qin Yongming
Chief Executive Officer

行政總裁的話(續)

人才招納及挽留是我們的重中之重。打造公平及良好的工作環境是我們留住人才的唯一途徑，也是我們保持行業領先地位的方式。年內，我們通過改進安全管理制度，加強控制及監控程序，努力維持低水平的工傷率。我們並沒有自滿，本集團會繼續督促僱員糾正潛在安全隱患，以不斷提升。



在規劃未來的道路時，我們將繼續專注於我們的願景 – 為可持續發展積極貢獻，共建環境友善的世界。我們期望齊合環保在可持續發展的征程中再進一步。本人謹代表本公司感謝所有利益相關者，包括投資者、僱員、供

應商、監管機關、非政府環保組織等在這一年內的支持。我們兢兢業業，以取得更好的可持續發展表現，我們期待閣下對我們如何更進一步提出的寶貴意見。

承董事會命
秦永明
行政總裁

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二零一七年環境、社會及管治報告

ABOUT CHIHO

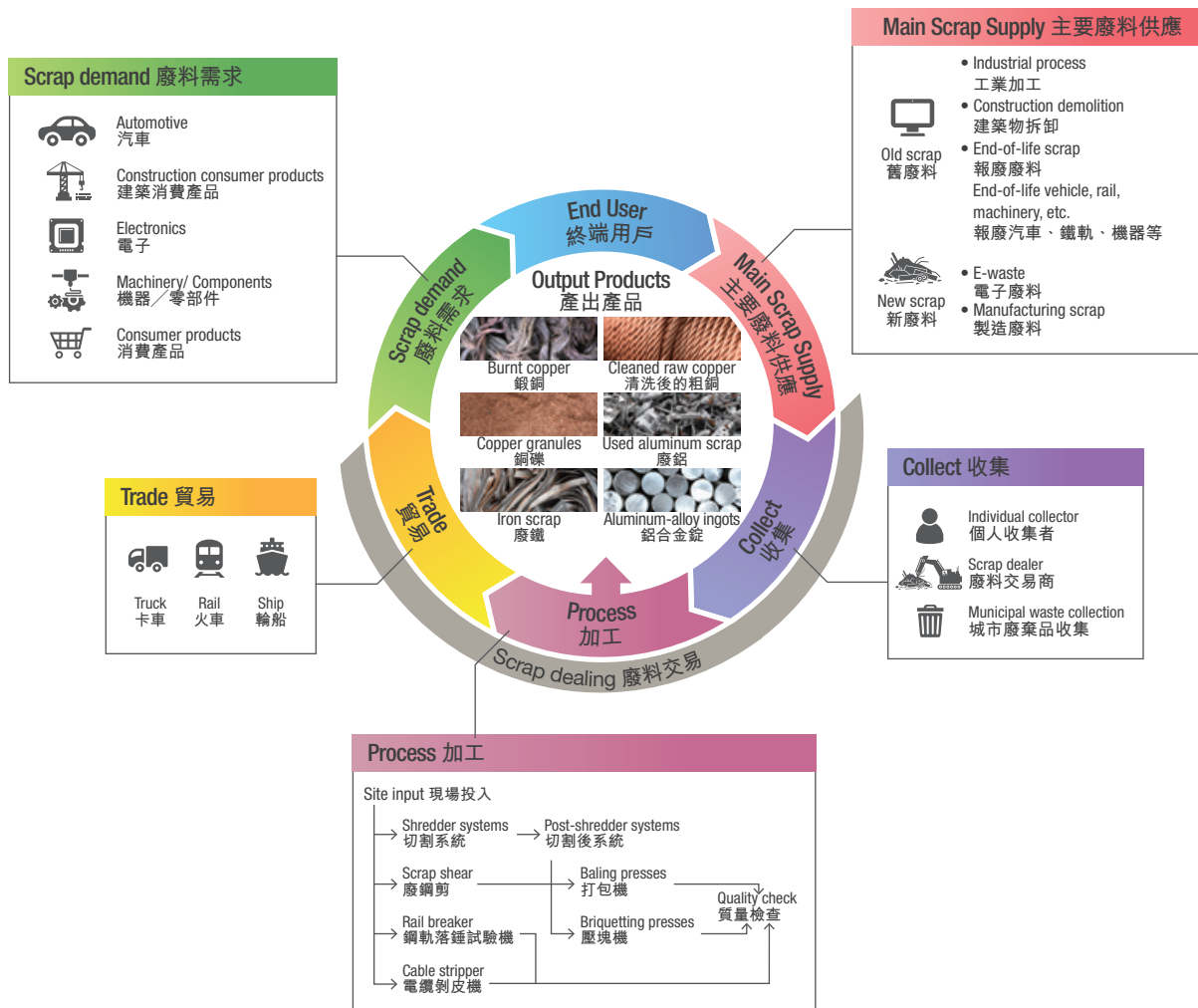
Chiho is a global leader in metals recycling and environmental protection industry, primarily engaging in recycling, disassembling and processing of mixed metal scrap for recycling and reusing of resources. It processes industrial and domestic metal scrap from manufacturing, end-of-life vehicles, appliances, demolition, in addition to household and industrial e-waste and municipal wastes.

The Group operates metals processing facilities equipped for its one-stop system from collecting, gathering, sorting and processing the materials to sale, utilization, and recirculation of the finished products. Our customers include copper refineries, foundries, smelters, steel mills, aluminum and copper products manufacturers worldwide.

關於齊合環保

齊合環保為金屬再生及環境保護行業的全球領導者，主要從事混合廢金屬的回收、拆解和加工以及資源循環及再利用。除生活和工業電子廢料及城市廢棄品外，其亦處理來自製造業、報廢汽車、家電、建築物拆卸產生的工業及家庭廢金屬。

本集團配備一站式金屬處理系統，涵蓋物料的收集、集中、分類、加工以至製成品的銷售、使用及再循環流程。我們的客戶包括世界範圍內的銅精煉廠、鑄造廠、冶煉廠、鋼廠、鋁製及銅製品製造商。



OUR VALUE FRAMEWORK

With headquarters located in Hong Kong, the Group has developed a strong international procurement network across the globe with over 200 sites in 30 countries mainly in Europe, China and North America.

我們的價值模型

本集團的總部位於香港，已與全球30個國家的超過200個工場（主要位於歐洲、中國及北美）建立強大的國際採購網絡。

Our Vision 我們的願景	To build a sustainable and environmentally friendly world by making an impactful contribution. 為可持續發展積極貢獻，共建環境友善的世界。
Our Mission 我們的使命	To be a global market leader in resources recycling and environmental protection, earning a quality return to shareholders through the provision of quality products and services, by a group of motivated and diversified staff force. 我們高效多樣的團隊通過提供優質產品及服務，致力成為全球再生資源及環保行業的市場領導者，並為股東獲取理想回報。
Aligning with its vision and mission, the Group has developed a culture that aims at sustainable growth, creating value for shareholders while taking responsibility for its environmental and social impacts.	為與願景及使命保持一致，本集團已形成旨在可持續發展、為股東創造價值，同時對其產生的環境及社會影響負責的文化。
Our Culture 我們的文化	We are committed to building a long-term and win-win partnership with our customers including suppliers. 我們重視與客戶包括供應商建立長期合作關係並共同成長。 We provide a safe workplace and career development opportunities for our employees. 我們重視為員工提供安全的工作環境並創造職業增長空間。 We are devoted to achieving a quality, stable and continuous return for our shareholders. 我們重視為股東取得合理、穩定和持久的回報。 We meet our corporate social responsibility, making continuous contributions to social well-being and environmental protection. 我們重視企業社會責任，為社區福祉及環境保護不斷作出貢獻。

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SUSTAINABILITY MANAGEMENT APPROACH

Our primary operations in metal resources recycling contribute great value to the economy and the society. We revive and re-circulate the value embedded in waste, giving new life to reusable materials. As much as our end-products are valuable, the processes by which we achieve this is equally important. Through coordination with respective departments that report to senior management, we give full consideration to the environmental and social impacts intricately linked to our operations.

Materiality Assessment

To focus our efforts on sustainability topics that matter to the Group, we have broadened our engagement approach this year. Building on what we did in the previous year including gauging perspectives from internal stakeholders in Hong Kong and Taizhou, we conducted telephone interviews with both internal and external stakeholder groups of Scholz, including employees, suppliers and customers.

The materiality assessment was then conducted through a three-step process of identification, prioritization, validation and review of sustainability topics. Selection of sustainability topics was made as comprehensive as possible, through a combination of internal expertise, peer review and consideration of global and local perspectives. Conducting a stakeholder survey, we identified and prioritized the top material topics to the Group in terms of their significance to our business and ESG performance. These material topics were reviewed to see how they compared to the previous year and approved by the Group.

可持續發展管理方針

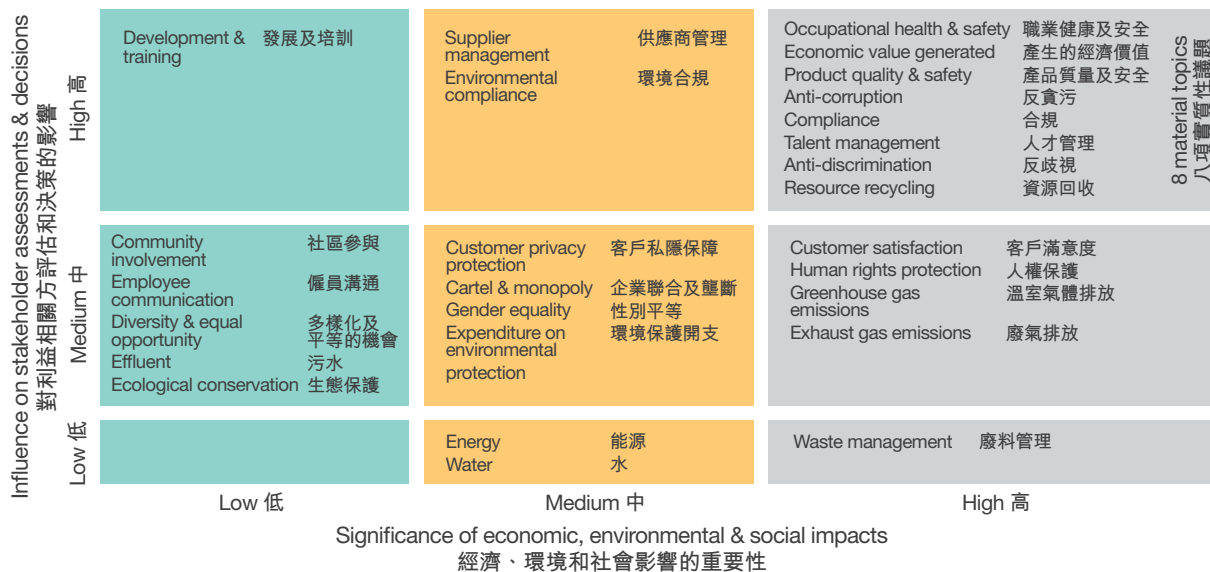
我們金屬資源回收的主要業務為經濟及社會創造巨大的價值。我們發掘廢棄物的價值並使之再流通，賦予可利用材料新生。我們生產終端產品的過程和我們的終端產品同樣重要，同樣有價值。通過與向高級管理層報告的各部門協調，我們充分考慮與我們的營運一脈相連的環境及社會影響。

實質性評估

為集中披露對本集團屬重要的可持續發展議題，我們今年擴大了參與方式。基於我們去年的做法，包括評估香港及台州的內部利益相關者的看法，我們對順爾茨的內部及外部利益相關者團體（包括僱員、供應商及客戶）進行了電話訪談。

實質性評估隨後通過識別、確定優先次序、確認及審閱可持續發展議題三個步驟進行。可持續發展議題透過結合內部知識、同業分析及對全球及地方前景的考慮盡可能全面地挑選。通過利益相關者調查，按議題對我們的業務及環境、社會及管治表現的重要性計，我們識別出對本集團最具實質性的議題，並確定其優先次序。本集團審閱該等實質性議題以確定其相比去年的表現，且該等議題已獲本集團批准。

2017 Materiality Matrix
二零一七年實質性矩陣圖



SUSTAINABILITY MANAGEMENT APPROACH (continued)

Materiality Assessment (continued)

Consolidating the perspectives from stakeholders this year, the Group has paid greater attention to economic value generated, compliance, talent management as well as anti-discrimination in this year's ESG report. This further complements the material topics identified the previous year, which included resource recycling, occupational health & safety, product quality & safety, anti-corruption and hazardous waste management.

The following details where the impacts of each material topic occurs externally as well as the corresponding sections that addresses the topics.

可持續發展管理方針 (續)

實質性評估 (續)

結合本年度利益相關者的看法，本集團在本年度的環境、社會及管治報告中更加重視產生的經濟價值、合規、人才管理以及反歧視。這進一步補充了去年識別的實質性議題，包括資源回收、職業健康及安全、產品質量及安全、反貪污及有害廢料管理。

以下詳述各實質性議題的外部影響範圍以及解決有關議題的相應章節。

Material topics 實質性議題	Corresponding section 相應章節	External boundary of impacts 外部影響範圍
Occupational health & safety 職業健康及安全	Health and Safety 健康及安全	Suppliers 供應商
Economic value generated 產生的經濟價值	About Chiho; 關於齊合環保; Our Value Framework 我們的價值模型	- -
Product quality & safety 產品質量及安全	Operational Excellence 卓越經營	Suppliers and customers 供應商及客戶
Anti-corruption 反貪污	Operational Excellence 卓越經營	- -
Compliance 合規	Environmental Stewardship; 環境管理; Our People; 我們的員工; Operational Excellence 卓越經營	Suppliers 供應商
Talent management 人才管理	Our People 我們的員工	- -
Anti-discrimination 反歧視	Our People 我們的員工	- -
Resource recycling 資源回收	About Chiho; 關於齊合環保; Our Value Framework 我們的價值模型 Chiho and the SDGs 齊合環保及可持續發展目標	Suppliers and customers 供應商及客戶



SUSTAINABILITY MANAGEMENT APPROACH (continued)

Stakeholder Engagement

Stakeholder engagement is instrumental for the Group to better understand how different components can work together and drive sustainability at Chiho. The following are views of key stakeholder groups collected through this year's materiality assessment process and our corresponding responses.

可持續發展管理方針 (續)

利益相關者參與

利益相關者參與有助於本集團更好地了解不同利益相關者團體如何進行合作，亦有助於推動齊合環保的可持續發展。以下為於本年度的實質性評估過程中收集的主要利益相關者團體的觀點及我們相應的回應。

Stakeholder group 利益相關者團體	Key topics and concerns 主要議題及關注點	Stakeholder feedback 利益相關者反饋	Our response 我們的回應
Employees 僱員	Legislative compliance 法律合規	Full and timely compliance with relevant legislations is central to the Group's operations. Embracing increasingly tighter laws and regulations, the Group needs to consider related risks and opportunities. The most significant challenge is to work with our suppliers to raise output quality to meet China's new waste import standards. 全面和及時遵守相關法例是本集團營運的核心。面對不斷嚴格的法律法規，本集團須考慮相關風險及機遇。最大的挑戰是與供應商合作提高產出質量，以滿足中國新出台的廢棄品進口標準。	The Group has consistently demonstrated a track record of the highest level of compliance, which is a significant competitive advantage. We are committed to maintaining this standing by keeping abreast of the latest industry developments and making the right investments. 本集團不斷展現最高水平的合規往績記錄，這是本集團的重大競爭優勢。我們致力於通過了解最新行業發展情況及作出正確的投資維持該地位。

SUSTAINABILITY MANAGEMENT APPROACH
(continued)

可持續發展管理方針(續)

Stakeholder Engagement (continued)

利益相關者參與(續)

Stakeholder group 利益相關者團體	Key topics and concerns 主要議題及關注點	Stakeholder feedback 利益相關者反饋	Our response 我們的回應
Employees (continued) 僱員(續)	Talent acquisition 人才招納	In our worldwide operations, as people seek work of less strenuous nature and in view of low unemployment rates, the Group is facing the growing issue of hiring and retaining skilled labour at yard sites. More attention is needed with regard to talent acquisition and retention. 在我們的全球營運中，由於人們傾向於較為輕鬆的工作及鑒於失業率較低，本集團在為工場招聘及挽留熟練勞工時正面臨越來越多的問題。我們須更加關注人才招納及挽留。	To tackle the challenge of low-skill labour shortage, pragmatic labour management strategies are needed. The Group is looking to enhance workplace attractiveness by encouraging work-life balance, as well as enhancing welfare such as rolling out yard canteens and child-care services. With respect to training and development opportunities, the Group is developing a new approach to better meet the needs of its people. 為解決低技術勞工短缺的挑戰，我們需採取實用的勞工管理戰略。本集團擬通過鼓勵工作生活平衡以及提高福利，如開設工場餐廳及提供托兒服務，提高工作場所的吸引力。就培訓及發展機會而言，本集團正制定新方針，以更好地滿足員工需求。

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SUSTAINABILITY MANAGEMENT APPROACH (continued)

可持續發展管理方針 (續)

Stakeholder Engagement (continued)

利益相關者參與 (續)

Stakeholder group 利益相關者團體	Key topics and concerns 主要議題及關注點	Stakeholder feedback 利益相關者反饋	Our response 我們的回應
Employees (continued) 僱員 (續)	Occupational health and safety 職業健康與安全	<p>Ensuring the safety and health of all staff at our operating yards is of top priority, the Group maintains the highest industry standards in occupational health and safety. One of the significant issues on-site is noise generation from scrap processing operations, as it is easy to disregard its potential consequences.</p> <p>確保營運工場所有員工的安全及健康是重中之重。本集團在職業健康與安全方面維持最高的行業標準。工場的其中一個重大問題是廢棄物加工業務產生的噪音，噪音的潛在後果很容易被忽視。</p>	<p>At our yards, thorough assessment is conducted to ensure adequate noise control equipment is provided, and protocols are adhered to.</p> <p>我們在工場開展全面評估，以確保提供足夠的噪音控制設備及遵守協定。</p>
	Communication effectiveness 有效溝通	<p>The coming together of established organisations of different cultures and norms is no easy undertaking. Through the course of the whole year, the Group has progressively enhanced communication channels.</p> <p>整合不同文化和規範的組織並非易事。在過去的一年，本集團積極完善溝通渠道。</p> <p>With regard to internal communication, it has been effective but more frequent communication among operating units in different countries could be more beneficial given the dynamics of our industry.</p> <p>內部溝通雖有效，但考慮到行業動態，不同國家的經營單位進行更為頻繁的溝通會更有益。</p>	<p>On both ends, the Group has spared no effort to ensure communication is effective, regular and ongoing. This has been particularly crucial in coordinating the major task of ensuring Scholz complies with the HKEX Listing Rules, as well as other significant financial and operational changes.</p> <p>本集團不留餘力，確保有效、定期及持續的溝通。這就確保順爾茨遵守香港交易所上市規則這一重大任務以及其他重大財務及營運變動進行協調尤為重要。</p>

SUSTAINABILITY MANAGEMENT APPROACH
(continued)

可持續發展管理方針(續)

Stakeholder Engagement (continued)

利益相關者參與(續)

Stakeholder group 利益相關者團體	Key topics and concerns 主要議題及關注點	Stakeholder feedback 利益相關者反饋	Our response 我們的回應
Suppliers 供應商	Anti-corruption 反貪污	Our suppliers of end-of-life vehicles are highly concerned with the complete demolishment of vehicles, so as to combat trading of components and parts in black markets. 我們的報廢汽車供應商十分重視汽車的完全拆解，以防止在黑市上交易零部件。	The Group maintains regular engagement with its suppliers of end-of-life vehicles including annual visits to yard sites which can fully address their concerns. 本集團與其報廢汽車供應商保持定期接觸，包括每年考察工場，以完全解決其擔憂。
	Environmental and safety performance 環境及安全表現	Our suppliers regard our environmental and safety performance highly, particularly the management of effluent discharges. As an industry leader, it would be beneficial for the Group to be the first-mover in technology embracement to strive for state-of-the-art environmental and safety performance, such as the adoption of electric heavy-duty trucks. 我們的供應商高度評價我們的環境及安全表現，尤其是污水排放管理。作為行業領導者，本集團領導技術革新（如採用電動重型卡車）以努力達致最高的環境及安全表現水平。	The Group expects to make larger investments in technological advancements in the near future, as the Company reaches full stabilization. We maintain regular dialogue with our suppliers to explore ways in which our environmental and safety performance can be continually enhanced. For example, annual analysis of recurring issues with our heavy-duty vehicles is conducted with our suppliers in Europe. 隨著本公司完全穩定，預期本集團於不久的將來會在技術提升方面作出更多投資。我們與供應商保持定期對話，以探索不斷提升我們的環境及安全表現的方法。例如，我們與歐洲的供應商就重型卡車經常出現的問題展開年度分析。

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SUSTAINABILITY MANAGEMENT APPROACH (continued)

可持續發展管理方針 (續)

Stakeholder Engagement (continued)

利益相關者參與 (續)

Stakeholder group 利益相關者團體	Key topics and concerns 主要議題及關注點	Stakeholder feedback 利益相關者反饋	Our response 我們的回應
Suppliers (continued) 供應商 (續)	Communication effectiveness 有效溝通	Despite being an organisation of considerable size, our suppliers have been highly satisfied with Scholz's flexibility in communication and decision-making. 儘管順爾茨規模龐大，我們的供應商對其溝通及決策的靈活性十分滿意。	For many of our suppliers, we have sustained healthy long-term relationships over a considerable timespan. This has only been possible through mutual trust and effective communication channels. 在相當長的時間內，我們與眾多供應商保持健康的長期關係。這只有通過相互信任及有效的溝通渠道才能實現。
Customers 客戶	Product quality 產品質量	A significant proportion of our customer profile is composed of wholesalers that procure recycled and processed materials and supply to end-users. Facing tightening waste export standards, our customers demand products of greater purity and quality. 我們的大部分客戶是採購循環及已加工材料並將之供應給終端用戶的批發商。面對不斷收緊的廢棄品出口標準，我們的客戶要求產品純度更高及質量更好。	The Group has robust internal control systems to ensure product quality assurance. Systematic systems ensure procured raw materials and outbound products are up-to-standard, while our laboratories conduct advanced analysis throughout the entire operations process. The Group continues to formulate new comprehensive quality management systems to address the new standards. 本集團制定嚴格的內部控制制度，確保產品質量有保證。系統性的制度確保採購的原材料及出境產品達標，同時，我們的實驗室在整個營運過程展開先進的分析。本集團不斷制定新的全面質量管理制度，以應對新標準。

SUSTAINABILITY MANAGEMENT APPROACH
(continued)

可持續發展管理方針(續)

Stakeholder Engagement (continued)

利益相關者參與(續)

Stakeholder group 利益相關者團體	Key topics and concerns 主要議題及關注點	Stakeholder feedback 利益相關者反饋	Our response 我們的回應
Customers (continued) 客戶(續)	Environmental and safety performance 環境及安全表現	Our customers seek products that strike a balance between economic considerations and environmental and safety dimensions. Domestic procurement is one avenue in which environmental impacts can be reduced. 我們的客戶尋求能夠在經濟考慮與環境及安全方面實現平衡的產品。本地採購是降低環境影響的一種方法。	The Group is committed to maintaining competitiveness through superior environmental and safety performance. It is important for the Group to devote greater attention to safety and environmental management. 本集團致力於通過優秀的環境及安全表現維持競爭力。投入更多的關注於安全及環境管理對本集團很重要。
	Communication effectiveness 有效溝通	Current communication channels are functioning effectively. Besides annual site visits, customer complaints are handled through a systematic system. 現時的溝通渠道能夠有效運作。除年度實地考察外，我們通過系統性的制度處理客戶投訴。	The Group strives to continually strengthen its customer relations and is always ready to respond to their needs. 本集團致力於不斷加強客戶關係，且始終樂於回應他們的需求。



SUSTAINABILITY MANAGEMENT APPROACH (continued)

Chiho and the Sustainable Development Goals (the “SDGs”)

With operations spanning across several continents, the Group is well aware that its level of global impact can make significant contributions to the UN Sustainable Development Goals. Below we outline our strategic values and the day-to-day ways in which we champion and further sustainable development across our value chain.

可持續發展管理方針 (續)

齊合環保及可持續發展目標

本集團的業務橫跨多個大洲，本集團充分意識到其全球影響力可對聯合國可持續發展目標作出重大貢獻。下文概述我們的戰略價值及我們在整個價值鏈中支持及進一步推動可持續發展的日常方式。

SDGs 可持續發展目標	Our strategic values 我們的戰略價值	Our actions and contributions 我們的行動及貢獻
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Ensure sustainable consumption and production patterns
採用可持續的消費和生產模式

As a global leader in metal recycling, the Group endeavors to drive forward the development of a circular economy. 作為金屬回收的全球領導者，本集團努力推動循環經濟的發展。

- As one of the few vertically-integrated metal recycling players in the world, we are engaged in efficient recycling of valuable raw materials. The procurement of upstream materials, middle-stream processing as well as the down-stream foundry operations allow for production and use of secondary metals. 作為世界上為數不多的垂直整合金屬回收公司之一，我們從事有價值原材料的高效回收。上游材料採購、中游加工及下游鑄造業務實現再生金屬的生產及利用。
- We are one of the top 3 metal recyclers worldwide in terms of annual tonnes of scrap sold – 5.1 million tonnes of metal scrap in 2017. 按年度售出的金屬廢料的噸位（二零一七年為5.1百萬噸金屬廢料）計，我們是世界前三的金屬回收商。
- We are one of the rare metal recyclers with global coverage spanning Greater China, Europe and North America. 我們是業務覆蓋大中華、歐洲及北美的稀有金屬回收商之一。
- We manage the world’s largest plant for scrap motor recycling. 我們管理世界上最大的廢電機回收工場。

SUSTAINABILITY MANAGEMENT APPROACH
(continued)

Chiho and the Sustainable Development Goals (the
“SDGs”) (continued)

可持續發展管理方針 (續)

齊合環保及可持續發展目標 (續)

SDGs 可持續發展目標	Our strategic values 我們的戰略價值	Our actions and contributions 我們的行動及貢獻
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3 GOOD HEALTH AND WELL-BEING
良好健康與福祉



Ensure healthy lives and promote well-being for all at all ages

確保健康的生活方式，
促進各年齡段人群的福祉

The Group attaches paramount importance to ensuring the health and safety of our people and the communities in which we operate.

本集團高度重視確保我們的員工及經營所在社區的健康與安全。

- The Group’s management spearheads the safety of our employees according to our Environmental, Health and Safety Management System.
根據我們的環境、健康及安全管理系統，本集團的管理層帶頭確保僱員的安全。
- We conduct regular workplace risk assessments to ensure yard safety is enhanced. For example, this year we have installed automatic systems that reduce manual handling at our Hong Kong site.
我們定期進行工作場所風險評估，以確保增強工場安全。例如，本年度我們在香港工場安裝自動系統，減少人工操作。
- We implement comprehensive safety training to all operations staff to ensure safe and hazard-free conduct.
我們對所有操作人員進行全面的安全培訓，以確保安全無危險操作。
- We go beyond the law and cultivate a safety-first culture. For example, we have appointed a Registered Safety Officer that is not a legal requisite for our Hong Kong site.
我們比法律要求做的更多，並培養安全第一的文化。例如，我們在香港工場委任註冊安全主任，而法律並無要求我們如此行事。

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SUSTAINABILITY MANAGEMENT APPROACH (continued)

可持續發展管理方針 (續)

Chiho and the Sustainable Development Goals (the "SDGs") (continued)

齊合環保及可持續發展目標 (續)

SDGs 可持續發展目標	Our strategic values 我們的戰略價值	Our actions and contributions 我們的行動及貢獻
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Reduce inequality within and among countries
減少國家內部和國家之間的不平等

As a global employer of over 4,000 employees, we strive to offer equal employment opportunities and address any forms of discrimination in the workplace.
作為在全球僱用超過4,000名僱員的僱主，我們致力於提供平等的僱傭機會，解決工作場所存在的任何形式的歧視。

- The Group ensures equal employment opportunities regardless of the candidates' ethnicity, sex, age, religion, national and social origin, as well as personal circumstances and state of health.
本集團確保為不同種族、性別、年齡、宗教、國籍、社會出身以及個人情況及健康狀況的應聘者提供平等的僱傭機會。
- We encourage communication between general workers and management such as through the set-up of the General Manager Mailbox.
我們通過設置總經理郵箱等鼓勵普通工人與管理層之間的溝通。

SUSTAINABILITY MANAGEMENT APPROACH
(continued)

Chiho and the Sustainable Development Goals (the
“SDGs”) (continued)

可持續發展管理方針 (續)

齊合環保及可持續發展目標 (續)

SDGs 可持續發展目標	Our strategic values 我們的戰略價值	Our actions and contributions 我們的行動及貢獻
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Take urgent actions to combat climate change and its impact
採取緊急行動應對氣候變化及其影響

With close to 250 sites in operation worldwide, we stride towards a low-carbon value chain by enhancing our operations efficiency.

我們在全球範圍內運營近250家工場，通過提升營運效率，我們朝著低碳價值鏈大步邁進。

- The Group’s recycling business eliminates the carbon-intensive primary stage of virgin material extraction – the carbon footprint of aluminium recycling is only 10% of that in primary production. 本集團的金屬再生業務淘汰碳排放密集的原材料提取之初級階段，鋁回收的碳足跡僅為初級生產的10%。
- In Europe, we drive conscious fuel consumption through real-time monitoring via telemetry systems – estimated to have resulted in fuel savings of as much as 5 – 7%. 在歐洲，我們利用遙測系統進行實時監控，推動油耗意識，估計省油達5-7%。
- We install heat recycling systems, such as one in Taizhou which saves approximately 20% of original fuel input. 我們安裝餘熱回收系統，如台州的系統節約約20%的燃料投入。
- We make continuous investments in low-carbon technology such as more energy-efficient models of vehicles and software that enhance waste stream logistics. 我們不斷投資低碳技術，如更加節能的車輛及軟件型號，提升廢料源物流。

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SUSTAINABILITY MANAGEMENT APPROACH (continued)

Chiho and the Sustainable Development Goals (the "SDGs") (continued)

可持續發展管理方針 (續)

齊合環保及可持續發展目標 (續)

SDGs 可持續發展目標	Our strategic values 我們的戰略價值	Our actions and contributions 我們的行動及貢獻
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Promote just, peaceful and inclusive societies
促進建設公平、和平及包容性的社會

The Group does not tolerate any form of corruption and deter any unethical practices by promoting standards of good corporate practices.

通過推動良好的企業常規標準，本集團嚴禁任何形式的貪污並杜絕任何不道德的行為。

- The Group raises employees' awareness of anti-corruption compliance by providing regular training courses
通過定期提供培訓課程，本集團提高僱員的反貪污合規意識。
- We encourage and enable employees to report suspected cases of corruption via a whistleblowing policy.
我們通過舉報政策鼓勵及讓僱員能夠報告疑似貪污的行為。
- We require business partners to sign a confidentiality agreement, which averts the leakage of transaction details and patented technologies.
我們要求業務夥伴簽訂保密協議，避免洩露交易詳情及專利技術。
- We employ specialized personnel to conduct checks and audits that ensure compliance to relevant data protection laws.
我們聘用專職人員進行核查及審計，確保遵守相關數據保護法。

ENVIRONMENTAL STEWARDSHIP

The Group aims to reduce its environmental footprint and reliance on natural resources through adopting environmentally-friendly practices in its daily operations.

As a global metals recycler, the Group engages in the processing of mixed metal scraps and other resources to high-quality products that is channelled back as input into production chains of refineries, foundries and smelters. Encompassing indisputable environmental benefits, the recycling industry not only alleviates burden on our landfills but also abates the exploitation of limited non-renewable resources.

We are playing an immense role in climate change combat as the recycling industry makes drastic cuts in carbon emissions. Contributing to the development of a circular economy, the Group is striving to drive closed-loop processes that is grounded on sound environmental management.

The major types of input material handled in the facilities are scrap metals and electronic waste from industrial processes, construction demolition, end-of-life vehicles and domestic sources. Main environmental impacts come from disassembly, segregation and processing of incoming waste, which are managed via standardized internal systems. During the reporting year, we did not encounter any cases of environmental non-compliance resulting in significant fines, nor any other non-monetary sanctions.

Our Hong Kong operation site is to proceed with an upgrade of an integrated waste recycling facility equipped to process electronic scrap from home appliances, office equipment and other forms of mixed sources. The proposed facility underwent a preliminary environmental impact review via a commissioned consultancy, to advocate green operational processes and mitigate potential negative impacts.

環境管理

本集團計劃通過在日常營運中採納環保常規減少環保足跡及對天然資源的依賴。

作為全球金屬回收商，本集團從事混合廢金屬及其他資源加工，加工後的優質產品重新進入精煉廠、鑄造廠及冶煉廠的生產鏈。回收產業對環境的裨益無可爭議，不僅降低我們的堆填區負擔，而且減少對有限的不可再生資源的開採。

由於回收產業能夠大幅減少碳排放，我們在應對氣候變化中起著極大的作用。在推動循環經濟發展的同時，本集團亦致力於推動基於穩健環境管理的閉環流程。

我們的設施處理的主要輸入材料類型為工業流程、建築拆除、報廢汽車及生活產生的廢金屬及電子廢料。主要的環境影響來自透過標準化內部系統管理的廢料拆卸、分割及加工程序。於報告年度，我們並無遭遇任何環境不合規而導致重大罰款，或任何其他非金錢制裁。

我們香港的營運場地將進行綜合廢料回收設施升級，該設施將用於加工家電、辦公設備及其他形式的混合來源所產生的電子廢料。該升級設施由我們委託的諮詢公司進行初步環境影響評估，以倡導綠色營運流程及降低潛在的不利影響。

ENVIRONMENTAL STEWARDSHIP (continued)

Pollution Mitigation

Effluent

The Group attaches great importance to the proper management of effluent discharges generated from our operations, by demonstrating full compliance to all relevant local statutory requirements. Industrial wastewater is regularly monitored by third-party testing consultancies that ensure levels of heavy metal, chemical oxygen demand (COD), suspended solids (SS) and other waste pollutants are within license limits. At our more manufacturing-intensive operation sites in Germany, additional measures such as the installation of steel plate barriers underground are effective fittings to mitigate against soil and water contamination from hazardous effluents.

Air Emissions

Throughout the Group's operations, air emissions are generated from the operation of heavy-duty vehicles as well as various industrial processes, such as our foundries and furnaces. All of our emissions are subject to rigorous control and management in compliance with relevant local laws related to air emissions regulations.

In Europe, according to national regulations, the level of emissions is closely monitored through air emissions inventory records. In some operating yards, internal regulations are implemented in addition to guide preventive actions on emissions. Currently, national regulations regarding air emissions are becoming more and more stringent. We are keen on going beyond the law and embrace green investment early on, such as replacement of diesel vehicles with electric models as well as the greater adoption of operating shredders equipped with particulate matter filter systems.

環境管理 (續)

減緩污染

污水

本集團格外重視營運排放的污水能夠獲得妥善管理，全面遵循所有有關當地法定規定。工業廢水乃經第三方檢測顧問公司定期監管，確保重金屬、化學需氧量(COD)、懸浮固體(SS)及其他廢棄物污染水平均維持在許可範圍內。而在我們生產較為密集的德國營運場地，我們則採取額外措施，例如加裝地下鋼板屏障，有效減緩有害排放物造成的土壤及水污染。

廢氣排放

在本集團的營運過程中，廢氣排放分別來自重型車的操作以及包含鑄造廠及熔爐運作的各項工業流程。所有排放物均需遵照廢氣排放規定的相關當地法律嚴加控管。

根據歐洲各國的法規，排放量透過廢氣排放清單記錄密切監控。除廢氣排放預防措施外，若干營運工場亦執行內部規定。現時規管廢氣排放的全國法規日趨嚴謹，我們不僅致力遵循法律，更及早從事綠色投資，如以電動車取代柴油車，以及更廣泛採用加裝懸浮顆粒過濾系統的粉碎機。

ENVIRONMENTAL STEWARDSHIP (continued)

Energy Consumption

The Group has always been exploring ways to further streamline its operations and processes to bring down resources consumption and drive efficiency. Encompassing a range of heavy-duty processes and vehicles, our resources consumption throughout our value chain is kept in check through stringent management.

Our operations across all regions rely on heavy-duty diesel vehicles as well as reliable power supply. For Greater China, purchased electricity and natural gas together constitute 88% of our consumption, while diesel makes up a proportion of approximately 12%. The chart below indicates that electricity accounts for more than 70% of the carbon footprint, while natural gas and diesel constitute 22% and 7% respectively.

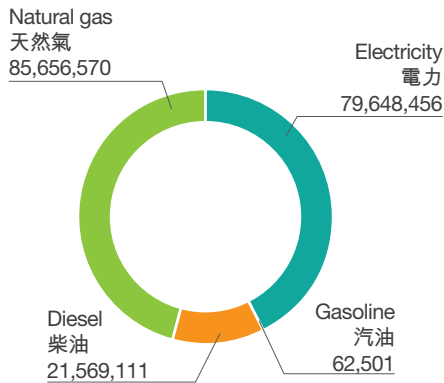
環境管理 (續)

能源消耗

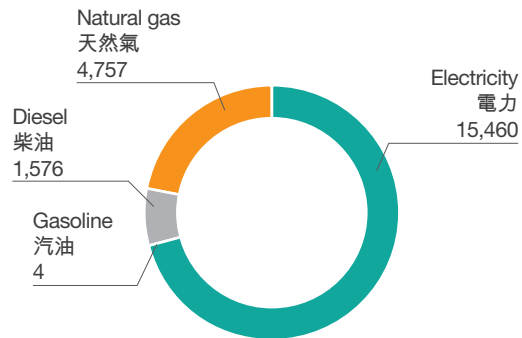
本集團不斷尋求能進一步精簡業務流程的方法，以冀降低資源消耗並增加效率。我們的業務涵蓋廣泛的重型流程及重型車，故價值鏈的資源消耗透過嚴格管理加以掌控。

我們倚賴重型柴油車及可靠的供電在各地區經營業務。在大中華地區，採購的電力及天然氣佔總消耗的88%，而柴油則佔約12%。下圖顯示電力佔碳足跡超過70%，而天然氣及柴油則分別佔22%及7%。

Energy Profile - Greater China
能源結構－大中華地區
(MJ/兆焦耳)



Carbon footprint - Greater China
碳足跡－大中華地區
(tCO₂e/噸二氧化碳當量)



For our European operations, energy consumption amounted to a total of 257,299,085 MJ of energy from various sources, which resulted in 21,901 tCO₂e of carbon emissions.

就歐洲營運而言，來自各類能源來源的能源消耗合共257,299,085兆焦耳，致使碳排放量為21,901噸二氧化碳當量。

ENVIRONMENTAL STEWARDSHIP (continued)

Energy Saving

At sites in Greater China, we systematically manage power consumption at our offices, such as through our Energy Conservation Management Program launched last year in Hong Kong. Standard operating procedures have been set out for our office staff to contribute and play a part in conserving resources. For example, aluminium processing facilities in Taizhou operate a heat recycling system which saves approximately 20% of original fuel input. In addition, we have commenced replacement of our lighting systems to the more energy-efficient LED alternative, aiming to operate on a more eco-friendly basis.

At our European yards, continuous improvement in energy efficiency is possible through conducting comprehensive analysis of our energy usage. During the year, we replaced our vehicles and transportation devices to more energy efficient models, which also effectively reduces on-site air pollution and our carbon footprint. For example, the new excavators save as much as 1 litre of diesel per hour of operation. Moreover, telemetry systems on our fleet of trucks have been monitoring real-time fuel usage which drives conscious fuel consumption. Coupled with reduction in the need of maintenance and wear-and-tear of parts, it is estimated that the systems have resulted in fuel savings of as much as 5 to 7%.

Water Consumption

Our sites do not require much water withdrawals as usage are mainly limited to domestic use and simple cleaning of metal scrap. Despite not being a significant source of consumption along our chain of operations in Greater China, we believe every effort counts. During the reporting year, our Greater China operations consumed 87,044 m³ of water¹, while water consumption for our European subsidiaries amounted to 43,378 m³.

¹ Water consumption at Taizhou dropped significantly compared to that of 2016, as the site's ferrous recycling units are no longer in operation.

環境管理 (續)

節約能源

在大中華地區的基地，我們在辦事處採取系統性措施管理能源消耗，如去年在香港發佈了節約能源管理計劃。我們亦為辦事處員工設置標準化作業程序，使員工為節約資源盡一份心力。例如，我們在台州的鋁加工設施安裝了熱能回收系統，共節省原始燃料輸入約20%。此外，我們將照明系統更換為具備更高能源效益的LED燈，矢志達成環保目標。

在歐洲地區，我們的營運工場透過全面分析能源使用，持續改善能源效率。年內，我們將汽車及運輸裝置更換為更具備能源效率的型號，亦有效降低現場的空氣污染及碳足跡。例如，新的挖掘機每小時可節省1公升的柴油量。此外，貨車車隊的遙測系統能夠即時監控燃料用量，驅使我們提升節約燃料消耗的意識。而由於零件維修及磨損需求減少，該系統估計能夠節省5至7%的燃料。

水消耗

由於工場用水主要限制於生活用水及簡單清潔廢金屬，故我們的工場毋須大量耗水。儘管大中華地區並非營運鏈的主要消耗來源，但我們堅信每項環保措施均能體現價值。於報告年度，大中華地區營運共消耗87,044立方米¹的水量，而歐洲子公司的耗水量則為43,378立方米。

¹ 台州的水消耗較二零一六年大幅下降，乃因其黑色金屬回收單位終止營運所致。

ENVIRONMENTAL STEWARDSHIP (continued)

Water Consumption (continued)

In Taizhou, since last year we have commenced detailed monitoring of water consumption and promoted water-saving habits among our staff. Rainwater harvesting systems atop each of our factory buildings channel rainwater into a reservoir of capacity 10,000m³. This is not only sufficient to meet our needs for irrigation and cleaning but also contributes to industrial usage and landscape aesthetics. Moreover, water withdrawals are further lessened via a water circulation system where wastewater is processed and reused to the maximum possible extent.

In Europe, a culture of conserving water is advocated through internal training programmes. Continuous efforts are made to curtail our water usage through the installation of water-saving devices, such as automatic sensor taps or those with low flowrates.

Waste Management

Handling commodities of both hazardous and non-hazardous nature, the Group has established robust waste management systems at all sites in compliance with local legislation and standards. In Hong Kong, the main sources of hazardous waste are limited to waste oil and batteries. At our Taizhou site with more industrial processing capacities, waste circuit boards, and waste oil account for the largest proportion of our hazardous waste profile, alongside waste batteries, wastewater sludge and waste slag. All hazardous waste is stored in sealed and labelled containers and is delivered to certified hazardous waste disposing parties.

環境管理 (續)

水消耗 (續)

在台州，我們自去年開始加以監督耗水量，督促員工養成節約用水的習慣。我們在各工廠屋頂安裝雨水收集系統，將雨水存置於容量達10,000立方米的水庫中。該系統不僅充分滿足我們的灌溉及清潔需求，更有助於工業用途及改善景觀。此外，由於廢水經水循環系統盡可能地處理及再用，耗水量因而大幅減少。

在歐洲，公司透過內部培訓計劃宣揚節水文化。我們持續致力透過安裝自動感應或低流量水龍頭等省水裝置節約用水。

廢棄物管理

本集團遵照當地法規及標準在所有工場設置可靠的廢棄物管理系統，以處置有害及無害商品。在香港，有害廢棄物的主要來源僅限於廢油及廢電池。而台州工場具備更多工業加工容量，廢電路板及廢油為最主要的有害廢棄物類型，其他廢棄物則包括廢電池、廢水處理的污水及廢熔渣。所有有害廢棄物均存放於密封標籤容器，並運送至經認可的有害廢棄物處置公司。

ENVIRONMENTAL STEWARDSHIP (continued)

Waste Management (continued)

Waste is managed according to a hierarchical disposal system in Europe in which waste is principally reused and recycled, otherwise eliminated at the end of the life cycle. Hazardous waste arising at yard sites, such as emulsion and waste oil, are kept in restricted storage areas or proofed storage containers and finally disposed by specialized companies. The process requires a disposal proof for each consignment transported and gets verified by the relevant authority. To ensure proper disposal, the producer, carrier, disposer and the amount of waste is clearly documented.

Non-hazardous waste, such as municipal waste and waste paper, plastic and wood, are separately collected and transferred to accredited waste management companies. According to the "Standard Operating Procedure for Solid and Municipal Waste Management" initiative, proper handling and treatment of all solid and municipal waste is ensured with a list of procedures.

The chart below compares our figures for the waste generated in Greater China with those of the previous year. The significant drop in non-hazardous waste generated can be attributed to our increased efforts in mitigating waste generation. In Europe, we handled 38,345 tonnes of hazardous waste, while 1,967,011 tonnes of non-hazardous waste were generated.

環境管理 (續)

廢棄物管理 (續)

廢棄物乃遵照歐洲分級處置系統予以管理，主要經重複利用及回收，否則會於生命週期結束時棄置。工場產生的有害廢棄物如乳劑及廢油等均存放於限制存放地區或密封存放容器內，最後再交由專門公司處理。在該過程中，每批運輸物品須取得處置證明，並通過相關部門驗證。本公司清晰載列生產公司、運輸公司、處理公司以及廢棄物量，確保廢棄物獲得妥善處置。

我們分別收集無害廢棄物如城市廢棄品及廢棄紙張、塑膠及木材，並交予經認證的廢棄物管理公司。根據「固體及城市廢棄物管理的標準化營運程序」計劃，我們依據所列程序，確保所有固體及城市廢棄物均獲得妥善處理。

下圖比較二零一六年及二零一七年在中華地區的廢棄物相關數據，無害廢棄物大幅下滑乃因我們加大力度減少產生廢棄物。我們在歐洲處理38,345噸有害廢棄物，產生1,967,011噸無害廢棄物。

2017 Waste generated - Greater China
2017年產生的廢棄物—大中華地區



Waste reduction initiatives are undertaken to reduce waste from mechanical equipment by ensuring proper use according to the manufacturer's instructions. More significantly, during the year, several of our European yards operation have taken first steps to invest in a new software that enhances waste stream logistics.

我們實施減廢計劃，確保機械設備遵照生產商指示妥善應用，以減少所產生的廢棄物。更重要的是，我們在歐洲經營的多家工場於年內首次投資加強廢棄物物流的新軟件。

OUR PEOPLE

Committing to making sure the safety and well-being of our people, the Group treasures employees as a valuable asset, and by creating an open, fair and safe workplace, we ensure every employee has equal access to opportunities and works with satisfaction and pride.

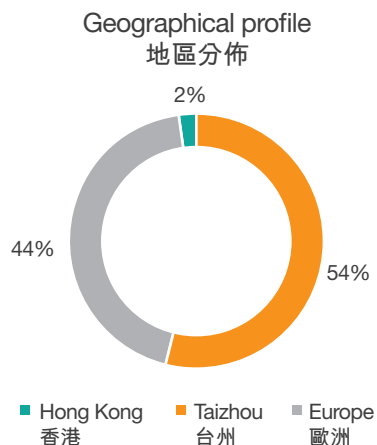
Labour Practice

We are committed to upholding human rights in the regions where we operate. Complying with local laws and regulations, any form of child and forced labour is forbidden in our company. During the recruitment process, identity card and education certificate are examined to prevent child labour.

Our Group strictly observes local and national employment protection laws, especially the legal regulations on working hours and rest periods. In the event of overtime work, employees are compensated at premium rates of pay, or with rest days to offset time spent.

We also ensure every employee has equal opportunities, performance-related remuneration and employment conditions regardless of ethnicity, sex, age, religion, national and social origin, personal circumstances and state of health. During the year, we were not aware of any non-compliance of laws and regulations relating to occupational health and safety, compensation and dismissal, recruitment and promotion, working hours, rest periods, diversity and other benefits and welfare that have a significant impact to the Group.

As of December 2017, our operations in Hong Kong, Taizhou and Europe had a total of 4,330 employees, of which 102 (2%), 2,334 (54%) and 1,894 (44%) are based in Hong Kong, Taizhou and Europe respectively. Below are the details of employee composition.



我們的員工

本集團致力維護僱員的安全及福祉，並視僱員為寶貴資產。我們打造開放、公平、安全的工作環境，提供平等機會，令僱員樂於奉獻並以此為傲。

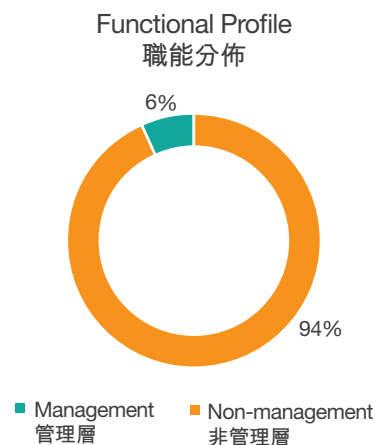
勞工常規

我們在營運所在地區致力維護人權。本公司遵循當地法律法規，禁止以任何形式僱用童工及強制勞工。在僱用過程中，我們會檢查身份證及學歷證明，以防止僱用童工。

本集團嚴格遵循當地及全國僱傭保護法，尤其是攸關工時及休假的法律規範。僱員若超時工作將以更多工資補償，或以休假補償超時工作的時間。

此外，無論種族、性別、年齡、宗教、國籍及出身、個人狀況及健康狀態，我們確保每位僱員均能獲得平等機會、與績效掛鈎的酬金及僱傭條件。年內，據我們所知並無任何違反職業健康與安全、補償及解僱、招聘及晉升、工作時數、假期、多元化以及其他待遇及福利法律法規的情況，進而對本集團造成重大影響。

截至二零一七年十二月，我們在香港、台州及歐洲的業務營運合共僱用4,330名僱員，其中香港、台州及歐洲分別僱用102人（2%）、2,334人（54%）及1,894人（44%）。僱員組成詳情如下。



OUR PEOPLE (continued)

Health and safety

Occupational health and safety is one of the Group's main priorities. Complying with all applicable laws and regulations in regard to health and safety, the Group endeavours to ensure adequate protection of its employees, customers, contractors and sub-affiliates by setting up the Environmental Health and Safety Policy, which is presented in the Environmental, Health and Safety Management System ("EHSMS") Manual. All employees are involved in implementation of the safety system are held responsible.

To maintain high standards of health and safety, a safety production management committee has been established in Greater China. Led by the General Manager, the committee is comprised of Deputy General Manager, Department Representatives, and Worker Representatives. In addition, a registered safety officer (RSO) is stationed at our Hong Kong site, which is not required by local law for the total number of employees of the respective premise.

For our operations in Europe, a health and safety organization (HSO) has been established to assure compliance with relevant laws and regulations. To facilitate communication at all organizational levels, HSO comprises of the CEO, an appointed chairman, an appointed management representative as well as an elected employees' representative. Led by the CEO, HSO meets three times annually to follow up on new laws and regulations, work-related fatalities and injuries, sick leave, safety inspections, action plans, assessment and inspection by the HS authorities, etc. Every three years, a work place assessment is conducted to identify safety risks, so that policies and measures can be adjusted to ensure a safe and decent working environment.

我們的員工 (續)

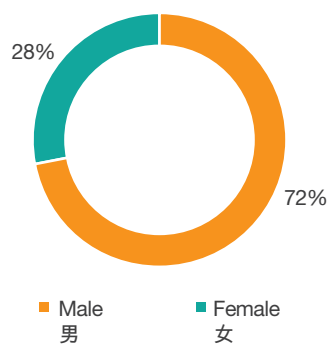
健康與安全

本集團的首要重點是僱員的職業健康與安全。本集團遵守有關健康與安全的所有適用法律法規，透過環境、健康與安全管理系統（「EHSMS」）手冊闡述的環境健康與安全政策，致力確保僱員、顧客、承包商及下屬聯屬公司獲得妥善保護。所有參與執行安全系統的僱員均須承擔責任。

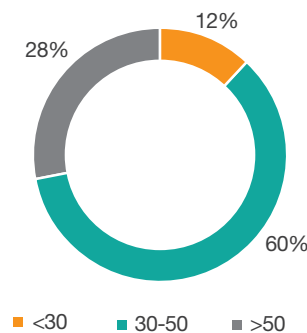
為維持高標準的健康與安全，我們在大中華地區成立安全生產管理委員會。該委員會由總經理主導，成員包括副總經理、部門代表及勞工代表。此外，香港工場已派駐註冊安全主任，就各工場的僱員總數而言，根據當地法律毋須設置該人員。

我們的歐洲營運成立健康與安全組織，確保遵守相關法律法規。為加強與各級組織的溝通，健康與安全組織成員包括行政總裁、委任主席及委任管理層代表以及經選定僱員代表。健康與安全組織由行政總裁帶領，每年召開三次會議，以知悉最新法律法規、因工傷亡個案、病假、安全檢查、行動方案、健康與安全當局進行的評估及檢驗等。為識別安全風險，工作場所每三年評估一次，因此政策及措施方能予以調整，確保我們營造安全舒適的工作環境。

Gender profile
性別分佈



Age Profile
年齡分佈



OUR PEOPLE (continued)

Health and safety (continued)

In 2017, number of days lost due to work-related injuries were recorded at 3,507, while 294 work-related injuries were recorded, with an injury rate of 6.79. The Group takes preventative measures to minimize any potential harm to the employees. A risk assessment must be conducted before any form of hazardous work commences, in which potential hazards are identified and recorded. The main risks lie in the process and the environment where materials are handled. Specifically, noise assessment and air quality assessment are conducted at our Hong Kong site to monitor the impacts of noise and metal contaminants at the working environment. This is followed by protection measures to mitigate the risks, such as installation of ventilation fans to maintain air quality. This year, vacuum handlers and covered conveyor belts system have been installed so as to reduce manual handling of materials and improve dust control.

Raising safety awareness of employees is crucial in minimizing potential hazards and preventing accidents. Our health and safety programs provide training on the operations of machinery and keep them alert about the potential hazards. For instance, the concentration of suspended air particulates on-site is significant due to the dust, surface oxides and metal debris during discharge and disassembly of metal scraps. Employees are made aware of relevant health impacts and adopt sprinkling measures, utilize personal protective equipment (PPE) such as gloves and mask to minimize the impact of suspended particulates. With regard to occupational health and safety education, approximately 636 and 8,788 hours of training were conducted for operations in Hong Kong and Taizhou respectively.

We also mitigate the safety risk through fulfilling the requirement of building ordinances and providing adequate safety precautions for workers, including fire equipment, pest control measures and other PPE such as goggles and helmets. To continuously improve occupational health and safety management, employees are encouraged to render feedback to senior management through communications channels such as general manager mailbox, regular meetings, etc.

我們的員工 (續)

健康與安全 (續)

二零一七年，因工傷損失日數合共3,507天，該年度共發生294起工傷事故，工傷比率為6.79。本集團採取預防措施將僱員可能遭受的任何傷害降到最低。在開展任何形式的有害工程前，我們會作出風險評估，識別並記錄潛在危害。主要風險主要在材料加工的過程及環境中產生。具體而言，我們在香港工場著手評估噪音及空氣品質，以監測噪音及金屬污染物對工作環境造成的影響，接著採取減緩風險的保護措施，例如安裝通風設備維持空氣品質。今年，本公司加裝真空運輸設備及覆蓋式輸送帶系統，藉此減少材料處理人力並改善粉塵控制。

提升僱員安全意識為降低潛在危害及預防事故發生的首要任務。我們的健康與安全計劃提供機械操作相關培訓，提高僱員對潛在危害的警覺性。舉例而言，廢金屬的拆卸及拆解過程中會產生粉塵、表面氧化物及金屬碎屑，因此工場的懸浮顆粒物濃度非常高。公司指導僱員知悉相關健康影響，並採納灑水措施，使用手套及口罩等個人保護裝備，將懸浮顆粒物的影響降至最低。就職業健康與安全教育而言，我們在香港及台州的營運分別提供約636及8,788小時的培訓。

為減緩安全風險，我們亦遵循建築條例規定並為員工提供充足的安全預防措施，包括消防設備、防蟲措施及其他如眼鏡及頭盔等個人保護裝備。為持續精進職業健康與安全管理，我們鼓勵僱員透過溝通渠道，如總經理信箱、定期會議等方式，向高級管理層提供反饋。

OUR PEOPLE (continued)

Development and Training

Talents constitute a valuable asset of our business and the Group emphasizes efficient talent acquisition and retention. We provide our employees with opportunities for career advancement and job fulfilment. We are committed to continuously strengthening our training programs and fostering the growth of our talents. At our operations in Europe, we have established the Scholz Academy which organizes training programmes, providing every employee equal opportunity for competency reinforcement and career advancement.

A series of programs ranging from induction program to professional skills training program serve the needs of our employees at different stages in our Company. Induction program is conducted for new employees to familiarize themselves with the Company's policies. For other selected employees, professional skills training programs are conducted to enhance their professional proficiency. For instance, employees from purchasing, sales and QEHS departments have been trained in the new IT system CRM to support trading activities; employees of QEHS department have been provided external courses to keep abreast with new ISO standards. In 2017, the average training hours for management and non-management are 6.2 and 5.6 hours respectively.

Community Involvement

During the year, our operation in Europe has contributed approximately EUR 19,000 to communities in areas of education, culture and sports. With the previous success of supporting renewable resources industry through providing sponsorships, we aim to continuously contribute to the environmental, educational and cultural development of communities where we operate.

我們的員工 (續)

發展及培訓

人才為我們業務的寶貴資產，且本集團格外重視有效招納及挽留人才。我們向僱員提供職涯發展機會，令其從中獲得工作成就感。我們不斷加強培訓計劃，培育人才發展。在歐洲，我們亦成立順爾茨學院 (Scholz Academy)，安排培訓計劃，為每位僱員提供增強實力及職涯發展的平等機會。

培訓計劃系列涵蓋入職計劃及專業技能培訓計劃，符合本公司僱員在不同階段的需求。入職計劃能令新僱員熟悉本公司的政策。對其他經選定僱員而言，專業技能培訓計劃乃為加強彼等的專業能力而設置。舉例而言，採購、銷售及QEHS部門的僱員獲得有關新信息技術系統CRM的培訓，以支援買賣活動；QEHS部門的僱員則參加外部課程培訓，了解最新的ISO標準。二零一七年，管理層及非管理層的平均培訓時數分別為6.2及5.6小時。

社區參與

年內，我們於歐洲的營運在教育、文化及體育領域為社區貢獻約19,000歐元。我們過往曾透過贊助，成功支持可再生資源行業的發展，有見及此，我們將持續向營運所在社區的環境、教育及文化發展作出貢獻。

OPERATIONAL EXCELLENCE

Pledging to provide our customers with high quality products and services, the Group is committed to not only making sure its products strictly comply with relevant environmental and social standards, but is also striving for operational excellence.

Supply Chain Management

Chiho is committed to building a long-term and win-win partnership with its suppliers to provide quality products and services for resources recycling and function as an environmentally-friendly industry. In 2017, there were approximately 59,000 suppliers and subcontractors for our operations in Europe, while there are 63 and 34 suppliers and subcontractors across the globe for our Taizhou and Hong Kong sites respectively. By strengthening our procurement network with established and developed suppliers, we can obtain stable upstream materials and ensure transparency in the cost of materials, providing high-quality and low-cost products and services.

The Group is striving to create a sustainable and environmentally-friendly world and therefore selection of suppliers and subcontractors is viewed as crucial for this goal. Our EHSMS Manual has set out policies for monitoring and evaluating existing and potential suppliers and subcontractors. Before they are officially listed into the Suppliers/ Subcontractors Register, an assessment is done and approved by the Chief Operating Officer. Priority is given to those on the list for all procurement of major services or materials.

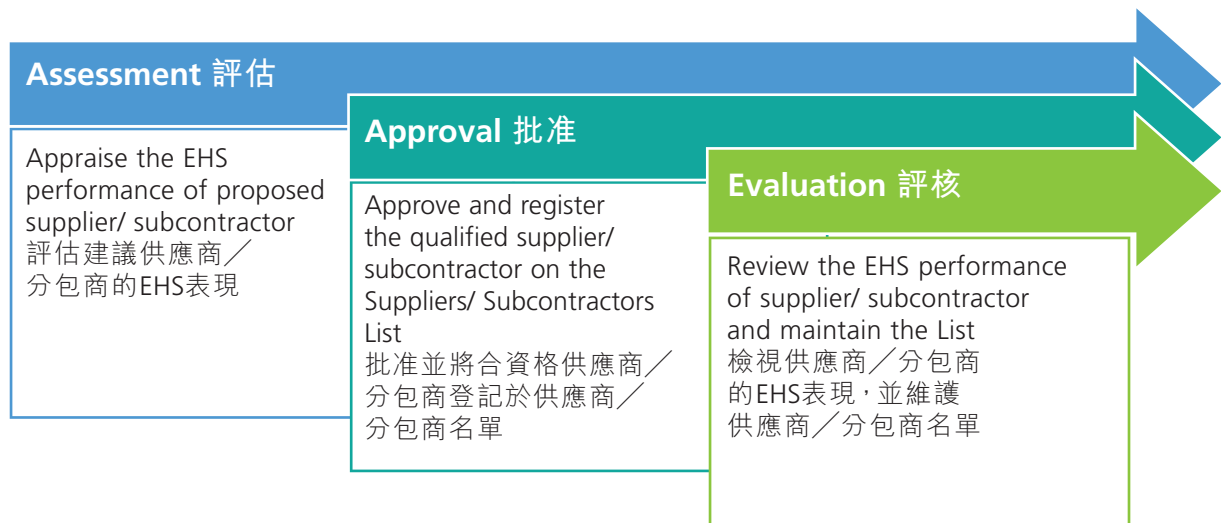
卓越經營

本集團承諾為顧客提供優質產品及服務，不僅竭力確保產品嚴守相關環境及社會標準，更矢志維持卓越經營。

供應鏈管理

齊合環保致力與供應商建立長期雙贏的夥伴關係，提供資源回收的優質產品及服務以及發揮環保行業的功能。二零一七年，我們在歐洲的營運共有約59,000家供應商及分包商，而在台州及香港的工場則分別有遍佈全球的63家供應商及34家分包商。我們加強與發展成熟的供應商的採購網絡，取得穩定的上游材料，確保材料成本的透明度，藉此提供優質及低成本的产品及服務。

本集團矢志打造可持續發展及綠色環境，因此供應商及分包商篩選對達成此目標均相當重要。我們的EHSMS手冊制訂監督評估現有及潛在供應商及分包商的政策，在其正式列入供應商／分包商名冊前，須完成相關評估，並獲首席營運官批准。所有列於採購主要服務或材料清單上的供應商／分包商均會優先考量。



Steps of suppliers/subcontractors management

供應商／分包商管理步驟

OPERATIONAL EXCELLENCE (continued)

Supply Chain Management (continued)

All suppliers and subcontractors are required to fully comply with our environmental, health and safety policies listed on our EHSMS Manual. Suppliers certified with ISO 9001 and ISO 14001 are preferred in order to assure high quality processes with regard to the environmental and social surroundings. An evaluation is taken up on completion of work or on a yearly basis. If the EHS performance is not satisfactory, the supplier will not be eligible for future partnership.

Product Responsibility

To ensure our products meet international standards and customer requirements, the Group has established an internal quality management system based on ISO 9001. All raw materials are monitored at the yards where they are classified and tested for quality. Quality control is conducted based on regulations and requirements concerning environmental health and safety impacts. Materials that do not meet the requirements are either returned to the supplier or undergo re-processing or other corrective measures.

As metal scrap is handled and delivered according to customers' requirements, we continuously listen to feedback from our customers regarding quality of products and services. Complaints are handled in a prompt manner according to established procedures. Their opinions and concerns are taken into consideration as we internally review our operations and processes. Through close communications, we strive to maintain customer satisfaction and minimize the health and safety risks of our products and services. There were no significant incidents of non-compliance regarding product health and safety during the year.

卓越經營 (續)

供應鏈管理 (續)

所有供應商及分包商需全面遵守EHSMS手冊所載的環境、健康與安全政策。我們優先考量獲ISO 9001及ISO 14001認證的供應商，確保就環境及社會環境實施高質量程序。本公司於完工後或按年作出評估。倘EHS表現不盡理想，則供應商將失去未來合作的資格。

產品責任

為確保我們的產品符合國際標準及顧客要求，本集團已根據ISO 9001制訂內部質量管理系統。所有原材料會在工場完成分類及質量檢測並加以監測。質量控制乃根據環境健康及安全影響的法規規定執行，本集團會將不符合規定的材料退還予供應商或重新處理，或採取其他補救措施。

由於廢金屬會根據顧客的要求處理交付，我們持續傾聽顧客對產品及服務質量的意見，並根據所訂程序即時處理客戶投訴。我們亦會在內部檢視營運及程序，將客戶的意見及關注議題納入考量。我們致力經由密切溝通維持顧客滿意度，並將產品及服務的健康與安全風險降到最低。年內，並無發生違反產品健康及安全規定的重大事件。

OPERATIONAL EXCELLENCE (continued)

Data Protection

We have a responsibility to protect the information of our customers and confidential information of our operations. Data are protected through ongoing monitoring by the IT and legal departments. Business partners are required to sign a confidentiality agreement, which prevents the leakage of transaction details and patented technologies. Terms related to intellectual property rights are also stated in employment contracts. At our operations in Europe, data protection officers conduct checks and audits, scrutinizing the compliance to relevant laws and regulations.

Anti-corruption

Chiho is committed to promoting good corporate practices and deterring code of conduct violations, any illegal and unethical acts are strictly prohibited. During the year, we were not aware of any non-compliance relating to blackmail, money laundering, extortion, bribery that have a significant impact on the Group.

Our Group has established a whistleblowing policy to encourage and enable its employees and others to report cases regarding actual or potential violations of laws and regulations. All complaints must be submitted through confidential ways, including a 24-hour hotline, with sufficient and precise information. Chairman of Audit Committee, also an Independent Non-Executive Director, will record the complaint and conduct an investigation. Outcome from the investigation will be reported to the Board of Directors who will take appropriate actions if needed.

The complainants are protected under the policy when making complaints on a confidential and an anonymous basis, if they want. Any act of retaliation to the complainants is treated as a serious violation of the Company's policy, and may result in dismissal as penalty.

卓越經營 (續)

數據保護

我們有責任保護顧客資料以及營運的機密資料，並透過信息技術及法律部持續監控保護資料。業務夥伴須簽署保密協議，以防洩漏交易細節及專利技術。有關知識產權的條款亦於僱傭合約內闡述。我們在歐洲委任的數據保護主任會檢察、查核及檢視是否符合相關法律法規。

反貪污

齊合環保致力推廣良好的企業常規並制止違反行為準則，嚴厲禁止任何違法及不道德的行為。年內，據我們所知並無任何對本集團造成重大影響的違反勒索、洗錢、敲詐、賄賂規定的情況。

本集團已制訂的舉報政策，鼓勵及授權僱員及其他人士匯報有關實際或可能違法的案例。所有投訴須提供充足明確的資料，以保密方式（包括24小時熱線）提交。審核委員會主席兼獨立非執行董事將記錄該投訴並展開調查。調查結果將呈報予董事會，供其於必要時採取適當措施。

以保密及匿名方式作出的投訴將根據政策獲得保障（如需要）。任何就投訴採取的報復行為將被視為嚴重違反本公司政策，違規者的懲處可能包括解僱。

Environmental, Social and Governance Report 2017

二零一七年環境、社會及管治報告

PERFORMANCE DATA SUMMARY

* 2016 included data from Hong Kong and Taizhou.
 ^ 2017 included data from Hong Kong, Taizhou, and second half of the year from Europe.

表現數據概要

* 二零一六年包括香港及台州的數據。
 ^ 二零一七年包括香港、台州的數據及歐洲下半年的數據。

	Unit 單位	2017^ 二零一七年^	2016* 二零一六年*
Workforce Demographics (As of 31st Dec 2017) 員工統計 (截至二零一七年十二月三十一日)	Full-time Employee 全職僱員	4,330	2,272
	By Geographical Distribution (full time) 按地區劃分(全職)		
	Hong Kong 香港	102	85
	Taizhou 台州	2,334	2,187
	Europe 歐洲	1,894	/
	By Age 按年齡劃分		
	Below 30 30歲以下	531	337
	30 to 50 30至50歲	2,572	1,611
	50 Above 50歲以上	1,227	324
	By Gender 按性別劃分		
	Male 男性	3,119	1,552
	Female 女性	1,211	720
	By Educational Background¹ 按學歷劃分 ¹		
	Postgraduate 研究院	106	/
	Degree or below 大學或以下	2,330	/
	By Professional Profile 按專業劃分		
	Management 管理層	276	145
	Non-management 非管理層	4,054	2,127

¹ Only include Hong Kong and Taizhou

¹ 僅包含香港及台州

PERFORMANCE DATA SUMMARY (continued)

表現數據概要 (續)

	Unit 單位	2017 [^] 二零一七年 [^]	2016* 二零一六年*
Employee Turnover Rate 僱員流失比率			
By Age 按年齡劃分			
Below 30 30歲以下		10%	/
30 to 50 30至50歲		30%	/
50 Above 50歲以上		5%	/
By Gender 按性別劃分			
Male 男性		30%	/
Female 女性		16%	/
Total turnover rate 總流失率		45%	/
Employee New Hire Rate ¹ 新聘僱員比率 ¹			
By Age 按年齡劃分			
Below 30 30歲以下		14%	/
30 to 50 30至50歲		68%	/
50 Above 50歲以上		12%	/
By Gender 按性別劃分			
Male 男性		60%	/
Female 女性		35%	/
Total new hire rate 總新聘比率		95%	/

¹ Employee new hire rate includes Hong Kong and Taizhou¹ 新聘僱員比率只包含香港及台州

Environmental, Social and Governance Report 2017

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PERFORMANCE DATA SUMMARY (continued)

表現數據概要 (續)

	Unit 單位	2017 [^] 二零一七年 [^]	2016* 二零一六年*
Health and Safety 健康與安全	Safety Performance 安全表現		
	Work-related injuries 工傷	Persons 人數	294 /
	Lost days due to work injury 因工傷損失工作日數	Days 日數	3,507 / 968.5
	Work-related fatalities 因工作關係而死亡	Number 數目	0 / 0
Training 培訓	Occupational Health and Safety Education 職業健康與安全教育		
	Person-times trained 受訓人次	Person-times 人次	2,637 ¹ /
	Total OHS training hours 職業健康與安全培訓總時數	Hours 小時	9,424 ¹ / 22,504
	Average Training Hours 平均培訓時數		
	By Gender 按性別劃分		
	Male 男性	Hours 小時	4.8 /
	Female 女性	小時	6.0 /
	By Professional Profile 按專業劃分		
	Management 管理層	Hours 小時	6.2 /
	Non-management 非管理層	小時	5.6 /

¹ Not include Europe

¹ 不包括歐洲

PERFORMANCE DATA SUMMARY (continued)

表現數據概要 (續)

	Unit 單位	2017^ 二零一七年^	2016* 二零一六年*	
Supply Chain 供應鏈	Total Number of Suppliers 供應商總數			
	Hong Kong 香港	34	/	
	Taizhou 台州	63	132	
	Europe 歐洲	59,068	/	
	Total 總數	59,165	132	
Environment 環境	Annual Sales Quantities (Group-wide) tonnes 年度銷量 (全集團) 噸	5,125,246	469,911	
	Resources Consumption 資源消耗量			
	Total energy consumption 能源消耗總量	MJ 兆焦耳	444,235,722	163,413,868
	Electricity purchased 採購電力	kWh 千瓦時	45,012,496	22,043,184
	Heating purchased 採購熱能	kWh 千瓦時	31,972	0
	Diesel 柴油	L 升	5,081,293	608,091
	Natural gas 天然氣	m ³ 立方米	2,493,619	1,599,900
	Propane gas 丙烷	L 升	85,413	0
	Heating oil 燃料油	L 升	35,721	0
	Gasoline 汽油	L 升	34,370	0
	Liquid gas 液化氣	L 升	34,219	0
	Water 水	m ³ 立方米	130,422	75,355
	Packaging material (Europe) 包裝材料 (歐洲)	tonnes 噸	72	
	Plastic bags (Hong Kong) 塑膠袋 (香港)	pcs 個	9,400	/

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二零一七年環境、社會及管治報告

PERFORMANCE DATA SUMMARY (continued)

表現數據概要 (續)

	Unit 單位	2017 [^] 二零一七年 [^]	2016* 二零一六年*	
Environment 環境	Greenhouse Gas Emissions 溫室氣體排放量			
	Total emissions 總排放量	tCO ₂ e 噸二氧化碳當量	43,699	20,090
	Scope I 範圍一	tCO ₂ e 噸二氧化碳當量	6,338¹	5,131
	Scope II 範圍二	tCO ₂ e 噸二氧化碳當量	15,460¹	14,959
	Air Emissions 廢氣排放量			
	SO _x 硫氧化物	kg 公斤	0.029²	/
	NO _x 氮氧化物	kg 公斤	1.32²	/
	Particulate matter 懸浮顆粒	kg 公斤	0.0974²	/
	Waste Production 廢棄物的產生			
	Hazardous waste 有害廢棄物	tonnes 噸	38,518	166.4
	Non-hazardous waste 無害廢棄物	tonnes 噸	1,969,770	4,071.6

¹ Only include Mainland China and Hong Kong

² Only include exhaust gas pollutants emissions of vehicles used in Hong Kong

¹ 僅包含中國內地及香港

² 僅包含於香港使用車輛的尾氣污染物排放

GRI AND HKEX ESG CONTENT INDEX

This Content Index includes references to Key Performance Indicators of the GRI Standards and the HKEX ESG Reporting Guide.

* HKEX Appendix 27 “comply or explain” provisions

GRI及香港交易所環境、社會及管治報告內容索引

本內容索引包含GRI標準及香港交易所環境、社會及管治報告指引的關鍵績效指標。

* 香港交易所附錄二十七「不遵守就解釋」條文

Material Aspects 實質性方面	GRI Indicator 指標	ESG Guide 環境、 社會及 管治指引	Description 描述	Section and Remarks 章節及備註
General Standard Disclosures 一般標準披露				
Organizational Profile 組織概況	102-1	–	Name of the organization 組織名稱	About the Report 關於本報告
	102-2	–	Activities, brands, products, and services 活動、品牌、產品和服務	About Chiho 關於齊合環保
	102-3	–	Location of headquarters 總部位置	Our Value Framework 我們的價值模型
	102-4	–	Location of operations 營運位置	Our Value Framework 我們的價值模型
	102-5	–	Ownership and legal form 所有權與法律形式	Public Limited Company 公眾有限公司
	102-6	–	Markets served 服務的市場	About Chiho 關於齊合環保 Our Value Framework 我們的價值模型
	102-7	–	Scale of the organization 組織規模	Performance Data Summary; 2017 Annual Report 表現數據概要； 二零一七年年報
	102-8	B1.1	Information on employees and other workers 關於僱員和其他工人的信息	Performance Data Summary; 表現數據概要；

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二零一七年環境、社會及管治報告



GRI AND HKEX ESG CONTENT INDEX (continued)

GRI及香港交易所環境、社會及管治報告內容索引(續)

Material Aspects	GRI Indicator	ESG Guide	Description	Section and Remarks
實質性方面	GRI 指標	環境、社會及管治指引	描述	章節及備註
Organizational Profile 組織概況				In addition to our employees, we engaged approximately 2,003 separation and selection workers through local recognised contractors. 除我們的僱員外，我們透過當地認可承包商僱用約2,003名拆解及選料工人。
	102-9	B5.1	Supply chain 供應鏈	About Chiho 關於齊合環保
	102-10	–	Significant changes to the organization and its supply chain 組織及其供應鏈的重大變化	No significant changes to the Group's size, structure, ownership, or supply chain in the reporting year. 於報告年度，本集團的規模、架構、擁有權或供應鏈概無重大變化。
	102-11	–	Precautionary Principle or approach 預警原則或方針	Environmental Stewardship 環境管理
	102-12	–	External initiatives 外部倡議	We do not currently pledge to any external initiatives 我們現時並未向任何外部倡議作出保證

GRI AND HKEX ESG CONTENT INDEX (continued)

GRI及香港交易所環境、社會及管治
報告內容索引(續)

Material Aspects	GRI Indicator	ESG Guide	Description	Section and Remarks
實質性方面	GRI 指標	環境、 社會及 管治指引	描述	章節及備註
Organizational Profile 組織概況	102-13	–	Membership of associations 協會的成員資格	The Group is member of the Institute of Scrap Recycling Industries (ISRI), a gold member of the Bureau of International Recycling (BIR), BDSV (Federal Association of German Steel Recycling), VDM (German Federation of Metal Traders). 本集團為美國廢料回收工業協會 (Institute of Scrap Recycling Industries, ISRI) 的成員、國際回收利用工業局 (Bureau of International Recycling, BIR)、BDSV (Federal Association of German Steel Recycling)、VDM (German Federation of Metal Traders) 的黃金會員。
Strategy	102-14	–	Statement from senior decision-maker 高級決策者的聲明	CEO Message 行政總裁的話
Ethics and Integrity 道德和誠信	102-16	–	Values, principles, standards, and norms of behavior 價值觀、原則、標準及行為規範	Our Value Framework 我們的價值模型
Governance 管治	102-18		Governance structure 管治架構	2017 Annual Report; Sustainability Management Approach 二零一七年年報; 可持續發展管理方針



GRI AND HKEX ESG CONTENT INDEX (continued)

GRI及香港交易所環境、社會及管治
報告內容索引(續)

Material Aspects	GRI Indicator	ESG Guide	Description	Section and Remarks
實質性方面	GRI 指標	環境、 社會及 管治指引	描述	章節及備註
Stakeholder Engagement 利益相關方參與	102-40	–	A list of stakeholder groups engaged by the organisation 利益相關方群體列表	Materiality Assessment; Stakeholder Engagement 實質性評估; 利益相關者參與
	102-41	–	Collective bargaining agreements 集體談判協議	No employees are covered by collective bargaining agreements. 概無僱員受集體談判協議保障。
	102-42	–	Identifying and selecting stakeholders 利益相關方的識別和遴選	Materiality Assessment 實質性評估
	102-43	–	Approach to stakeholder engagement 利益相關方參與方針	Materiality Assessment 實質性評估
	102-44	–	Key topics and concerns raised 提出的主要議題和關切問題	Materiality Assessment; 實質性評估; Stakeholder Engagement 利益相關者參與
Reporting practice 報告實踐	102-45	–	Entities included in the consolidated financial statements 合併財務報表中所涵蓋的實體	2017 Annual Report 二零一七年年報
	102-46	–	Defining report content and topic Boundaries 界定報告內容及議題邊界	About this Report 關於本報告
	102-47	–	List of material topics 實質性議題列表	Materiality Assessment 實質性評估
	102-48	–	Restatements of information 信息重述	No restatements of information given in previous reports. 過往報告概無作出信息重述。

GRI AND HKEX ESG CONTENT INDEX (continued)

GRI及香港交易所環境、社會及管治
報告內容索引(續)

Material Aspects 實質性方面	GRI Indicator 指標	ESG Guide 環境、 社會及 管治指引	Description 描述	Section and Remarks 章節及備註
	102-49	-	Changes in reporting 報告變化	No significant changes from previous reporting periods in the list of material topics and topic boundaries. 相較過往報告期間的實質性議題列表及議題邊界並無重大變化。
	102-50	-	Reporting period 報告期	About this Report 關於本報告
	102-51	-	Date of most recent report 最近報告日期	2016 ESG Report 二零一六年環境、社會及管治報告
	102-52	-	Reporting cycle 報告週期	Annual reporting cycle 年度報告週期
	102-53	-	Contact point for questions regarding the report 有關本報告問題的聯絡人信息	About this Report 關於本報告
	102-54	-	Claims of reporting in accordance with the GRI Standards 遵照GRI標準進行報告的聲明	About this Report 關於本報告
	102-55	-	GRI content index GRI內容索引	GRI and HKEX ESG Content Index GRI及香港交易所環境、社會及管治報告內容索引
	102-56	-	External assurance 外部鑑證	No external assurance was sought for this report. 本報告並無尋求外部鑑證。

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GRI AND HKEX ESG CONTENT INDEX (continued)

GRI及香港交易所環境、社會及管治報告內容索引(續)

Material Aspects	GRI Indicator	ESG Guide	Description	Section and Remarks
實質性方面	GRI 指標	環境、社會及管治指引	描述	章節及備註
Management Approach 管理方法	103-1	–	Explanation of the material topic and its Boundary 對實質性議題及其邊界的說明	
	103-2	–	The management approach and its components 管理方法及其組成部分	Present in each material topic below. 於下列各實質性議題內呈列。
	103-3	–	Evaluation of the management approach 管理方法的評估	

Performance Indicators – Material Topics

績效指標 – 實質性議題

1. Environmental

環境

Resource Recycling
資源回收

–	A3*	Management Approach 管理方法
–	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。

Environmental Stewardship
環境管理

**About Chiho;
Our Value Framework;
Chiho and the SDGs**

關於齊合環保；
我們的價值模型；齊合環保及
可持續發展目標

GRI AND HKEX ESG CONTENT INDEX (continued)

GRI及香港交易所環境、社會及管治
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Material Aspects	GRI Indicator	ESG Guide	Description	Section and Remarks
實質性方面	GRI 指標	環境、 社會及 管治指引	描述	章節及備註
2. Social				
社會				
Employment	103	B1*	Management Approach	Labour Practice; Stakeholder Engagement
僱傭			管理方法	勞工常規；利益相關者參與
		B1.1	Workforce by gender, employment type, age group and geographical region	Performance Data Summary
			按性別、僱傭類型、年齡組別及地區劃分的僱員總數	表現數據概要
	401-1	B1.2	New employee hires and employee turnover	Performance Data Summary
			新進僱員和離職僱員	表現數據概要
Anti-discrimination	103	B1*	Management Approach	Labour Practices; Chiho and the SDGs
反歧視			管理方法	勞工常規； 齊合環保及可持續發展目標
	406-1	-	Incidents of discrimination and corrective actions taken	Labour Practices
			歧視事件以及所採取的改善行動	勞工常規
Occupational Health and Safety	103	B2*	Management Approach	Health and Safety; Stakeholder Engagement; Chiho and the SDGs
職業健康與安全			管理方法	健康與安全；利益相關者參與；齊合環保及可持續發展目標

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GRI AND HKEX ESG CONTENT INDEX (continued)

GRI及香港交易所環境、社會及管治報告內容索引(續)

Material Aspects 實質性方面	GRI Indicator GRI 指標	ESG Guide 環境、社會及管治指引	Description 描述	Section and Remarks 章節及備註
	403-2	B2.1, B2.2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities 傷害類別、傷害、職業病、損工日數、缺勤等比率，以及因公死亡件數	Performance Data Summary 表現數據概要
	–	B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored 描述所採納的職業健康與安全措施，以及相關執行及監察方法	Health and Safety 健康與安全
Product Quality and Safety 產品質量與安全	103	B6*	Management Approach 管理方法	Product Responsibility; Stakeholder Engagement 產品責任；利益相關者參與
	–	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 Responsibility 產品責任
	416-2	–	Incidents of non-compliance concerning the health and safety impacts of products and services 違反有關產品與服務的健康和安全法規之事件	Product Responsibility 產品責任
Anti-corruption 反貪污	103	B7*	Management Approach 管理方法	Anti-corruption; Stakeholder Engagement 反貪污；利益相關者參與
	205-3	B7.1	Confirmed incidents of corruption and actions taken 已確認的貪腐事件及採取的行動	Anti-corruption 反貪污

GRI AND HKEX ESG CONTENT INDEX (continued)

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報告內容索引(續)

Material Aspects	GRI Indicator	ESG Guide	Description	Section and Remarks
實質性方面	GRI 指標	環境、 社會及 管治指引	描述	章節及備註
	-	B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored 描述防範措施及舉報程序，以及相關執行及監察方法	Anti-corruption; Chiho and the SDGs 反貪污；齊合環保及可持續發展目標
Socioeconomic Compliance 社會經濟法規遵循	103	B1* B2* B4* B6* B7*	Management Approach 管理方法	Stakeholder Engagement; Labour Practice; Health and Safety; Product Responsibility; Data Protection; Anti-corruption 利益相關者參與； 勞工常規； 健康與安全； 產品責任； 數據保獲； 反貪污
	419-1	B1* B2* B4* B6* B7*	Non-compliance with laws and regulations in the social and economic area 違反社會與經濟領域之法律和規定	Labour Practice; Health and Safety; Product Responsibility; Data Protection; Anti-corruption 勞工常規； 健康與安全； 產品責任； 數據保獲； 反貪污

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GRI AND HKEX ESG CONTENT INDEX (continued)

GRI及香港交易所環境、社會及管治報告內容索引(續)

Material Aspects	GRI Indicator	ESG Guide	Description	Section and Remarks
實質性方面	GRI 指標	環境、社會及管治指引	描述	章節及備註
3. Economic				
經濟				
Economic Performance	201-1	-	Direct economic value generated and distributed	2017 Annual Report
經濟表現			所產生及分配的直接經濟價值	二零一七年年報
Performance Indicators – Non-material Topics				
績效指標 – 非實質性議題				
1. Environmental				
環境				
Energy	103	A2*	Policies on the efficient use of resources, including energy, water and other raw materials	Energy Consumption
能源			有效使用資源(包括能源、水及其他原材料)的政策	能源消耗
	302-1	A2.1*	Energy consumption within the organization	Energy Consumption
			組織內部的能源消耗量	能源消耗
		A2.3*	Energy use efficiency initiatives and results achieved	Energy Saving
			能源使用效益計劃及所得成果	節約能源
Water	103	A2*	Policies on the efficient use of resources, including energy, water and other raw materials	Water Consumption
水			有效使用資源(包括能源、水及其他原材料)的政策	水消耗
	303-1	A2.2*	Water withdrawal by source	Performance Data Summary;
			依來源劃分的取水量	Most of our water withdrawals are solely from municipal water supplies.
				表現數據概要;
				我們大部分的取水量僅來自城市供水。

GRI AND HKEX ESG CONTENT INDEX (continued)

GRI及香港交易所環境、社會及管治
報告內容索引(續)

Material Aspects	GRI Indicator	ESG Guide	Description	Section and Remarks
實質性方面	GRI 指標	環境、 社會及 管治指引	描述	章節及備註
		A2.4*	Issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved 求取適用水源上的問題，以及提升用水效益計劃及所得成果	Water Consumption 水消耗
Emissions	103	A1*	Information on policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions 有關廢氣及溫室氣體排放的政策及遵守對發行人有重大影響的相關法律及規例	Air Emissions; Energy Consumption; Energy Saving; Chiho and the SDGs 廢氣排放；能源消耗； 節約能源；齊合環保及可持續發展目標
排放物	305-7	A1.1*	Types of emissions and respective data 排放物種類及相關數據	Performance Data Summary 表現數據概要
	305-1	A1.2*	Direct (Scope 1) GHG emissions 直接(範圍一)溫室氣體排放	Performance Data Summary 表現數據概要
		A1.5*	Measures to mitigate emissions and results achieved 減低排放量的措施及所得成果	Air Emissions; Energy Saving 廢氣排放； 節約能源
Effluents and Waste 廢污水及廢棄物	103	A1*	Information on policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to discharges into water and land, and generation of hazardous and non-hazardous waste 有關向水及土地的排污，以及有害及無害廢棄物產生等的政策及遵守對發行人有重大影響的相關法律及規例	Waste Management 廢棄物管理

GRI AND HKEX ESG CONTENT INDEX (continued)

GRI及香港交易所環境、社會及管治報告內容索引(續)

Material Aspects 實質性方面	GRI Indicator GRI 指標	ESG Guide 環境、社會及管治指引	Description 描述	Section and Remarks 章節及備註
	306-2	A1.3*, A1.4*, A1.6*	Waste by type and disposal method 按類別及處置方法劃分的廢棄物	Waste Management; Performance Data Summary 廢棄物管理; 表現數據概要
Packaging Material 包裝材料		A2.5*	Total amounts of packaging material used for finished products 製成品所用包裝材料的總量	Performance Data Summary 表現數據概要
Environmental Compliance 環境合規	307-1	A1*	Non-compliance with environmental laws and regulations 違反環境法律法規	Environmental Stewardship; Stakeholder Engagement 環境管理; 利益相關者參與
2. Social				
社會				
Training and Education 培訓及教育	103	B3*	Policies on improving employees' knowledge and skills for discharging duties at work 有關提升僱員履行工作職責的知識及技能的政策	Development and Training 發展及培訓
	404-1	B3.2	Average hours of training per year per employee 每名僱員每年接受訓練的平均時數	Performance Data Summary 表現數據概要
Child and forced labour 童工及強制勞工	-	B4*	Policies and compliance with relevant laws and regulations relating to preventing child and forced labour 有關防止童工及強制勞工的政策及遵守對發行人有重大影響的相關法律及規例	Labour Practices 勞工常規
	-	B4.1	Measures to review employment practices to avoid child and forced labour 檢討招聘慣例的措施以避免童工及強制勞工	Labour Practices 勞工常規

GRI AND HKEX ESG CONTENT INDEX (continued)

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Material Aspects	GRI Indicator	ESG Guide	Description	Section and Remarks
實質性方面	GRI 指標	環境、 社會及 管治指引	描述	章節及備註
	–	B4.2	Steps taken to eliminate such practices when discovered 在發現違規情況時消除有關情況所採取的步驟	Labour Practices 勞工常規
Supplier Social Assessment 供應商社會評估		B5*	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	Supply Chain Management 供應鏈管理
		B5.1	Number of suppliers by geographical region 按地區劃分的供應商數目	Performance Data Summary 表現數據概要
		B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目、以及有關慣例的執行及監察方法。	Supply Chain Management 供應鏈管理
Community Investment 社區投資	–	B8*	Policies on community engagement to understand the needs of the local communities and to ensure consideration for the communities' interests 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	Community Involvement 社區參與
	–	B8.1	Focus area of contribution 專注貢獻範疇	Community Involvement 社區參與
		B8.2	Resources contributed to focus area 在專注範疇所動用資源	

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Material Aspects	GRI Indicator	ESG Guide	Description	Section and Remarks
實質性方面	GRI 指標	環境、社會及管治指引	描述	章節及備註
Customer Privacy	–	B6*	Information on policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to privacy matters	Data Protection
客戶私隱			有關私隱事宜的政策及遵守對發行人有重大影響的相關法律及規例	數據保護
	–	B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored	Data Protection
			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	數據保護



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