



華君國際集團有限公司  
HUAJUN INTERNATIONAL GROUP LIMITED

(Stock Code 股份代號 : 377)

(formerly known as Huajun Holdings Limited 前稱華君控股有限公司)



環境、社會及管治報告

ENVIRONMENTAL, SOCIAL AND  
GOVERNANCE REPORT

2017/18

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

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# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### ABOUT THIS REPORT

This Report is the second Environmental, Social and Governance Report (this “Report”) of Huajun International Group Limited (the “Company”) and its subsidiaries (collectively referred to as the “Huajun”, the “Group” or “Us”). This Report mainly introduces our management policies, strategies and achievements in environmental, social and governance and aims at strengthening our communication and relationship with stakeholders.

This Report covers our sustainability performance from 1 April 2017 to 31 March 2018 (the “Reporting Period”). The reporting scope for this year covers the sustainability performance of New Island Printing Company Limited (in respect of printing business) and Huajun Power (Changzhou) Limited (in respect of solar photovoltaic business). In preparation of this Report, we have adhered to the Environmental, Social and Governance (“ESG”) Reporting Guide under Appendix 27 to the Rules Governing the Listing of Securities (the “Listing Rules”) published by Hong Kong Exchanges and Clearing Limited (“HKEx”) to disclose our sustainability performance in material and related aspects of the Guide during the Reporting Period.

We value any comments you may have on our sustainability performance. If you have any comments or suggestions on this Report and our sustainability performance, please email to [ir@huajunintlgroup.com](mailto:ir@huajunintlgroup.com).

This report is available on the websites of the Company (<http://www.huajunintlgroup.com>) and HKEx (<http://www.hkex.com.hk>).

### ABOUT HUAJUN

Huajun upholds the core value of “Honourable people are not ostentatious; people of moral integrity are realistic”, always adheres to a market-oriented strategy, and commits to establishing a multi-level and echeloned layout under the notion of “State under Foot, World in Sight” with our elite management team who is equipped with vast experience and are always keeping abreast of time. We aim to foster a top-tier international investment holding company.

### 關於本報告

本報告是華君國際集團有限公司(「本公司」)及其附屬公司(統稱為「華君」、「本集團」或「我們」)編制的第二份環境、社會及管治報告。本報告主要介紹我們在環境、社會及管治方面的管理政策、措施及成果，旨在加強我們與各利益相關方的溝通與關係。

本報告涵蓋我們於2017年4月1日至2018年3月31日期間(「報告期間」)的可持續發展表現。我們本年度的報告範圍包括有關印刷業務的新洲印刷有限公司，以及有關太陽能光伏業務的華君電力(常州)有限公司的可持續發展表現。在編制本報告時，我們遵循香港交易及結算有限公司(「聯交所」)刊發的證券上市規則(「上市規則」)附錄二十七所載之《環境、社會及管治報告指引》(「環境、社會及管治」)，披露於報告期間在指引中重要而相關的方面的可持續發展表現。

我們非常重視您對我們於可持續發展方面的意見。如您就本報告內容及我們在可持續發展的表現上有任何意見及建議，歡迎電郵至 [ir@huajunintlgroup.com](mailto:ir@huajunintlgroup.com)。

本報告可於本公司網站(<http://www.huajunintlgroup.com>)及聯交所網站(<http://www.hkex.com.hk>)查閱。

### 關於華君

華君秉承「大人不華，君子務實」的核心價值觀，始終堅持以市場為導向，憑藉經驗豐富、與時俱進的管理團隊，努力構築「布局全國，放眼世界」的多層次、梯度化的空間布局，以打造國際頂尖投資控股公司為奮鬥目標。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### STAKEHOLDERS ENGAGEMENT

Understanding the views and concerns of stakeholders is crucial to our sustainable development. Our major stakeholders include customers, suppliers, employees, shareholders, regulatory authorities and the public. We have always maintained a close relationship with our stakeholders and are committed to balancing the opinions and interests of our stakeholders to determine our long-term sustainability direction. In preparation of this Report, we actively gathered the advice of our key stakeholders and understood their recommendations on the sustainability performance and direction of the Group. The information collected will be an important basis for the framework of this Report.

### 持分者參與

了解持分者的觀點及訴求，對我們的可持續發展至關重要。我們主要的持份者包括客戶、供應商、員工、股東、監管機構及公眾等。我們一直和持分者保持緊密聯繫，致力平衡各持份者的意見及利益，從而釐定長遠的可持續發展方向。在編製本報告時，我們積極收集重要持分者的意見，了解彼等對本集團在可持續發展表現及方向的建議，當中所收集的資料將成為本報告架構的重要基礎。

Stakeholders 持分者	Communication channels 溝通渠道
<b>Customers</b> 客戶	<ul style="list-style-type: none"> <li>Interviews 面談</li> <li>Visits 參觀</li> <li>Social platforms (such as WeChat Official Account) 社交平台(如微信公眾號)</li> </ul>
<b>Staff</b> 員工	<ul style="list-style-type: none"> <li>Meetings 會議</li> <li>Interviews 面談</li> </ul>
<b>Shareholders</b> 股東	<ul style="list-style-type: none"> <li>General meetings 股東大會</li> <li>Telephone conversation 電話會談</li> <li>Financial reports 財務報告</li> </ul>
<b>Suppliers</b> 供應商	<ul style="list-style-type: none"> <li>Conversation 會談</li> <li>Email 電郵</li> </ul>
<b>Regulatory authorities</b> 監管機構	<ul style="list-style-type: none"> <li>Conversation 會談</li> <li>Email 電郵</li> </ul>
<b>The public</b> 公眾	<ul style="list-style-type: none"> <li>Social platforms (such as WeChat Official Account) 社交平台(如微信公眾號)</li> <li>Company's website 公司網站</li> </ul>

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### SUSTAINABILITY PERFORMANCE SUMMARY

### 可持續發展表現摘要

The following table summarises our sustainability performance during the Reporting Period.<sup>1</sup>

下表總結了我們於報告期間的可持續發展表現。<sup>1</sup>

		Printing business 印刷業務		Solar photovoltaic business 太陽能光伏業務		Total 總計	
<b>Air emissions</b>	<b>廢氣</b>						
Nitrogen Oxides (NOx)	氮氧化物(NOx)	17.34	kg 公斤	606.26	kg 公斤	623.60	kg 公斤
Sulphur Oxides (SOx)	硫氧化物(SOx)	0.42	kg 公斤	1.43	kg 公斤	1.85	kg 公斤
Particulate Matter (PM)	懸浮粒子(PM)	1.24	kg 公斤	2.78	kg 公斤	4.02	kg 公斤
<b>Greenhouse gases</b>	<b>溫室氣體</b>						
Total greenhouse gas emissions	溫室氣體排放總量	6,976.64	tonnes of CO <sub>2</sub> e 噸二氧化碳當量	4,521.69	tonnes of CO <sub>2</sub> e 噸二氧化碳當量	11,498.33	tonnes of CO <sub>2</sub> e 噸二氧化碳當量
Direct emissions (Scope 1)	直接排放(範圍1)	226.71	tonnes of CO <sub>2</sub> e 噸二氧化碳當量	42.70	tonnes of CO <sub>2</sub> e 噸二氧化碳當量	269.41	tonnes of CO <sub>2</sub> e 噸二氧化碳當量
Indirect emissions (Scope 2)	間接排放(範圍2)	6,749.93	tonnes of CO <sub>2</sub> e 噸二氧化碳當量	4,480.03	tonnes of CO <sub>2</sub> e 噸二氧化碳當量	11,229.96	tonnes of CO <sub>2</sub> e 噸二氧化碳當量
Greenhouse gases removal (Tree Planting) (Scope 1)	溫室氣體減除量 (樹木種植) (範圍1)	-	tonnes of CO <sub>2</sub> e 噸二氧化碳當量	1.04	tonnes of CO <sub>2</sub> e 噸二氧化碳當量	1.04	tonnes of CO <sub>2</sub> e 噸二氧化碳當量
Greenhouse gas emissions intensity	溫室氣體排放密度	0.52	tonnes of CO <sub>2</sub> e/ tonnes of production volume 噸二氧化碳當量/ 噸產量	24.54	tonnes of CO <sub>2</sub> e/ MW 噸二氧化碳當量/ 兆瓦		

<sup>1</sup> The annual production volume of printing business is calculated based on the weight of finished products in tonnes, and the annual production volume of photovoltaic business is calculated based on solar module production capacity in megawatt (MW).

<sup>1</sup> 印刷業務年產量以噸成品重量計算，光伏業務年產量以兆瓦太陽能模組產能計算。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### SUSTAINABILITY PERFORMANCE SUMMARY (Continued)

### 可持續發展表現摘要(續)

		Printing business 印刷業務		Solar photovoltaic business 太陽能光伏業務		Total 總計	
<b>Hazardous waste</b> 有害廢棄物							
Total hazardous waste produced	有害廢棄物產生總量	14.00	tonnes 噸	0.43	tonnes 噸	14.43	tonnes 噸
Hazardous waste produced intensity	有害廢棄物產生密度	1.05	kg/tonnes of production volume 公斤/噸產量	2.31	kg/MW 公斤/兆瓦		
<b>Non-hazardous waste</b> 無害廢棄物							
Total non-hazardous waste produced	無害廢棄物產生總量	4,555.76	tonnes 噸	238.40	tonnes 噸	4,794.16	tonnes 噸
Non-hazardous waste produced intensity	無害廢棄物產生密度	0.34	tonnes/tonnes of production volume 噸/噸產量	1.29	tonnes/MW 噸/兆瓦		
<b>Energy consumption</b> 能源消耗							
Total energy consumption	能源消耗總量	13,162.34	MWh 千個千瓦時	6,538.25	MWh 千個千瓦時	19,700.59	MWh 千個千瓦時
Energy consumption intensity	能源消耗密度	0.98	MWh/tonnes of production volume 千個千瓦時/噸 產量	35.49	MWh/MW 千個千瓦時/兆瓦		
<b>Water consumption</b> 耗水							
Total water consumption	總耗水量	198,693.00	m <sup>3</sup> 立方米	23,038.00	m <sup>3</sup> 立方米	221,731.00	m <sup>3</sup> 立方米
Water consumption intensity	耗水密度	14.85	m <sup>3</sup> /tonnes of production volume 立方米/噸產量	125.04	m <sup>3</sup> /MW 立方米/兆瓦		
<b>Packaging material<sup>2</sup></b> 包裝材料 <sup>2</sup>							
Total packaging material	包裝材料總量	116.58	tonnes 噸	437.39	tonnes 噸	553.97	tonnes 噸
Packaging material intensity	包裝材料密度	8.71	kg/tonnes of production volume 公斤/噸產量	2.37	tonnes/MW 噸/兆瓦		

<sup>2</sup> As we have only collected data on the number of carton boxes used for printing business during the Reporting Period, carton boxes are not included in the total and intensity of packaging materials (by weight).

<sup>2</sup> 由於印刷業務於報告期間只收集了坑箱使用數量的數據，包裝材料總量及密度(以重量計算)並未包含坑箱。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### SUSTAINABILITY PERFORMANCE SUMMARY (Continued)

### 可持續發展表現摘要(續)

		Printing business 印刷業務		Solar photovoltaic business 太陽能光伏業務		Total 總計	
<b>Employment</b>	<b>僱傭</b>						
Total employees	僱員總數	1368	persons 人	60	persons 人	1428	persons 人
By gender	按性別劃分						
Male	男性	614	persons 人	35	persons 人	649	persons 人
Female	女性	754	persons 人	25	persons 人	779	persons 人
By age group	按年齡組別劃分						
20 or below	20歲或以下	43	persons 人	0	persons 人	43	persons 人
21-30	21-30歲	284	persons 人	23	persons 人	307	persons 人
31-40	31-40歲	380	persons 人	27	persons 人	407	persons 人
41-50	41-50歲	555	persons 人	9	persons 人	564	persons 人
51 or above	51歲或以上	106	persons 人	1	persons 人	107	persons 人
By employment type	按僱員類別劃分						
Senior management	高級管理層	1	persons 人	7	persons 人	8	persons 人
Middle management	中級管理層	51	persons 人	16	persons 人	67	persons 人
Technical staff	技術員工	148	persons 人	8	persons 人	156	persons 人
General employees	一般僱員	1168	persons 人	29	persons 人	1197	persons 人
<b>Turnover rate</b>	<b>流失比率</b>						
By gender	按性別劃分						
Male	男性	197	%	100	%	192	%
Female	女性	75	%	60	%	74	%
By age group	按年齡組別劃分						
20 or below	20歲或以下	372	%	0	%	372	%
21-30	21-30歲	289	%	165	%	280	%
31-40	31-40歲	109	%	37	%	104	%
41-50	41-50歲	59	%	22	%	58	%
51 or above	51歲或以上	49	%	0	%	49	%
<b>Health and safety</b>	<b>健康與安全</b>						
Deaths due to work	因工作關係而死亡的人數	1	persons 人	0	persons 人	1	persons 人
Lost days due to work injury	因工傷損失工作日數	0	days 日	112	days 日	112	days 日

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### PROMOTING CHINA'S SUSTAINABLE DEVELOPMENT

Sustainability is the core value of the Group. While pursuing excellence, we are devoted to promoting the sustainability of the nation and the world. We share our beliefs with employees, customers, shareholders, suppliers and business partners, and work together to reduce pollution to the natural environment. We adhere to the principle of sustainability and take into account the impact of our business on the environment and the society, so as to fulfil our responsibilities as a corporate citizen. Meanwhile, we are committed to maintaining a high degree of business ethics, strictly complying with regulations and continuously improving production safety and environmental protection performance, in order to do our best to promote the sustainability of the nation and the world.

### 推動中國可持續發展

可持續發展是本集團的核心價值觀，我們在追求卓越品質的同時，我們肩負推動國家、乃至全球可持續發展的理念，我們與員工、客戶、股東、供應商及業務夥伴等分享我們的信念，攜手減低對自然環境的污染，貫徹可持續發展的原則，顧及業務對環境及社會產生的影響，履行企業公民責任。同時，我們承諾維持高度商業道德操守，嚴格遵守法規，持續改善生產安全和環境保護的表現，在促進國家及全球可持續發展盡我們所能。



BOCHK Corporate Environmental Leadership Awards  
中銀香港企業環保領先大獎



Hong Kong - Guangdong Cleaner Production Partner  
(Manufacturing)  
粵港清潔生產夥伴(製造業)



PRINTING BUSINESS

印刷業務



We have established an environmental management mechanism in accordance with the “Environmental Protection Law of the People’s Republic of China”, the “Law of the People’s Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste” and the “Law of the People’s Republic of China on Conserving Energy”, aiming to:

- comply with national and local environmental protection laws, regulations, standards and guidelines in places where we operate;
- prevent, avoid and reduce waste generation as much as possible during the production process;
- prevent pollution to the environment during the production process;

我們根據《中華人民共和國環境保護法》、《中華人民共和國固體廢物污染環境防治法》及《中華人民共和國節約能源法》等法律法規，建立了一套環境管理機制，目標在於：

- 貫徹執行國家、營運所在地的地方環境保護法律、法規、標準和方針政策；
- 在生產過程盡可能的預防，避免及減少廢料的產生；
- 預防生產過程對環境造成污染；

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### PRINTING BUSINESS (Continued)

- regularly review the implementation of environmental, health and safety measures, as well as the performance of partners in relevant aspects;
- improve product quality and efficiency through research, product development and trainings to save energy and resources; and

### 印刷業務(續)

- 定期檢討環保、健康、安全措施的實施情況，以及合作夥伴的在有關方面的表現；
- 通過研究、產品開發和培訓來完善產品質量及效率以節省能源及資源；及

### ENVIRONMENTAL POLICIES AND MANAGEMENT SYSTEM

Establishing a sound environmental management system is an effective way to reduce the environmental impact of production and promote our sustainable improvement. Therefore, we have been making efforts to establish and improve our environmental policies and management system.

### 環境政策及管理體系

建立完善的環境管理體系是減少生產時對環境的影響和促進我們持續改進的有效方法。因此我們在建立及完善環境政策與管理體系的工作上一直努力。

### ISO 14001 Environmental Management System

In accordance with the requirements of the ISO 14001 Environmental Management System standards, we have formulated the "Environmental Handbook" and established an environmental management system covering the Company's office area and production workshops, and obtained the ISO 14001 Environmental Management System certification. We strictly implement the relevant policies in accordance with the requirements of the environmental management system standards, thereby fulfilling the principle of minimizing waste of resources, recycling and reusing resources.

### ISO 14001環境管理體系

我們按照ISO 14001環境管理體系標準要求，制定《環境手冊》，建立了覆蓋公司辦公區域和各生產車間的環境管理體系，並取得ISO 14001環境管理體系認證。我們嚴格按照環境管理體系標準要求執行有關政策，從而履行減少資源浪費，回收和重用資源的原則。



### EMISSIONS MANAGEMENT

Our main emissions are wastewater of precision screens and organic waste gases of ink generated from the process of printing and silk screen printing. Our equipment indirectly emits greenhouse gases due to the use of electricity, and the use of backup generators and vehicles also generates air emissions. Other sources of emissions include flawed products, debris and defective products from the production process, noise generated during the operation of equipment, and domestic waste and domestic sewage generated by employees and offices. For various sources of emissions, we have actively adopted a number of measures to reduce emissions and their impact.

#### Collection and Treatment of Volatile Organic Compounds (VOCs) and Ammonia

Volatile organic compounds (VOCs) and ammonia are released during our production process, and can have an impact on health when their concentration exceeds a certain level. Therefore, we have built the VOCs and ammonia collection and treatment systems in mid of 2017 to reduce their impact on employees and the ecological environment. For ammonia, we add water through shower to reduce the concentration of ammonia, and then discharge the ammonia at the discharge outlet. For VOCs, we first use dust filtration and ultraviolet (UV) photolysis, then direct the waste gas to activated carbon to absorb VOCs, and finally discharge it through the chimney, which can reduce VOCs emissions by 90%. The saturated activated carbon will be recycled by qualified third parties.

### 排放管理

我們主要排放來自於印刷及絲印過程產生的網版廢水及油墨有機廢氣，我們的設備會因使用電力間接排放溫室氣體，後備發電機及汽車的使用亦會造成廢氣排放。其他的排放源包括生產過程產生的殘次品、碎屑及不良品，設備運行過程產生的噪音，員工及辦公室亦會產生生活垃圾和生活廢水等。針對各種排放源，我們積極採取多項措施以減少排放及減低其影響。

#### 揮發性有機化合物(VOCs)及氨氣收集處理

在我們的生產過程中會釋出揮發性有機化合物(VOCs)及氨氣，當其濃度超過一定的水平時，對健康會構成一定的影響。因此，我們於2017年中建設VOCs及氨氣收集處理系統，以減少對員工及生態環境的影響。針對氨氣，我們利用淋浴加水中和，以降低氨氣的濃度，然後再於廢氣排放口排放氨氣。針對VOCs，我們首先採用除塵過濾和紫外線(UV)光解，然後將廢氣送入活性炭吸附箱，讓VOCs吸附在活性炭上，最後從煙囪排放，此舉能減少VOCs排放量達90%。飽和後的活性炭會由合資格第三方回收處理。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### EMISSIONS MANAGEMENT (Continued)

### 排放管理(續)

The following table shows our air emissions during the Reporting Period:

我們在報告期間產生的廢氣排放如下表所示：

#### Air emissions

#### 廢氣

Nitrogen Oxides (NOx) 氮氧化物(NOx)	17.34	kg 公斤
Sulphur Oxides (SOx) 硫氧化物(SOx)	0.42	kg 公斤
Particulate Matter (PM) 懸浮粒子(PM)	1.24	kg 公斤



VOCs and ammonia collection and treatment system  
VOCs及氨氣收集處理系統

### Greenhouse Gas Emissions

### 溫室氣體排放

Our greenhouse gas emissions are mainly generated indirectly from the use of electricity. Therefore, we focus on energy-saving to reduce carbon emissions. We prioritise the procurement of energy-efficient and high-efficiency production equipment and appliances, such as using electric forklifts instead of fuel forklifts, in order to reduce greenhouse gas and air emissions. We also promote energy-saving behaviour such as turning off lights and limiting air-conditioning temperatures, and using teleconferencing or email as much as possible to replace overseas travel. Through the implementation of the above energy-saving measures, we have significantly reduced emissions of air and greenhouse gases.

我們的溫室氣體排放源主要來自於用電而間接產生，因此注重節能方面的工作以減低碳排放。我們優先考慮採購節能和高效能的生產設備及電器，例如使用電子叉車代替燃油叉車，減少溫室氣體及廢氣排放量。我們亦提倡如隨手關燈、限制空調溫度等節約用電行為，以及盡量採用電話會議或電郵的方式以取代海外差旅。透過實施以上的節能措施，我們大大減低廢氣及溫室氣體的排放量。



Our offices are designed to optimise the use of natural light  
辦公室在設計上盡可能利用自然光

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### EMISSIONS MANAGEMENT (Continued)

During the Reporting Period, we replaced the lighting systems of certain production lines and areas of our plant from fluorescent lamps to light-emitting diodes (LEDs), saving approximately 116,928 kWh of electricity per year. In office and conference room areas, we use natural light and an open layout to facilitate solar lighting and reduce lighting power.

### 排放管理(續)

於報告期間，我們把廠房內部份生產線及區域之照明系統由熒光燈更換為發光二極管(LED)，每年可節省約116,928千瓦時耗電量。於辦公室和會議室區域，我們採用自然光和開放式佈局，有利太陽光照射，以減少照明用電。



Complete replacement of LED lights  
全面更換LED燈

### Greenhouse gases 溫室氣體

Total greenhouse gas emissions	溫室氣體排放總量	6,976.64	tonnes of CO <sub>2</sub> e 噸二氧化碳當量
Direct emissions (Scope 1)	直接排放(範圍1)	226.71	tonnes of CO <sub>2</sub> e 噸二氧化碳當量
Indirect emissions (Scope 2)	間接排放(範圍2)	6,749.93	tonnes of CO <sub>2</sub> e 噸二氧化碳當量
Greenhouse gas emissions intensity	溫室氣體排放密度	0.52	tonnes of CO <sub>2</sub> e/tonnes of production volume 噸二氧化碳當量/噸產量

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### EMISSIONS MANAGEMENT (Continued)

#### Wastewater Treatment and Discharge

We strive to ensure that our treated wastewater is discharged in accordance with the “Discharge Standard of Pollutants for Municipal Wastewater Treatment Plant” (GB 18918-2002) issued by the State General Administration of Environmental Protection of the PRC, and have formulated the “Guidelines for the Operation of Wastewater Treatment System” to standardise the workflow of our wastewater treatment system.

We have established a wastewater treatment system that implements “first treatment, then discharge”. The wastewater from workshops first enters the retention basin through the collection system, and is then sent to the coagulation and sedimentation equipment to add coagulant in order to remove the oil and micro suspended solids in the wastewater. The treated wastewater is discharged after going through the anaerobic process, aerobic process, sedimentation and filtration. Sludge generated from wastewater treatment is collected regularly and handled by qualified third parties.

### 排放管理(續)

#### 污水處理及排放

我們致力確保所處理的廢水均按照中國國家環境保護總局發佈的「城鎮污水處理廠污染物排放標準」(GB 18918-2002)，並制定《污水處理系統操作指引》，規範污水處理系統工作流程。

我們設有污水處理系統，實行「先處理，後排放」。工場排水經收集系統進入調節池，再送到混凝沉澱設備加入混凝劑去除污水中的油類和微小懸浮物。污水經過厭氧、好氧、沉澱及過濾後達標排放。污水處理產生的污泥會定期收集並交由合資格的第三方處理。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### EMISSIONS MANAGEMENT (Continued)

#### Waste Management

In accordance with the "Waste Management Guidelines", we categorise waste into (i) hazardous waste; (ii) recyclable waste; and (iii) general waste, and conduct waste treatment in accordance with the principle of "separate recycling, centralised storage and unified treatment".

#### Hazardous Waste

Our hazardous waste mainly includes organic solvent waste, waste mineral oil, waste paint, photographic material waste, waste lamp and waste empty barrel. We have special and labelled containers for the collection of hazardous waste, which shall be properly stored in accordance with national laws and regulations, such as the "Standard for Pollution Control on Hazardous Waste Storage" (GB 18597-2001), and will be transferred to qualified third parties for treatment upon approval.

#### Hazardous waste

##### 有害廢棄物

Total hazardous waste produced	有害廢棄物產生總量	14.00	tonnes噸
Organic solvent waste	有機溶劑廢物	0.50	tonnes噸
Waste mineral oil	廢礦物油	0.30	tonnes噸
Waste paint <sup>3</sup>	廢塗料 <sup>3</sup>	6.00	tonnes噸
Photographic material waste	感光材料廢物	5.00	tonnes噸
Waste lamp	廢燈管	0.20	tonnes噸
Waste empty barrel	廢空桶	2.00	tonnes噸
Hazardous waste produced intensity	有害廢棄物產生密度	1.05	kg/tonnes of production volume 公斤／噸產量

### 排放管理(續)

#### 廢棄物管理

我們根據「廢棄物管理指引」，把廢棄物分為(i)危險廢棄物；(ii)可回收廢棄物；及(iii)一般廢棄物，同時遵照「分類回收、集中保管、統一處理」的原則進行廢棄物處理。

#### 有害廢棄物

我們的有害廢棄物主要包括有機溶劑廢物、廢礦物油、廢塗料、感光材料廢物、廢燈管和廢空桶。我們設有專門和貼有標籤的容器以收集有害廢棄物，並按照國家法律法規，例如《危險廢物貯存污染控制標準》(GB 18597-2001)，妥善存放，在取得審批後交予合資格的第三方進行轉移處理。



Storage of hazardous waste  
有害廢棄物存放

<sup>3</sup> Weight of waste paint handling includes sludge.

<sup>3</sup> 廢塗料處理量包含污泥處理量。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### EMISSIONS MANAGEMENT (Continued)

#### Waste Management (Continued)

##### Non-hazardous Waste

Waste paper is the main stream of waste in printing business, and we actively take measures in recycling. Recycling bins are placed near all machinery to allow workers to sort waste paper and other general waste from the source. Waste sorting areas are also set up in workshops. In addition, outside workshops, we have a designated area for temporary storage of collected waste paper, which reasonably protects waste paper from rainwater or other pollutants, and then the waste paper will be delivered for recycling. In order to reduce paper consumption, we use electronic systems for file archiving. We also require that documents and materials used in offices must be printed and copied on both sides. The administrative department gathers statistics on paper consumption each month and would remind the departments identified for wasting paper to control their paper consumption. For general domestic waste, we clean it up in time to maintain a clean environment.

##### Non-hazardous waste

##### 無害廢棄物

Total non-hazardous waste produced	無害廢棄物產生總量	4,555.76	tonnes噸
Paper	紙張	4,489.76	tonnes噸
Food waste	廚餘	30.00	tonnes噸
Other general waste	其他一般廢物	36.00	tonnes噸
Handled by waste collection department	垃圾清運部門處理	66.00	tonnes噸
Collected for recycling	由回收商回收	4,489.76	tonnes噸
Non-hazardous waste produced intensity	無害廢棄物產生密度	0.34	tonnes/tonnes of production volume 噸／噸產量

### 排放管理(續)

#### 廢棄物管理(續)

##### 無害廢棄物

廢紙是印刷業務主要的廢棄物，我們積極採取措施進行回收。在每台機器附近放置回收箱，讓工人將廢紙與其他普通垃圾從源頭分類，車間也設置垃圾分類區。另外，在車間外我們有指定區域暫時存放收集到的廢紙，合理保護廢紙不受雨水或其他污染物污染，再交由回收公司進行回收處理。為了減少用紙，我們採用電子系統進行文件存檔工作。我們亦規定辦公室內部使用的文件、資料必須採用雙面打印、複印。行政部會每月對用紙使用情況進行統計，對浪費用紙的部門發出提示，以控制其用紙數量。對於一般生活垃圾，我們則及時清理，時刻保持環境衛生。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### RESOURCES MANAGEMENT

#### Online Energy Monitoring System

We have established an online energy monitoring system to monitor energy consumption in real time. It also allows us to accurately analyse energy consumption data and structure, and helps us to identify equipment or procedures that potentially waste energy, facilitating the formulation of effective energy-saving measures. In addition, the monitoring system assists us in implementing our energy-saving plan and allows us to monitor the implementation of energy-saving measures through its energy-saving assessment function.

#### Energy consumption 能源消耗

Total energy consumption	能源消耗總量	13,162.34	MWh 千個千瓦時
Purchased Electricity	購電	12,805.79	MWh 千個千瓦時
LPG	液化石油氣	30.77	MWh 千個千瓦時
Diesel oil	柴油	61.81	MWh 千個千瓦時
Unleaded petrol	無鉛汽油	263.98	MWh 千個千瓦時
Energy consumption intensity	能源消耗密度	0.98	MWh/tonnes of production volume 千個千瓦時/ 噸產量

### 資源管理

#### 能源在綫監測系統

我們建立了一套能源在綫監測系統，實時監控能源消耗情況，亦讓我們可以準確地統計分析能源使用數據和結構，有助於我們找出潛在浪費能源的設備或程序，制定有效的節能措施。另外，監測系統協助我們落實我們的節能計劃，透過節能考核功能，讓我們監督節能措施的落實情況。



Online energy monitoring system  
能源在綫監測系統

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### RESOURCES MANAGEMENT (Continued)

### 資源管理(續)

#### Online Energy Monitoring System (Continued)

#### 能源在綫監測系統(續)

#### Packaging Material 包裝材料

Total packaging material	包裝材料總量	116.58	tonnes 噸
Carton boxes <sup>4</sup>	坑箱 <sup>4</sup>	3,486,754	boxes 個
Protective film	保護膜	67.26	tonnes 噸
Packaging strap	打包帶	12.26	tonnes 噸
Packaging tape	封箱膠紙	37.05	tonnes 噸
Packaging material intensity	包裝材料密度	8.71	kg/tonnes of production volume 公斤／噸產量

#### Water Resource Management

#### 水資源管理

We promote water-saving and use water-saving equipment and products in all areas, such as installing water-saving faucets to improve water efficiency. We properly manage, repair and maintain all water supply equipment, facilities and appliances. Engineering staff are responsible for the inspection of water pipes and hoses in the plant and repairment in time. The administrative department also constantly monitors and prohibits acts of water wastage.

我們提倡節約用水，於各區域使用節水設備及產品，如安裝節水水龍頭以提高節水效率。我們妥善地管理、維修和保養各供水設備、設施和器具，工程人員負責全廠水管及水喉滴漏檢查，及時搶修。行政部亦會持續監督，防止浪費用水的行為。

<sup>4</sup> As we have only collected data on the number of carton boxes used for printing business during the Reporting Period, carton boxes are not included in the total and intensity of packaging materials (by weight).

<sup>4</sup> 由於印刷業務於報告期間只收集了坑箱使用數量的數據，包裝材料總量及密度(以重量計算)並未包含坑箱。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### PRODUCT QUALITY, HEALTH AND SAFETY

We gain customers' confidence with high-quality packaging, books and printed products. We have also obtained various certifications, such as the Quality Management System certification (ISO9001), Occupational Health and Safety Management System Certification (OHSAS 18001), certificate issued by the International Council of Toy Industries (ICTI) and G7 Master Qualification. Meanwhile, we have achieved the Global Packaging and Packaging Materials standard formulated by the British Retail Consortium (BRC) and have been awarded the Global Safety Certification by Intertek Testing Services Taiwan Ltd. (Intertek).

We have formulated the "Quality and Safety Handbook" and a series of quality management systems and procedures, including the "Incoming Inspection Procedure", the "Processing (Handicraft) Inspection Procedure", the "Control Procedure for Verification", the "Control Procedure for Unsatisfactory Products", the "Control Procedure for Product Consistency", the "Control Procedure for Food Safety Protection Plan", the "Control Procedure for Product Recall" and the "Control Procedure for Sustainable Improvement". We strictly implement the requirements of each procedure to ensure our products are at an exemplary level in quality, health and safety.

We attach great importance to product safety. We have established the "Control Procedure for Product Recall" and a sample retention procedure. When exceedance of harmful substances are found in a batch of products which is no longer under the control of the Company (e.g. delivered to customers), we would start recalling promptly to ensure that the affected products can be identified and remedied, so as to protect consumer safety. We also carry out simulated recall on a regular basis to ensure a smooth procedure of product recall. Employees are familiar with the precautions for recall and can respond appropriately in time whenever recall incidents occur.

### 產品質量、健康與安全

我們以優質的各類包裝、圖書及印刷產品質量贏得客戶信心。我們亦取得質量管理體系認證(ISO9001)、職業安全健康管理體系認證(OHSAS 18001)、由國際玩具工業協會(ICTI)頒發的規範證書及G7認可企業認證等多項認證，同時亦達到由英國零售商協會(BRC)制定的全球包裝和包裝材料標準，以及獲得由全國公證檢驗股份有限公司(Intertek)授予的全球安全驗證。

我們制定了《質量安全手冊》，以及一系列的質量管理體系及程序，當中包括《進料檢查程序》、《制程中(手工藝)檢查程序》、《驗證控制程序》、《不合格品控制程序》、《產品一致性控制程序》、《食品安全防護計劃控制程序》、《產品回收控制程序》、《持續改進控制程序》等，我們嚴格執行各程序要求，以確保我們的產品在品質、健康與安全方面達到極高的標準。

我們重視產品安全，我們設有《產品回收控制程序》以及留樣觀察程序，當某批次產品檢測出有害物質超標且已經不在公司控制範圍時(如已經交付客戶)，我們便會迅速啟動回收程序，以確保受影響的產品能夠被識別及補救，保障消費者安全。我們平常亦會定期進行模擬回收，以驗證產品回收程序運作良好，員工熟知回收時應注意事項，對於一旦發生的回收事件可以及時作出適當的回應。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### PRODUCT QUALITY, HEALTH AND SAFETY (Continued)

Whenever our customer complains about product quality or safety issues, we promise to respond within half a working day. We would contact the customer and ask for details, and submit it to the customer services department for coordination and follow-up. We would take immediate rectification action, understand the source of the problem and implement measures to prevent similar incidents happening again. Should a product has any potential harm to end users, we would recall the product immediately.

We understand that customers' confidential information and property, such as customers' trademarks and intellectual property, are protected by regulations in respect of patents, trademarks, copyrights and trade secrets. We have formulated the "Code of Business Ethics", requiring all employees, agents and contractors to carefully handle customers' confidential information and ensure that the relevant information is used only for business purposes. To protect customers' intellectual property rights, closed-circuit television has been installed in our printing workshops to monitor the production process, ensuring that customers' printing materials are monitored in the entire process of receiving and delivering finished products, and preventing the leakage of customers' intellectual property.

### 產品質量、健康與安全(續)

倘若任何客戶就產品質素或安全問題提出投訴，我們承諾於於半個工作日內作出回應。與客戶聯系及詢問詳細情況，並交由客戶服務部統籌、跟進。我們會即時採取糾正行動，瞭解問題根源，並落實措施以避免同類事件再次發生。一旦產品有機會對終端使用者造成傷害，我們將即時回收產品。

我們明白客戶的商標及知識產權等屬於客戶機密資料及財產，受到專利、商標、版權及商業秘密等法規的保護。我們制定了《商業道德行為規範》，要求所有員工、代理商及承包商都必須謹慎處理客戶的機密資料，確保有關資料只用作業務用途。為保護客戶的知識產權，我們的印刷車間都有安裝閉路電視監控生產過程，確保客戶印刷資料由接收到交付製成品的整個過程都受到監控，防止客戶的知識產權外泄。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### SOLAR PHOTOVOLTAIC BUSINESS

The solar cell modules we produced provide clean renewable energy for domestic and foreign enterprises. Using solar energy to generate electricity reduces our dependence on fossil fuels, thereby reducing the emissions of air such as sulphur dioxide, nitrogen oxides and greenhouse gases, and mitigating global warming effect.

### 太陽能光伏業務

我們生產的太陽能電池板為國內外企業提供清潔的可再生能源，利用太陽能進行發電減少我們對於化石燃料的依賴，從而減低二氧化硫、氮氧化物等廢氣以及溫室氣體的產生，緩解全球溫室效應。



### EMISSIONS MANAGEMENT

During the assembly of our solar cell modules, soldering fumes, silica gel fumes, a small amount of non-hazardous waste and hazardous waste such as flux are generated. The use of vehicles generates air emissions; the use of electricity-driven equipment indirectly generates greenhouse gases; and offices and employees also generates domestic sewage and waste. We actively adopt a number of energy-saving and emission reduction measures to reduce our impact on the environment.

### 排放管理

我們的太陽能電池板組裝過程中會產生焊錫廢氣、硅膠廢氣，以及產生少量無害廢棄物和助焊劑等有害廢棄物。車輛的使用會產生廢氣排放，使用電力驅動的設備時亦會間接地產生溫室氣體，辦公室及員工亦會產生生活污水及廢物。我們積極地採取多項節能減排措施以減少對環境的影響。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### EMISSIONS MANAGEMENT (Continued)

### 排放管理(續)

#### Air Emissions and Greenhouse Gas Emissions

#### 廢氣及溫室氣體排放

##### Air emissions

##### 廢氣

Nitrogen oxides (NOx)	氮氧化物(NOx)	606.26	kg 公斤
Sulphur oxides (SOx)	硫氧化物(SOx)	1.43	kg 公斤
Particulate matter (PM)	懸浮粒子(PM)	2.78	kg 公斤

For soldering fumes and silica gel fumes generated during assembly, we collect it from workshops and emit it through the chimney. We regularly entrust qualified environmental testing institutions to conduct sampling at discharge outlets, in order to ensure that the pollutant concentration meets the emission standards of the "Integrated Emission Standards of Air Pollutants" (GB16297-1996). The testing items include non-methane hydrocarbons, tin and their compounds.

對於組裝過程中產生的焊錫廢氣和硅膠廢氣，我們會從車間中收集並集中由煙囪排放。我們定期委託合資格的環境檢測機構，於排氣口作出抽樣檢測，檢測項目包括非甲烷總烴、錫及其化合物，以確保當中的污染物排放濃度符合《大氣污染物綜合排放標準》(GB16297-1996)的排放標準。

For air emissions generated by vehicles, we prioritise the use of energy-efficient, environmental-friendly, low-cost, high-safety and cost-effective models, and strengthen daily vehicle maintenance, so that vehicles are in good operating condition, and thus reducing the occurrence of failures. According to different models, we have established standards for the use of fuels and consumption of fuels, verified and determined vehicle maintenance costs, strengthened fuel-saving management, and implemented the "one car, one card" and fixed-point refuelling system. By reducing the costs of fuels and maintenance of vehicles, the cost of vehicle mileage is hence reduced. We also prohibit car engines from idling to reduce exhaust gas.

針對車輛產生的廢氣，我們優先選用節能環保、價格低、安全性高、性價比高的車型，並加強日常車輛維修，使車輛處於良好運行狀態，減少故障發生。根據不同車型，我們制定車輛燃油使用標準和油耗標準，核查及確定車輛維修費用，加強節省燃油管理，實行「一車一卡」和定點加油制度。通過減少車輛燃油和維修費用，從而降低車輛行駛里程的費用。我們亦禁止汽車引擎空轉，以減少廢氣排放。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### EMISSIONS MANAGEMENT (Continued)

#### Air and Greenhouse Gas Emissions (Continued)

Our greenhouse gas emissions are mainly generated from the use of electricity. We reduce greenhouse gas emissions by enhancing the efficiency of the use of electricity. For details, please refer to the section headed "Resources Conservation".

#### Greenhouse gases

##### 溫室氣體

Total greenhouse gas emissions	溫室氣體排放總量	4,521.69	tonnes of CO <sub>2</sub> e 噸二氧化碳當量
Direct emissions (Scope 1)	直接排放(範圍1)	42.70	tonnes of CO <sub>2</sub> e 噸二氧化碳當量
Indirect emissions (Scope 2)	間接排放(範圍2)	4,480.03	tonnes of CO <sub>2</sub> e 噸二氧化碳當量
Greenhouse gases removal (Tree Planting) (Scope 1)	溫室氣體減除量(樹木種植)(範圍1)	1.04	tonnes of CO <sub>2</sub> e 噸二氧化碳當量
Greenhouse gas emissions intensity	溫室氣體排放密度	24.54	tonnes of CO <sub>2</sub> e/ MW 噸二氧化碳當量/ 兆瓦

#### Wastewater Treatment and Discharge

There is no discharge of process wastewater during our production, only domestic sewage is generated by workers. We strictly comply with laws and regulations in relation to pollutants discharge standards, including the "Integrated Wastewater Discharge Standard" (GB 8978-1996), the "Wastewater Quality Standards for Discharge to Municipal Sewers" (CJ343-2010), the "Effluent Standards of Pollutants for Heterocyclic Pesticides Industry" (GB21523-2008) and the "Discharge Standard of Main Water Pollutants for Municipal Wastewater Treatment Plant & Key Industries of Taihu Area" (DB32/T1072-2007). To ensure the discharge is in compliance, we entrust qualified third parties to sample and analyse our wastewater annually. They collect samples at the outlet, and test the chemicals and suspended solids. We also engage qualified institutions to treat our wastewater and have signed engagement contract to ensure wastewater is properly handled.

### 排放管理(續)

#### 廢氣及溫室氣體排放(續)

我們的溫室氣體排放主要來自於電力的使用，我們透過加強電力使用效率來減少溫室氣體排放，詳情請見「節約資源」一節。

#### 污水處理及排放

我們的生產過程中沒有工藝廢水排放，只有由工人產生的生活污水。我們嚴格遵守《污水綜合排放標準》(GB 8978-1996)、《污水排入城鎮下水管道水質標準》(CJ343-2010)、《雜環類農藥工業水污染物排放標準》(GB21523-2008)、《太湖地區城鎮污水處理廠及重點工業行業主要水污染物排放限值》(DB32/T1072-2007)等有關排污標準的法律法規。為確保污水合法排放，我們每年聘請合資格的第三方檢測污水，通過在接管口收集樣本，檢驗化學物及懸浮物。我們亦委託合資質的檢測機構處理污水，並簽署污水委託處理合同，確保污水得到適當處理。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### EMISSIONS MANAGEMENT (Continued)

#### Waste Management

We strengthen waste management in all aspects by improving reuse of resources, reducing waste generation and strengthening the recycling rate during construction and operation. We scrupulously separate the treatment of hazardous waste and non-hazardous waste. Our hazardous waste is mainly flux. We have made application to the local environmental protection agency for the approval of temporary storage of hazardous waste, properly stored it in accordance with national laws and regulations and the application acceptance conditions, and will deliver it to qualified third parties for recycling when appropriate. For non-hazardous waste such as plastics, paper, metal factory waste, packaging cartons and domestic waste generated from offices and employees, we have established centralised sorting points to recycle as much waste as possible. For non-recyclable waste, we entrust local waste collection department for waste treatment, ensuring that all waste is properly disposed of.

#### Hazardous waste

##### 有害廢棄物

Total hazardous waste produced	有害廢棄物產生總量	0.43	tonnes 噸
Flux	助焊劑	0.43	tonnes 噸
Hazardous waste produced intensity	有害廢棄物產生密度	2.31	kg/MW 公斤/兆瓦

#### Non-hazardous waste

##### 無害廢棄物

Total non-hazardous waste produced	無害廢棄物產生總量	238.40	tonnes 噸
Metal	金屬	3.16	tonnes 噸
Plastics	塑膠	11.42	tonnes 噸
Paper	紙張	108.16	tonnes 噸
Wood	木材	78.73	tonnes 噸
Other general waste	其他一般廢物	36.93	tonnes 噸
Handled by waste collection department	垃圾清運部門處理	36.93	tonnes 噸
Collected for recycling	由回收商回收	201.47	tonnes 噸
Non-hazardous waste produced intensity	無害廢棄物產生密度	1.29	tonnes/MW 噸/兆瓦

### 排放管理(續)

#### 廢棄物管理

我們加強各個環節的廢棄物管理工作，在施工和運營過程中，提高資源的重複利用率，減少廢棄物產生，加強對可回收資源的回收再利用。我們將有害廢棄物和無害廢棄物嚴格地分開處理，我們主要的有害廢棄物為助焊劑，我們向當地環境保護局申請危險廢物暫存許可，並按照國家法律法規及申請批復妥善存放，並適時交由有資質的第三方進行回收處理。對於營運產生的塑膠、紙張、金屬工廠垃圾、包裝紙盒，以及辦公室和員工的生活垃圾等無害廢棄物，我們設置集中分類堆放點，盡可能回收利用，對於不可回收的廢棄物，我們委託當地垃圾清運部門清運處理，保證所有廢棄物都得到妥當處置。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### RESOURCES MANAGEMENT

In terms of energy-saving, we use high-energy-efficient equipment and formulate energy-saving plans every year to minimize energy consumption. Our production workshops use LED lights instead of fluorescent lamps to achieve the same brightness with less power, saving approximately 17,193 kWh of electricity every year. Solar street lights are also installed outdoors to provide lighting with clean and renewable energy.

In terms of water consumption, although our production does not have high demand of water, we will continue to monitor water consumption, emphasise the importance of water-saving to employees, regularly check the leakage or damage of water pipes and equipment, and repair in time to prevent waste of water resources. We will also post water-saving labels in our offices and workshops to remind our employees to save water.

In terms of packaging materials, we mainly use wooden boxes and trays for packaging. We will collect packaging cartons and filling materials from suppliers for reuse, and deliver the excess cartons and filling materials for recycling, so as to reduce waste.

### 資源管理

在節省能源方面，我們選用高能源效益的設備，每年制定節能計劃，務求最大地減少能耗，我們的生產車間使用LED燈取代熒光燈，以較小的功率達到同樣亮度的效果，每年節省用電量約17,193千瓦時。我們亦於室外安裝了太陽能路燈，以清潔、可再生能源提供照明。

在用水方面，我們的生產雖然沒有大量用水需求，但我們仍然會持續監測用水情況、向員工強調節約用水的重要性，定期檢查水管及設備是有否漏水、破損等情況，及時修補以防止浪費水資源。我們亦會於辦公室及車間貼上節水標籤，提醒員工節約用水。

在包裝物料方面，我們主要使用木箱及托盤包裝我們的產品，我們會收集供應商的包裝紙箱及填充物料循環利用，亦會將多餘的紙箱及填充物料交予回收商回收再造，減少浪費。



Outdoor solar street lights  
室外太陽能路燈

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### RESOURCES MANAGEMENT (Continued)

### 資源管理(續)

#### Energy consumption

#### 能源消耗

Total energy consumption	能源消耗總量	6,538.25	MWh 千個千瓦時
Purchased Electricity	購電	6,368.20	MWh 千個千瓦時
Solar energy	太陽能發電	22.23	MWh 千個千瓦時
Unleaded petrol	無鉛汽油	91.72	MWh 千個千瓦時
Diesel oil	柴油	56.10	MWh 千個千瓦時
Energy consumption intensity	能源消耗密度	35.49	MWh/MW 千個千瓦時／兆瓦

#### Packaging material

#### 包裝材料

Total packaging material	包裝材料總量	437.39	tonnes 噸
Paper	紙張	386.99	tonnes 噸
Plastics	塑膠	31.56	tonnes 噸
Metal	金屬	0.15	tonnes 噸
Wood	木材	18.69	tonnes 噸
Packaging material intensity	包裝材料密度	2.37	tonnes/MW 噸／兆瓦

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### PRODUCT QUALITY, HEALTH AND SAFETY

We implement stringent requirements on the quality, health and safety of our products. The efficiency guarantee period of our products is 25 years and the material guarantee period is 10 years. We have also obtained various certifications, such as the Quality Management System certification (ISO9001), certification from the Verband der Elektrotechnik, Elektronik und Informationstechnik (VDE), certification from the Canadian Standards Association (CSA) and Certification from the China Quality Certification Centre (CQC). We have established quality inspection procedures for each production process to ensure product quality is meeting the required standards. Our products had undergone a number of tests and inspections before packaging and delivery to customers, including high voltage testing, insulation testing and grounding testing, so as to ensure products are meeting the safety standards.

We have always been providing customers with the highest quality of products and services over the years. Through close communication with our customers, we understand their requirements, expectations and comments on our products. We continue to improve our products to deliver higher quality service experience to our customers. Upon receipt of customer complaints, we will arrange the quality department or customer services department to follow up in time and conduct on-site inspection when necessary. We will review the cause of the problem and rectify the problem to prevent it from happening again. During the Reporting Period, we did not receive any complaint in relation to our products and services.

### 產品質量、健康與安全

我們對產品的質量、健康與安全要求嚴謹，產品的功率保證期為25年，材料保證期則為10年。而我們亦已通過質量管理體系認證(ISO9001)、德國電氣電子及資訊技術協會的認可證書、加拿大標準協會認證、中國質量認證中心(CQC)標誌認證等多項認證。我們對每道生產程序都有設定質量檢驗程序，以確保產品質量達到應有的標準，我們的產品在包裝及交付客戶前會經過多項測試及檢驗，包括高壓測試、絕緣測試、接地測試等，以確保產品符合安全標準。

我們多年來一直為客戶提供最優質的產品與服務，透過與客戶保持密切的溝通，瞭解他們的要求、期望，與對產品的售後評價。我們持續改善我們的產品，讓客戶得到更優質的服務體驗。我們在接獲客戶投訴後，我們會安排質量部門或客戶服務部門及時跟進，並在需要時到現場進行視察檢查，我們會進行檢討問題成因並修正問題，防止問題再次發生。於報告期間，我們並沒有收到有關產品及服務的投訴。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### EMPLOYEES

Employees are important assets of the Company. They are also the foundation of our success and development. We believe that our business success depends on our ability to attract, retain and nurture our employees. We are committed to providing employees with a safe working environment, attractive remuneration and benefits, adequate trainings and a fair promotion ladder. We will continue to review and improve the existing mechanism in accordance with the market standards, so that every employee can grow together with the Group.

### 員工

員工是公司重要的資產，是我們成功及發展的基礎。我們相信業務的成功取決於我們吸納及留住員工，並栽培員工的能力。我們致力為員工提供安全的工作環境、具吸引力的薪酬福利、充足的培訓及公平的晉升階梯，並按照市場環境及水準持續審視和完善現有機制，讓每一位員工都能與本集團一起成長。

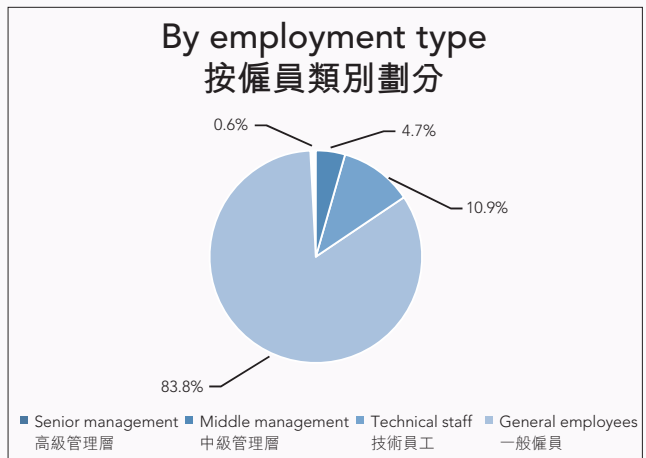
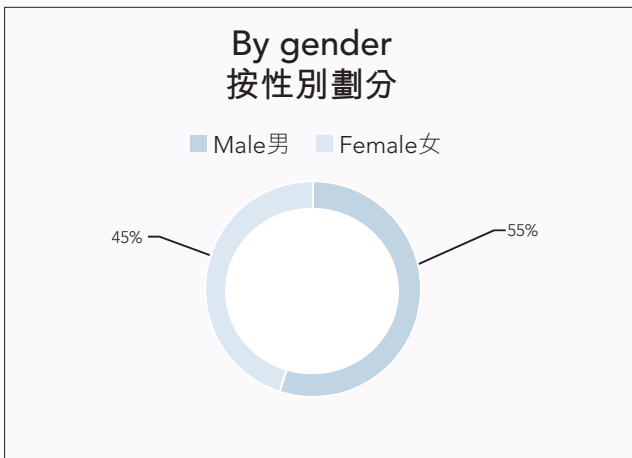
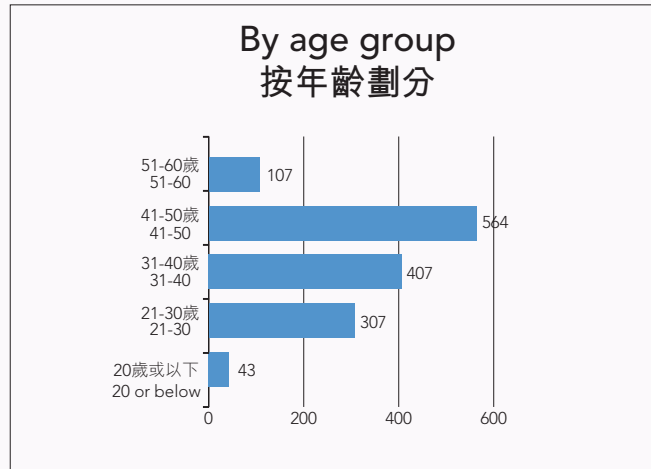


We strictly comply with applicable local labour laws and regulations, including but not limited to the "Labour Law of the People's Republic of China", the "Labour Contract Law of the People's Republic of China" and the "Social Insurance Law", and have formulated a comprehensive human resources management mechanism, including the "Human Resources Management Regulations" and the "Employee Handbook", so that employees can have a clear understanding of our employment systems, such as recruitment, promotion, rest periods, benefits and welfare, working hours, resignation and dismissal.

我們嚴格遵守當地適用的勞動法例及法規，包括但不限於《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《社會保險法》等，制定全面的人力資源管理機制，包括編制《人力資源管理規定》、《員工手冊》等，讓員工清楚瞭解我們的僱傭制度如招聘、晉升、假期、待遇、福利、工作時數、辭職及解僱等。

EMPLOYEES (Continued)

員工(續)



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### EMPLOYEES (Continued)

#### Meritocracy

We adhere to the employment principle of “fair competition and meritocracy”. We support a diverse working team, and believe that fair, justice and equal opportunities are essential in human resources management. Employees’ employment and promotion opportunities will never be affected by factors such as their gender, age, marital status, race, nationality, colour, religion or disability. During the process of recruitment and performance appraisal, we only consider work-related requirements of employees, such as their experience, working ability, teamwork and attitude, opposing to any form of workplace discrimination.

We respect human rights and adopt a zero-tolerance approach to issue such as gender, race and disability discrimination and workplace harassment. We strictly comply with the “Labour Law of the People’s Republic of China”, the “Labour Contract Law of the People’s Republic of China” and the “Special Provisions on Labour Protection of Female Employees”. Should the head of human resources department or other departments receive any complaint, the matter shall be investigated, and will be handled solemnly once proven to be true. We have also formulated the “Management Procedure for Child and Minors Labour”, which strictly prohibits the employment of child labour and forced labour. If any related situation is found during recruitment or under any circumstances, we will set up a task force and notify the social welfare department to ensure proper handling. During the Reporting Period, no child labour or forced labour was found, and we fully complied with all relevant laws and regulations relating to child labour or forced labour.

#### Remuneration System, Working Hours and Rest Periods

Our remuneration system strictly complies with relevant laws and regulations, such as the “Labour Contract Law” and the “Labour Law”, ensuring employees receiving their due labour compensation. We have also formulated the “Management Procedure for Working Hours and Overtime” to regulate the on-duty time and overtime of employees. Rest periods or overtime pay shall be compensated to employees for overtime work in accordance with legal requirements. Besides, we also provide personal leave, sick leave, work injury leave, paid marriage leave, paid maternity leave, paid funeral leave and paid public leave.

We have also formulated the “Regulations on Reward and Punishment Management” to review the work efficiency of employees regularly. Awards such as the special contribution award, production performance award and best employee award shall be given to outstanding employees. The long-term service award shall be given to employees who have been working continuously in the Company for a certain period of time.

### 員工(續)

#### 唯才是用

我們奉行「公平競爭，唯才是用」的用人原則，我們支持多元化的工作團隊，認為公平、公正、平等機會在人力資源管理上十分重要。我們絕對不會因員工的性別、年齡、婚姻狀況、種族、國籍、膚色、宗教或殘疾等因素而影響他們受聘及晉升的機會。在招聘過程中及績效考核過程中，我們僅考慮員工的經驗、能力、團隊精神及工作态度等工作相關的要求作為依據，反對任何形式的職場歧視。

我們尊重人權，對於性別、種族、殘疾歧視以及職場騷擾採取零容忍態度，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》及《女職工勞動保護特別規定》，人力資源部門或任何部門主管在收到有關投訴將會清楚調查情況是否屬實，一經證實將會嚴肅處理。我們亦制定了《童工與未成年工管理程序》，嚴格禁止僱用童工及強制勞工，在招聘過程或任何情況下若中發現有關情況，我們將成立專責小組並通知社福部門，確保妥善處理。於報告期內，我們並無發現任何童工或強制勞工，且我們全面遵守所有童工或強制勞工的相關法規及法規。

#### 薪酬體系、工作時數與假期

我們的薪酬體系嚴格遵循《勞動合同法》、《勞動法》等相關法律法規，保證員工獲得應有的勞動報酬。我們亦制定了《工時和加班時間管理程序》，規範員工上下班及加班時間，員工加班將根據法律要求給予假期或加班費。我們另設有事假、病假、工傷假、帶薪婚假、帶薪產假、帶薪喪假及帶薪公假。

我們亦制定了《獎懲管理規定》，定期檢討員工的工作效率。我們會向表現突出的員工頒發特殊貢獻獎、生產績效獎、最佳員工獎等獎項，同時亦會向在公司連續工作一定年限的員工授予長期服務獎。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### EMPLOYEES (Continued)

#### Team Cohesion

The Group strives to promote a healthy lifestyle. During the Reporting Period, we held a number of recreational activities to help employees striking a balance between life and work. For example, we organised regular sports and entertainment activities, including tug-of-war competitions, badminton and table tennis. By organising these activities, we believe employees can develop team spirit and enhance their sense of belonging to the Company.



#### Occupational Health and Safety

We strive to provide employees with a safe workplace, and ensure compliance with all occupational safety-related laws and regulations, including the "Law of the People's Republic of China on the Prevention and Control of Occupational Diseases", the "Production Safety Law of the People's Republic of China", the "Fire Protection Law of the People's Republic of China" and the "Special Equipment Safety Law of the People's Republic of China". We have obtained the Occupational Health and Safety Management System (OHSAS 18001:2007) certification. We are devoted to safeguarding employees from occupational hazards and enhancing employees' awareness of production safety, thereby reducing the risk of health and safety in workplace. During the Reporting Period, there were total 17 work injury cases with 1 work-related fatality involved.

### 員工(續)

#### 凝聚團隊

本集團致力推動健康生活態度，於報告期間舉辦多項休閒活動，助員工在生活與工作之間取得平衡，例如定期組織體育和娛樂活動，包括拔河比賽、羽毛球、乒乓球等活動，我們相信員工可透過活動培養團隊精神，加強員工對公司的歸屬感。

#### 職業健康與安全

我們努力為僱員提供安全的工作場所，確保遵守所有職業安全相關的法律法規，包括《中華人民共和國職業病防治法》、《中華人民共和國安全生產法》、《中華人民共和國消防法》、《中華人民共和國特種設備安全法》等。我們已通過《職業健康安全管理体系》(OHSAS 18001:2007)的認證，致力保障員工免受職業病危害，增強員工安全生產意識，以降低在工作場所危害健康與安全的風險。於報告期間，共發生了17次工傷事故，其中涉及1人死亡。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### EMPLOYEES (Continued)

#### Occupational Health and Safety (Continued)

We have put the health and safety of our employees at first priority. We have appointed safety directors in all production workshops and production lines, and established an Environmental Health and Safety Committee to review the work safety in workshops. We equip our employees with necessary protective equipment, such as earmuffs and safety shoes. Our workshops are equipped with fire protection equipment or tools. Our mechanical equipment is sensor-activated, so as to prevent staff from being pinched, with protective fences to reduce risks, ensuring the safety of employees. In addition, we provide all employees with annual health examination and medical insurance, in an aim to eliminate the worries of employees.



Our printing business may involve the use of hazardous chemicals. In terms of the purchase, storage, usage and management of hazardous chemicals, we have formulated the "Working Guidelines for Storage of Hazardous Chemicals", covering the regulation on the purchase, storage and usage of hazardous chemicals. Employees who are responsible for handling hazardous chemicals must receive relevant trainings. The content of the training includes how to understand the safety points, labels and the keys for operation of chemicals as set out in the "Manual of Safety Information of Chemicals". Relevant staffs are required to receive regular trainings every year.

### 員工(續)

#### 職業健康與安全(續)

我們一向將員工的健康與安全放於首位，我們為各個生產車間和生產線委任了安全主任，並成立了環境健康安全委員會，檢討車間工作安全事宜。我們為員工配備必要的防護裝備，例如護耳罩及安全鞋，車間設有防火設備或工具，機械設備有自動感應防止人員被夾傷，以防護欄柵減低風險，以保障員工生命安全。另外，我們為全體員工提供年度健康體檢、醫療保險等相關保障，消除員工的後顧之憂。

我們印刷方面的業務有可能會使用到化學危險物品，有關化學危險物品申購儲存及使用及管理方面，我們制定了《化學危險品儲存工作指引》，包括規範了化學危險物品的申購、儲存及使用。負責處理化學危險物品的員工亦必須接受相關培訓。培訓內容包括如何理解《化學品安全資料說明書》中關於化學品的安全點、標籤及操作的關鍵等。且相關員工每年都需接受一次定期培訓。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### EMPLOYEES (Continued)

#### Occupational Health and Safety (Continued)

We have formulated contingency plans and procedures for fire, aerial work management and work injury incidents handling to ensure that we can respond as quickly as possible and minimize losses in the event of a safety incident. We provide employees with regular safety trainings to enhance employees' safety awareness, including:

- Occupational health and work injury prevention training
- Special equipment and machine safety training
- Safety awareness training
- Fire safety basic knowledge training
- Hazardous chemicals safety knowledge training

### 員工(續)

#### 職業健康與安全(續)

我們制定了火災、高空作業管理及工傷事故處理等應急預案及流程，確保一旦發生安全事故時能夠以最快速度響應、將損失降至最低。我們定期向員工提供安全方面的培訓，加強員工安全意識：

- 職業健康和工傷預防培訓
- 特種設備和機器安全培訓
- 安全意識培訓
- 消防安全基礎知識培訓
- 危險化學品安全知識培訓



Fire and chemical drill  
消防及化學品演習

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### EMPLOYEES (Continued)

#### Training and Development

Training and development of our employees is the key to our business success. We provide employees with various types of training programs, covering corporate culture, occupational safety, laws and regulations, professional skills and other aspects. The human resources department have formulated staff training programs, career development plans and action plans according to the actual situation and needs of our business. After the finalisation of staff training plans, we organised, implemented and managed various training programs, and tracked and managed the programs according to the implementation. We offer new employees with orientation and induction training courses to let them familiarise themselves with our corporate culture, adapt to and understand the operations of each department of the Company. We provide existing employees in different positions with regular on-the-job training, covering basic knowledge of printing, maintenance of production equipment, production procedures, design theory, post-process and basic knowledge of quality. We held approximately 2,472 hours of trainings during the Reporting Period.

### 員工(續)

#### 培訓與發展

員工的培訓及發展是我們業務成功的關鍵因素，我們為員工提供各類型的培訓計劃，涵蓋企業文化、職業安全、法律法規、專業技能及其他方面。人力資源部根據業務實際情況和需求制定人員培訓方案、職業生涯發展規劃及行動方案，落實了人員培訓計劃後組織、實施與管理各類培訓方案，以及因應實施情況進行跟蹤及管理。針對新入職的員工，我們提供新員工迎新活動和入職培訓課程，讓他們加快熟悉並融入公司文化，更快適應和了解公司各部門運作。對於不同崗位的現有員工，我們定期為他們提供在職培訓，課程內容涵蓋印刷基本知識、維護保養生產設備、生產工序流程、設計理論、後工藝和品質基礎。我們於報告期間進行了約2,472小時之培訓。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### SUPPLY CHAIN MANAGEMENT

We value environmental, social and governance work. We also hope that our partners share our philosophy, thereby maintaining a long-term and stable cooperation and growing together, as well as building a long-lasting and mutually beneficial partnership. We have established the "Assessment and Management Procedures for Suppliers" to comprehensively evaluate suppliers through suppliers' management systems, production scale, quality assurance, control of hazardous materials, environmental protection, hygiene and safety of food, price, services and social responsibility. We continuously evaluate the performance of suppliers to ensure that their products and service quality are meeting the standards.

### ANTI-CORRUPTION

We uphold the corporate culture of "fairness, justice, honesty and integrity". Our "Employee Handbook" and "Supplementary Provisions of Labour Contract" stipulate that all gifts, banquets and customer rebates are prohibited. If any misconduct, fraud, unlawful behaviour or suspected commercial bribery is found, it shall be passed on to judicial authorities for pursuit of charges.

We have established whistle-blowing channels. If employees are aware of any violation of laws and regulations, they can report the matter by phone, email or letter. We encourage employees to report violations, and we keep the identity of whistle-blowers and their report content confidential to protect the legitimate rights and interests of the whistle-blowers, in order to create a healthy business environment. During the Reporting Period, we did not receive any report of such violations, and there were no cases of corruption, extortion, fraud or money laundering against us or our employees. For further information on our corporate governance, please refer to the section headed "Corporate Governance Report" in our annual report 2017/18.

### 供應鏈管理

我們重視環境、社會及管治工作，我們亦希望我們的合作伙伴與我們的理念一致，維持長期穩定的合作並共同成長，建立持久和互惠互利的夥伴關係。我們設立《供應商評估管理程序》，通過對供應商的管理體系、生產規模、品質保證、有害物質控制、環境保護、食品級物料衛生安全、價格、服務以及社會責任等因素對供應商進行全面綜合評估，持續評估供應商的表現，以確保他們的產品及服務質素符合標準。

### 反貪污

我們提倡「公平公正、誠信廉潔」的企業文化。我們的《員工手冊》和《勞動合同補充條款》列明禁止一切饋贈、宴請、接收客戶回扣，如有任何不當行為、舞弊、不法行為或涉嫌商業受賄者，一律交由司法機關追究責任。

我們設有舉報渠道，如果員工發現任何違法和違規的行為，可以通過電話、電子郵箱或信件等方式舉報。我們鼓勵員工舉報違規行為，對舉報人及其舉報內容保密，以保護舉報人的合法權益，締造良好的企業經營環境。在報告期間，我們沒有收到任何舉報，亦未有發生任何對我們或我們的僱員提出的貪污、勒索、欺詐或洗黑錢訴訟案件。有關我們在企業管治方面的其他資料，請參考本年度2017/18年報「企業管治報告」部份。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### COMMUNITY CONTRIBUTION

The rapid growth of Huajun is inseparable from the support and trust of the nation and the society. During our continuous development, we have gained understanding, support and help from the government, society and residents, and we recognise the importance of harmonious coexistence with the society. We actively participate in charity activities, solve practical difficulties of local residents, participate in local economic construction and do everything we can to pay back to the society, in order to promote the continuous improvement of public life and the rapid development of regional economy.

During the Reporting Period, we participated in the charity golf tournament held by Ronald McDonald House Charities of Hong Kong to raise funds for the operation of Ronald McDonald House. We donated RMB30,000 to Jintan Charity Federation (金壇鎮慈善公會) of Changzhou to assist local charity development. We also subsidised Dongguan Youth Football Team for the preparation of training camps, making contribution to the development of local youth football teams. In April 2017, we participated in the 7th Songshan Lake 50km Walking Event (第七屆松山湖50公里徒步活動), motivating the public to support the healthy lifestyle of "close to nature, low carbon and environmental protection" through the walking event.

### 社區貢獻

華君的快速成長，離不開國家與社會各界的一路支持與信賴。我們在自身實現不斷發展過程中，得到政府、社會、居民的理解、支持和幫助，深知與社會和諧共處的重要性。我們積極投身慈善公益事業，解決當地居民的現實困難，參與地方經濟建設，竭盡所能回報社會，推進大眾生活不斷改善和地區經濟快速發展。

於報告期間，我們參與了香港麥當勞叔叔之家慈善基金舉辦的慈善高爾夫球比賽，為麥當勞叔叔之家籌募營運經費。我們向常州市金壇鎮慈善公會捐贈三萬元人民幣，協助當地慈善發展。我們亦資助東莞少年足球隊籌備訓練營，為當地少年足球隊發展出一分力。於2017年4月，我們參加了第七屆松山湖50公里徒步活動，藉以呼籲大眾用徒步行動支持「親近自然、低碳環保」的健康生活方式。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### ESG REPORTING GUIDE INDEX

### 《環境、社會及管治報告指引》索引

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<b>A. Environmental</b>			
<b>A. 環境</b>			
<b>Aspect A1: Emissions</b>			
<b>層面A1：排放物</b>			
General Disclosure 一般披露	Emissions Management 排放管理	10-15, 20-23	
Information relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste: 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的：			
(a) the policies; and (a) 政策；及			
(b) compliance with relevant laws and regulations that have a significant impact on the issuer. (b) 遵守對發行人有重大影響的相關法律及規例的資料。			
KPI A1.1 關鍵績效指標A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Emissions Management 排放管理	10-15, 20-23
KPI A1.2 關鍵績效指標A1.2	Greenhouse gas emissions in total and intensity. 溫室氣體總排放量及密度。	Emissions Management 排放管理	10-15, 20-23
KPI A1.3 關鍵績效指標A1.3	Total hazardous waste produced and intensity. 所產生有害廢棄物總量及密度。	Waste Management 廢棄物管理	14-15, 23
KPI A1.4 關鍵績效指標A1.4	Total non-hazardous waste produced and intensity. 所產生無害廢棄物總量及密度。	Waste Management 廢棄物管理	14-15, 23
KPI A1.5 關鍵績效指標A1.5	Description of measures to mitigate emissions and results achieved. 描述減低排放量的措施及所得成果。	Emissions Management 排放管理	10-15, 20-23
KPI A1.6 關鍵績效指標A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved. 描述處理有害及無害廢棄物的方法、減低產生量的措施及所得成果。	Waste Management 廢棄物管理	14-15, 23

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<b>Aspect A2: Use of Resources</b>			
<b>層面A2：資源使用</b>			
General Disclosure 一般披露	Resources Management 資源管理	16-17, 24-25	
Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。			
Note: Resources may be used in production, in storage, transportation, in buildings, electronic equipment, etc. 註：資源可用於生產、儲存、運輸、樓宇、電子設備等。			
KPI A2.1 關鍵績效指標A2.1	Direct and/or indirect energy consumption by type in total and intensity. 按類型劃分的直接及／或間接能源總耗量及密度。	Resources Management 資源管理	16-17, 24-25
KPI A2.2 關鍵績效指標A2.2	Water consumption in total and intensity. 總耗水量及密度。	Resources Management 資源管理	16-17, 24-25
KPI A2.3 關鍵績效指標A2.3	Description of energy use efficiency initiatives and results achieved. 描述能源使用效益計劃及所得成果。	Resources Management 資源管理	16-17, 24-25
KPI A2.4 關鍵績效指標A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved. 描述求取適用水源上可有任何問題，以及提升用水效益計劃及所得成果。	Resources Management 資源管理	16-17, 24-25
KPI A2.5 關鍵績效指標A2.5	Total packaging material used for finished products and with reference to per unit produced. 製成品所用包裝材料的總量及每生產單位估量。	Resources Management 資源管理	16-17, 24-25
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<b>層面A3：環境及天然資源</b>			
General Disclosure 一般披露	Emissions Management 排放管理	10-15, 20-23	
Policies on minimising the issuer's significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。			
KPI A3.1 關鍵績效指標A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	Emissions Management 排放管理	10-15, 20-23

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<b>層面B1：僱傭</b>			
General Disclosure 一般披露	Meritocracy 唯才是用	29	
Information relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare: 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) the policies; and (a) 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer. (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Remuneration System, Working Hours and Rest Periods 薪酬體系、 工作時數與假期	29	
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KPI B1.2 關鍵績效指標B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	Meritocracy 唯才是用	29

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KPI B3.1 關鍵績效指標B3.1 The percentage of employees trained by gender and employee category. 按性別及僱員類別劃分的受訓僱員百分比。	Not disclosed during the Reporting Period 本年度暫不披露相關數據	N/A
KPI B3.2 關鍵績效指標B3.2 The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	Not disclosed during the Reporting Period 本年度暫不披露相關數據	N/A
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<b>層面B4：勞工準則</b>		
General Disclosure 一般披露 Information relating to preventing child and forced labour: 有關防止童工或強制勞工的： (a) the policies; and (a) 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer. (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Meritocracy 唯才是用	29
KPI B4.1 關鍵績效指標B4.1 Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	Meritocracy 唯才是用	29
KPI B4.2 關鍵績效指標B4.2 Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	Meritocracy 唯才是用	29

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Operating Practices 營運慣例		
<b>Aspect B5: Supply Chain Management</b> <b>層面B5：供應鏈管理</b>		
General Disclosure 一般披露 Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	Supply Chain Management 供應鏈管理	34
KPI B5.1 關鍵績效指標B5.1      Number of suppliers by geographical region. 按地區劃分的供應商數目。	Not disclosed during the Reporting Period 本年度暫不披露 相關數據	N/A
KPI B5.2 關鍵績效指標B5.2      Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, 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	34

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<b>Aspect B6: Product Responsibility</b>		
<b>層面B6：產品責任</b>		
<p>General Disclosure 一般披露</p> <p>Information relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress: 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的：</p> <p>(a) the policies; and (a) 政策；及</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer. (b) 遵守對發行人有重大影響的相關法律及規例的資料。</p>	<p>Product Quality, Health and Safety 產品質量、健康 與安全</p>	18-19, 26
<p>KPI B6.1 關鍵績效指標B6.1</p> <p>Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。</p>	<p>There were no recalls for safety and health reasons during the Reporting Period 報告期間未有發生因安全與健康理由回收事件</p>	N/A
<p>KPI B6.2 關鍵績效指標B6.2</p> <p>Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。</p>	<p>Product Quality, Health and Safety 產品質量、健康 與安全</p>	18-19, 26
<p>KPI B6.3 關鍵績效指標B6.3</p> <p>Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。</p>	<p>Product Quality, Health and Safety 產品質量、健康 與安全</p>	18-19, 26
<p>KPI B6.4 關鍵績效指標B6.4</p> <p>Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序</p>	<p>Product Quality, Health and Safety 產品質量、健康 與安全</p>	18-19, 26
<p>KPI B6.5 關鍵績效指標B6.5</p> <p>Description of consumer data protection and privacy policies, how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。</p>	<p>Our business does not involve consumer privacy 我們業務不涉及消費者私隱</p>	N/A

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<b>Aspect B7: Anti-corruption</b>			
<b>層面B7：反貪污</b>			
General Disclosure 一般披露	Anti-corruption 反貪污	34	
Information relating to bribery, extortion, fraud and money laundering: 有關防止賄賂、勒索、欺詐及洗黑錢的：			
(a) the policies; and (a) 政策；及			
(b) compliance with relevant laws and regulations that have a significant impact on the issuer. (b) 遵守對發行人有重大影響的相關法律及規例的資料。			
KPI B7.1 關鍵績效指標B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the Reporting Period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	Anti-corruption 反貪污	34
KPI B7.2 關鍵績效指標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 反貪污	34
Community 社區			
<b>Aspect B8: Community Investment</b>			
<b>層面B8：社區投資</b>			
General Disclosure 一般披露	Community Contribution 社區貢獻	35	
Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來瞭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。			
KPI B8.1 關鍵績效指標B8.1	Focus areas of contribution. 專注貢獻範疇。	Community Contribution 社區貢獻	35
KPI B8.2 關鍵績效指標B8.2	Resources contributed to the focus area. 在專注範疇所動用資源。	Community Contribution 社區貢獻	35

