



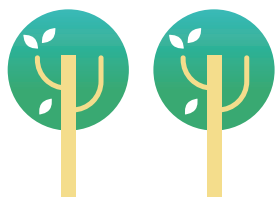
CHAOWEI POWER HOLDINGS LIMITED

超威動力控股有限公司

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立的有限公司)

Stock Code 股份代號: 00951



**2017** Environment, Social  
and Governance Report  
環境、社會及管治報告



# Contents 目錄

## Notes to the Report

### 1. About Us

- 1.1 Corporate Profile
- 1.2 Corporate Culture
- 1.3 Operational Compliance
- 1.4 Anti-corruption

### 2. Implementing Concepts and Responsibility Management

- 2.1 Organization System and Work Progress
- 2.2 Identification and Communication of Stakeholders

### 3. Continuous Improvement and Enhancing Customers' Experience

- 3.1 Quality Orientation
- 3.2 Focus on Customers' Experience

### 4. Win-win Cooperation to Achieve Sustainable Development

- 4.1 Promoting Industrial Upgrade
- 4.2 Promoting Win-win Cooperation with Suppliers
- 4.3 Driving the Development of Distributors

## 關於本報告

2

### 關於我們

3

公司簡介

3

企業文化

4

合規運營

5

反貪污

5

### 貫徹理念，落實責任管理

6

組織體系與工作推進

6

權益人識別與溝通

6

### 持續改善，增強客戶體驗

8

聚焦質量領先

8

關注客戶體驗

9

### 合作互贏，共謀可持續發展

10

推進行業升級

10

促進供應商共贏

12

帶動經銷商共發展

13



<b>5. Adhering to Green and Practicing Environmental Protection</b>	<b>堅持綠色，實踐環境保護</b>	<b>14</b>
5.1 Promoting Green Transformation	推行綠色轉型	14
5.2 Practicing Green Operation	踐行綠色運營	15
5.3 Advocating Environmental Protection	倡導環境保護	16
<b>6. Protecting Interests and Promoting Growth of Employees</b>	<b>保障權益，促進員工成長</b>	<b>18</b>
6.1 Adhering to Legal Employment	堅守合規僱傭	18
6.2 Helping Employees' Development	助力員工發展	19
6.3 Care about Employees' Safety	關注員工安全	21
6.4 Care about Employees' Life	關愛員工生活	22
<b>7. Caring about Public Welfare, Enhancing Social Well-being</b>	<b>熱心公益，增進社會福祉</b>	<b>23</b>
7.1 Participating in Public Welfare Charity	助力公益慈善	23
7.2 Taking Part in Volunteering Services	投身志願服務	24
<b>Looking into the Future</b>	<b>展望未來</b>	<b>25</b>
<b>ESG Guide Content Index</b>	<b>《環境、社會及管治報告指引》 內容索引</b>	<b>26</b>



# Notes to the Report

## 關於本報告

### Report Release Cycle

Chaowei Power Holdings Limited (the “Company” or “Chaowei”) and its subsidiaries (collectively as the “Group”) is pleased to present its third environmental, social and governance (“ESG”) report (the “Report”) for 2017. The Report demonstrates the Group’s commitment and efforts in the environmental, social and governance aspects.

### Scope of the Report

The duration of this report is from 1 January 2017 to 31 December 2017 (the “Year”). Unless otherwise stated, the data and cases mentioned in the Report are derived from Chaowei Power Holdings Limited and its subsidiaries.

### Data Description

Certain financial data set out in the Report came from the 2017 annual report (the “Annual Report”). Should there be any discrepancies between the data and the Annual Report, the Annual Report shall prevail. Certain data are beyond the Annual Report and are mainly based on the Company’s internal information and statistical data of its subsidiaries. Unless otherwise specified, all figures in the Report are denominated in RMB.

### Basis for Compilation of the Report

The Report was prepared with reference to the Environmental, Social and Governance Reporting Guide as set out in Appendix 27 of the Rules Governing the Listing Securities (the “Listing Rules”) of The Stock Exchange of Hong Kong Limited (the “Stock Exchange”), the G4 Sustainability Reporting Guidelines (G4) issued by the Global Reporting Initiative (GRI), ISO26000: Social Responsibility by International Organization for Standardization and Guidelines for the Preparation of Corporate Social Responsibility Reports in China (CASS-CSR3.0) by Chinese Academy of Social Sciences.

### Access of the Report

The Report is published online. The online version can be downloaded from the website of the Stock Exchange and the Company website ([www.chaowei.com.hk](http://www.chaowei.com.hk)). The Report is prepared and published in traditional Chinese and English. Should there be any discrepancies between the Chinese and the English versions, the English version shall prevail.

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### 報告發佈週期

本報告為超威動力控股有限公司(「本公司」或「超威」)及其附屬公司(統稱「本集團」)欣然就二零一七年呈報其第三份環境、社會及管治(「環境、社會及管治」)報告(「報告」)。報告說明本集團在環境、社會及管治方面的承擔及努力。

### 報告組織範圍

本報告的期間為二零一七年一月一日至二零一七年十二月三十一日(「本年度」)。除非另有指明，本報告所述數據及個案乃自超威動力控股有限公司及其附屬公司。

### 報告數據說明

本報告中的部分財務數據來自二零一七年年報報告(「年報」)，如數據與年報不一致，請以年報為準。部分內容超出上述範圍，主要來源於本公司內部資料及其附屬公司統計數據。除另有說明，本報告以人民幣為貨幣單位。

### 報告編製原則

本報告參考香港聯合交易所有限公司(「聯交所」)證券上市規則(「上市規則」)附錄二十七所載《環境、社會及管治報告指引》、全球報告倡議組織(GRI)發佈的《G4可持續發展報告指南》(G4)、國際標準化組織ISO26000:社會責任指南及中國社會科學院《中國企業社會責任報告編寫指南(CASS-CSR3.0)》的原則編製。

### 報告獲取方式

本報告於網上發布。網上版可以在聯交所及本公司網站([www.chaowei.com.hk](http://www.chaowei.com.hk))下載閱讀。本報告以繁體中文及英文編製及刊發。中英文版本如有任何歧義，概以英文版為準。

### 聯繫方式

超威動力控股有限公司

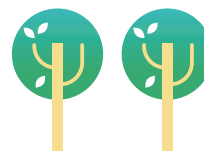
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# 1. About Us

## 關於我們



### 1.1 Corporate Profile

#### 公司簡介

Chaowei was founded in 1998 and has been listed on the Main Board of the Stock Exchange since 2010. The Group is mainly engaged in the manufacturing and sale of lead-acid motive batteries, lithium-ion batteries and other related products. These batteries are widely used in electric bikes, electric vehicles, special purpose electric vehicles, etc.

Headquartered in Changxing, Zhejiang Province, the PRC, the Group's manufacturing facilities are strategically located in regions with higher demand for lead-acid motive batteries, namely Shangdong, Jiangsu, Henan, Zhejiang, Anhui, Jiangxi and Hebei Provinces etc. The Group has 108 subsidiaries worldwide and is "Top 500 Enterprises of China", "Top 500 Enterprises of China's Manufacturing Industry", "Top 100 Enterprises of China Light Industry", "Fortune Top 500 Chinese Companies" and "Top 500 Chinese Private-Owned Enterprises".

Amidst rapid development, the Group steadfastly adheres to perform its industry, society and environmental responsibilities. The Group upholds the concept of sustainable development and fulfills its "extended producers' responsibilities" so as to achieve harmony among stakeholders. The Group practices the concept of "innovation, integration, and green" throughout the entire product life cycle to unremittingly achieve scientification of the industry and promote greening development. The Group has been highlighting its corporate image as a responsible and accountable leading enterprise by taking the lead in the establishment of the National Environmental Protection Lead-acid Battery Production and Recycling Pollution Control Engineering Technology Center, the China Battery Industry Green and Recycling Development Alliance and the nation's first Special Purpose Fund for Battery Contamination Prevention and Control and Assistance.

超威創立於一九九八年，自二零一零年起在聯交所主板上市。本集團主要從事鉛酸動力電池、鋰離子電池及其他相關產品的製造及銷售，產品主要應用於電動自行車、電動車及特殊用途電動車等。

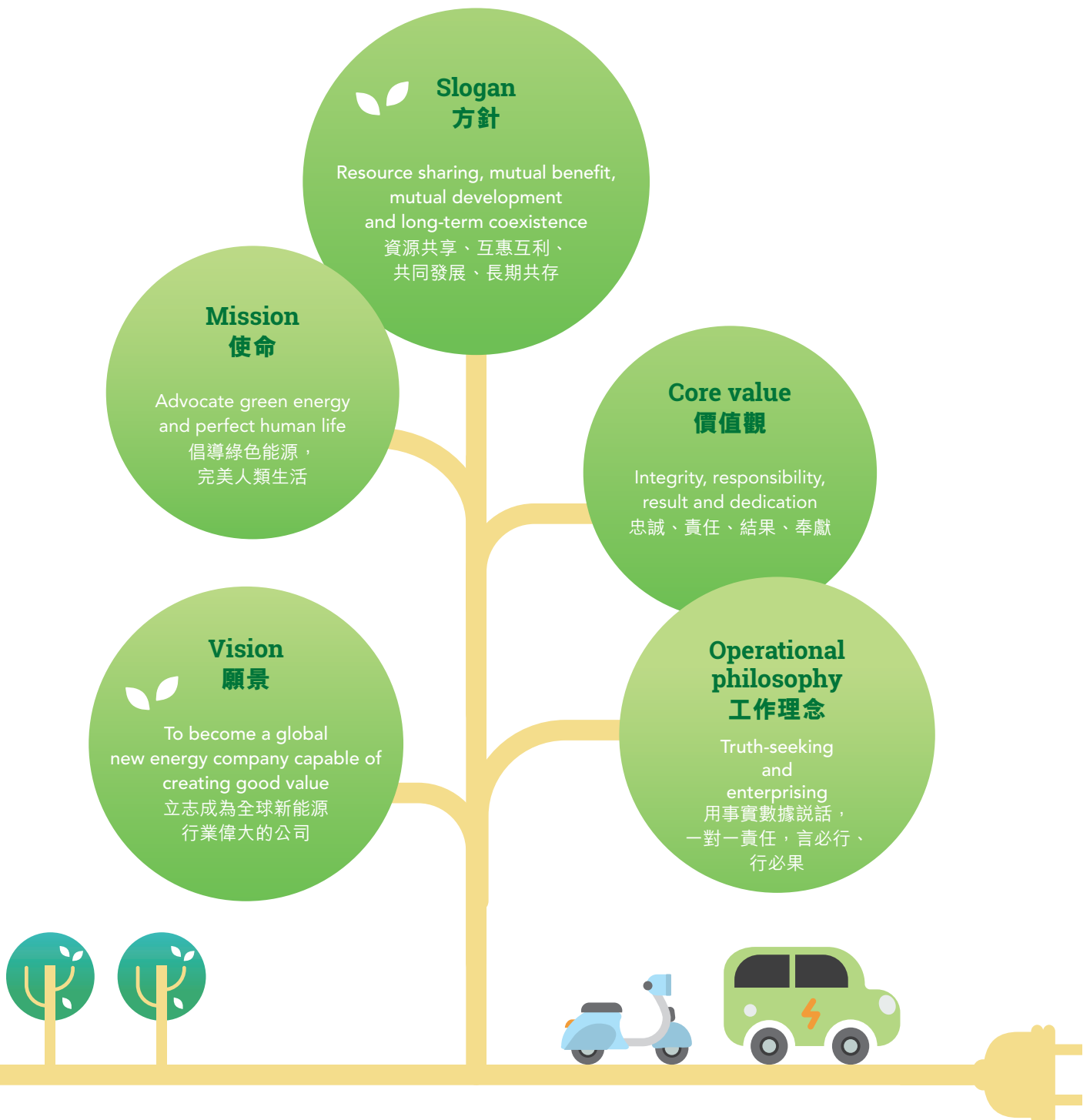
本集團的總部設於中國浙江省長興縣，生產設施廣泛分佈於鉛酸動力電池需求較高的區域，如山東、江蘇、河南、浙江、安徽、江西和河北等多個省份。本集團在全球擁有108家附屬公司，位列「中國企業500強」、「中國製造業企業500強」、「中國輕工業百強企業」、「《財富》中國500強」及「中國民營企業500強」。

在快速發展過程中，始終不忘行業、社會和環境責任。本集團堅持可持續發展理念，實施「生產責任制延伸」，實現利益相關方的和諧共生，將「創新、融合、綠色」理念貫穿到整個產品生命週期，為實現行業科學化、綠色化發展不懈努力。本集團牽頭組建國家環境保護鉛酸蓄電池生產和回收再生污染防治工程技術中心，並成立中國電池產業綠色循環發展聯盟和全國首個電池污染防治和救助專項基金，彰顯負責任、有擔當的龍頭企業形象。

## 1.2 Corporate Culture 企業文化

Since its incorporation, the core concept of “resource sharing, mutual benefit, mutual development and long-term coexistence”, and the harmonious and symbiotic culture system have been gradually taking shape in the Group on the basis of respecting talents and advocating technology, to gather momentum and elevate capability of value creation and sustainable development.

從成立至今，本集團逐步形成以「資源共享、互惠互利、共同發展、長期共存」為核心，建立在尊重人才、崇尚科技基礎上的和合文化體系，以和合凝聚動力，提升價值創造能力和持續發展能力。



## 1.3 Operational Compliance

### 合規運營

The Group is endeavored to achieving high standards of corporate governance, and has a standardized corporate governance structure. The Group constantly improves the risk management system, unremittingly enhances employees' awareness of anti-corruption and strengthens the management of suppliers. The Group is also committed to comply with the laws and regulations in order to lay the cornerstone for comprehensive sustainable development of the Group.

The Company has complied with the Listing Rules and has adopted the Corporate Governance Code as set out in Appendix 14 of the Listing Rules as its corporate governance code and conducts business operations in accordance with the requirements of the Code to ensure legal operation and healthy development of the Company, which effectively protected the interests of shareholders.

For more information on the Group's corporate governance, please refer to the Annual Report, which is available on the Company's website ([www.chaowei.com.hk](http://www.chaowei.com.hk)).

本集團致力達到高標準的企業管治，擁有規範的公司治理架構，不斷完善風險管理體系，持續提升員工反腐倡廉意識，加強供應商管理水平，堅持依法合規運營，為本集團實現全面可持續發展奠定基礎。

本公司一直遵守上市規則並採納上市規則附錄十四所載的《企業管治守則》作為其企業管治守則，並根據該守則的要求進行業務營運，確保本公司合規經營和健康發展，有效維護了股東利益。

有關本集團企業管治的更多資料，請參閱本公司網站([www.chaowei.com.hk](http://www.chaowei.com.hk))上可供閱覽的年報。

## 1.4 Anti-corruption

### 反貪污

Upholding legal and integrity operation is a cornerstone for the Company to avert any risk. The Group strictly complied with laws and regulations such as Anti-Unfair Competition Law, and Interim Provisions on Banning Commercial Bribery issued by the State Administration for Industry and Commerce of the PRC. The Group had internal regulations in place such as Audit Inspection Regulation and Inspection Work Rules. During the Year, the Group also formulated Regulations for the Administration of Official Business Consumption Expenditure for Senior Management of the Subsidiaries.

The Group had internal audit department (the "Internal Audit Department") in place to manage the affairs concerning anti-corruption. The Internal Audit Department manifestly supervises the compliance of the management and employees of both headquarter and subsidiaries thereunder and their integrity. The Group has set up hotline, email and staff mailbox for reporting so as to provide an unimpeded communicative channel. In order to prevent and control the risks in selling process, the Group also has set up hotline for associates against any selling process that may be subjected to higher risk of corruption. During the Year, the Group did not received any enquiry, report and punishment arising from bribery, blackmailing, fraud and money-laundering.

堅守合規廉潔運營是本公司進行風險防範的基石。本集團嚴格遵照中國國家工商行政管理總局頒佈的《反不正當競爭法》及《關於禁止商業賄賂行為的暫行規定》等法律法規。本公司內部設有《審計監察章程》、《監察工作細則》等規章制度，並於本年度發佈《子分公司高管公務消費支出管理規定》。

本集團設有內部審計部門（「內部審計部」）針對反貪污事宜進行管理，內部審計部明確對總部及其附屬公司的領導和業務人員開展履職監督與廉潔監察。本集團設有監督舉報熱線電話、電子郵件、員工信箱等方式形成暢通的信訪渠道，同時針對潛在貪污風險較高的銷售過程，設置聯營商舉報專線，防控銷售環節的風險。本年度，本集團未發生因有關賄賂、勒索、欺詐及洗黑錢引起的質詢、通報及懲罰。



## 2. Implementing Concepts and Responsibility Management

### 貫徹理念，落實責任管理



The Group enhances the sense of happiness of employees amidst a harmonious and symbiotic cultural background and brings more benefits to the society. By constantly improving its own scientific research system and carrying out total quality management, researching and developing higher quality products, and optimizing existing technologies, the Group provides consumers with better and greener products, continuously striving to create greater value for all stakeholders.

本集團在持續創建和合文化的大背景下提升員工幸福感，同時為社會帶來更多福祉；不斷完善自身科研體系，開展全面質量管理，研發更優質產品、優化現有工藝，為消費者提供更優質、綠色的產品。本集團持續致力為各利益相關方創造更多價值。

### 2.1 Organization System and Work Progress

#### 組織體系與工作推進

The board (the "Board") of directors of the Company is responsible for the evaluation and determination of risks relating to the environment and the society, and ensures the Group has established an appropriate and effective environmental and social risk management and internal control system. Under the leadership of the Board and the management of Group, subsidiaries, departments and business units integrate ESG objectives into their operations and activities. They take into account stakeholders' feedbacks to identify and manage the ESG-related impacts of their activities, as well as the related risks and opportunities.

本公司董事會（「董事會」）負責評估及釐定本集團的環境及社會相關風險，確保本集團備有適當有效的環境及社會風險管理以及內部監控制度。在董事會及本集團管理層帶領下，各附屬公司、部門及業務單位將環境、社會及管治目標納入其營運及業務之中，並考慮利益相關方的反饋，識別及管理其業務的環境、社會及管治相關影響以及相關風險及機會。

### 2.2 Identification and Communication of Stakeholders

#### 權益人識別與溝通

The Group understands the expectations and requirements of all stakeholders. The Group has established transparent and effective communication channels with the stakeholders to strengthen its understanding on each other's needs.

本集團了解所有利益相關方的期望及要求。本集團已設立透明有效的渠道與利益相關方溝通，加強對彼此需要的了解。

The Group identifies key stakeholders in accordance with prevailing criteria of measuring the influence, relevance and importance of different organizations or people on the operations of the Group.

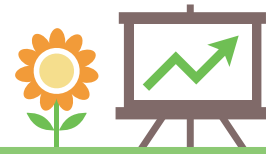
本集團以不同組織或人士對本集團營運的影響、相關性及重要性作為現有標準識別主要利益相關方。



Stakeholders 利益相關方	Major Issues 重大議題	Ways of Communication 溝通方式
Shareholders/ investors 股東／投資者 	<ul style="list-style-type: none"> <li>Return on investments</li> <li>Corporate governance</li> <li>Business compliance</li> </ul>	<ul style="list-style-type: none"> <li>Regular reports and announcements</li> <li>Regular general meetings</li> <li>Company website</li> </ul>
Government and regulatory authorities 政府和監管機構 	<ul style="list-style-type: none"> <li>Compliance with laws and regulations</li> <li>Corporate governance</li> <li>Support economic development</li> <li>Proper tax payment</li> </ul>	<ul style="list-style-type: none"> <li>Supervision on complying with local laws and regulations</li> <li>Routing reports and taxes paid</li> </ul>
Employee 員工 	<ul style="list-style-type: none"> <li>Employees' compensation and benefits</li> <li>Career development</li> <li>Occupational health and safety</li> </ul>	<ul style="list-style-type: none"> <li>Performance reviews</li> <li>Regular staff meetings</li> <li>Regular job trainings</li> <li>Occupational health and safety seminars</li> <li>Labour union</li> </ul>
Customers 客戶 	<ul style="list-style-type: none"> <li>Protect the rights of customers</li> <li>High quality products and services</li> <li>Research and development</li> </ul>	<ul style="list-style-type: none"> <li>Customer satisfaction survey</li> <li>Face-to-face meetings</li> <li>On-site visits</li> <li>Industrial fair and forum</li> <li>Customer service centre/hotline</li> </ul>
Suppliers/partners 供應商／合作夥伴 	<ul style="list-style-type: none"> <li>Fair, just and open procurement</li> <li>Honoring commitments</li> <li>Experience sharing</li> <li>Long-term business relationship</li> </ul>	<ul style="list-style-type: none"> <li>Supplier evaluation</li> <li>Issuance of list of qualified suppliers</li> <li>Regular meetings and site visits</li> <li>Marketing summit</li> <li>Promotion of sound industry development</li> </ul>
Environment 環境 	<ul style="list-style-type: none"> <li>Protection of environment</li> <li>Energy conservation and emission reduction</li> <li>Promotion of green operation</li> <li>Waste disposal management</li> </ul>	<ul style="list-style-type: none"> <li>Environmental protection measures</li> <li>Promoting green office and production</li> <li>Promoting recycling</li> </ul>
Community/public 社區／公眾 	<ul style="list-style-type: none"> <li>Poverty alleviation</li> <li>Support of social development</li> <li>Care for vulnerable groups</li> </ul>	<ul style="list-style-type: none"> <li>Volunteer services</li> <li>Charity fund</li> <li>Organizing social activities</li> </ul>

## 3. Continuous Improvement and Enhancing Consumers' Experience

### 持續改善，增強客戶體驗



Adhering to the expansive vision of “becoming a global new energy company capable of creating good value”, the Group has been bringing forth new ideas in respect of quality control, employee incentives, and innovation encouragement in order to achieve continuous improvement in product quality and increase customer service quality.

本集團時刻不忘「立志成為全球新能源行業偉大的公司」的宏大願景，在質量管理、員工激勵、鼓勵創新等各方面不斷推陳出新，持續改善產品質量，提高客戶服務水平。

### 3.1 Quality Orientation 聚焦質量領先

The Group insists that quality is the top priority. Combining the comprehensive quality management system and the entire industry chain, together with innovation and reform in supplier management, process quality control, new and finished product quality inspection, after-sales service and production information construction, the Group has further improved its product quality standards.

本集團始終堅持質量領先，將全面質量管理體系與全產業鏈進行了有機結合，在供應商管理、過程質量控制、新品及成品質量檢驗、售後服務、生產信息化建設方面進行創新改革，進一步改善了產品質量水平。



#### New product experiment and guarantee system 新產品實驗保障體系

- Optimizing and implementing new product reliability tests  
新產品可靠性試驗的優化與實施

#### Process quality control system 過程質量管理體系

- Implementing a comprehensive control in accordance with key process of systematic categorising of eight major characteristics of good battery  
根據好電池八大特性系統梳理關鍵過程，實施全面控制

#### Quality inspection system 質量檢驗體系

- Enhancing the awareness on quality through the 3-inspection systems of self inspection, mutual inspection and sampling inspection  
自檢、互檢、抽檢三檢體系提升質量意識

#### Quality control system 質量管理體系

- Introducing star ranking system to corporate site management  
引進企業現場管理星級評價制度

#### Quality informatisation construction 質量信息化建設

- Adoption of online data quality diagnosis system for complete production process supported by internet cloud technology  
採用互聯網雲技術建立的全生產過程在線數據質量診斷系統

## 3.2 Focus on Customers' Experience

### 關注客戶體驗

The Group adheres to the service philosophy of “people-oriented, customer first”, bringing innovation to services and enhancing customer service efficiency. During the Year, the Group strictly complied with the Law on Protection of Consumer Rights and Interests of the PRC and its relevant rules and regulations. The Group is committed to protecting customer personal data from authorized disclosure and has set up a data retrieval approval procedure to prevent customer privacy leakage.

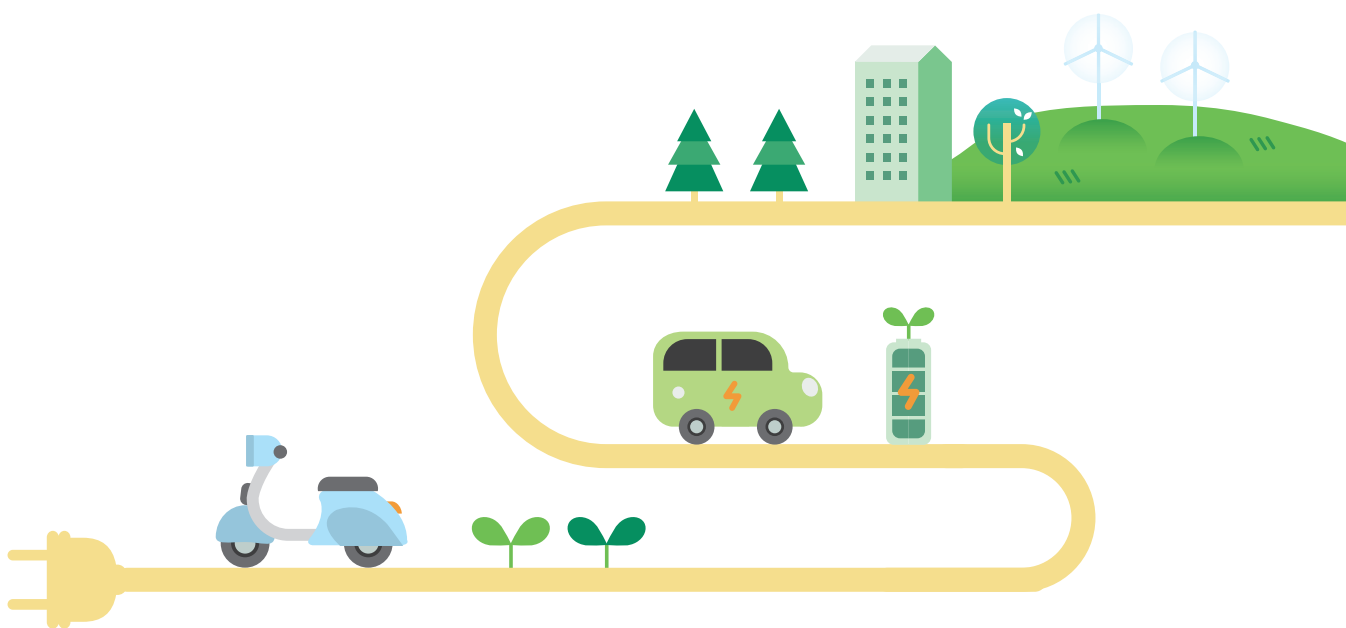
本集團堅持「以人為本，以客為尊」的服務理念，創新服務方式，提高服務效率。本年度，本集團嚴格遵守《消費者權益保護法》及其相關規則規例。本集團致力保護自授權披露所得客戶個人資料，並已設置了數據調取審批流程，保障客戶隱私不被外泄。

#### Improving customer support 提升客戶支援

- A team of professional customer services representatives is always ready to respond to customer's enquiries and to handle their requests through “400 Customer Service Hotline”.  
專業客戶服務代表團隊隨時就緒接聽「400 客服熱線」，回應客戶查詢及處理其要求。

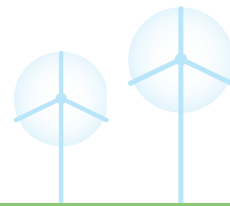
#### Upgrade after-sales services system and platform 升級售後服務系統平台

- Using Kingdee K/3 Cloud service and its mobile application to facilitate the after-sales services, which provides an instant platform for the associates to place orders, to check the order status, and to make enquiries.  
使用金蝶K/3雲服務及其手機程式向聯營商提供下達訂單、檢查訂單狀態及作出查詢的實時平台，更便捷地提供售後服務。



## 4. Win-win Cooperation to Achieve Sustainable Development

### 合作互贏，共謀可持續發展



With the increasingly stringent environmental protection requirements, there are more challenges for selection of raw materials for new-generation batteries and production processes. During the Year, the Group continued to improve its traditional batteries while actively developing new products and processes and expanding domestic and international cooperation, as well as strengthening supplier selection process and associates' comprehensive ability development, in order to make a contribution to the healthy development of the entire industry chain.

#### 4.1 Promoting Industrial Upgrade 推進行業升級

During the Year, the Group continued to recruit outstanding talent in the industry, increase investment in research and development, and promote product and process innovation breakthroughs. The Group also actively organized and participated the industry communication conference to have in-depth communication with participants on hot topics such as battery technology, policy research, industry development and production management. In order to keep abreast of the latest technology, the Group entered into significant strategic cooperation agreements with international leading enterprises to jointly conduct the research and development, production and sales of new battery series.

During the Year, the Group invested a total of approximately 776 million in research and development, representing approximately 3.1% of the total revenue. As at 31 December 2017, the Group obtained a total of 1,484 patents and had 423 patent applications pending approval. The Group's technology innovation team comprised 6 famous academicians from domestic and abroad, 20 top experts in the industry and nearly 1,000 professional and technical talent. In the Zhejiang Province High-tech Enterprise Association General Meeting and High-tech Industry Development Forum held in the PRC on 10 December 2017, the Group ranked 20th in 2016 "Top 100 High-tech Enterprises (Innovation Capability) in Zhejiang Province", 1st in "Top 10 High-tech Enterprises (Innovation Capability) in Huzhou, Zhejiang Province" and 1st in "Top 10 High-tech Enterprise (Innovation Capabilities) New-Energy and Energy Conservation in Zhejiang Province".

隨著環保要求的日益嚴格，新一代電池的原料選擇、生產工藝等方面也面臨了更大的挑戰。本年度，本集團在持續改進傳統電池的同時，積極研發新產品、新工藝，並擴大國內外交流合作，加強供應商甄選工作和聯營商綜合能力培養，為行業全產業鏈的良性發展貢獻一份力量。

本年度，本集團繼續招攬行業優秀人才，加大研發投入，推動產品和工藝更新突破；積極組織參加業內交流會議，與參會各方就電池技術、政策研究、行業發展、生產管理等熱點問題展開深入溝通；密切追蹤行業前沿領先技術，與國際領先企業簽署重大戰略合作協議，共同開展新型電池的研發、生產和銷售。

本年度，本集團研發投入資金約達7.76億元，佔總收益約3.1%。截至二零一七年十二月三十一日止，本集團共擁有專利1,484項，申請中專利423項，並打造了一支由6名中外知名院士、20位行業頂尖專家和近1,000名各類專業技術人才組織的科技創新團隊。於二零一七年十二月十日在中國舉辦的浙江省高新技術企業協會會員大會暨高新技術產業發展論壇上，本集團榮獲二零一六年度「浙江省高新技術企業創新能力百強」第20位、「浙江省高新技術企業創新能力湖州地區十強榜」第1位及「浙江省高新技術企業創新能力（新能源與節能）十強」第1位等榮譽稱號。

## Case 案例

### Established "Chaowei" Photovoltaic Energy Integration Power Station located in Shanghai Financial Valley 「超威」光儲一體化電站落戶上海金融谷

On 31 May 2017, the Group and Shanghai Union Financial Investment Co., Ltd held the signing ceremony of Photovoltaic Energy Integration Power Station Project in Shanghai Financial Valley. Both parties intend to establish a long term, stable and win-win cooperation partnership in Shanghai Financial Valley by achieving efficient management and utilization of energy through "energy internet".

The energy storage battery of this project adopts the tubular colloidal lead carbon battery developed by the Group. The advantages of this battery included high specific energy, long service life, wide temperature range, good loop charge and discharge performance which could be widely used in various energy storage system. It is expected to reduce carbon dioxide emissions by approximately 25.38 tons per year and improve users' energy consumption structure and reduce environmental pollution.

二零一七年五月三十一日，本集團與上海聯合金融投資有限公司在上海金融谷進行了光儲一體化電站項目簽約儀式，雙方擬就上海金融谷園區光儲一體化項目建立長期、穩定、共贏的合作夥伴關係，通過「能源互聯網」實現對能源的高效管理和利用。

此項目儲能電池採用本集團研製的管式膠體鉛炭電池，該電池具有比能量高，使用壽命長、溫度適用範圍廣、循環充放電性能好等優點，可廣泛應用於各類儲能系統。預計每年可減少二氧化碳排放約25.38噸，並能改善用戶的能源消費結構及減少對環境的污染。



● Signing Ceremony of Photovoltaic Energy Integration Power Station Project  
光儲一體化電站項目簽約儀式

## 4.2 Promoting Win-win Cooperation with Suppliers 促進供應商共贏

The Group formulates Supplier Management Standards and set up a supplier management system of the suppliers' selection, cooperation, evaluation and exit. The Group strictly requires its suppliers to fully comply with all applicable laws and regulations and environmental and ethical sourcing requirements.

In selecting the suppliers, the Group evaluates suppliers' commitment to social responsibility, in addition to their capabilities, geographical location, facilities, service and pricing. The Group requires suppliers to comply with the rules and regulations relating to environmental and safety aspects etc. The Group also makes public the procurement information through online bidding system, provides equal opportunities to suppliers.

The Group visits the suppliers twice a year and reviewed the eligibility of suppliers. If a supplier provided substandard products, the Group will request for a rectification or replacement immediately. If severe deviation of quality is noticed, the Group will revoke the supplier's contract and replace such supplier. The Group also developed a comprehensive performance indicator sets to conduct the annual appraisal for suppliers, so as to assess, monitor and manage the suppliers' performance and their progression.

The Group has various procedures in place to support communication with suppliers; and the Group strives to share information and undertake joint initiatives to resolve issues with suppliers. The Group also provides small suppliers with practical support such as management and technical advices and mentoring to help them secure, grow and maintain their relationship with the Group.

本集團制定《供應商管理標準》，並建立有關供應商甄選、合作、評估和退出的供應商管理系統。本集團嚴格要求其供應商完全遵守所有適用的法律法規以及環境和道德採購要求。

在選擇供應商時，除了能力、地理位置、設施、服務和定價之外，本集團還評估供應商對社會責任的承諾。本集團要求供應商遵守有關環境和安全等方面的規章制度。本集團還通過在線招標系統公佈採購信息，為供應商提供平等機會。

本集團每年兩次訪問供應商並審查供應商的資格。如果供應商提供不合格產品，本集團將立即要求進行整改或更換。如果注意到嚴重的質量偏差，本集團將撤銷供應商的合同並更換該供應商。本集團亦制定綜合表現指標，對供應商進行年度評估，以評估、監察及管理供應商的表現及其進展。

本集團已制定多項程序以加強與供應商的溝通；致力於分享信息並採取舉措來聯合解決與供應商的問題。本集團亦為小型供應商提供實際支持，例如提供管理和技術建議及指導，以協助他們保障、發展及維持與本集團的關係。



### 4.3 Driving the Development of Distributors 帶動經銷商共發展

The Group has a large distribution network. The primary market of the Group features top electric bike manufactures in the PRC; while its secondary market is supported by distributors of batteries and accessories across the country. As at 31 December 2017, for the secondary market, the Group has 2,341 independent distributors and approximately 60,000 "Chaowei" retail stores in the PRC.

While the Group actively expands its market share, it also attaches importance to development and growth of associates. The Group has put great effort to strengthen the customer service skills of its associates through intensive trainings. During the Year, the Group held a total of 51 special training courses for its associates.

本集團擁有龐大的分銷網絡。一級市場的客戶為中國頂尖電動車製造商；而二級市場的客戶則是遍佈全國的電池及配件經銷商。截至二零一七年十二月三十一日止，二級市場獨立經銷商的數目為2,341家，「超威」品牌銷售門店約60,000家。

本集團積極擴大市場份額的同時，也著重聯營商的發展及增長。本集團注重聯營商的客戶服務技巧，並加強對這方面的培訓。本年度，本集團為聯營商共開展了51場專項培訓。





## 5. Adhering to Green and Practicing Environmental Protection

### 堅持綠色，實踐環境保護



During the Year, the Group strictly complied with environmental protection regulations and industrial standards such as Environmental Protection Law of the PRC and the Battery Industry Pollutant Emission Standard. The Group, from the perspective of the entire industry chain, is committed to energy conservation and emission reduction in various aspects such as product design, raw material procurement, production and operation, product structure and recycling. During the Year, the Group was not involved in any penalty and litigation as a result of violation of environmental protection laws and regulations.

本年度，本集團嚴格遵守中國《環境保護法》等環保法規和《電池工業污染物排放標準》等行業標準，從全產業鏈角度出發，在產品設計、原料採購、生產運營、產品結構、回收利用等各方面加強節能減排力度。本年度，本集團未發生因違反環境保護法律法規而遭受的處罰及訴訟案件。

### 5.1 Promoting Green Transformation 推行綠色轉型

Relying on its innovative platforms such as enterprise technology centers and industrial design centers, the Group established a complete ecological system for the life cycle of its battery products from design, production, usage, disposal, recycling to recovery. In response to the implementation of the "Scheme of Extended Producer Responsibility System" promulgated by the State Council of the PRC in December 2016, the Group announced the signing of agreement for a joint venture project relating to the Extended Producer Responsibility System of National lead-acid battery producers in Shanghai Demonstration Zone with Shanghai Xinyun Precious and Rare Metal Regenerateal Co., Ltd., and Shanghai Metals Market on 28 May 2017. Leveraging on their respective strengths, the parties will work together to establish a recycling model for lead-acid battery in Shanghai, and to provide demonstration of the extended producer responsibility system for national lead-acid battery producers.

本集團依託企業技術中心、工業設計中心等創新平台，打造電池產品從設計、生產、使用、報廢、回收及再生利用完整生命週期的生態體系。為響應於二零一六年十二月中國國務院頒佈實施的《生產者責任延伸制度推行方案》，本集團於二零一七年五月二十八日，宣佈與上海鑫雲貴稀金屬再生有限公司及上海有色網簽定《全國鉛蓄電池生產者責任延伸上海示範區合資合作專案》。三方將結合各自優勢，共同致力於上海打造鉛酸蓄電池回收利用模式，為全國鉛酸蓄電池企業生產者責任延伸體系建設作出示範。



The Group also participated in the construction of a lead-acid battery recycling system so as to implement green production and ecological recycling development strategies and improve the green manufacturing level of batteries.

During the Year, the Group stepped up its efforts to promote the use of advanced automatic production equipment, production processes and wastewater treatment processes, which significantly reduced water consumption and energy consumption. By reducing the emissions of major pollutants and improving the wastewater recovery rate, the Group managed to demonstrate a green corporate image.

本集團亦參與建設鉛酸蓄電池回收利用體系，從而實現生產綠色生態循環發展戰略，提高電池綠色製造水平。

本年度，本集團加大力度在內部推廣使用先進的自動化生產設備、生產工藝和廢水處理工藝，大幅降低了水耗和能耗。本集團減少了主要污染物排放量，並提高了廢水回用率，展現了企業綠色形象。

### Case 案例

#### Awarded "Green Factory" honorary title 獲得「綠色工廠」榮譽稱號

In July 2017, the Ministry of Industry and Information Technology ("MIIT") of the PRC announced the "2017 first batch of green manufacturing system demonstration list", Chaowei Power Co., Ltd. and Shandong Chaowei Power Co., Ltd., subsidiaries of the Group were selected as the first batch of green manufacturing system (green factory) demonstration enterprises (the "Green Factory"). The overall performance evaluation of the "Green Factory" includes its infrastructure, management system, energy resources input, products, environmental emissions, performance etc, taking into account of the factors of land use intensity of factory, harmlessness of raw materials, production cleanliness, waste resources and low-carbon energy supply. The award recognized the Group's achievement in green transformation.

二零一七年七月，中華人民共和國工業和訊息化部（「工信部」）公佈了《2017年第一批綠色製造體系示範名單》，本集團附屬公司——超威電源有限公司和山東超威電源有限公司獲得首批《綠色製造體系（綠色工廠）示範企業》（「綠色工廠」）榮譽稱號。「綠色工廠」整體績效評估包括基礎設施、管理體系、能源投入、產品、環境排放、性能等各個方面，同時也考慮到廠房用地集約化、原材料損害性、生產潔淨度、資源損耗和能源低碳化等因素。該榮譽彰顯了本集團在綠色轉型方面的成就。

## 5.2 Practicing Green Operation 踐行綠色運營

During the Year, the Group continued to reinforce waste management and recycling and reuse of resources. Meanwhile, the Group actively introduced new energy and clean energy to its energy portfolio, which effectively brought improvement to the structure and led to favorable environmental efficiency.

本年度，本集團繼續強化廢棄物管理和資源的回收利用。同時，在能源結構中積極引入新能源和清潔能源，有效改善了能源結構，產生了良好的環境效益。

Case  
案例Introducing a Centralized Energy Storage Power Station to "Zhejiang" Headquarter Industrial Park  
於浙江總部園區引入中央儲能電站

Centralized Energy Storage Power Station  
中央儲能電站

The Group installed distributed photovoltaic power and wind power stations in Zhejiang headquarter industrial park which greatly reduced electricity consumption and thus indirectly reduced greenhouse gas emissions. In addition, the Group built a centralized energy storage power station to store electricity during periods of low demand generated by the power stations and then releasing those stored electrons during peak periods to shave peak loads.

本集團在浙江總部園區安裝了分佈式光伏發電站和風力發電站，此舉大大減少了外購用電量，間接減少了溫室氣體排放。此外，本集團建立了一個中央儲能電站，在電力低需求期間儲存發電站沒被消納的電力，然後於高需求期間使用以減低電力負荷。

### 5.3 Advocating Environmental Protection 倡導環境保護

While actively pushing forward green transition of the industry to achieve green operation, the Group also stresses on promotion and spreading of environmental protection concepts. During the Year, the Group initiated various environmental protection activities such as inviting students to the Group's headquarter for promoting green energy which further enhanced public awareness towards environmental protection.

在積極推動行業綠色轉型，實現綠色運營的同時，本集團注重環保理念的宣傳與推廣。本年度，本集團發起了多項環保宣傳活動，例如邀請學生參觀本集團總部以推廣綠色能源，使得社會公眾環保意識得到進一步提升。



## Case 案例

### Support the "Antarctic Environmental Protection Initiative by Chinese Entrepreneur" 支持「中國企業家南極環保倡議」

On 29 December 2017, the launching ceremony of a series of activities of "Antarctic Environmental Protection Initiative By Chinese Entrepreneur" (the "Initiative") was held in Beijing. The Group and nearly 100 Influential entrepreneurs such as Zhejiang Geely Automobile Co., Ltd., Jiangsu Hongdou Group, Inner Mongolia Yili Resources Group initiate the Initiative to jointly implement environmental actions such as "green, environment, energy, and responsibility" so as to build a better home together. At the conference, Dr. Song Wei, the representative of the Group, addressed the Initiative on behalf of the participating entrepreneurs that the Group is committed to scientific, green and harmonious development and proactively assume social, industrial and environmental responsibilities.

於二零一七年十二月二十九日，「中國企業家南極環保倡議」（「倡議」）系列活動啟動儀式在北京舉行，本集團與浙江吉利汽車有限公司、江蘇紅豆集團、內蒙古億利資源集團等近百名具有影響力的企業家發起倡議，共同實踐「綠色、環境、能源、責任」的環保行動，守護建設美好家園。會上，本集團代表宋巍博士代表與會企業家宣讀倡議，並表示本集團堅定不移地走科學發展、綠色發展、和諧發展之路，積極承擔社會、行業與環境責任。



- Representative of Chaowei addressed the Initiative at the opening ceremony of "Antarctic Environmental Protection Initiative By China Entrepreneur"  
超威代表於「中國企業家南極環保倡議」開幕儀式宣讀倡議

## 6. Protecting Interests and Promoting Growth of Employees

### 保障權益，促進員工成長



To protect interests of the employees, the Group put importance on safety and health of them. The Group has enhanced benefits and remuneration of employees and listens to their opinions. The Group have been improving existing training system, developing promotion channels continuously and creating diversified development paths for employees to provide employees a more relieving and joyful working environment. As at 31 December 2017, the Group employed a total of 18,215 employees.

本集團在保障員工權益方面，十分注重他們的安全與健康，並且加強員工福利待遇，積極傾聽員工聲音。此外，本集團不斷完善現有培訓體系，拓展晉升渠道，為員工創造更多元的發展路徑。截至二零一七年十二月三十一日止，本集團僱用合共18,215名員工。

#### 6.1 Adhering to Legal Employment 堅守合規僱傭

The Group strictly complies with national laws and regulations such as the Labour Law, the Employment Contract Law, the Provisions on Prohibition of Child Labour and the Trade Union Law of the PRC, to ensure equal employment, refrain from child and forced labour and avoid and oppose to all forms of discrimination. Apart from complying with local regulatory requirement on employment, the Group also upholds the fair employment principle of "equal pay for equal work" and has established a series of employment policies for staff in managing recruitment, dismissal, adjustment of salaries, promotion, working hours, vacations as well as other remuneration and benefits, with an aim to ensure all employees of the Group receive fair and reasonable treatment. Meanwhile, the Group also enters into employment contracts with employees and purchases social insurance for them in accordance with relevant employment regulations.

本集團嚴格遵守《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《中華人民共和國禁止使用童工規定》及《中華人民共和國工會法》等國家法例及法規，保障平等合規僱傭，杜絕童工與強制勞工，避免、反對一切形式的歧視行為。除了遵守當地的僱傭法規要求之外，本集團堅守同工同酬公平僱傭原則，並制定一系列的員工僱傭政策，處理招聘、解僱、薪酬調整、晉升、工作時數、假期以及其他待遇及福利，保障本集團內的員工獲得公平合理的對待。同時，本集團也根據相關僱傭法規與員工訂立僱傭合約及為他們購買社會保險。

The Group's human resources department is tasked with ensuring the Group complies with all relevant laws and regulations. During the Year, the department carried out examination to assess the Group's subsidiaries' compliance with the laws regulating recruitment, benefits and compensation etc. The department also carry out training program to promote lawful employment practices in the Group. During the Year, no child or forced labor was witnessed and no case of non-complying employment occurred.

本集團的人力資源部門的任務是確保本集團遵守所有相關法律法規。本年度，該部門進行了審查，以評估本集團附屬公司有否遵守有關招聘、福利和補償等法律的規定。此外，該部門還實施有關的培訓計劃，以促進本集團的合法僱傭。本年度，本集團未聘用任何童工或強制勞工亦未發生其他違法違規用工案件。



## 6.2 Helping Employees' Development 助力員工發展

Employees are driving forces to promote enterprises' development. The Group always stays true to the mission of "promoting development of employees, contributing to the society" and strives to provide more learning and promotion opportunities for employees, motivating employees to better equip themselves, so as to facilitate advancement of both employees and the Group.

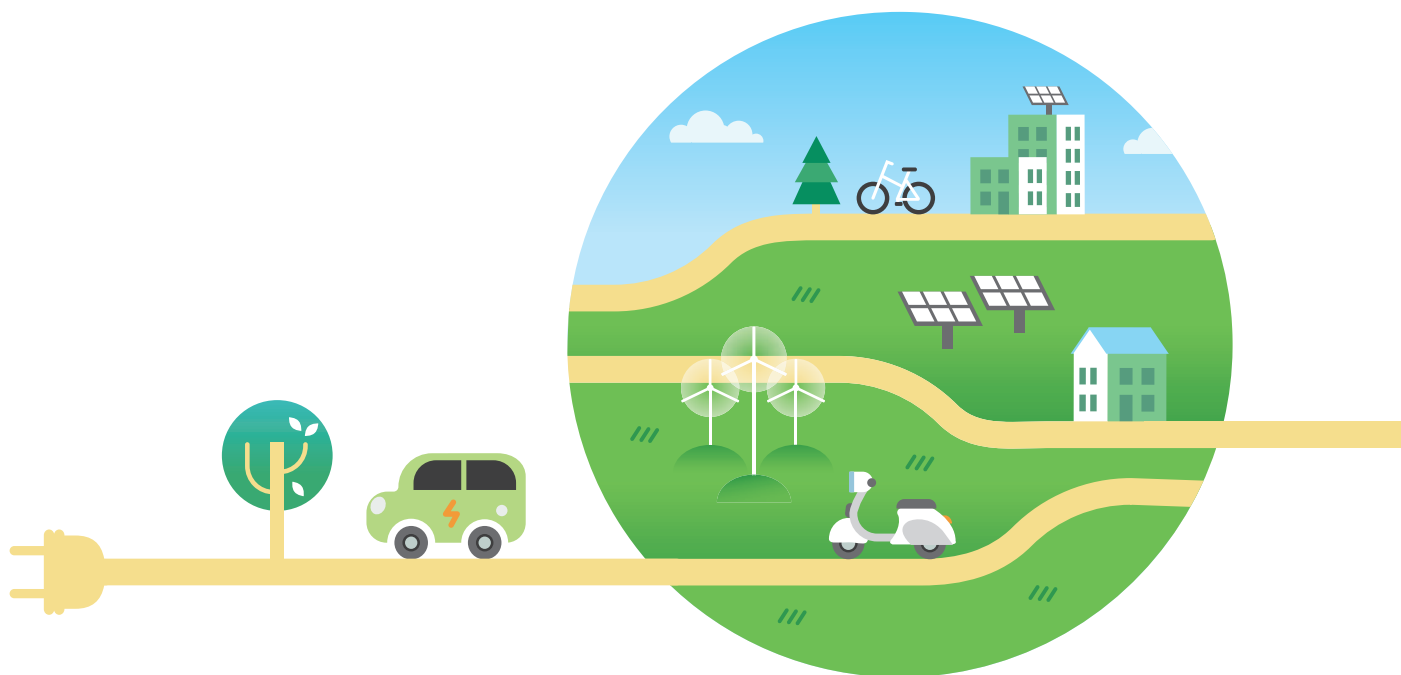
During the Year, the Group has been enriching training contents and improving the existing training system, with an aim to create a tailor-made lifelong learning mechanism for employees. Focusing on three sectors, "production research", "management" and "marketing", a compound training model was created, integrating online and offline training for talent cultivation. The Group has a team of 72 internal trainers to provide vocational trainings for employees and give them guidance and feedback. Meanwhile, the Group introduced Management Trainee Training Program with an aim to both opening up promotion opportunities to employees and securing management talents for the Group.

During the Year, the Group's employees participated in more than 50,537 online training courses. The total online and offline training hours reached 83,349 and 70,015 hours, respectively.

員工是推動企業發展的內生力，本集團以「促進員工發展，回報社會大眾」為己任，致力給予員工更多的學習與晉升機會，激勵員工提升自我價值，推進入企共進。

本年度，本集團不斷豐富人才培育模塊，完善現有培訓體系，旨在為員工打造終身學習機制。本集團已實施線上下綜合人才培訓模式，為員工提供三方面的學習機會，包括製造研修、管理及營銷技巧。本集團擁有一支72人內訓師團隊，為員工提供職業培訓，並為他們提供指導和反饋。同時，本集團一方面為員工開展晉升機會，另一方面為企業儲備管理階層人才，推行了儲備幹部培訓計劃。

本年度，本集團員工共參與50,537項線上課程，線上及線下總學時分別達83,349及70,015小時。



Case  
案例University Campus Recruitment and Training Program  
校園招聘大學生培訓計劃

To help university students from campus recruitment quickly adapt to the corporate environment, enhance their knowledge on corporate culture and basic professional skills, the Group commenced the first training program for university students from campus recruitment.

The training program lasted 7 months and covered three stages. In the first stage, through means like training courses and team integration, university students enhanced their understanding towards the Group and mastered basic skills required for their positions. In the second stage, with workshops placement experience in frontline production, trainees may enhance their understanding on production process of the Group's batteries. The third stage is internship. Every month, tutors formulated relevant working plans and specific contents while university students, under the guidance of tutors, performed practical business duties to learn and grasp required skills according to the plan. The training program nurtured high quality new talents with teamwork spirit and professional skills.

本集團為幫助校招大學生儘快融入企業環境，增強企業文化認知與基本職業技能，開展了首屆校招大學生培訓計劃。

此次培訓計劃全程長達7個月，分為三個階段，第一階段通過課程培訓、團隊融入等方式輔助大學生加深對本集團的瞭解、掌握崗位所需的基本技能；第二階段通過車間體驗一線生產崗位，加強受訓者對本集團電池生產流程的瞭解。第三階段模式為崗位實習，每個月由導師制定相應工作計劃和具體內容，大學生按照計劃在導師輔導下進行實際的業務工作來學習和掌握工作所需的技能。此培訓計劃為本集團培育了一批高質素、具有團隊意識及專業的新興人才。





## 6.3 Care about Employees' Safety 關注員工安全

The Group continued to comply with laws and regulations relating to employees' safety such as Labour Law and Prevention and Control of Occupational Diseases of the PRC, and has passed certification of the PRC national standard GBT28001-2011 and the international standard OHSAS18001:2007 under Occupational Health and Safety Management System. The Group also drew up Occupational Health Management Handbook to deliver information and guidelines on occupational safety and health to employees. During the Year, no concluded cases regarding health and safety brought against the Group were noted.

The Group has set up a leading team under the supervision of senior executives to manage employees' safety and health issues by creating a safe working environment with measures like providing practice and regular physical examination for occupational diseases.

本集團持續遵守《中國勞動法》及《中國職業病防治法》等有關員工安全的法律法規，並已通過職業健康和安全管理系統項下中國國家標準GBT28001-2011及國際標準OHSAS18001:2007認證。同時，本集團制定《職業衛生管理手冊》給予員工工作安全與健康的資訊及指引。本年度，本集團並無涉及任何已結案的健康及安全案件。

本集團成立由高級管理人員監督的領導小組，通過打造安全的工作環境、為員工提供常規及職業病定期體檢等舉措管理員工安全與健康事宜。

### Workplace management 作業場所管理



- Ensuring working environment, production equipment complies with the legislations on the health and safety requirements.  
確保工作環境、生產設備符合有關健康和安全的法定要求。
- Conducting test to determine the concentration of lead dust in each workplace at least once a year.  
至少每年一次對車間各工段進行鉛煙塵濃度監測。

### Occupational health measures 職業健康措施



- Providing employees with protective equipment required for the positions, for example, 3M™ N95 series and 6000 series masks against lead dust/smoke and antismashing shoes, etc.  
為員工提供所需的防護設備，例如3M™ N95系列和6000系列防止鉛塵／煙霧面罩和防滑鞋等。
- Organizing pre-job, on-the-job and off-the-post — three-level physical examinations and set up comprehensive occupational health surveillance documentation.  
開展崗前、在崗、離崗三級體檢，並建立健全職業健康監護檔案。

### Protective equipment 防護設備



- Organizing regular health examinations to employees and engaged professional party to analyse the examination results.  
給員工組織定期健康檢查和聘請專業人員分析檢查結果。

## 6.4 Care about Employees' Life 關愛員工生活

The Group treasures all employees as family members and is committed to provide comfortable and safe work environment for them. During the Year, the Group continued to enhance employee benefits such as increase of days of home leave and distribution of local benefits card. The Group partnered with the local transit provider to launch free commuter bus service which solved the commuting problem for the employees who lived far away from work. The Group also provide child care which can lower employee stress and help them stay focused on work when possible. To create a health and relaxing workplace environment, the Group plotted out areas for employees' activities like fitness centre, book house and leisure bar. The Group also organized sport and leisure activities for the employees to encourage teamwork and create a healthy lifestyle for them.

本集團始終視所有員工作為家庭成員，致力為他們提供更舒適、安全的工作環境。本年度，本集團繼續提升員工福利，例如增加探親假期及分發當地惠民卡。本集團與當地的交通服務供應商合作，推出免費通勤巴士服務，解決了居住遙遠的員工的交通問題。本集團還提供員工子女託管班，降低員工的壓力，幫助他們專注工作。為營造健康及輕鬆的工作環境，本集團設有員工活動的區域，如健身中心、書屋及休閒吧。本集團亦為員工舉辦體育及休閒活動，鼓勵團隊合作，為他們創造健康的生活方式。



Leisure bar for employees  
員工休閒吧



Launch of "Chaowei" free commuter bus services for employees  
為員工提供「超威」免費通勤巴士服務



Team building activities for employees organized by labour union  
工會組織員工進行團建活動



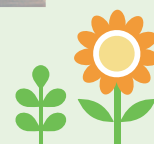
Comfort money to employees with difficulties  
向困難員工發放慰問金



"Harmonious and Symbiotic" summer children care service  
和合寶貝暑期託管班



Birthday parties for employees  
員工生日會



## 7. Caring about Public Welfare, Enhancing Social Well-being

### 熱心公益，增進社會福祉



In the process of development, the Group has been fulfilling its corporate social responsibilities, making contribution to the community through activities like charitable donations and volunteering services. During the Year, the charitable donations of the Group amounted to approximately 9.663 million.

本集團在發展的過程中，不斷履行企業社會責任，通過公益慈善捐款、志願者服務等活動向社會奉獻自身的力量。本年度，本集團慈善捐獻總額約為966.3萬元。

### 7.1 Participating in Public Welfare Charity 助力公益慈善

The Group continued to provide charitable services to the society. During the Year, the Group was committed to taking care of left-behind children, helping impoverished students and striving to pursue the harmonious development of enterprises and society. The Group established a charity fund to raise money for needy in society by giving money regularly and donating a certain portion of sales of the Group.

本集團持續為社會提供公益慈善服務。本年度，本集團致力於照顧留守兒童，幫助貧困學生，努力追求企業與社會的和諧發展。本集團設有慈善基金，通過定期資金注入及銷售收入定額捐贈等方式，幫助社會上有需要的人。



- Sponsoring Hezhidui and collaborating with Zhejiang Normal University to provide education assistance services  
贊助和之隊，攜手浙江師範大學提供支教服務



- Sponsoring students in need to purchase insurance  
資助困難學子購買保險



- Donation to school  
為學校進行捐款



- Donating scholarship to Blue Sky Migrant Workers' Children School  
向藍天民工子弟學校捐助助學金



- Organizing "Glory Student Assistance" activity, for the 8th consecutive years  
連續8年籌辦光彩助學活動



## 7.2 Taking Part in Volunteering Services 投身志願服務

The Group believes volunteering services promote a closer community and bring happiness and care to those in need. The Group also hold a firm belief that “Chaowei” people can make better contribution to the community through volunteering services. During the Year, the Group actively participated in community volunteer services and practices social responsibilities through activities including visiting welfare home to send seasonal greetings to elderly and children, and promoting the concept of “green consumption” with downstream clients.

本集團相信志願服務可促進更緊密的社區，並為有需要的人帶來幸福和關懷。本集團亦堅信，「超威」人可透過志願服務，為社會作出更佳貢獻。本年度，本集團透過到福利院給老人孩子們送去節日的慰問和攜手下遊客戶宣傳「綠色消費」理念等活動，積極投身社區志願服務，踐行社會責任。



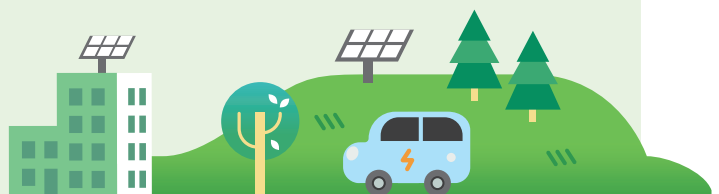
● “Passion in Dragon Boat Festival, Love in Welfare Home” activity  
「情繫端午，愛在福利院」活動



● Electric bike-riding activity promoting “Green Consumption”  
騎電動車活動倡導「綠色消費」



● Blood donation activity  
捐血活動





# Looking into the Future

## 展望未來



In the future, the Group will continue to uphold the core strategy of “quality is a priority”, insisting to be “customer-focused” and “outcome-oriented”. To enhance the reliability of its products, the Group is committed to improving product quality and performance through comprehensive quality management and supplier management. Also, the Group will spend further efforts on research and development of new products to optimize product structure so as to meet and exceed customers’ expectation.

To further implement the sustainable development ideas, the Group will improve its production processes to reduce resource consumption and pollutant emissions; optimize product designs to enhance the utilization rate of non-poisonous and non-hazardous raw materials in the products. Meanwhile, the Group is committed to improve waste battery recycling channels and recycling processes so as to create a circular economic industry chain. Adhering to the corporate mission of “advocate green energy and perfect human life”, the Group is committed to developing the next-generation battery product, which is high-performance, safe and environmentally friendly.

The Group will continue to improve the working environment of employees, enhance safety and health education of employees and intensify trainings to reinforce occupational skills of employees. At the same time, the Group will further improve our employees’ welfares and take care of their everyday life to embrace them with family warmth of “Chaowei”.

With its corporate and social responsibility in mind, the Group will continue to make contribution to charity, strengthen the charity team and organize more community services, so as to facilitate coordinated development of enterprise and community.

未來，本集團將繼續堅持「質量領先」的核心策略，堅持「以客戶為中心，以結果為導向」。為提升產品的可靠性，本集團致力通過全面的質量管理和供應商管理來提高產品質量和性能。此外，本集團將進一步加大新產品的研發力度，優化產品結構，以滿足及超越客戶的期望為目標。

為進一步貫徹可持續發展理念，本集團將改善生產流程，減少資源消耗和污染物排放；優化產品設計，提高產品中無毒無害原料的使用比率。同時，本集團致力改善廢舊電池回收渠道及回收流程，打造循環經濟產業鏈。本集團致力開發下一代高性能、安全及環保的電池產品，秉承「倡導綠色能源，完善人類生活」的企業使命。

本集團持續改善員工工作環境、加強員工安全健康教育、加大培訓力度並提高僱員職業技能水平。同時，進一步提高員工福利待遇，關愛員工生活，讓員工在「超威」感受到家一般的溫暖。

牢記企業社會責任，本集團將繼續加大公益慈善投入，加強公益隊伍建設，開展更多社區服務活動，助力企業社區協調發展。

# ESG Guide Content Index

## 《環境、社會及管治報告指引》內容索引



Aspect 層面	Indicator No. 指標編號	Pages 頁次	
A1: Emissions 排放物	General Disclosure 一般披露	14	Promoting Green Transformation 推行綠色轉型
		15	Practicing Green Operation 踐行綠色運營
	A1.1	15	Practicing Green Operation 踐行綠色運營
	A1.2	15	Practicing Green Operation 踐行綠色運營
	A1.3	15	Practicing Green Operation 踐行綠色運營
	A1.4	15	Practicing Green Operation 踐行綠色運營
	A1.5	14	Promoting Green Transformation 推行綠色轉型
		15	Practicing Green Operation 踐行綠色運營
	A1.6	14	Promoting Green Transformation 推行綠色轉型
		15	Practicing Green Operation 踐行綠色運營
A2: Use of Resources 資源使用	General Disclosure 一般披露	14	Promoting Green Transformation 推行綠色轉型
		15	Practicing Green Operation 踐行綠色運營
	A2.1	15	Practicing Green Operation 踐行綠色運營
	A2.2	15	Practicing Green Operation 踐行綠色運營
	A2.3	15	Practicing Green Operation 踐行綠色運營
		16	Advocating Environmental Protection 倡導環境保護
	A2.4	15	Practicing Green Operation 踐行綠色運營
	A2.5	15	Practicing Green Operation 踐行綠色運營

Aspect 層面	Indicator No. 指標編號	Pages 頁次	
A3: The Environment and Natural Resources 環境及天然資源	General Disclosure 一般披露	14	Promoting Green Transformation 推行綠色轉型
		15	Practicing Green Operation 踐行綠色運營
		16	Advocating Environmental Protection 倡導環境保護
	A3.1	14	Promoting Green Transformation 推行綠色轉型
		15	Practicing Green Operation 踐行綠色運營
		16	Advocating Environmental Protection 倡導環境保護
B1: Employment 僱傭	General Disclosure 一般披露	18	Adhering to Legal Employment 堅守合規僱傭
B2: Health and Safety 健康與安全	General Disclosure 一般披露	21	Care about Employees' Safety 關注員工安全
		22	Care about Employees' Life 關愛員工生活
	B2.3	21	Care about Employees' Safety 關注員工安全
B3: Development and Training 發展及培訓	General Disclosure 一般披露	19	Helping Employees' Development 助力員工發展
B4: Labour Standards 勞工準則	General Disclosure 一般披露	18	Adhering to Legal Employment 堅守合規僱傭
	B4.1	18	Adhering to Legal Employment 堅守合規僱傭



Aspect 層面	Indicator No. 指標編號	Pages 頁次	
B5: Supply Chain Management 供應鏈管理	General Disclosure 一般披露	12	Promoting Win-win Cooperation with Suppliers 促進供應商共贏
	B5.2	12	Promoting Win-win Cooperation with Suppliers 促進供應商共贏
B6: Product Responsibility 產品責任	General Disclosure 一般披露	8	Continuous Improvement and Enhancing Customers' Experience 持續改善，增強客戶體驗
	B6.2	9	Focus on Customers' Experience 關注客戶體驗
	B6.3	10	Promoting Industrial Upgrade 推進行業升級
	B6.4	8	Quality Orientation 聚焦質量領先
	B6.5	9	Focus on Customers' Experience 關注客戶體驗
B7: Anti-corruption 反貪污	General Disclosure 一般披露	5	Anti-corruption 反貪污
	B7.1	5	Anti-corruption 反貪污
	B7.2	5	Anti-corruption 反貪污
B8: Community Investment 社區投資	General Disclosure 一般披露	23	Caring about Public Welfare, Enhancing Social Well-being 熱心公益，增進社會福祉
	B8.1	23	Caring about Public Welfare, Enhancing Social Well-being 熱心公益，增進社會福祉
	B8.2	23	Caring about Public Welfare, Enhancing Social Well-being 熱心公益，增進社會福祉



CHAOWEI POWER HOLDINGS LIMITED  
超威動力控股有限公司

