

震雄集團有限公司 

CHEN HSONG HOLDINGS LIMITED

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

(股份代號 Stock Code: 00057)

環境、社會及管治報告
ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2018



專注 Focus • 堅毅 Determination • 技術 Skill

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一、關於本報告

I. About This Report

本環境、社會及管治報告(「ESG報告」)的目的不僅為了提升持份者對震雄集團有限公司及其附屬公司(統稱「本集團」或「我們」)可持續發展策略、管理方針及表現的認識，還增進對本集團就其有關社會及環境可持續發展及行動的了解。本ESG報告概述了本集團在企業社會責任及可持續發展方面的努力及成果。

本集團希望在發展公司營業目標及為股東／投資者創造價值的同時，在營運過程中能充分利用各種資源，以及將污染物減至最少，藉此保護生態環境。作為有責任心及遠見的企業公民，我們常常平衡營運與環境之間的關係，藉著不斷優化的營運管治、經營策略、環境保護、人才培養及社區投資等層面的措施，期望推動地球、人類和業務的可持續發展。

報告範圍及報告期間

ESG報告涵蓋本集團的製造及銷售注塑機及有關產品業務，當中載有本集團業務於二零一七年四月一日至二零一八年三月三十一日止報告期間在環境及社會方面的可持續發展策略方針與表現。各項與環境相關指標的披露情況及表現數據，可參見本報告「環境數據表現摘要」部分。

報告指引

ESG報告乃根據香港聯合交易所有限公司頒佈的經修訂環境、社會及管治報告指引(載於香港聯合交易所有限公司證券上市規則附錄27)而編製。

The purpose of this Environmental, Social and Governance Report (“ESG Report”) is not only to communicate the sustainability strategies, management approaches and performances of Chen Hsong Holdings Limited and its subsidiaries (collectively the “Group” or “we”) with the stakeholders, but also strengthen the Group’s understanding towards their ongoing activities in sustainable development of the society and the environment as a whole. This ESG Report summarizes the efforts and achievements made by the Group in corporate social responsibility and sustainable development.

The Group hopes to develop its business objectives and creates shareholder/investor value, while at the same time protects the ecological environment by fully utilizing resources and minimizing the emission of pollutants during operation. As a responsible and visionary corporate citizen, we have to balance the relationship between operations and the environment by continuously optimizing operations management, business strategies and policies on environmental protection, training and development, and community investment; and contribute towards the sustainable development of the globe, human being and our business.

Scope and Period of Reporting

The ESG Report covers the Group’s business in the manufacture and sale of plastic injection moulding machines and related products and presents the Group’s strategic approach to sustainability and performance in the environmental and social aspects of its business for the reporting period from 1 April 2017 to 31 March 2018. A summary of the environmental indicators and the performance data are listed out at the “Environmental Performance Data Summary” section to this report.

Reporting Guidelines

The ESG Report has been prepared in accordance with the updated Environmental, Social and Governance Reporting Guide issued by The Stock Exchange of Hong Kong Limited, as set out in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited.

二、環境保護

II. Environmental Protection

1. 排放物的管理

本集團主要生產及銷售注塑機及有關產品，我們了解到生產過程中產生廢氣、廢水、噪音及各種固體廢棄物，因此，本集團致力於各工廠的環境管理工作，以減少廢氣、廢水及廢棄物對環境造成影響。本集團獲得當地政府發出的排污許可證，在管理架構上，我們設立安全環保部，負責決策、監督和協調各項環境保護工作，對工廠的環境表現進行制度化、標準化管理。為了針對較受關注的地方，我們訂定了獨立的管理制度，以規範工廠廢氣、廢水及固體廢棄物排放過程，確保各個生產環節都符合國家及地方的環保標準。同時，工廠全面識別、及時更新與工廠相關的環境法律法規，以及為所有相關的員工提供培訓，務使工廠的營運完全符合相關的法律法規。

大氣排放的管理

本集團設有安全環保部，負責生產部門工業廢氣的治理工作，各生產部門共同配合，確保廢氣排放能達到當地政府的大氣污染物排放標準。廢氣經活性炭處理後，從排氣管排出，專責人員定期更換活性炭，而粉塵排放至收集箱，由專人定時把粉塵收集並存放至指定地點。我們獲得當地政府的廢氣污染物排放許可證，而且每年委託合法檢測機構多次檢測生產部門排出的廢氣(不同地方的工廠，檢測次數各有不同，如台灣工廠，每半年檢測一次)，我們於報告期內的檢測結果均達到當地政府的標準。我們定期對工業廢氣處理設施進行維護和管理，確保設施運作正常，以防造成環境污染事故。

1. Management of Emissions

The Group mainly manufactures and sells plastic injection moulding machines and related products. The Group puts great effort in environmental management of our factories as we fully aware of the exhaust air, sewage, noise and various wastes are generated during operation. The objective is to reduce their impact to the environment. The Group has obtained the pollutant discharge permit from the local government. We established Safety and Environmental Protection Working Team which is responsible for deciding, supervising and coordinating various actions in environmental protection. We monitor the environmental performance of the plants in a regulated and systematic manner. For areas that require special attention, we have formulated a set of policies and procedures to monitor the emission of exhaust air, sewage and wastes, and to ensure that all production are in compliance with the national and local environmental standards. We also identify and update the related environmental laws and regulations from time to time, and provide training to all the related staff to ensure their operation is in full compliance.

Management of Exhaust Air and Greenhouse Gas Emissions

The Group has set up Safety and Environmental Protection Working Team which is responsible for managing industrial exhaust air from production. With full cooperation from production units, the Group ensures compliance with the industrial exhaust gas standards. Exhaust air is treated with activate charcoal and release through exhaust pipes. Designated staff replaces the active charcoal regularly. Dust is emitted to collection bin and designated staff collects and stores it at designated area. We have obtained the air pollutant emission permit from the local government, and engaged qualified inspection agents to conduct exhaust air analysis and testing of production units several times a year. The frequency of inspection varies by locations, for example, the factory in Taiwan conducts testing bi-annually. All the test results are up to the local government standards during the reporting period. We maintain and manage industrial exhaust air treatment facilities regularly to ensure the facilities operate properly and prevent air pollution.

二、環境保護

II. Environmental Protection

1. 排放物的管理(續)

大氣排放的管理(續)

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

廢水排放的管理

本集團的廢水主要是生產時排放的污水、於生產時使用過的油(如切削油、潤滑油、液壓油等)，以及生活廢水。我們設有不同的管理制度，處理不同種類的廢水，以遵守各地政府的法律法規。

對於生產時排放的污水，我們不斷提升及改造污水處理設施，加強對檢查、維護和保養等管理，並每天作出記錄。我們獲得當地政府的廢水污染物排放許可証，而且每年委託合法檢測機構多次檢測生產部門排出的廢水(不同地方的工廠，檢測次數各有不同，如深圳及順德工廠，每年檢測四次；台灣工廠，每半年檢測一次)，於報告期內的檢測結果，均達到當地政府的標準。我們積極開發循環利用技術，節約用水，減少廢水排放，力爭實現污水零排放。

廢油、廢有機溶劑、廢天那水等帶有毒性、易燃性或腐蝕性的污染物交由合資格的環保單位無害化處理，詳情請參考下列之「固體廢物處置管理」部分。對於生活廢水，我們設有嚴格的控制，生活污水統一排放至污水處理廠進行處理。

1. Management of Emissions (continued)

Management of Exhaust Air and Greenhouse Gas Emissions (continued)

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

Management of Sewage

The Group's sewage is mainly sewage discharged during production, the oil used in production (such as cutting oil, lubricating oil, hydraulic oil, etc.), and domestic sewage. We have formulated various policies to handle different types of sewage in order to comply with local government laws and regulations.

For the sewage discharged from production, we continuously improve and modify our sewage treatment facilities, perform daily inspection and maintenance, and keep daily operational records. We have obtained sewage discharge permit from the local government and have engaged qualified inspection agents to test sewage from production several times a year. The frequency of inspection varies by locations, for example, the factory in Shenzhen and Shunde conducts testing four times each year and the factory in Taiwan conducts testing bi-annually. All the test results are up to the local government standards during the reporting period. To conserve water and minimize the sewage with the target of no sewage discharge, we are striving for improving the technology in closed loop water recycling and reuse system.

Waste oil, organic solvents and thinners that are toxic, flammable or corrosive are processed by qualified environmental agents to become non-hazardous. Please refer to the "Management of Disposal of Solid Wastes" section below for details. We have strict control over domestic sewage which is discharged to the sewage treatment plant.

1. 排放物的管理(續)

固體廢物處置管理

為了符合當地政府的法律法規，本集團制定了相關的內部規章制度，以管理及監察處置固體廢物的流程。於生產過程中產生的固體廢物主要包括可回收廢物、不可回收廢物和危險廢物。本集團盡可能將可回收廢物進行回收利用，而不可回收廢物則交給符合當地環保認證的公司處理。對於所產生的危險廢物的處置，皆按照當地政府相關規定進行。

本集團於生產過程中，主要產生的是切削油泥、報廢之電子板、廢漆渣及廢活性碳，我們一向遵循有害固體廢物「統一收集、分類處置、集中處理、消除隱患」的原則，管理於生產過程中產生帶有毒性、腐蝕性的污染物，我們將各類工業廢物分類儲存，做好標記標識，不會混入其他雜物，並將待處理的工業廢物集中擺放，由符合當地環保認證的公司運載至指定的地點填埋或作焚燒處理。

對於無害廢物如包裝物、廢鐵屑、廢鐵塊、廢鐵絲、廢紙、廢塑膠、廢寶特瓶、廢空桶及廢電線等，我們均將廢物分類並儲存於指定區域，及後由符合當地環保認證的公司處理。對於可回收廢物，我們著眼於回收利用，實行廢物資源化及減量化，防止資源浪費和環境污染。對於不能利用的廢物，經內部審批後，轉移給符合當地環保認證的公司處理，防止廢物不當轉移而可能造成污染。

1. Management of Emissions (continued)

Management of Disposal of Solid Wastes

In compliance with the laws and regulations of the local government, the Group has formulated relevant internal policy and procedures to manage and monitor the treatment process of disposal of solid wastes. Solid wastes produced in manufacturing mainly include recyclable wastes, non-recyclable wastes and hazardous wastes. The Group recycles as many wastes as we can, and non-recyclable wastes are handled by qualified environment protection agents. The hazardous wastes are treated in accordance with the relevant requirements of the local government.

The Group mainly generated cutting oil sludge, scrapped electronic boards, waste paint slag and waste activate charcoal in production. We manage toxic and corrosive pollutants from production process by unified collection, proper classification, centralized treatment and eliminating hidden hazards. We label and store industrial wastes separately and will not mix up with the other general wastes. The collected industrial wastes are handled by the qualified environment protection agents and then delivered to the designated location for bury or incineration.

For non-hazardous wastes such as packing materials, scrap iron, waste papers, waste plastics, waste plastic bottles, waste barrels and waste wires, etc., we classify the wastes properly and store them at designated location. Then they are handled by the qualified environment protection agents. For recyclable wastes, we focus on recycling to reuse and reduce wastes so as to avoid wastage of resources and environmental pollution. Regarding the treatment of non-recyclable wastes, we also handle carefully and transfer them to qualified agents after obtaining internal approval. This is to avoid potential pollution incidents for improper handling of the non-recyclable wastes.

二、環境保護

II. Environmental Protection

2. 資源使用的管理

為了遵守有關節約資源的法律法規與政策，本集團的生產部門和辦公室均設立多項措施，要求每位員工明白節約資源的重要性，使員工充分利用資源，發揮其最大效能，避免浪費。

節約能源

本集團主要透過日常管理，控制能源使用和提升資源使用效益。我們推廣使用高效節能燈具，白天的光線如果能滿足作業要求，必須將照明燈關掉。空調機按季節及氣溫變化情況限時使用，下班應關掉空調機，嚴禁打開門窗開空調。要求員工下班時，要檢查及確保自己及自己部門使用的電器(如電燈、空調、風扇等)、電腦(包括顯示器)等用電設備已關掉。

於報告期內，本集團共消耗電力約44,028兆瓦時、天然氣約23,572公升、液化石油氣約27,776公斤、柴油約12噸及汽油約107噸。根據溫室氣體核算體系的指引，結合所在地的排放系數，我們對上述能源活動的溫室氣體排放進行核算，二氧化碳排放量方面，本報告期內，共排放範圍一氣體1,235噸及排放範圍二氣體37,404噸。

2. Management of Resources Utilization

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

Conservation of Energy

The Group controls the use of energy and improve resource usage efficiency through daily management and monitoring of energy consumption. We promote the use of energy-efficient lighting. Lights must be turned off if there is enough daylight. Air conditioners must be turned off after work, and the use of them is limited according to seasonal and temperature changes. Doors and windows are not allowed to stay open when air conditioners are on. Employees are required to check and ensure their own or their department's electrical appliances, such as lights, air-conditioners and fans, and computers including monitors are switched off before they get off work.

During the reporting period, the Group consumed 44,028 megawatt hours ("MWh") of electricity, 23,572 litres of natural gas, 27,776 kg of liquefied petroleum gas, 12 tonnes of diesel and 107 tonnes of gasoline. With reference to the guidelines of the Greenhouse Gas Protocol and the regional emission factors, greenhouse gas emissions are calculated from the above-mentioned data. For total carbon dioxide emission during the reporting period, Scope 1 emissions and Scope 2 emissions were 1,235 tonnes and 37,404 tonnes respectively.

2. 資源使用的管理(續)

節約用水

我們希望每位員工能充分利用水資源，減少浪費，各生產部門及辦公室需定期檢查其範圍內的用水設施、管道、水龍頭等，杜絕長流水現象。我們亦提醒員工提高節約用水自覺性，發現管道、閥門有損壞漏水的，應及時通知維修部門進行維修。於報告期內，本集團共用水約353,402噸。

節約用紙

我們主張充分利用網上辦公系統，一般事務性通知、資料傳送等都要通過網路系統進行；紙張集中採購；盡量減少影印及列印；影印或列印時，盡量使用紙張的兩面；循環使用單面列印的紙張，並將兩面都已使用過的廢紙放入再造紙收集箱。

合規

於報告期內，並無涉及與環境保護相關並對本集團有重大影響的已確認違規事件。

3. 環境及天然資源

本集團努力關注及愛護大自然環境，希望從每一個人做起，共同創造美好的世界。為了讓員工更了解我們對環境影響的重要性，我們不斷透過各種政策、措施和行動(詳細資料請參考上面「排放物的管理」與「資源使用的管理」部分)，減少我們的碳足跡，以及個人生活和營業活動對環境的影響。而且我們希望每位員工能從自己出發，將環保訊息傳給身邊的家人、朋友、業務伙伴等，建立更有力量的凝聚力，攜手舒緩氣候變化。

2. Management of Resources Utilization (continued)

Conservation of Water

We hope every staff can make the best use of water resources and reduce wastage. Each production department and office have to check regularly its water facilities, pipes and taps to prevent wasting water. We also enhance our staff's awareness in water conservation. Once damaged pipes or valves or water leakage is found, the staff shall notify the maintenance department promptly for repair. During the reporting period, the Group consumed 353,402 tonnes of water.

Conservation of Paper

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

Compliance

During the reporting period, there were no confirmed noncompliance incidents in relation to environmental protection that have a significant impact on the Group.

3. The Environment and Natural Resources

The Group has strived to care for and to protect the nature, everyone should take part in it and hope to create a beautiful world together. In order to let employees know the importance of our environmental impact, we continue to adopt various policies, measures, and actions in reducing carbon footprint, and to minimize the impact to the environment from daily lives and business activities (Please refer to "Management of Emissions" and "Management of Resources Utilization" above for details). We hope that every staff can start from themselves, convey the message of protecting the environment to their families, friends and business partners; to build more powerful cohesion, in alleviating climate change together.

三、僱傭及勞工常規

III. Employment and Labor Practices

本集團一直努力締造和諧舒適的工作環境和建立完善的管理機制，人力資源政策以集團整體長遠發展利益為依歸，在公司內部營造平等的競爭機制，規範員工晉升、晉級的流程，並透過定期的培訓活動，為員工提供發展空間。此外，我們非常關注員工的身心健康和工作生活，通過定期組織文藝、工餘活動和培訓課程，豐富員工的生活，提升員工的技能和公司團隊凝聚力。我們鼓勵員工建立融洽和諧的人際關係，提倡相互協作的團隊力量，發揚集團多年來積累的團結合作精神，發揮集體的力，接受困難，迎接挑戰。我們因應各地勞工條例的不同，制定不同的政策，因此，有些政策適合當地的企業，而非整個集團。

1. 人才甄選

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

The Group devotes to provide a comfortable work place and establish a comprehensive management system. We formulate our human resources strategies on the base of the Group's long-term development plan. We establish an equal and competitive mechanism internally, regulate the promotion process of employees, and provide regular training activities to lay the foundation for their future career development. Besides, we care about staff's physical and mental health and their work life. We organize regular cultural and training activities to enrich their leisure time, improve their technical skills and promote team cohesion. We encourage employees to maintain harmonious interpersonal relationships, promote team spirit of cooperation and unity, bravely face difficulties and overcome challenges. Our human resources policies vary by locations to comply with the local labor laws and regulations. As such, policies are tailored-made by locations and not necessarily applicable throughout the Group.

1. Talent Selection

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

2. 勞工準則

本集團尊重人權，嚴格禁止任何不道德的僱傭手法，包括在工作場所僱用童工和強迫勞工。政策和程序已制定以符合有關的勞動法律法規。在招聘的過程中，我們必須核對應聘者的身份證明資料，絕不聘用低於法定工作年齡的人員。員工的工作時間需符合當地有關勞動法律法規，任何必要的加班安排必須獲得員工同意，並按照相關法律法規給與員工補償，以避免強迫加班。

3. 員工待遇

本集團以具有競爭優勢的薪酬吸引和保留高質素員工，並定期對內考察員工各級薪酬水平，對外收集行業勞工市場薪酬情況，力求建立公平、合理、極具競爭力的薪酬體系。員工的薪酬是按照每一職位所要求的知識技能、經驗和教育程度等因素而釐定。員工的待遇因不同地區的工廠和辦公室而有所不同。員工的待遇基本包括工資、加班費、酌情獎金／年終獎金等。我們按照當地的勞動法及社會保障的法律法規，為所有員工提供社會保險福利項目，保障員工休息、休假的權利。如解僱員工或因此而需要作出賠償，我們都是按照當地的法律法規而解僱員工或作出賠償。

我們關心員工的身心健康，舉辦多項的工餘活動，以豐富員工的工餘生活及提升團隊凝聚力，包括各項球類比賽及節日活動。

2. Labor Standards

The Group respects human rights and strictly prohibit any unethical hiring practices, including child labor and forced labor in the workplace. Policies and procedures are established to comply with the relevant labor laws and regulations. During the recruitment process, we review the identity documents of the applicants and never hire any applicant below the legal working age. The working hours of staff are in line with the relevant local labor laws and regulations. Staff consent for working overtime is needed so as to prevent forced overtime work; and they are compensated in accordance with the requirement of the relevant laws and regulations.

3. Staff Compensation and Welfare

The Group attracts and retains outstanding talents with competitive remuneration packages and regularly examines their salary levels to ensure it is up to standard. The Group collects up-to-date remuneration data within their industry and strives to establish a fair, reasonable and competitive remuneration system. Staff salaries level are decided based on one's knowledge, skills, experiences and education background relevant to their work requirements. Staff compensation varies among factories and offices in different locations. Basic remuneration of employees includes basic salary, overtime pay, discretionary bonus/year-end bonus and so on. In accordance with the local labor laws and social security laws and regulations, we provide social security benefits for all employees, and protect their rights of rest days and holidays. We terminate and compensate staffs in accordance with local laws and regulations.

For the purpose of ensuring our staff are healthy physically and mentally, we organize various leisure activities to enrich staff's spare time and enhance team cohesion, including various kind of sport games and festival activities.

三、僱傭及勞工常規

III. Employment and Labor Practices

4. 發展及培訓

為了配合企業長遠發展及員工職業生涯規劃，本集團為員工訂立了一套完善的培訓計劃，打造一支優秀、專業、訓練有素及具責任心的企業團隊，這不但提升員工質素和工作能力，還提高員工的凝聚力，從而增加工作效率。新員工按職位需要接受職前培訓，內容包括企業文化、業務、工作規則、組織架構、福利措施、環境保護、安全工作等(安全工作培訓的詳細資料請參考下面「健康與安全」部分)，並通過考核，才能上崗。於報告期內，除了新員工職前培訓，我們還組織了多項內部及外部培訓課程，如健康管理講座、安全衛生教育培訓、安全環境與員工素養提升培訓、質量管制培訓、安全生產培訓、注塑機基礎知識、財務管理、稅務管理等。我們更為需要專門技術的員工或從事現場管理工作的員工，依照各地勞工條例，設計特殊工作培訓計劃，以提升專業人員的知識和技能，員工需通過培訓考核，持証工作。

5. 健康與安全

本集團一向著重員工的健康及其工作環境的安全，預防及避免員工受到職業性的危害。為了符合當地有關安全生產的法律法規，我們制定安全生產責任制度，建立安全生產委員會和安全管理組織架構，各級管理層和各員工必須清楚了解自身的安全職責，逐級簽訂安全生產責任書，並嚴格按安全生產責任書履行安全職責。新入職員工按崗位需要接受各類型的實操訓練，了解生產部門的工作流程和指引，各項設施的操作技術，並接受生產部門安全教育和班組安全教育，對員工進行經常性的安全思想、安全知識和安全技術的教育；我們還定期組織崗位技術培訓、安全考核、班組安全活動，以確保員工於思想上、知識上和技術上均能達到安全標準履行其職責。

4. Development and Training

In order to align the staff career development with the long-term corporate business plan, we establish a comprehensive staff training programme aiming at building an excellent, professional, well-trained and responsible corporate team. This can raise our people's quality and ability, and can also enhance their team cohesion; thereby increasing the work efficiency. According to requirements of the positions, new hires have to participate in pre-employment training and pass the assessment. The training topics include corporate culture, business, work-related rules and regulations, organizational structure, welfare, environmental protection and work safety, etc. (please refer to the "Health and Safety" section below for details of work safety training). During the reporting period, on top of providing our new hires with pre-employment training, we also organized various internal and external training programs. The training topics include health management, safety and hygiene education, safe environment and staff's quality enhancement, quality management, safe production, basic knowledge on plastic injection moulding machines, finance management, tax management, etc. We also design specific training to technical staff or site management staff in accordance with local labor regulations to enhance their professional knowledge and skills. Our staff need to pass the assessment and get the required licence for work.

5. Health and Safety

The Group cares about our employees' health and their working environment safety in order to prevent occupational hazards. To comply with the relevant local safety production laws and regulations, we establish policies and procedures to ensure safe production and have our production safety committee and safety management organization structure. Supervisors and employees at all levels must clearly understand their own safety responsibilities and sign the respective safety responsibility statement; and strictly perform in accordance with the requirements as stated on the safety responsibility statement. According to requirements of the positions, new hires must join different practical trainings, understand the workflow, equipment operation and guidelines of the production department; receive safety education conducted by team and production department. We also provide frequent trainings to our staff for their awareness, knowledge and techniques of safety. We also carry out role-based technical training periodically, safety assessment and team activities to ensure that our staff are prepared mentally and have adequate knowledge and skills to meet the safety standards and to fulfill their job duties.

5. 健康與安全(續)

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

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

合規

於報告期內，並無涉及與勞工措施相關並對本集團有重大影響的已確認違規事件。

5. Health and Safety (continued)

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

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

Compliance

During the reporting period, there were no identified violations that were related to labor practices with a significant impact on the Group.

四、營運慣例

IV. Operational Practices

1. 供應鏈管理

本集團堅持與有實力的供應商建立長期、穩定的戰略合作關係；堅持以戰略採購為主導，在平等、雙贏的基礎上，實現與供應商的共同發展。對於供應鏈系統管理，我們設有嚴謹的程序，讓員工、供應商、客戶和與我們業務有關的人士舉報任何利用職務違法、違規的行為。於報告期內，本集團並無發現重大違法、違規事件。

我們設有嚴格的採購程序，對供應商的初選、備選和續用設有評審制度。於挑選新供應商時，我們需考核供應商的資質、管理系統、生產設備、ISO認證等方面；同時要求供應商提供試用產品，經過一段時間試用合格後，最終選擇最優質的供應商合作。從簽訂合約到驗收的操作和監督皆有嚴密分工規定，務求物品和服務供應器具認可資格、有良好的內部管理制度、品質穩定、準時交貨、合法合規、具應有專業技術／質素等，確保供應器具競爭性和其提供的物品和服務具高質素。本集團部份公司與合格供應商簽訂「陽光協議」，避免出現損害各方合法利益的行為。

1. Supply Chain Management

The Group is dedicated to maintaining long-term, stable and strategic cooperative relationships with leading suppliers, and is committed to a strategic procurement-led approach, achieving co-development with our suppliers on the basis of equality and win-win situation. We have established policies and procedures in supply chain management and provided various reporting channels for employees, suppliers, customers and other business partners to report any violations of laws or regulations when people are performing their duties for the Group. During the reporting period, the Group did not have significant issues relating to violations in this respect.

We have stringent sourcing procedures in respect of assessment system for selection at the preliminary stage or as backup and continued engagement of suppliers. To accept a new supplier, we will evaluate their quality, management systems, production facilities, ISO certifications; and at the same time, we request for samples from suppliers for trial over certain period of time. If the new suppliers are able to pass all tests and fulfill our requirements, we will choose the best supplier. To ensure that suppliers are competitive and that the goods and services provided to us are of high quality, we have strict control and supervision over the procurement procedures from contract signing to examination of goods received. We require the suppliers of goods and services to possess recognized qualifications and good internal control system, provide quality stability, deliver on-time, comply with laws and regulations and have the required professional skills and quality. Certain companies of the Group sign agreement with qualified suppliers to avoid acts that may harm the legal interests of each party.

2. 產品責任

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

整個產品的質量檢定，在組裝前是透過進料檢驗、生產流程檢驗、及外包檢驗員來進行質量把關。組裝完成後則是由成品檢驗員來做最終的產品質量驗證。客戶可透過我們全球的售後服務點處理售後服務需求。於報告期內，本集團的產品並無涉及重大違法、違規事件。

3. 反貪污

本集團深信公平、誠實、廉潔，是集團重要的商業資產。為加強集團企業內控機制，做到誠實守信，樹立以守法誠信、優質服務為核心的經營理念，結合集團的實際情況，強化制度，將紀律檢查的監察工作深入業務過程中，確保在絕對保密的情況下可直接或以書面方式向集團內審部主管彙報有關利用職務謀取個人私利、賄賂、勒索、欺詐及洗黑錢等違紀、違規或違法的個案，本集團已實行並持續檢視一套成熟的舉報機制，堅決反腐倡廉，為建造清廉的社會環境盡力。按工作崗位需要，員工入職前，需接受有關職業操守的培訓。對於違反公司守則的員工，均有嚴厲的紀律處分為懲罰。於報告期內，並無涉及指控本集團或本集團員工貪污的訴訟案件。

2. Product Responsibility

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

The entire product quality control covers the inspection of raw materials, close monitoring of the production process, product quality assurance by contractors before the assembly process starts, and quality control checks for finished goods inspection after assembly. Customers can use our after sale service points in the world to deal with after sale service requirements. During the reporting period, the Group is not aware of any material violations or litigation regarding our products.

3. Anti-corruption

The Group firmly believes fairness, honesty and integrity are the important commercial assets of the Group. We strengthen the Group's internal control system, build honesty and trust, set up operation mission with abidance by law, integrity and quality services as its cores. Incorporating with the practical circumstances of the Group, we strengthen the system, bring the discipline inspection and supervision work in the operation process, ensure there are channels for reporting directly or in writing to the head of internal audit on confidential basis of cases of obtaining personal interests in carrying out one's job duties, bribes, extortion, frauds, money laundering in breach of policies, regulations and laws. We have carried out and keep on improving our well-designed whistle-blowing system and are determinant in combating corruption and contribute to building a clean society. According to requirements of the positions, employees are required to attend training in business ethics before on board. Employees who are in breach of the company's code of conduct are disciplined. During the reporting period, there was no legal action against the Group and our employees for corruption.

五、社區投資

V. Community Investment

本集團不遺餘力地協助改善當地的就業情況並幫助員工為他們的退休生活做好準備。我們一直保持良好的生產經營、積極推行綠色環保理念及營造良好的發展秩序，在保持社會穩定及建設和諧社區方面，有一定的貢獻。

The Group endeavors to offer job opportunities to local people. We assisted our employees to prepare for their retirement. We have maintained good production operation, actively promoting environmental protection and to achieve good development order; and to some certain extent, we have contributed to social stability and building a harmonious community.

本報告期內，集團內的公司亦積極參與社區活動，主要有以下活動：

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

- 深圳工廠為深圳市慈善基金會捐款人民幣10,000元
- 順德工廠為大良慈善會舉辦之「益善同行、聚愛鳳城2017年大良慈善之夜」捐款人民幣100,000元
- 台灣員積極參與捐血活動，以救助病患者
- Shenzhen factory donated RMB10,000 to 深圳市慈善基金會 (“Shenzhen Charity Fund”*)
- Shunde factory donated RMB100,000 to “益善同行、聚愛鳳城2017年大良慈善之夜” (“Daliang Charity Night”*) organized by 大良慈善會 (“Daliang Charity Association”*)
- Taiwan employees actively participated in blood donation activity to help those suffered from illness

六、榮譽及認證

VI. Honors and Certifications

震雄集團有限公司

- 由中國塑膠機械工業協會頒發的「震雄集團有限公司：2016年度中國塑膠機械行業綜合實力25強、塑膠注射成型機15強企業」證書

Chen Hsong Holdings Limited

- 「震雄集團有限公司：2016年度中國塑膠機械行業綜合實力25強、塑膠注射成型機15強企業」證書 (Chen Hsong Holdings Limited: 2016 China Top 25 in Plastic Machinery Industry, Top 15 Enterprise in Plastic Injection Moulding Machines"* Certificate) awarded by 中國塑膠機械工業協會 (The China Plastics Machinery Industry Association*)

佛山市順德區震德塑料機械有限公司

- 由中國塑膠機械工業協會頒發的「十佳理事」牌匾
- 由廣東省工商行政管理局頒發的「廣東省守合同重信用企業」證書
- 由廣東省著名商標評審委員會頒發的「廣東省著名商標CD震德」牌匾
- 由廣東省高新技術企業協會頒發的「捷霸MK6伺服驅動注塑機系列產品2017年被認定為廣東省高新技術產品」證書

佛山市順德區震德塑料機械有限公司 (Foshan Shunde Chen De Plastics Machinery Company, Limited*)

- 「十佳理事」牌匾 ("Top Ten Directors"* Plaque) awarded by 中國塑膠機械工業協會 (The China Plastics Machinery Industry Association*)
- 「廣東省守合同重信用企業」證書 ("Honoring Contracts and Faithful Enterprise"* Certificate) awarded by 廣東省工商行政管理局 (Industry and Commerce Administration Bureau of Guangdong Province*)
- 「廣東省著名商標CD震德」牌匾 ("Guangdong Famous Trademark CD Chende"* Plaque) awarded by 廣東省著名商標評審委員會 (The Guangdong Provincial Famous Trademarks Review and Appraisal Board*)
- 「捷霸MK6伺服驅動注塑機系列產品2017年被認定為廣東省高新技術產品」證書 ("Jetmaster MK6 Injection Molding Machine Servo Drive Series was recognized as Guangdong Province High-tech Products in 2017"* Certificate) awarded by 廣東省高新技術企業協會 (The Association of Hi-Tech Enterprises, Guangdong Province*)

六、榮譽及認證

VI. Honors and Certifications

佛山市順德區震德精密機械有限公司

- 由廣東省高新技術企業協會頒發的「JM-SVP/3+系列捷霸第三代伺服驅動大型注塑機(加強版)產品2017年被認定為廣東省高新技術產品」證書

震雄機械廠股份有限公司

- 榮獲「ISO 14001 : 2015環境管理體系」認證
- 榮獲「ISO 9001 : 2015品質管理體系」認證

佛山市順德區震德精密機械有限公司

(Foshan Shunde Chen De Precision Machinery Company, Limited*)

- 「JM-SVP/3+系列捷霸第三代伺服驅動大型注塑機(加強版)產品2017年被認定為廣東省高新技術產品」證書 (Jetmaster Third Generation Advanced Injection Molding Machine Servo Drive JM-SVP/3+ Series (Enhanced Edition) was recognized as Guangdong Province High-tech Products in 2017"* Certificate) awarded by 廣東省高新技術企業協會 (The Association of Hi-Tech Enterprises, Guangdong Province*)

震雄機械廠股份有限公司

(Chen Hsong Machinery Taiwan Company, Limited*)

- Certification of "ISO 14001:2015 Environmental Management System" was awarded
- Certification of "ISO 9001:2015 Quality Management System" was awarded

* English names are translated for identification purposes only

七、未來願景

VII. Vision Outlook

作為良好的企業公民，本集團希望平衡實踐企業的經營宗旨和業務目標，以及履行社會責任。我們將繼續關注在環境保護、員工關懷、產品質量和社區貢獻等層面的表現，締造可持續發展的新優勢。

在環境保護方面，本集團堅持繼續遵守日益嚴謹的環保法律法規，投入資源優化處理廢氣、廢水、固體廢物等設施。在員工關懷方面，我們以員工滿足感及生產安全為前提，確保安全優質的工作環境，並以有競爭力的機制，吸納更多技術型和管理型的優秀人才。在產品質量和客戶服務方面，為了提供更高品質產品予客戶，我們將不斷投放資源，改善產品質量，使產品更符合環保的要求。在社區貢獻方面，我們將堅守承擔社會責任的初心，積極參與公益活動，努力推動社區可持續發展。

本集團以成為一家受尊敬的企業為目標，希望透過實踐可持續發展策略，提升業務表現，為企業及持份者創造更多更有意義的長遠價值。

As a good corporate citizen, the Group hopes to balance between achieving the corporate economic goals and business objectives, and to fulfill their social responsibility. The Group will continue to pay attention to environmental protection, employee caring product quality and community contribution so as to create niche for sustainable development.

As for environmental protection, the Group will continue to comply with the stringent environmental protection laws and regulations, allocate resources and undertake various environmental improvement projects, including improving exhaust air, sewage and waste treatment facilities. When it comes to employee caring, the Group will put employee satisfaction and production safety as our top priority. Through ensuring occupational safety and a competitive system, the Group aims to attract more talents in the technical and management arenas. As far as product and service quality are concerned, the Group will continue to provide customers with high quality products to conform with the environmental protection requirements. For community contribution, the Group is committed to fulfilling its social responsibility by participating in charitable activities and promoting the community's sustainable development.

The Group aims at becoming a respectable enterprise, and hopes to improve business performance and create more meaningful value for our stakeholders through implementing sustainability strategies.

八、環境數據表現摘要

VIII. Environmental Performance Data Summary

	單位 Unit	2017/18年度 2017/18
溫室氣體： Greenhouse gas:		
範圍一： Scope 1:		
總排放量 Total	噸 Tonnes	1,234.62
密度 Intensity	噸(每產量單位) Tonnes (per production unit)	0.04
範圍二： Scope 2:		
總排放量 Total	噸 Tonnes	37,403.58
密度 Intensity	噸(每產量單位) Tonnes (per production unit)	1.22
廢氣總排放量： Air emission:		
氮氧化物 Nitrogen oxides	噸 Tonnes	67.08
硫氧化物 Sulfur oxides	噸 Tonnes	8.30
顆粒 Particles	噸 Tonnes	18.60

八、環境數據表現摘要

VIII. Environmental Performance Data Summary

	單位 Unit	2017/18年度 2017/18
有害廢棄物：		
Hazardous wastes generated:		
固體廢物產生量：		
Solid wastes generated:		
總量	噸	117.03
Total	Tonnes	
密度	噸(每產量單位)	_ **
Intensity	Tonnes (per production unit)	
廢水排放量：		
Sewage discharged:		
總量	噸	557.62
Total	Tonnes	
密度	噸(每產量單位)	0.02
Intensity	Tonnes (per production unit)	
無害廢棄物：		
Non-hazardous wastes generated:		
固體廢物產生量：		
Solid wastes generated:		
總量	噸	7,434.44
Total	Tonnes	
密度	噸(每產量單位)	0.24
Intensity	Tonnes (per production unit)	
廢水排放量：		
Sewage discharged:		
總量	噸	1,913.35
Total	Tonnes	
密度	噸(每產量單位)	0.06
Intensity	Tonnes (per production unit)	

八、環境數據表現摘要 VIII. Environmental Performance Data Summary

	單位 Unit	2017/18年度 2017/18
製成品所用包裝材料：		
Packaging materials used for finished goods:		
總量 Total	噸 Tonnes	188.83
密度 Intensity	噸(每產量單位) Tonnes (per production unit)	0.01
能源及水資源消耗量：		
Energy and water consumption:		
電力：		
Electricity:		
總量 Total	兆瓦時 MWh	44,028.36
密度 Intensity	兆瓦時(每產量單位) MWh (per production unit)	1.43
天然氣：		
Natural gas:		
總量 Total	公升 Litres	23,572.00
密度 Intensity	公升(每產量單位) Litres (per production unit)	0.77

八、環境數據表現摘要

VIII. Environmental Performance Data Summary

	單位 Unit	2017/18年度 2017/18
液化石油氣： Liquefied Petroleum Gas:		
總量 Total	公斤 Kilogram	27,776.00
密度 Intensity	公斤(每產量單位) Kilogram (per production unit)	0.90
柴油： Diesel:		
總量 Total	噸 Tonnes	11.79
密度 Intensity	噸(每產量單位) Tonnes (per production unit)	_ **
汽油： Gasoline:		
總量 Total	噸 Tonnes	107.36
密度 Intensity	噸(每產量單位) Tonnes (per production unit)	_ **
水資源： Water:		
總量 Total	噸 Tonnes	353,402.44
密度 Intensity	噸(每產量單位) Tonnes (per production unit)	11.49

** 數據少於0.01

** The data are less than 0.01

九、香港聯合交易所對《環境、社會及管治報告》的指引

IX. “Environmental, Social and Governance Reporting Guide” by Hong Kong Stock Exchange

關鍵績效指標 Key Performance Indicators (“KPIs”)	報告指引 Reporting Guideline	頁數 Page
A. 環境		
A. Environmental		
層面A1 Aspect A1	排放物 Emissions	
一般披露 General Disclosure	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) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	3
KPI A1.1	排放物種類及相關排放數據。 The types of emissions and respective emissions data.	18
KPI A1.2	溫室氣體總排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。 Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	18
KPI A1.3	所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。 Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	19
KPI A1.4	所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。 Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	19

九、香港聯合交易所對《環境、社會及管治報告》的指引 IX. “Environmental, Social and Governance Reporting Guide” by Hong Kong Stock Exchange

關鍵績效指標 Key Performance Indicators (“KPIs”)	報告指引 Reporting Guideline	頁數 Page
KPI A1.5	描述減低排放量的措施及所得成果。 Description of measures to mitigate emissions and results achieved.	3
KPI A1.6	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。 Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved.	4
層面A2 Aspect A2	資源使用 Use of Resources	
一般披露 General Disclosure	有效使用資源(包括能源、水及其他原材料)的政策。 Policies on the efficient use of resources, including energy, water and other raw materials.	6
KPI A2.1	按類型劃分的直接及／或間接能源(如電、氣或油)總耗量(以兆瓦時計算)及密度(如以每產量單位、每項設施計算)。 Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (MWh) and intensity (e.g. per unit of production volume, per facility)	20
KPI A2.2	總耗水量及密度(如以每產量單位、每項設施計算)。 Water consumption in total and intensity (e.g. per unit of production volume, per facility).	21
KPI A2.3	描述能源使用效益計劃及所得成果。 Description of energy use efficiency initiatives and results achieved.	6
KPI A2.4	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。 Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved.	7
KPI A2.5	製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量。 Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	20

九、香港聯合交易所對《環境、社會及管治報告》的指引
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關鍵績效指標 Key Performance Indicators (“KPIs”)	報告指引 Reporting Guideline	頁數 Page
層面A3 Aspect A3	環境及天然資源 The Environment and Natural Resources	
一般披露 General Disclosure	減低發行人對環境及天然資源造成重大影響的政策。 Policies on minimizing the issuer’s significant impact on the environment and natural resources	7
KPI A3.1	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。 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	7
B. 社會¹ B. Social¹		
層面B1 Aspect B1	僱傭 Employment and Labor Practices	
一般披露 General Disclosure	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) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	8

九、香港聯合交易所對《環境、社會及管治報告》的指引
IX. “Environmental, Social and Governance Reporting Guide”
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關鍵績效指標 Key Performance Indicators (“KPIs”)	報告指引 Reporting Guideline	頁數 Page
層面B2 Aspect B2	健康與安全 Health and Safety	
一般披露 General Disclosure	有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	10
層面B3 Aspect B3	發展及培訓 Development and Training	
一般披露 General Disclosure	有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。 Policies on improving employees’ knowledge and skills for discharging duties at work. Description of training activities.	10
層面B4 Aspect B4	勞工準則 Labor Standards	
一般披露 General Disclosure	有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labor.	9
層面B5 Aspect B5	供應鏈管理 Supply Chain Management	
一般披露 General Disclosure	管理供應鏈的環境及社會風險政策。 Policies on managing environmental and social risks of the supply chain.	12

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關鍵績效指標 Key Performance Indicators (“KPIs”)	報告指引 Reporting Guideline	頁數 Page
層面B6 Aspect B6	產品責任 Product Responsibility	
一般披露 General Disclosure	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： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters in respect of products and services provided and methods of redress.	13
層面B7 Aspect B7	反貪污 Anti-corruption	
一般披露 General Disclosure	有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	13
層面B8 Aspect B8	社區投資 Community Investment	
一般披露 General Disclosure	有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。 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.	14

¹ 《主板上市規則》附錄27只建議披露「主要範疇B.社會」的關鍵績效指標，因此，本集團選擇不披露該等關鍵績效指標。

¹ Pursuant to Appendix 27 of the “Main Board Listing Rules”, the KPIs under Area B “Social” are recommended disclosures only. Therefore, the Group choose not to disclose those KPIs in this report.

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