



\* for identification purpose only 僅供識別

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## ESG REPORT 環境、社會及管治報告

### SCOPE AND REPORTING PERIOD

This is the third Environmental, Social and Governance (“ESG”) Report (the “ESG Report”) for SCUD Group Limited (“Scud” or the “Company”) and its subsidiaries (collectively referred to as the “Group”), with disclosure reference made to the ESG Reporting Guide as described in Appendix 27 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited.

The Group is principally engaged in the developing, manufacturing and sale of lithium-ion battery modules for smartphones, tablets and other smart electronic products as well as the provision of all-round power supply solutions for various consumer electronic products. This ESG report covers the Group’s overall performance in two subject areas, namely, Environmental and Social of the business operations in the following operations from 1 January 2018 to 31 December 2018 (the “Reporting Period”), unless otherwise stated:

- (i) Scud (Fujian) Electronics Co., Ltd. (“Scud Electronics”) at Fuzhou, Fujian, the People’s Republic of China (“PRC”);
- (ii) Scud Battery Co., Ltd. (“Scud Battery”) at Fuzhou, Fujian, the PRC.

There were no major operational changes in the scope compared with the period from 1 January 2017 to 31 December 2017 (the “Last Reporting Period”). No major changes in the number of employees, net sales/income, and operational location have occurred. The same two operational sites as the Last Reporting Period were included in the scope of this ESG report.

The Group has complied with all the “comply or explain” provisions set out in the ESG Reporting Guide during the Reporting Period.

### 範圍與報告期間

本報告乃飛毛腿集團有限公司(「飛毛腿」或「本公司」)及其附屬公司(統稱「本集團」)的第三份環境、社會及管治(「ESG」)報告(「ESG報告」)，經參考載於香港聯合交易所有限公司證券上市規則附錄二十七之環境、社會及管治報告指引披露。

本集團主要致力於研發、製造及銷售適用於智能手機、平板電腦及其他智能電子產品的鋰離子電池模組，為各式消費類電子產品提供完整的電源解決方案。除另有說明外，本ESG報告涵蓋本集團於2018年1月1日至2018年12月31日期間(「報告期間」)在下列營運公司的業務運營中兩個主要範疇(即環境及社會)之整體表現：

- (i) 位於中華人民共和國(「中國」)福建福州的飛毛腿(福建)電子有限公司(「飛毛腿電子」)；
- (ii) 位於中國福建福州的飛毛腿電池有限公司(「飛毛腿電池」)。

較2017年1月1日至2017年12月31日期間(「上一報告期間」)，報告範圍並無發生重大經營變動。僱員數量、銷售／收入淨額及經營地點亦無發生重大變動。本ESG報告範圍內包含與上一報告期間相同的兩個經營地點。

於報告期間，本集團已遵守環境社會及管治報告指引所載的所有「不遵守就解釋」條文。



## ESG REPORT

## 環境、社會及管治報告

## STAKEHOLDER ENGAGEMENT AND MATERIALITY

The Group engages with key stakeholders such as board members, managers, supervisors, frontline workers, trade unions, suppliers and customers, and regulators to understand their needs and concerns. The Group communicates with stakeholders via various communication channels such as weekly interviews with employees on their job and/or life needs, regular staff representative meetings and supplier meetings. The frequency of above communication varies from weekly, monthly to annually.

The Group has formulated formal policies such as “Impacts on Interested Parties”, and “Monitoring and Measurement Control Procedure”. These policies regulate the management of impacts to the stakeholders, with the aim of 1) ensuring that management systems on social responsibility, environmental, health and safety issues are provided and publicised; 2) minimising the negative impacts such as environmental pollution, health and safety risks to interested parties; and 3) measuring and monitoring key characteristics of operations and activities with identified hazards, reviewing the implementation of the Group’s management system, and providing data for the continuous improvement of the Group.

In order to identify the most significant ESG aspects, the Group distributed quantitative surveys to board members, managers, supervisors, frontline workers, and regulators, and a total of 176 surveys was returned and recorded. Through the stakeholder surveys carried out during the Reporting Period, followings topics have been deemed as the most important by stakeholders:

- Occupational Health and Safety
- Employment
- Food Safety and Health
- Labour Standards
- Environmental Protection Measures

## 持份者的參與及重要性

本集團與董事會成員、經理、監事、前線員工、工會、供應商及客戶以及監管機構等主要持份者溝通以了解彼等之需求及顧慮。本集團透過多種溝通渠道與持份者溝通，如就僱員的工作及／或生活需求與彼等進行的每週會談、定期員工代表會議及供應商會議。上述溝通的頻率介乎每週、每月及每年不等。

本集團已制定「相關方施加影響制度」及「監視與測量控制程序」等正式政策。該等政策規管對持份者影響的管理，旨在1)確保有關社會責任、環境、健康與安全事宜的管理系統已經制定及公佈；2)減低環境污染、健康與安全風險對相關方的負面影響；及3)測量及監視具有一定危險因素的主要運營及活動，檢查本集團管理系統的實施，並提供本集團持續改善的數據。

為識別最需關注的ESG層面，本集團對董事會成員、經理、監事、前線員工及監管機構進行了定量調查，且收到及記錄合共176份調查。通過於報告期間開展的持份者調查，下列議題被持份者視為最重要議題：

- 職業健康與安全
- 僱傭
- 食品安全與健康
- 勞工準則
- 環境保護措施

## ESG REPORT 環境、社會及管治報告

### STAKEHOLDERS' FEEDBACK

The Group welcomes stakeholders' feedback on our environmental, social and governance approach and performance. Please give your suggestions or share your views with us via email: coso@scud.cn or phone: 0591-63159773.

### THE GROUP'S SUSTAINABILITY MISSION AND VISION

The Group continues to manage its key operational risks to achieve the optimum balance on profit, environmental protection, social responsibility, and satisfaction for stakeholders.

A key improvement during the Reporting Period is the full operation and functioning of the Staff Care Centre. The centre is now equipped with full-time staff with credentials as the psychological counselor. The mission of the centre is to provide professional counseling at the initial stage when employees encounter any struggling issues, such as career-related issues, family issues, employee relationships issues. The centre has now become a demonstration unit for multiple national-level organisations, such as the demonstration spot for national staff education and training by All-China Federation of Trade Unions (ACFTU).

The Group ensures strict compliance with any applicable regulations, laws, guidelines, and standards. In addition to complying with external regulations, the Group also actively adopts any feasible initiatives put forward by employees, especially the frontline staff who understands the daily operations best and could potentially find out efficient improvement ideas. These initiatives include proposals on resource saving, emission reduction, process improvement, and technology innovation. The Staff Manual has established a clear reward policy for staff whose proposed initiatives have been adopted.

As a result of continuous improvement on management excellence, the Group has renewed and/or achieved following certificates in 2018:

- ISO 9001 Quality Management System (both Scud Electronics and Scud Battery);
- ISO 14001 Environmental Management System (both Scud Electronics and Scud Battery);

### 持份者的意見反饋

本集團歡迎各持份者就本集團的環境、社會及管治方針及表現提供反饋。請透過電郵：coso@scud.cn 或電話：0591-63159773提供閣下之建議或與我們分享閣下之想法。

### 本集團可持續發展使命及願景

本集團持續管理其主要運營風險以達致溢利、環境保護、社會責任及持份者滿意度的最佳平衡。

於報告期間的主要改進為員工關愛中心的全面推行及運作。該中心當前配備持有心理諮詢師證書的全職員工。該中心的使命為在僱員面臨任何棘手問題（如職業相關問題、家庭問題、僱員關係問題）的初期階段提供專業諮詢。該中心當前為多個國家級組織的示範單位，例如中華全國總工會—全國職工教育培訓示範點。

本集團確保嚴格遵守任何適用法規、法律、指引及標準。除遵守外部法規外，本集團亦積極採納僱員（尤其是最為了解日常營運及可能發現有效的改進想法的前線員工）提出的任何可行性計劃。該等計劃包括針對節約資源、減少排放、工藝改進及技術創新的提議。員工手冊已為所提計劃獲採納的員工制定明確的獎勵政策。

由於管理質素的不斷改善，本集團已於2018年更新及／或取得以下證書：

- ISO 9001質量管理體系（飛毛腿電子及飛毛腿電池）；
- ISO 14001環境管理體系（飛毛腿電子及飛毛腿電池）；

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- OHSAS 18001 Occupational Health and Safety Management System (both Scud Electronics and Scud Battery);
- Workplace Safety Standards – certificate level 3 (both Scud Electronics and Scud Battery);
- TL 9000 Telecom Quality Management System (Scud Electronics);
- EICC Electronic Industry Code of Conduct Certificate (Scud Electronics);
- QC080000 Hazardous Substance Process Management (HSPM) System (Scud Electronics);
- Integration of Informatisation and Industrialisation Management System (both Scud Electronics and Scud Battery); and
- Product certification issued by China Quality Certification Centre (CQC) – Beyond original power capacity of iPhone 6S plus (Scud Battery).
- OHSAS 18001職業健康與安全管理體系(飛毛腿電子及飛毛腿電池);
- 工作場所安全標準—3級證書(飛毛腿電子及飛毛腿電池);
- TL 9000電信質量管理體系(飛毛腿電子);
- 電子行業行為準則證書(飛毛腿電子);
- QC080000有害物質過程管理(危險物品進程管理系統要求)體系(飛毛腿電子);
- 信息化與工業化融合管理體系(飛毛腿電子及飛毛腿電池); 及
- 超原電iPhone 6S plus CQC產品認證證書(飛毛腿電池)。

## A. ENVIRONMENTAL

The Group stringently complies with national and local laws and regulations concerning environmental protection and pollution control, including but not limited to the followings:

- GB 12348-2008 Emission Standard for Industrial Enterprises Noise at Boundary
- Measures for the Administration of Environmental Impact Assessment of Construction Projects
- GB 13690-2009 General rules for classification and hazard communication of chemicals
- Environmental Protection Regulations of Fujian Province
- Measures for the Control of Pollution from Electronic Information Products

## A. 環境

本集團嚴格遵守有關環境保護及污染控制的國家及當地法律及法規，包括但不限於以下各項：

- GB 12348-2008工廠企業廠界環境噪聲排放標準
- 建設項目環境影響後評價管理辦法
- GB 13690-2009化學品分類和危險性公示通則
- 福建省環境保護條例
- 電子信息產品污染控制管理辦法

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No non-compliance with relevant laws and regulations that have a significant impact on the Group relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste had been identified during the Reporting Period.

As stated under “The Group’s Sustainability Mission and Vision” section, the Group realised that many times, simple yet efficient resource-saving ideas come directly from frontline staff. The following is one proposal initiated by an engineer that was adopted by the Group during August 2018.

於報告期間，概無發現任何違反有關對本集團造成重大影響的空氣和溫室氣體排放、向水和土地的排放以及產生有害和無害廢棄物的相關法律及法規。

如「本集團可持續發展使命及願景」一節所述，本集團意識到前線員工多次直接提出簡而有效的節約資源的想法。以下為本集團於2018年8月採納的由一名工程師作出的一項提議。

Related Topic 相關主題	Identified problems 已識別的問題	Proposed solutions 建議解決方案
Behavioural changes – starting with incremental improvements one can easily make 行為改變－從可輕易實現的漸進式改善開始	<ul style="list-style-type: none"> <li>low utilisation for single-sided printing 單面打印的利用率低</li> <li>large amount of colour printing, and high consumption of toner 彩色打印量及碳粉消耗高</li> <li>a lot of waste paper being discarded and wasted 大量廢紙被丟棄及浪費</li> <li>high consumption of shoe covers 鞋套消耗高</li> <li>wastage of drinking water 飲用水均被浪費</li> </ul>	<ul style="list-style-type: none"> <li>advocating double-sided printing as far as possible, folding printed paper in half, nailing unused parts to make notebooks 提倡盡可能進行雙面打印、對折打印紙、將未使用的部分訂為筆記本</li> <li>using black-and-white printing unless colour printing needed 使用黑白打印(除須使用彩色打印外)</li> <li>using waste paper as fillers for couriers, or making them into small collection boxes for stationery such as paper clips, staples, and erasers 使用廢紙作為快遞的填充物，或將彼等製作為回形針、釘書釘及橡皮擦等文具的小型收納箱</li> <li>reusing shoe covers if not broken 倘鞋套並無損壞，則進行重複使用</li> <li>using wasted drinking water to water potted plants 使用被浪費的飲用水來澆灌盆栽</li> </ul>



## ESG REPORT

### 環境、社會及管治報告

#### A1. Emissions

##### A1.1 Air Emissions

Compared with the Last Reporting Period, the same categories of air pollutants and similar control procedures were identified during the Reporting Period, including ozone depletion substances from application of pesticide; ozone depletion and global warming substances from usage of air conditioning, usage of fire extinguisher, and application of aerosols; global warming and harmful respiratory substances from smoking and vehicle fuel combustion; ozone depletion substances from detergents usage and chemicals leakage; and global warming substances from electronic appliances.

The Group continues to apply the emission reduction and control scheme to manage emissions of the above air pollutants. For example, the Group has established a designated semi-enclosed space for smokers, and smoking is strictly prohibited within any other areas onsite.

##### Manufacturing Air Emission

The manufacturing process did not generate major air emissions other than fumes and particulates from hand welding processes, as well as inorganic and organic chemicals. They were collected and ventilated through designated pipes, and the concentration level was below the permissible level set by the GB16297-1996 Integrated Emission Standards of Air Pollutants.

#### A1. 排放

##### A1.1 廢氣排放

較上一報告期間而言，於報告期間已發現同種大氣污染物並類似控制程序，包括使用綠化所需殺蟲劑產生的消耗臭氧層物質；使用空調、滅火器及噴霧劑產生的消耗臭氧層及全球變暖物質；吸煙及車輛燃料燃燒產生的全球變暖及有害呼吸物質；洗滌劑使用及化學品洩漏產生的消耗臭氧層物質；以及電子設備產生的全球變暖物質。

本集團持續應用減排及控制計劃來管理上述大氣污染物排放。舉例而言，本集團已為吸煙者設立指定的半封閉空間，且嚴禁在其他任何區域內吸煙。

##### 生產廢氣排放

除人工過程接產生的煙氣及顆粒物外，製造過程不會產生主要廢氣排放，以及無機及有機化學品。廢氣通過指定管道收集及排放，且有關濃度水平低於GB16297-1996大氣污染物綜合排放標準設置的許可水平。

## ESG REPORT

### 環境、社會及管治報告

#### Vehicle Operation and Emissions

Passenger cars operated on gasoline was used for daily business operations. Their combustion generated several air emissions include nitrogen oxides (NO<sub>x</sub>), sulphur oxides (SO<sub>x</sub>) and respiratory suspended particles (PM).

#### 車輛運行及排放

日常業務運營使用的客車乃使用汽油進行運作。汽油的燃燒產生多種廢氣，包括氮氧化物(NO<sub>x</sub>)、硫氧化物(SO<sub>x</sub>)及呼吸懸浮顆粒物(PM)。

#### Air emissions (non-GHG) from the vehicle operations

##### 車輛運作的廢氣排放(非溫室氣體)

Mobile fuel source 車輛燃料來源			
	NO <sub>x</sub> (kg) 氮氧化物 (千克)	PM (kg) 呼吸懸浮顆粒物 (千克)	SO <sub>x</sub> (kg) 硫氧化物 (千克)
Gasoline and diesel 汽油及柴油	245.87	6.61	0.95

Note: Emission factors for calculations on environmental parameters throughout the report were made reference to Appendix 27 of the Main Board Listing Rules and their referred documentation as set out by Hong Kong Exchanges and Clearing Limited, unless stated otherwise.

附註：除另有說明外，本報告中環境參數計算的排放係數乃參考載於香港交易及結算所有限公司的主板上市規則附錄二十七及其參考文件作出。

#### A1.2 Greenhouse Gas (GHG) Emissions

Greenhouse gas (GHG) emissions were generated directly from the consumption of stationary fuel (i.e. LPG), the mobile fuel (i.e. gasoline for group-owned vehicles), and fugitive emissions from refrigerants. Indirect GHG emissions—due to the Group's activity but owned or controlled by another entity—were also generated from the consumption of purchased electricity, processing of freshwater and sewage, and landfilling of waste papers.

There were 22,540.72 tonnes of carbon dioxide equivalent (CO<sub>2eq.</sub>) GHG (mainly carbon dioxide, methane and nitrous oxide) emitted from the Group's operation during the Reporting Period. The overall intensity of the GHG emissions for the Group was 0.35 tCO<sub>2eq.</sub>/m<sup>2</sup>, or 8.91 tCO<sub>2eq.</sub> per million pieces of sold products. The overall intensity achieved a 32% reduction compared to the Last Reporting Period measuring by sold products.

#### A1.2 溫室氣體排放

溫室氣體排放乃直接產生自固定式燃料(即液化石油氣)、移動式燃料(即用於集團所有車輛的汽油)的消耗，以及製冷劑的逸散性排放。間接溫室氣體排放—由於本集團由其他實體擁有或控制的活動產生—亦產生自購電的消耗、加工淡水及污水，以及廢紙填埋。

於報告期間，本集團營運所產生的二氧化碳當量(CO<sub>2eq.</sub>)溫室氣體(主要為二氧化碳、甲烷及一氧化二氮)為22,540.72噸。本集團總體溫室氣體排放密度為每平方米0.35噸CO<sub>2eq.</sub>，或每百萬件已售產品8.91噸CO<sub>2eq.</sub>。按已售產品計量的總體密度較上一報告期間減少32%。

## ESG REPORT

### 環境、社會及管治報告

The GHG reported included following activities and scope:

- Direct (scope 1) GHG emissions from the consumption of gasoline and diesel for vehicles, and the application of refrigerants;
- Energy indirect (scope 2) GHG emissions from purchased electricity;
- Other indirect (scope 3) GHG emissions from business air travel, municipal freshwater and sewage processing, and paper disposal to landfills.

申報的溫室氣體包括以下活動及範圍：

- 車輛汽油及柴油消耗以及使用製冷劑產生的直接(範圍1)溫室氣體排放；
- 購電產生的能源間接(範圍2)溫室氣體排放；
- 航空商務差旅、城市淡水及污水加工，以及處理垃圾場填埋紙張產生的其他間接(範圍3)溫室氣體排放。

Scope of GHG emissions 溫室氣體排放範圍	Emission sources 排放來源		GHG Emission (tCO <sub>2eq</sub> ) 溫室氣體 排放 (噸二氧化 碳當量)	Sub-total (tCO <sub>2eq</sub> ) 小計 (噸二氧化 碳當量)	GHG emission (%) 溫室氣體 排放 (%)
Scope 1 Direct emission 範圍1 直接排放	Combustion of fuels in mobiles sources <sup>1</sup> 車輛燃料燃燒來源 <sup>1</sup>	Diesel 柴油	79.19	9,255.62	41%
		Petrol 汽油	90.43		
	Release of refrigerants from the operation of equipment and systems <sup>2</sup> 設備及系統運作產生的製冷劑釋放 <sup>2</sup>	R22	9,086		
Scope 2 Energy indirect emission 範圍2 能源間接排放	Purchased electricity <sup>3</sup> 購電 <sup>3</sup>		13,091.35	13,091.35	58%
Scope 3 Other indirect emission 範圍3 其他間接排放	Paper waste disposed at landfills 於垃圾場填埋廢紙		21.03	193.75	1%
	Electricity used for processing fresh water by government departments/third parties 政府部門／第三方用於加工淡水的電力		50.77		
	Electricity used for processing sewage by government departments/third parties 政府部門／第三方用於加工污水的電力		25.57		
	Business air travel by employees <sup>4</sup> 僱員航空商務差旅 <sup>4</sup>		96.38		
<b>Total 總計</b>				<b>22,540.72</b>	<b>100%</b>

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Note 1: Emission factors were made reference to Appendix 27 of the Main Board Listing Rules and their referred documentation as set out by Hong Kong Exchanges and Clearing Limited, unless stated otherwise.

Note 2: The activity data of the refrigerant was estimated according to the refrigerant replacement rate for all refrigerant-consuming equipment. Emission factors for R22/HCFC-22 application were based on the Fifth Assessment Report (AR5) for GWP values for 100-year time horizon – 1,760 kg CO<sub>2eq.</sub> per kg of R22.

Note 3: Combined margin emission factor of 0.70285 tCO<sub>2</sub>/MWh was used for purchased electricity in Fujian, China.

Note 4: Emissions were calculated using the online tool provided by International Civil Aviation Organisation.

附註1：除另有說明外，排放係數乃參考載於香港交易及結算所有限公司的主板上市規則附錄二十七及其參考文件作出。

附註2：製冷劑之活動數據乃根據所有製冷劑消耗設備的製冷劑更換率估計。使用R22/HCFC-22的排放係數按第五次科學的評估報告(AR5)中的100年GWP值計算—每千克R22相當於1,760千克CO<sub>2eq.</sub>。

附註3：中國福建省購電採用合併邊際排放係數每兆瓦時0.70285噸二氧化碳。

附註4：廢氣排放採用國際民航組織提供的在線工具計算。

#### A1.3 Hazardous Waste

The Group generated a total of 7.03 tonnes of hazardous waste during the Reporting Period. The Group manages its solid waste under the guidance of the comprehensive Environmental Management System, the waste management procedure set out procedures for waste sorting, internal transfer, storage and disposal. Waste products are handled under strict procedures in a controlled environment by qualified and experienced personnel. All hazardous waste has been managed per “Standard for Pollution Control on Hazardous Waste Storage” (GB18597-2001), as well as the Group’s Management Procedures for Hazardous Chemicals.

#### A1.3 有害廢棄物

於報告期間，本集團已產生共計7.03噸的有害廢棄物。本集團根據綜合環境管理體系管理其固體廢棄物，廢棄物管理程序載列廢物分類內部轉移存儲及處置的程序。廢棄產品由合資格且經驗豐富的人員於受控環境中根據嚴格的程序進行處理。所有有害廢棄物乃根據「危險廢物貯存污染控制標準」(GB18597-2001)以及本集團的危險化學品管理程序管理。

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Hazardous waste was later transferred by external qualified handlers, with whom the Group signed up the Contract for Safe Disposal of Industrial Hazardous Wastes. The contract strictly formulated the responsibilities of the external handlers, including such as transportation safety requirement, Hazardous Waste Transfer Documents recording requirement.

有害廢棄物隨後由外部合資格處理方轉移，本集團與其簽訂工業危險廢物安全處置及工業服務合同書。該合同書嚴格制定外部處理方的責任，包括運輸安全要求、有害廢棄物轉移文件記錄要求等。

Hazardous waste type 有害廢棄物類別	Waste amount (tonnes) 廢棄物量(噸)	Waste management 廢棄物管理	
		Waste handler 廢棄物處理方	Waste treatment method 廢棄物處理方法
Waste containers of organic solvent 廢有機溶劑桶	0.01	Suppliers 供應商	Supplies reuse 供應物再利用
Waste cloth with machine oil 沾有機油的廢布	0.14	Fujian Solid Waste Treatment Co., Ltd. 福建省固體廢物處理有限公司	Solvents treatment 溶劑處理
Waste ink and paints 廢墨及廢油漆	0.20		
Cleansing chemicals 清洗劑	1.02		High-temperature treatment 高溫處理
Waste cloth with organic solvent 沾有機溶劑的廢布	5.50		
Waste batteries 廢電池	0.07	Shenzhen Taili Waste Battery Recycling Technology Co., Ltd. 深圳市泰力廢舊電池回收科技有限公司	Deep well injection 深井灌注
Electronic waste (e.g., printer cartridge) 電子廢棄物(如打印機墨盒)	0.04	Fujian Hairong Environmental Protection Technology Co., Ltd. 福建省海榕環保科技有限公司	Downstream recycling 下游回收
Waste pharmaceutical products 廢藥物產品	0.06	Fujian Solid Waste Treatment Co., Ltd. 福建省固體廢物處理有限公司	High-temperature treatment 高溫處理

The overall intensity of the hazardous waste for the Group was 0.003 tonnes per million pieces of sold products, similar to the Last Reporting Period. However, more waste cloth with organic solvent was generated during the Reporting Period, possibly due to increased production volume.

本集團有害廢棄物的總體密度為每百萬件已售產品0.003噸，與上一報告期間類似。然而，可能由於增加的產量，於報告期間產生了更多的沾有機溶劑的廢布。



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#### A1.4 Non-hazardous Waste

The Group generated a total of 948.74 tonnes of non-hazardous waste during the Reporting Period. Sources of industrial waste were from production lines and were mainly metal and plastic scraps. They were collected by designated handlers for downstream recycling. Other non-hazardous waste mainly included waste papers and organic waste from the canteen.

#### A1.4 無害廢棄物

於報告期間，本集團已產生共計 948.74 噸的無害廢棄物。工業廢棄物源於生產線，且主要為金屬及塑料廢料。彼等由指定處理方收集以進行下游回收。其他無害廢棄物主要包括廢紙及食堂有機廢棄物。

Non-hazardous waste type 無害廢棄物類別	Waste amount (tonnes) 廢棄物量(噸)	Waste management 廢棄物管理	
		Waste handler 廢棄物處理方	Waste treatment method 廢棄物處理方法
Waste metal 廢金屬	25.45	Fuzhou Microparticle Plastics Technology Co., Ltd. 福州微粒塑料科技有限公司	Downstream recycling 下游回收
Waste plastics 廢塑料	449.58		Downstream recycling 下游回收
Non-office waste paper (e.g., newspapers) 非辦公廢紙(如報紙)	473.71		Downstream recycling 下游回收

The overall intensity of the non-hazardous waste for the Group was 0.38 tonnes per million pieces of sold products, a slight increase from the Last Reporting Period. This was due to more detailed measurement implemented for the Reporting Period, as the non-office waste paper was not recorded during the Last Reporting Period.

本集團無害廢棄物的總體密度為每百萬件已售產品 0.38 噸，較上一報告期間略微增長。此乃由於於報告期間實施了更為詳盡的措施，而於上一報告期間非辦公廢紙並未計入無害廢棄物。

#### A1.5 Measures to Mitigate Emissions

The direct emissions generated onsite were mitigated via various controlling measurement such as substituting with cleaner chemicals, reinforcing proper maintenance, educating employees to quit smoking, promoting public transportation, formulating management regulations to use Group's vehicles reasonably, avoiding high-speeding, reducing car air conditioner usage, encouraging car-pooling, providing training and awareness raising to employees.

#### A1.5 減低排放量措施

現場直接產生的排放物通過各種控制措施(如用清潔化學品替代、適當加強維護、教導員工禁止吸煙、促進公共交通、制定管理層規定以合理使用本集團的車輛、避免高速行駛、降低汽車空調使用、鼓勵拼車、向員工提供培訓並增強彼等的意識)緩解。

Two of the largest sources of GHG emissions for the Group were the application of refrigerant and the purchased electricity. Proper maintenance was applied to air-conditioners to reduce unnecessary leakage of refrigerant. The Group is also evaluating the feasibility of introducing large-scale deployment of photovoltaic electricity generation.

本集團其中兩大溫室氣體排放源為使用製冷劑及購電。對空調進行適當維護以降低不必要的製冷劑洩漏。本集團亦將評估引進大規模光伏發電配置的可行性。

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#### A1.6 Wastes Reduction and Initiatives

To reduce generation of both hazardous and non-hazardous waste during the Reporting Period, a “reduce, reuse, and recycle” waste treatment hierarchy has been implemented. For example,

- Reduce: source reduction on hazardous and non-hazardous waste generation was further implemented, 2018 witnessed a more mature and wider application of DingDing office system to reduce paper usage;
- Reuse: the Group further promoted pro-environmental behaviours among staff to reuse reusable waste. Canteen utilised reusable tableware instead of providing disposable ones;
- Recycle: qualified recycling companies were involved in recycling waste to divert waste from landfills.

As a major production waste, the waste tin slag has been recycled, following the “turn waste into treasure” principle. The waste tin slag has been collected by a designated external handler in Shenzhen downstream for recycling. The Group signed the Environmental Protection Agreement on Waste Tin Slag Recycling with the handler, to ensure that the waste tin slag was transferred, stored, and transported in an environmental-benign and safe manner. The waste battery products were also collected by a technology company in Shenzhen. Other waste metal and waste plastic products such as ABS products, PVC packs, PS boxes, waste paper and waste newspaper, metal boxes, plastic tubes were also recycled by specific waste handlers.

#### A1.6 減廢及其措施

為於報告期間降低有害及無害廢棄物，已實行「減廢、再用、循環再造」廢物處理層級。舉例而言，

- 減廢：已進一步實施從化源頭上減少產生有害及無害廢棄物，2018年，丁丁辦公室系統更成熟並全面推廣，從而降低了紙張使用；
- 再用：本集團於員工間提倡環境友好型行為，以確保再用可重複使用的廢棄物。食堂使用可重複使用的餐具而非提供一次性餐具；
- 循環再造：合資格的回收公司進行可回收廢棄物，以轉移垃圾填埋場的廢氣物。

作為主要生產廢棄物，廢錫渣已被回收，已遵循「變廢為寶」原則。廢錫渣已由深圳下游的指定外部處理方收集以供回收。本集團與處理方訂立廢錫渣回收環保協議，以確保廢錫渣已按環保及安全的方式轉移、儲存及運輸。廢電池產品由深圳的一間科技公司收集。其他廢金屬及廢塑料產品（例如ABS產品、PVC包、PS盒、廢紙及廢報紙、金屬盒、塑料管）亦由特定的廢物處理方回收。

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#### A2. Use of Resources

##### A2.1 Energy Consumption

Total electricity consumption by the Group was 18,626,100.80 Kilowatt-hour (kWh). Summing up all energy sources (both electricity and non-electricity types of energy), the overall energy intensity for the Group was 285.90 kWh/m<sup>2</sup>.

Direct electricity consumption 直接耗電量		Consumption (kWh) 耗電量 (千瓦時)	Intensity (kWh/m <sup>2</sup> ) 密度(千瓦時／ 平方米)
Scud Electronics	飛毛腿電子	12,355,866.00	246.00
Scud Battery	飛毛腿電池	6,270,234.80	420.40
<b>Total</b>	<b>總計</b>	<b>18,626,100.80</b>	<b>285.90</b>

Consumption of gasoline and diesel were also presented in kWh unit. Combining all different types of energy used (electricity, gasoline, and diesel) and converting to kWh unit, the total consumption was 19,209,598.10 kWh; with an overall intensity of 294.90 kWh/m<sup>2</sup>, or 760 kWh per million pieces of sold products. The overall intensity achieved a 45% reduction compared to the Last Reporting Period measuring by sold products.

汽油及柴油的消耗亦以千瓦時為單位呈列。結合所使用的所有不同類型的能源(電力、汽油及柴油)並轉換為千瓦時單位，總消耗量為19,209,598.10千瓦時，整體密度為每平方米294.90千瓦時，或每百萬件已售產品760千瓦時。與上一報告期間相比，按已售產品計，整體密度減少45%。

Energy source 能源		Direct consumption 直接消耗	Indirect consumption (in kWh) 間接消耗(千瓦時)
Gasoline	汽油	33,548.80 (liter)(升)	297,297.80
Diesel	柴油	28,624.70 (liter)(升)	286,199.50
<b>Total</b>	<b>總計</b>		<b>583,497.30</b>

Note: Conversion factors were made reference to IEA Energy Statistics Manual and 2006 IPCC Guidelines for National Greenhouse Gas Inventories.

附註：轉換係數乃經參考IEA能源統計手冊及2006年IPCC國家溫室氣體清單指南作出。

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## A2.2 Water Consumption

The total water consumption for the Group was 126,138.20 m<sup>3</sup>. Water used in both operational sites was sourced from municipal tap-water. No issues on sourcing water were reported during the Reporting Period. Water has been consumed for manufacturing and domestic purposes.

Site		Water consumption	Intensity
場所		(m <sup>3</sup> )	(m <sup>3</sup> /m <sup>2</sup> )
		耗水量	密度
		(立方米)	(立方米／平方米)
Scud Electronics	飛毛腿電子	102,072.20	2.03
Scud Battery	飛毛腿電池	24,066.00	1.61
<b>Total</b>	<b>總計</b>	<b>126,138.20</b>	<b>1.94</b>

## Wastewater

The production lines did not generate wastewater. The domestic wastewater was discharged to the Water Bureau for centralised processing after onsite treatment with septic tanks. The onsite wastewater treatment process was monitored regularly and third-party reports showed that all wastewater parameters (i.e. pH, Suspended Solids (SS), ammonia nitrogen, Biochemical Oxygen Demand (BOD), and Chemical Oxygen Demand (COD)) were within the permissible level of GB8978-1996 Integrated Wastewater Discharge Standard.

## A2.2 耗水量

本集團的總耗水量為126,138.20立方米。該等兩個營運場所所使用的水來自市政自來水。於報告期間，並無有關水源問題的報告。水已被用於製造及生活用途。

## 廢水

生產線不產生廢水。經現場化糞池處理後，生活廢水排放至水務局，進行集中處理。現場廢水處理過程乃定期監管及第三方報告顯示所有廢水參數（即pH、懸浮固體、氨氮、生化需氧量及化學需氧量）皆於GB8978-1996污水綜合排放標準允許範圍內。

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### A2.3 Energy Use Efficiency Initiatives

The Group formulated the Energy and Resource Management Procedure to ensure the rational use of the Company's energy and resources. In September 2018, the Group has completed the "negative pressure energy-saving renovation". Before the renovation, pressure of workshop equipment was provided by air compressors and vacuum generators. While after renovation, the following results have been estimated.

### A2.3 能源使用效益計劃

本集團制定能源和資源管理辦法以確保合理使用本公司的能源及資源。於2018年9月，本集團已完成「負壓節能改造」。於改造前，車間設備壓力乃由空氣壓縮機加真空發生器提供，而於改造後，估計結果如下。

Comparison 比較	Before renovation 改造前	After renovation 改造後	Renovation results 改造結果
Description 描述	Four 110 kW air compressors were needed for six workshops. 六個車間需要四個110千瓦的空氣壓縮機。	Two workshops now utilised a negative pressure system, a total of three air compressors are needed for six workshops. 兩個車間現今使用一個負壓系統，六個車間需要合共三個空氣壓縮機。	The retired air compressor is now used as a standby machine. 淘汰的空氣壓縮機現今用作備用機器。
Energy consumption 能源消耗量	274,560 kWh per month 每月274,560千瓦時	219,648 kWh per month 每月219,648千瓦時	N/A 不適用
Energy saving 節能	N/A 不適用	N/A 不適用	54,912 kWh per month 每月54,912千瓦時



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## A2.4 Water Use Efficiency Initiatives

The Group continuously conserves water resources. Compared with energy saving, water saving initiatives focused more on the behavioural change (e.g., “turning off the tap as you go”), reusing overnight drinking water to watering plants. In detail, the following water saving schemes have been formulated:

- Employees have the obligations to make rational use of water and save water resources;
- Drinking water is prohibited to be used for other purposes such as cleaning;
- Custodians shall save water resources during daily cleaning;
- Maintenance of pipelines, valves, joints and fixtures are carried out regularly to ensure any leakage and damage are repaired and/or replaced in time.

## A2.5 Packaging Material

A total amount of 74,175.86 tonnes of packaging materials were consumed during the Reporting Period. Most packaging materials contain renewable raw materials. Pulp is made of plant fibres. Other packaging materials, including PS/PP/PET (raw materials for pallet testing) were made from recyclable materials. The Group also pays special attention to the safety and sanitation of canteen packaging materials, all tableware has undergone high-temperature disinfection.

## A2.4 用水效益計劃

本集團持續保護水資源。較節能而言，節水措施更著重於行為改變（例如「人離水停」），重複利用隔夜水澆灌植物。已詳細制定以下節水計劃：

- 僱員有義務合理用水及節約水資源；
- 禁止將飲用水用於其他用途，例如清潔；
- 保管人員應於日常清潔中節約水資源；
- 對管道、閥門、接頭及固定裝置進行定期維護，以確保及時維修及／或替換任何洩漏或損壞。

## A2.5 包裝材料

報告期間消耗的包裝材料總量為74,175.86噸。大部分包裝材料包含若干可再生原材料。紙漿由植物纖維製成。其他包裝材料（包括PS/PP/PET（托盤測試的原材料））乃由可回收材料製成。本集團亦尤為關注食堂包裝材料的安全及衛生，所有餐具均進行過高溫消毒。

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The intensity of the packaging materials used by Scud Electronics and Scud Battery was 2.93 tonnes and 0.005 tonnes per million pieces of sold products, respectively. A reduction of 77% and 67% have been achieved on the packaging intensity for Scud Electronics and Scud Battery, respectively. Internal benchmark shall not be performed between the two operations due to the different types of goods produced.

飛毛腿電子及飛毛腿電池所用包裝材料的密度分別為每百萬件已售產品2.93噸及0.005噸。飛毛腿電子及飛毛腿電池的包裝密度分別降低77%及67%。由於生產產品的類別不同，故該兩種經營不應應用內部基準。

Site 場所		Consumption of paper-based packaging materials (tonnes) 紙質包裝材料的 消耗量(噸)	Consumption of plastic-based packaging materials (tonnes) 塑料包裝材料的 消耗量(噸)
Scud Electronics	飛毛腿電子	769.60	73,393.80
Scud Battery	飛毛腿電池	12.20	0.26
<b>Total</b>	<b>總計</b>	<b>781.80</b>	<b>73,394.06</b>

### A3. The Environment and Natural Resources

#### A3.1 Significant Impacts of Activities on the Environment

The Group's operation did not cause significant adverse impacts on the environment and natural resources. The Group continuously monitors air emission, wastewater discharge, and noise level to ensure minimum impacts on the surrounding environment and creation of a healthier environment for its workers. The Group did not receive any complaints from the surrounding community regarding air pollution, odor, noise, or night light pollution.

The Group has specifically reinforced following electricity consumption management schemes during the Reporting Period:

- Provide education to employees to raise their awareness of energy conservation. Put up energy-saving stickers next to light switches to remind electricity-saving behaviours such as "turning off the lights and machine when leaving";

### A3. 環境及天然資源

#### A3.1 業務活動對環境的重大影響

本集團的運營並未對環境及自然資源造成重大不利影響。本集團繼續監督廢氣排放、廢水排放及噪聲程度以確保盡量降低對周邊環境的影響並為其工人創造更健康的環境。本集團並未自周邊社區收到空氣污染、氣味及夜間光污染相關的任何投訴。

本集團於報告期間特別強化實行以下電力消耗管理計劃：

- 為僱員提供培訓，以提升彼等的節能意識。於開關旁張貼節能標籤以提醒「人走燈滅及關機」等節電行為；

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## 環境、社會及管治報告

- When not in use for a long time (e.g. over 30 minutes), office equipment such as computers, printers, photocopiers, and fax machines should be turned off to reduce standby power consumption;
- All departments should implement "turning off power supply when leaving" (including lights, fans, air conditioners, and other electrical appliances). Operating workers of production lines should turn off power when they are not in use;
- Air conditioning can only be used in office areas when the temperature reaches 28 degrees Celsius;
- Minimise unnecessary lighting in public areas in the building (e.g. corridors in the production workshops, toilets, tea rooms, reception areas) and maximise natural lighting whenever possible;
- Improve the utilisation rate of equipment (such as increasing the load rate of transformers and motors, improving the utilisation rate of electric heating equipment);
- Electricians should regularly check electrical equipment, switch boxes should be equipped with leakage protection, any power loss caused by leakage and/or poor wire contact should be avoided.
- 當辦公室設備(如電腦、打印機、複印機及傳真機)長時間不用時(如超過30分鐘),應關閉以降低待機能耗;
- 各部門應執行「人走燈滅」(包括燈、風扇、空調、及其他電力設備)。生產線的操作工人應於彼等停工時關閉電源;
- 空調僅能於辦公區域室溫度達28攝氏度時使用;
- 盡量降低樓宇公共區域中不必要的照明(例如生產車間、廁所、茶室、招待室的走廊),盡可能最大化自然光;
- 提高設備利用率(例如提高變壓器及電動機的負荷率,提高電熱設備利用率);
- 電工應定期檢查電力設備、開關盒應配備有漏電保護裝置、避免因漏電及電線接觸不良造成的任何電力損耗。

## ESG REPORT

### 環境、社會及管治報告

#### B. SOCIAL

##### B1. Employment and labour practices

The Group stringently complies with national and local laws and regulations concerning employment and labour practices, including but not limited to the followings:

- Labour Law of the PRC
- Labour Contract Law of the PRC
- Law of the PRC on the Protection of Rights and Interests of Women
- Law of the PRC on the Protection of Minors
- Law of the PRC on the Protection of Disabled Persons
- Trade Union Law of the PRC
- Social insurance law of the PRC
- Special Rules on the Labor Protection of Female Employees
- Regulation on Paid Annual Leave for Employees
- Provisions on the Prohibition of Using Child Labor

No non-compliance with relevant laws and regulations that have a significant impact on the Group relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare had been identified during the Reporting Period.

#### B. 社會

##### B1. 僱傭及勞工常規

本集團嚴格遵守有關僱傭及勞工常規的國家及地方法律，包括但不限於以下各項：

- 中國勞動法
- 中國勞動合同法
- 中國婦女權益保障法
- 中國未成年人保護法
- 中國殘疾人保障法
- 中國工會法
- 中國社會保險法
- 女職工勞動保護特別規定
- 職工帶薪年休假條例
- 禁止使用童工規定

於報告期間，概無違反有關補償及解僱、招聘及晉升、工作時間、休息時間、平等機會、多樣性、反歧視以及其他福利及待遇且對本集團有重大影響之相關法律及法規。

## ESG REPORT

### 環境、社會及管治報告

#### B1.1 Employment

The Group had a total number of 2,652 employees as of 31 December 2018. All of them are full-time employees. 2,476 employees left the Group in 2018, contributing to the turnover rate of 93.9%. A slightly higher turnover rate was observed for the Reporting Period compared with the Last Reporting Period. The Group has been continuously providing better welfare, more training opportunities, and better working environment to improve retention, nevertheless, the high turnover rate is a common phenomenon in manufacturing industry.

The Staff Manual was not updated during the Reporting Period. It continues to lay out the recruitment policy, remuneration policy, compensation and dismissal policy, promotion policy, holiday/paid/sick/compassionate leave policies, working attendance policy, appraisal, rewarding and penalty, development and training, employees' communication, and occupational health and safety.

#### Compensation and Dismissal

There were no major changes on policies regarding employees' compensation. The Group continues to provide a competitive salary for employees, which includes basic salary, bonus, special allowance, overtime allowance, and an extra stipend when applicable. The remuneration structure is "merit-based" and is set objectively based on the personnel's position and performance. The termination of a labour contract includes different types and categories, such as resignation, dismissal, and termination under various situations.

#### B1.1 僱傭

截至2018年12月31日，本集團共有2,652名僱員。所有僱員均為全職僱員。於2018年，2,476名僱員離開本集團，人員流失比率達93.9%。相較於上一個報告期間，本報告期間錄得相對較高人員流失比率。本集團一直致力於不斷提供更好的福利、更多的培訓機會及更好的工作環境以提高留任率，然而，高人員流失比率乃屬製造業之普遍現象。

於報告期間，員工手冊並無更新。該手冊將繼續指導招聘政策、薪酬政策、補償及解僱政策、晉升程序、節假日／帶薪休假／病假／補償假政策、考勤政策、評估、獎勵及懲罰、發展及培訓、僱員溝通及職業衛生及安全。

#### 補償及解僱

僱員補償政策並無重大變動。本集團繼續為僱員提供優厚的薪水，包括基本工資、獎金、特別津貼、加班津貼及額外津貼（如適用）。薪酬結構以「業績為基礎」並根據人員的職位及表現客觀設定。終止勞動合同包括不同類別及種類，如辭職、解僱及根據多種情況終止。



## ESG REPORT

### 環境、社會及管治報告

#### Recruitment and Promotion

The recruitment procedure has not updated during the Reporting Period other than updating the clause on personal ID identification techniques. The Group now categorised background ID check into “first generation ID card”, “second generation ID card”, and “identification by local police department”.

The appraisal, promotion, and rewarding and penalty system still upholds the basic principle of “everyone is equal”. All employees have the opportunity to be promoted if they show the talents and suitability for a certain position.

#### Benefits and Welfare

There were no major changes on policies regarding employees’ benefits and welfare. Basic compensation and benefits package include minimum wages, legally mandated breaks, holidays, social insurance and pension. Employees are entitled to paid annual leave, sick leave, marriage leave, compassionate leave, maternity leave, paternity leave, injury leave, compensation leave and breastfeeding breaks.

During the Reporting Period, the Group has strengthened personal safety management and dormitory sanitary regulation, in order to create a safe and clean environment for all employees. Correspondingly, the Dormitory Management Regulation has been revised extensively. All staff accommodating on-site must strictly abide by the regulation.

According to the equal opportunity and non-discrimination implemented throughout the recruitment processes, the Group indeed embraces diversified employee profiles, with staff coming from all over China. With such a diverse cultural background and personal hygienic practice, the Group has formulated a new Enlightened Dormitory Evaluation Scheme to incentivise employees for better dormitory management. The evaluation has been carried out monthly, the winning dorms obtain following monetary incentive.

#### 招聘及晉升

於報告期間，招聘程序並無更新，惟更新個人身份識別技術條款除外。本集團現將背景ID檢查分類為「第一代ID卡」、「第二代ID卡」及「當地公安部門識別」。

評估、晉升及獎懲制度仍以「人人平等」作為基本準則。倘其展現才能及適合某個職位，所有僱員均有機會獲得晉升。

#### 福利及待遇

僱員福利及待遇政策並無重大變動。基本薪酬及福利包括最低工資、法定休息、節假日、社保及養老保險。僱員有權享有休假、年假、病假、婚嫁、照顧性准假、產假、陪產假、工傷假、補償假及母乳餵養假。

於報告期間，本集團已加強人身安全管理及宿舍衛生監管，從而為所有僱員營造一個安全整潔的環境。因此，員工宿舍管理方法已經大幅修訂。所有留宿現場的員工均須嚴格遵守該方法。

根據招聘過程中貫徹執行的機會均等及無歧視政策，本集團真誠接納各類背景的僱員，因而擁有來自中國各地的員工。憑藉多元化的文化背景及個人衛生規範，本集團已制定一份新的開明宿舍評估計劃，用以激勵僱員進而更好地管理宿舍。該評估乃每月進行，獲獎宿舍將獲以下現金獎勵。

## ESG REPORT

### 環境、社會及管治報告

Prize awarded 獎項	Incentive 獎勵
First prize 一等獎	All dorm members will be rewarded with Renminbi (RMB) 300 in cash per person, or a supermarket gift card of the same value; or some other gifts of the same value. 所有宿舍成員將各自獲現金人民幣300元，或等值超市禮品卡；或其他等值獎品。
Second prize 二等獎	All dorm members will be rewarded with RMB200 in cash per person, or a supermarket gift card of the same value; or some other gifts of the same value. 所有宿舍成員將各自獲現金人民幣200元，或等值超市禮品卡；或其他等值獎品。
Third prize 三等獎	All dorm members will be rewarded with RMB100 in cash per person, or a supermarket gift card of the same value; or some other gifts of the same value. 所有宿舍成員將各自獲現金人民幣100元，或等值超市禮品卡；或其他等值獎品。

#### Equal Opportunity and Non-discrimination

The Group has revised the Control Procedure on Prohibition of Forced Labour, Discrimination and Workplace Harassment extensively during the Reporting Period. In detail, the procedure stipulates the following rules:

- Employees are not discriminated against or deprived of opportunities based on gender, nationality, ethnic background, religion, political affiliation, age, gender, marital status, pregnancy status, veteran status, and physical disability;
- The Group is prohibited to interfere with employees' religious beliefs and customs. At the same time, employees' rights should be safeguarded concerning their ethnic groups, social strata, nationality, religion, disability, gender, sexual orientation, trade union members status, and political affiliation needs;
- Equal opportunity is provided to all employees and no one is discriminated against the above mentioned aspects in respect of employment, promotion, appraisal, training, development and other aspects;

#### 機會均等及無歧視

於報告期間，本集團已大幅修訂禁止強制勞工、歧視及工作場所騷擾的控制程序。詳細而言，該程序訂明如下規則：

- 僱員不會因為其性別、國籍、種族背景、宗教信仰、政治背景、年齡、性別、婚姻狀況、懷孕狀況、兵役狀況及身體殘疾而受到歧視或被剝奪機會；
- 本集團禁止干涉僱員的宗教信仰及習俗。同時，應保障與僱員之種族群體、社會階層、國籍、宗教信仰、殘疾、性別、性取向、工會會員身份及政治背景需求相關的權利；
- 就招聘、晉升、評估、培訓、發展及其他方面而言，所有僱員機會均等且概不得因上述各因素而受到歧視；

## ESG REPORT

### 環境、社會及管治報告

- The Group is prohibited to carry out compulsory pregnancy test for employees. Reasonable job adjustments are provided for female workers during their pregnancy, ensuring they are not engaged in work that could potentially pose them to a risk on the health. The Group is prohibited to terminate the employment contract due to pregnancy;
- Protect the right to employment of HBsAg carriers;
- Sexual harassment in the workplace, living areas, and public places is strictly prohibited. Sexual harassment encompasses a range of behaviours including but not limited to sex discrimination, sexual harassment, sexual assault, sexual coercion, sexual exploitation, relationship violence, stalking and/or acts perpetrated against a person's will or when a person is incapable of giving consent.

Upon finding or confronting with any violation or suspected violation against the rules laid out in the procedure, employees can directly report the incident to a trade union representative, their department head, and/or higher management members. For each reported incident:

- The person in charge should deal with each incident promptly and fairly, when necessary, the case needs to be transferred to law enforcement department;
- During the process of handling complaints, the Group should protect the privacy of the infringed parties;
- All complaints should be recorded and investigated by designated delegates from the management team. Oral or written replies to the complaints should be given within 15 days.

- 本集團禁止對僱員進行強制性懷孕檢測。於女性員工懷孕期間，彼等之工作將進行合理調整，以確保彼等之工作不會對其健康產生潛在風險。本集團禁止因懷孕而終止勞動合同；

- 保護乙肝表面抗原攜帶者的就業權利；

- 嚴禁在工作場所、生活區域及公共場所進行性騷擾。性騷擾行為包括但不限於性別歧視、性騷擾、性侵犯、性脅迫、性剝削、關係暴力、跟蹤及／或違背某人意願或當某人無法給予同意時的行為。

於發現或遭受任何違反或涉嫌違反本程序的事件時，僱員可直接向工會代表、彼等之部門領導及／或更高層管理成員舉報。就舉報的每一宗事件而言：

- 相關負責人須及時並公平處理每宗事件，必要時將案件移交執法部門；
- 於處理投訴過程中，本集團應保護被侵權方的隱私；
- 所有投訴均須由管理團隊的指定代表進行記錄及調查。對投訴的口頭或書面答覆應於15日內作出。

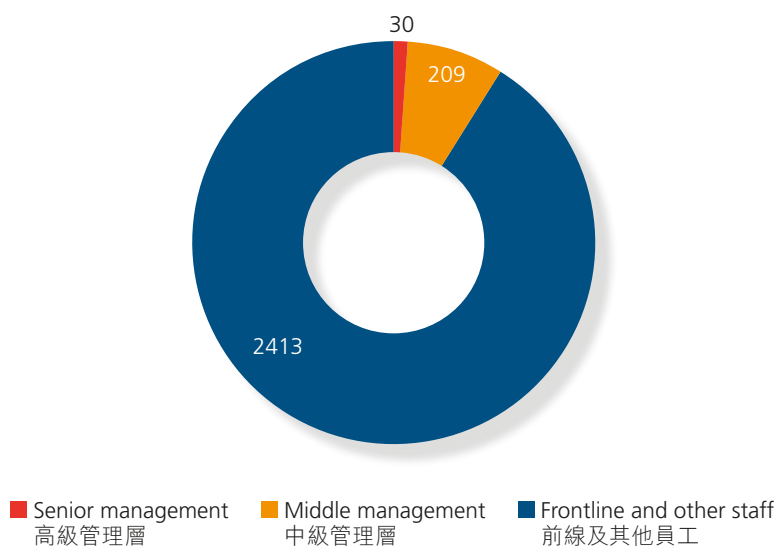
## ESG REPORT

## 環境、社會及管治報告

## Total Workforce (Number of employees)

## By Employee Category

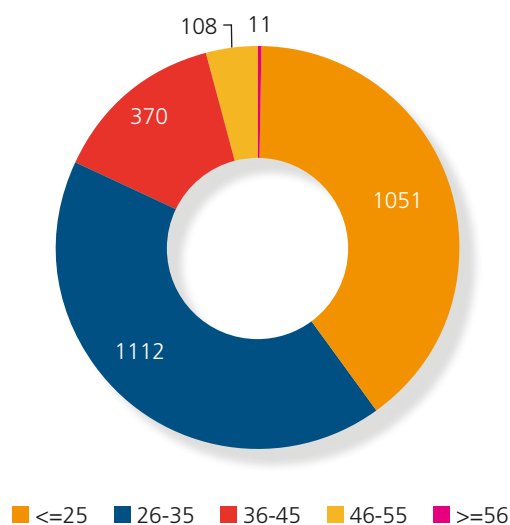
按僱員類別劃分之（僱員人數）總勞動力



## Total Workforce (Number of employees)

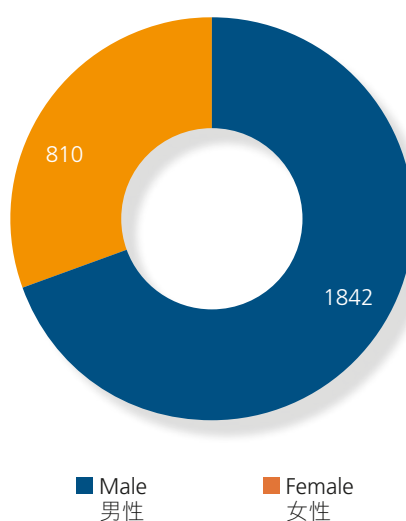
## By Age Group

按年齡組別劃分之（僱員人數）總勞動力

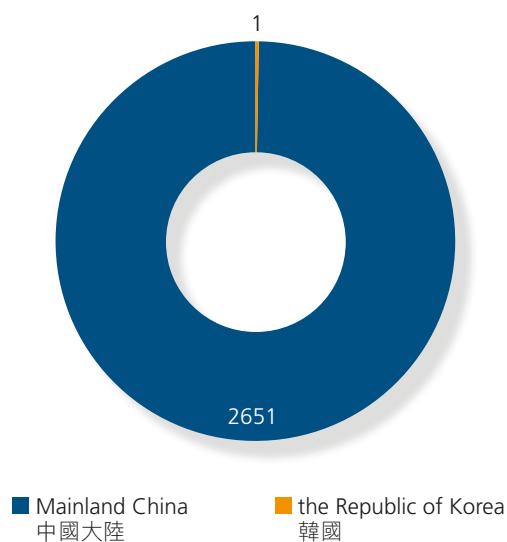


ESG REPORT  
環境、社會及管治報告

Total Workforce (Number of employees)  
By Gender  
按性別劃分之（僱員人數）總勞動力



Total Workforce (Number of employees)  
By Region  
按區域劃分之（僱員人數）總勞動力



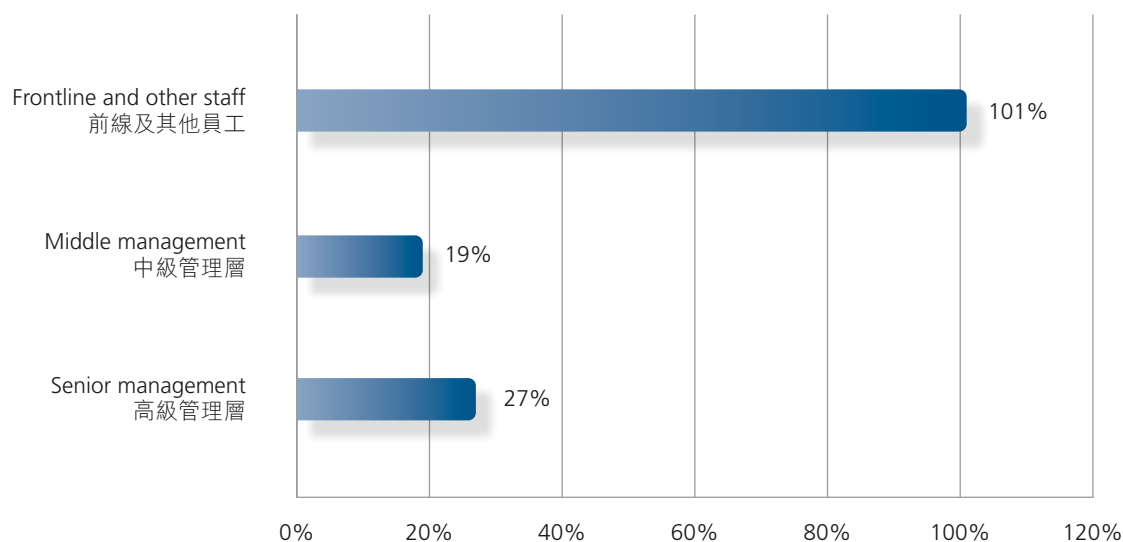


## ESG REPORT

## 環境、社會及管治報告

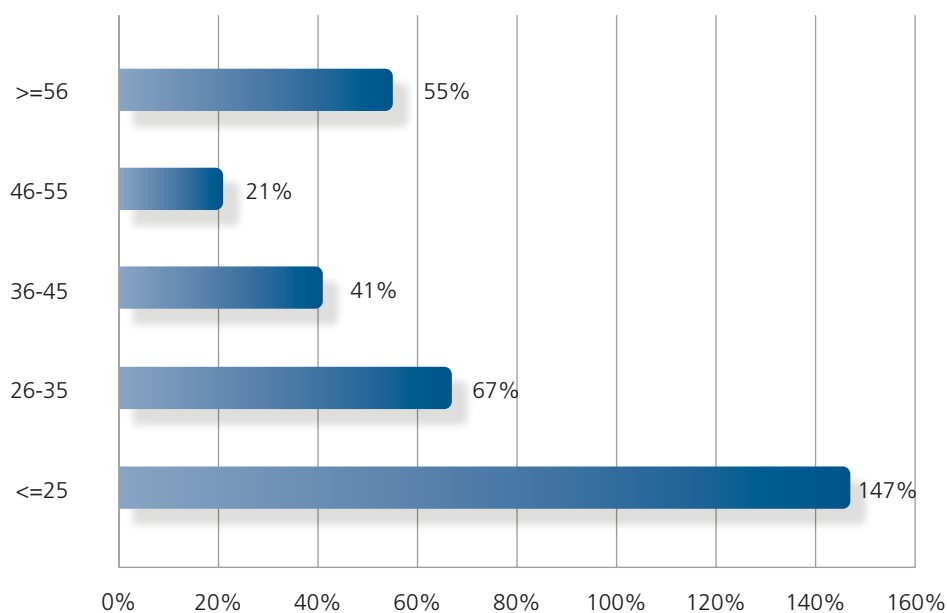
## Total Turnover Rate By Employee Category

按僱員類別劃分的總人員流失比率



## Total Turnover Rate By Age Group

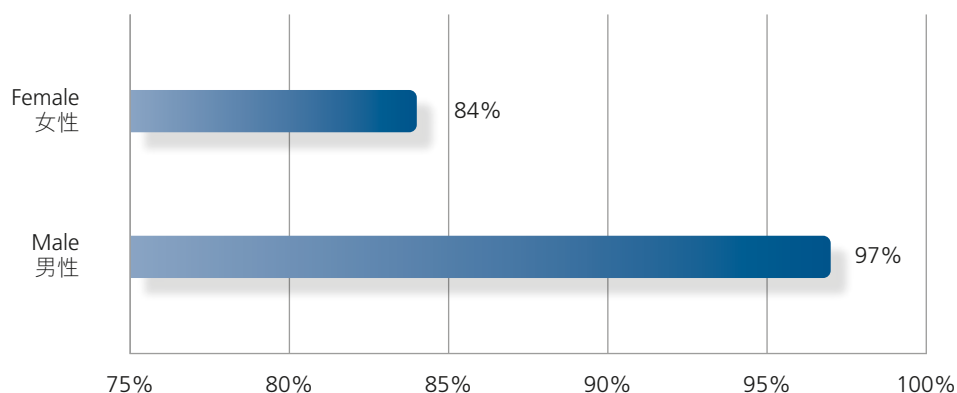
按年齡組別劃分的總人員流失比率



ESG REPORT  
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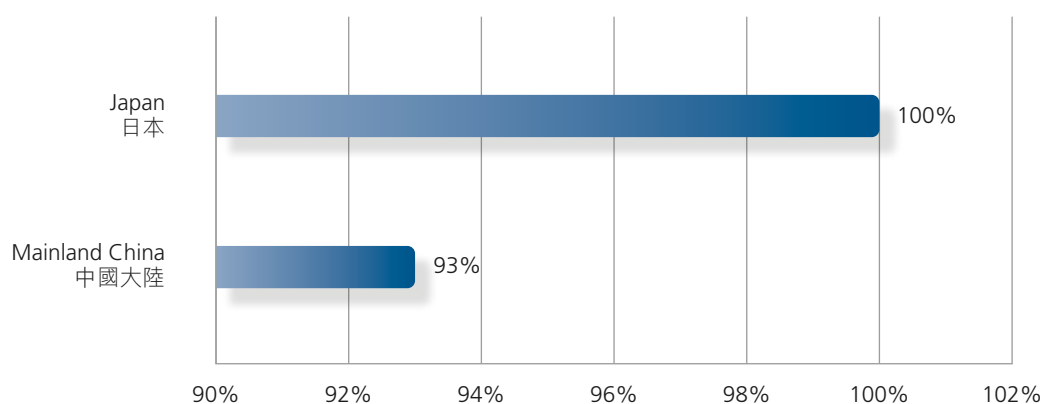
## Total Turnover Rate By Gender

按性別劃分的總人員流失比率



## Total Turnover Rate By Region

按區域劃分的總人員流失比率



## ESG REPORT

### 環境、社會及管治報告

#### B1.2 Employee Health and Safety

The Group highly values the importance of providing a safe and accident-free working environment to employees. For production lines, personal protection equipment (PPE) was provided to all frontline staff.

PPE distributed 分發個人防護設備	Function of the PPE 個人防護設備的功能	Distribution frequency 分發頻率
Antistatic painted mittens 防靜電手套	Required per SOP process 每個標準作業程序流程所需	Monthly, or based on needs 每月，或基於需要
Activated carbon masks 活性炭口罩	To protect organic chemicals inhalation 保護有機化學氣體的吸入	Based on needs 基於需要
Plastic finger cover 塑料指套	Required per SOP process 每個標準作業程序流程所需	Based on needs 基於需要
Anti-static cloth 防靜電衣	To enter static electricity area 進入靜電區域	Distributed when on board, or based on needs 在任職時分發，或基於需要
Anti-static hat 防靜電帽	To enter static electricity area 進入靜電區域	Distributed when on board, or based on needs 在任職時分發，或基於需要
Anti-static shoes 防靜電鞋	To enter static electricity area 進入靜電區域	Distributed when on board, or based on needs 在任職時分發，或基於需要
Earplugs 耳塞	To reduce noise 降低噪聲	Based on needs 基於需要
Protective glasses 防護眼鏡	For welding posts 用於焊接工位	Provided when on duty 當班時提供
Chemical-proof gloves 防化學手套	To avoid in contact with corrosive chemicals 防止接觸腐蝕性化學品	Re-distributed before exceeding expiry date 到期日前再次分發
Chemical-proof apron 防化學圍裙	To avoid in contact with corrosive chemicals 防止接觸腐蝕性化學品	Re-distributed before exceeding expiry date 到期日前再次分發
Insulating gloves 絕緣手套	To avoid electric shock 防止觸電	Re-distributed before exceeding expiry date 到期日前再次分發
Insulating shoes 絕緣鞋	To avoid electric shock 防止觸電	Re-distributed before exceeding expiry date 到期日前再次分發
Anti-collision safety shoes 防撞安全鞋	To avoid any collision on foot 步行時防止任何碰撞	Distributed when on board, or based on needs 在任職時分發，或基於需要

#### B1.2 僱員健康及安全

本集團高度重視為僱員提供一個安全且無事故的工作環境。就生產線而言，已為所有前線員工提供了個人防護設備。

## ESG REPORT

### 環境、社會及管治報告

During the Reporting Period, the Group extensively invested in safety production and a total of over RMB6 million was spent to provide a cleaner and safer work environment for employees, with a focus on following areas:

- Improvement and maintenance of safety and PPE and facilities;
- Upgrading of emergency equipment and increasing expenditure on emergency drill;
- Assessment, monitoring and rectification of major hazard sources;
- Inspection, consulting, evaluation, and standardisation of production safety;
- Education and training for safety production;
- Updating PPE for frontline workers;
- New standards, new technologies and new equipment applicable to safety production;
- Inspection of safety facilities and special equipment; and
- Increasing other expenditures directly related to safe production.

於報告期間，本集團廣泛投資於安全生產且共花費逾人民幣6,000,000元，以為僱員提供一個更清潔及更安全的工作環境，著重於以下幾個方面：

- 改善及維護安全及個人防護設備及設施；
- 升級應急設備及增加應急演習支出；
- 評估、監測及糾正主要危險源；
- 生產安全的檢查、諮詢、評估及標準化；
- 安全生產的教育及培訓；
- 為前線工人更新個人防護設備；
- 適用於安全生產的新標準、新技術及新設備；
- 檢查安全設施及特殊設備；及
- 增加與安全生產直接相關的其他支出。

## ESG REPORT

### 環境、社會及管治報告

Formal management plan on Health and Safety Management Program Performance Assessment was implemented during the Reporting Period, the following is an example from the manufacturing department:

健康安全管理方案執行情況評估的正式管理計劃於報告期間實行，以下為製造部門個例：

Unacceptable risks 不可接受風險	Targets 目標	Control schemes 控制計劃	Management plan 管理計劃		
			Starting time 開始時間	Ending time 結束時間	Results 結果
Spark splash in the welding process 焊接過程中火花四濺	0 injury case (major injuries); Less than 2 cases each month	Welders are trained regularly and must wear protective glasses; 焊接僱員定期接受培訓，且必須佩戴防護眼鏡；	1 January 2018 2018年1月1日	30 June 2018 2018年6月30日	Management plans all Implemented 管理計劃全部獲實施
Not closing doors and windows, the collapse of buildings, trees etc. 未關門窗及樓宇、樹木等倒塌	0 serious injury events (serious injuries); 每月少於2宗事件 (輕微傷害)	Periodically inspect the joints of buildings, doors, windows, and pipes, any leakage is repaired in time; 定期檢查樓宇、門、窗及管道的銜接處，及時修復任何洩露； All staff are organised to go through safety knowledge training and fire drills, at least once a year. 每年至少組織所有員工進行一次安全知識培訓及消防演習。			
Wire aging, improper use and maintenance of appliances 電線老化、電器使用及維護不當	0 fire accidents 0宗火災事故	Regular inspection of equipment and wires, damaged, aging and exposed equipment and wires should be replaced in time; 定期檢查設備及電線，損壞、老化及裸露的設備及電線應及時更換； Fire-fighting facilities are regularly checked and well maintained, to ensure 100% qualification rate; 定期檢查及維護消防設施，確保100%的合格率； Flammable and explosive products shall not be stored within 10 meters of hot work areas. 易燃易爆產品不得存放於明火作業場所10米範圍內。			

## ESG REPORT

### 環境、社會及管治報告

The Group continues to implement the Regulations for the Prevention and Control of Occupational Diseases Management to secure employees' health and safety, which was not updated during the Reporting Period. All employees are required to take part in the Occupational Disease Prevention and Health Knowledge training sessions. During the Reporting Period, independent third party measured workshop noise level and indoor air pollutants, which were all within the permissible level set by the testing standards.

The Group strictly follows relevant laws and regulations such as Law of the PRC on the Prevention and Control of Occupational Diseases, and Production Safety Law of the PRC. To the best of the information and knowledge of the directors of the Company, there was no material non-compliance with relevant laws and regulations that have a significant impact on the Group relating to providing a safe working environment and protecting employees from occupational hazards.

本集團繼續實施職業病管理防控條例，確保僱員的健康及安全，其未於報告期間更新。所有僱員均需參加職業病預防及健康知識培訓課程。於報告期間，獨立第三方測量車間噪聲水平及室內空氣污染物，結果均符合檢測標準規定的允許水平。

本集團嚴格遵守中國職業病防治法及中國安全生產法等相關法律法規。就本公司董事所深知及盡悉，並無重大不遵守有關提供安全工作環境及保護僱員不受職業危害相關法律及法規而對本集團造成重大影響。

#### Occupational Health and Safety Data

##### 職業健康與安全數據

#### Scud Electronics

##### 飛毛腿電子

#### Scud Battery

##### 飛毛腿電池

Work related fatality	與工作相關的死亡	0	0
Lost days due to work injury	因工傷損失工作日數	39	0
Work injury cases ≤ 3 days	工傷事故≤3天	2	0
Work injury cases > 3 days	工傷事故>3天	0	0



## ESG REPORT

### 環境、社會及管治報告

#### B1.3 Development and Training

The Group provided comprehensive career development and training to employees. Training was conducted during working hours and according to the training plans constructed in advance. The Group continues to follow internal Regulations on Training Management to monitor the employees' development and training practices. The training carried out during the Reporting Period mainly include general training and technology-oriented training. Some tailored training was also conducted as required by key clients such as Huawei. Training topics varied according to the job categories, with examples shown below:

#### B1.3 發展及培訓

本集團為僱員提供全面的職業發展及培訓。在工作時間內根據預先制定的培訓計劃進行培訓。本集團繼續採用內部培訓管理條例，以監管僱員的發展及培訓實踐。於報告期間開展的培訓主要包括一般培訓及技術培訓。根據華為等主要客戶的要求，還進行了一些專門的培訓。培訓主題根據工作類別而有所不同，示例如下所示：

Job position 工作職位	Training topics 培訓主題	Training requirement for job level 培訓對職級的要求			
		Assistant 助理	Junior 初級	Intermediate 中級	Senior 高級
Mechanical engineer 機械工程師	Equipment operation, maintenance and calibration 設備操作、維護及校準		√		
	Quality improvement process and data analysis method (e.g. seven techniques of quality control) 質量改進過程及數據分析方法(如七種質量控制技術)			√	
	Quality management system and environmental management system 質量管理體系及環境管理體系				√
	Lean manufacturing, 6sigma, Just-in-time (JIT) 精益製造、六標準差、準時化生產(JIT)	√	√		
Industrial engineer 工業工程師	Ergonomics 人體工程學	√	√		
	Space layout and management 空間佈局及管理	√	√		
	Workshop production management and process management 車間生產管理及流程管理			√	
	Operational Research and System Engineering Application 運籌學及系統工程應用			√	
	System Simulation Logistics 系統仿真物流				√
	System engineering 系統工程				√
	Equipment operation, maintenance and calibration 設備操作、維護及校準		√	√	√
	Analysis and Treatment of mal-functioning Equipment 故障設備的分析與處理		√	√	√
	Basic knowledge of electronic devices and circuits 電子設備及電路的基礎知識		√		
	Development of test equipment 試驗設備的研製			√	
Product and process engineer 產品及工藝工程師	Development and management of test equipment 試驗設備的研製及管理				√

## ESG REPORT

### 環境、社會及管治報告

The Group has partnered with multiple educational institutions to encourage employees further their studies and to create a corporate culture of life-long learning. The cooperating institutes include: Fujian Institute of Education, Fujian Institute of Information Technology, Fujian Radio and Television University, Dalian Institute of Technology, Minnan Institute of Technology.

本集團已與多家教育機構合作，以鼓勵僱員進行進修並建立終身學習的企業文化。合作機構包括：福建教育學院、福建信息職業技術學院、福建廣播電視大學、大連理工、閩南理工學院。

During the Reporting Period, 31,431 training hours were completed by a total of 2,343 employees.

於報告期間，2,343名僱員共計已完成31,431小時培訓。

Number of employees received training	參加培訓的僱員人數	2,343
Total training hours	總培訓小時數	31,431
<b>By employment category</b>		
<b>按僱員類別</b>		
Senior management	Number of employees received training	11
高級管理人員	參加培訓的僱員人數	
	Average training hours completed per employee	0.11
	每名僱員完成受訓的平均時數	
Middle management	Number of employees received training	355
中級管理人員	參加培訓的僱員人數	
	Average training hours completed per employee	3.86
	每名僱員完成的受訓平均時數	
Frontline & other staff	Number of employees received training	1,977
前線及其他員工	參加培訓的僱員人數	
	Average training hours completed per employee	9.44
	每名僱員完成受訓的平均時數	
<b>By gender</b>		
<b>按性別</b>		
Male	Number of employees received training	1,620
男性	參加培訓的僱員人數	
	Average training hours completed per employee	8.40
	每名僱員完成受訓的平均時數	
Female	Number of employees received training	723
女性	參加培訓的僱員人數	
	Average training hours completed per employee	5.01
	每名僱員完成受訓的平均時數	

## ESG REPORT

### 環境、社會及管治報告

#### B1.4 Labour Standards

As illustrated under section B1.1, background checks have been performed when recruiting new employees. No child labour, forced, or compulsory labour was reported and/or identified within any sites of the Group during the Reporting Period. There are no major risks associated with incidents of child labor, forced or compulsory labour within the Group's operation sites. No non-compliance with relevant laws and regulations that have a significant impact on the Group relating to preventing child and forced labour had been identified during the Reporting Period.

The Group continues to apply the following aspects to strictly follow labour standards:

- Control at the system level: According to the Group's human resource management control process, any child and forced labour is strictly prohibited, and the responsibilities of the relevant department and personnel in the various recruitment process are clearly stated.

#### B1.4 勞工準則

如B1.1一節所示，當招聘新僱員時將進行背景調查。於報告期間，概無於本集團任何場所報告及／或識別童工、強制或強迫勞工。於本集團經營場所內，概無與童工、強制或強迫勞工事件有關的重大風險。於報告期間，概無發現違反避免童工及強迫勞工相關的法律及法規而對本集團造成重大影響。

本集團持續通過以下層面嚴格遵守勞工準則：

- 制度層面控制：根據本集團的人力資源管理控制程序，嚴格禁止任何童工及強制勞工、且明確規定相關部門及人員在各種招聘過程中的責任。

## ESG REPORT

### 環境、社會及管治報告

- Control with high-technology: Before signing the contract, the employees' personal information identification system was initiated, and the age audit of the employees was performed.
- The humanistic care: An employee care centre was established to help address the employees' concerns, objectively and impartially react to the feedback from staff, and take actions for any violation reported and confirmed.
- Reference to third party information: After obtaining the consent of the employees, the Company checks the authenticity of the information provided by employees by checking with independent third parties and/or the employees' past employers.

The Group's internal regulation also requests that targeted training on labour standards should be conducted for all new employees. Upon finding any suspicious cases, the following procedures are to be carried out:

- For first-time violations: discuss problems with employees, analyse the causes, and propose solutions. The case is followed-up to ensure effectiveness of the implementation. At the same time, such violations will be recorded in the training systems and related documents to prevent recurrence;
- For repeated violations: targeted counseling is to be provided, with frequent and regular supervision and records, as well as timely assessment.

- 高科技控制：簽署合約之前，僱員的個人資料識別系統啟動，對僱員進行年齡審核。
- 人文關懷：建立員工關愛中心，幫助僱員解決顧慮、客觀公正地對待員工的反饋並對舉報及經確認的違規行為採取行動。
- 參考第三方資料：取得僱員同意後，公司與獨立第三方及／或僱員的前僱主核實僱員提供資料的真實性。

本集團的內部規定亦規定針對所有新僱員進行勞工準則相關的培訓。於發現現可疑事件後，應進行以下程序：

- 對於首次違規行為：與僱員討論問題、分析問題及建議解決方案。對案件進行跟蹤以確保實施的有效性。與此同時，該等違反將錄入培訓系統及相關文件以防止再次發生；
- 對於屢次違規行為：將提供有針對性的諮詢，並頻繁及定期監督及記錄並及時進行評估。

## ESG REPORT

## 環境、社會及管治報告

## B2. Operating Practices

## B2.1 Supply Chain Management

The Group specifies basic conditions for its suppliers, including sound production and management system of the enterprise, technology and quality assurance capacity. The Group conducts regular inspection to suppliers to ensure that they have implemented adequate management policies.

The social and environmental impacts of suppliers are managed under the Responsible Business Alliance (RBA) program and an internal Supplier Certification and Management Guiding Principle. The latter document specifies suppliers' social responsibility policy, environmental and occupational health and safety policy etc. The social responsibility policy requires supplier to respect human rights, law-abiding, care for vulnerable groups, create a healthy and safe, efficient and pleasant, harmonious and equal working environment. In more detail, all suppliers should:

- Strictly prohibit the use of any child labour or acceptance of any suppliers/subcontractors who use child labour or forced labour;
- Provide an equal and fair working environment, prohibit any form of discrimination, and ensure that the staff representatives can contact employees freely;
- Provide reasonable wages and benefits, and ensure to meet the staff basic demands;
- Follow relevant laws and regulations, do not publish false advertising, non-infringement events;
- Do not use metals from the "Conflict Mining Areas", and agree to accept Scud's audit to the raw metal source;

## B2. 營運慣例

## B2.1 供應鏈管理

本集團為其供應商規定基本條件，包括完善的企業生產及管理體系、技術及質量保證能力。本集團對其供應商進行定期檢查以確保彼等已實施適當的管理政策。

供應商對社會及環境的影響根據責任商業聯盟行為準則(原電子行業公民聯盟行為準則)進行管治。後一份文件規定供應商的社會責任政策、環境及職業健康及安全政策等。社會責任政策要求供應商應尊重人權、遵紀守法、關愛弱勢群體、營造健康及安全、高效及愉快、和諧及平等的工作環境。更詳細地說，所有供應商應：

- 嚴格禁止使用任何童工或接受任何使用童工或強制勞工的供應商／分包商；
- 提供平等及公平的工作環境，禁止任何形式的歧視，並確保員工代表能自由聯繫僱員；
- 提供合理的公司及福利，並確保滿足員工的基本要求；
- 遵守相關法律及法規，切勿開發虛假廣告、概無發生侵權事件；
- 不使用「衝突礦產區」的金屬，並同意接受飛毛腿對原金屬來源的審核；

## ESG REPORT

### 環境、社會及管治報告

- Promise to provide appropriate education and training to staff, and strive to enhance the staff's skills and abilities to improve the social and economic status of employees;
- Commit to providing appropriate work opportunities and necessary care to the disabled, provide timely assistant to the vulnerable groups.

Similarly, the environmental and occupational health and safety policy stipulates that suppliers should:

- Abide by national laws and regulations on the basis of technological innovation, management innovation, the maximum control of waste generation and emissions to prevent pollution, reduce resource and energy consumption;
- Actively take preventive measures, formulate management objectives and implementation plans, avoid or reduce the impact on the environment, as well as the injuries and accidents to employees;
- Improve staff environmental awareness and sense of environmental responsibility, and enhance their occupational health and safety awareness.

To manage and monitor the implementation of social and environmental policies of suppliers, the Group also formulated measurable targets for suppliers. For example, suppliers should achieve 0 discrimination incidents, 100% eligibility for holiday and sick leave, hold fire drills two times per year, and achieve 0 occupational diseases and 0 major injuries.

- 承諾為員工提供適當教育及培訓，及致力於增強員工的技術及能力以提升僱員的社會及經濟地位；
- 承諾為殘疾人士提供適當工作機會及必要的護理，為弱勢群體提供及時協助。

同樣地，環境及執業健康及安全政策規定供應商應：

- 於技術創新、管理創新、最大限制控制廢物產生及排放的基礎上遵守國家法律及法規，以防止污染、減少資源及能源消耗；
- 積極採取預防措施、制定管理目標及實施計劃、避免或降低對環境的影響及對僱員造成傷害及事故；
- 提升員工環境意識及環境責任感及增強彼等之職業健康及安全意識。

為管理及監管供應商對社會及環境政策實施情況，本集團亦為供應商指定可衡量的目標。例如，供應商應獲0次歧視事件、100%的休假及病假資格、每年舉行兩次消防演習、0次職業病及0次重大傷害。



## ESG REPORT

### 環境、社會及管治報告

A total of 424 suppliers were engaged during the Reporting Period.

於報告期間，合共委任424名供應商。

Region 區域		Number of suppliers for Scud Electronics 飛毛腿電子 供應商的數量	Number of suppliers for Scud Battery 飛毛腿電池 供應商的數量	Total number of suppliers 供應商總量
Mainland China	中國大陸	304	59	363
Hong Kong	香港	43	16	59
Taiwan	台灣	2	N/A不適用	2

#### B2.2 Product Responsibility

##### Product Labelling, Health and Safety, and Advertising

The Group has a high regard for the safety of the product and follows industry best practices such as the YD/T 1268-2003 the Safety Specification and Test Method for Lithium Batteries and Charger; IEC 62281 Safety of Primary and Secondary Lithium Cells and Batteries During Transport. Any product labelling and advertising activities strictly follow applicable laws and regulations such as the Trademark Law of the PRC, Anti-Unfair Competition Law of the PRC.

No non-compliance with relevant laws and regulations that have a significant impact on the Group relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress had been identified during the Reporting Period.

##### Quality Assurance

The Control Procedure on Non-conformance Products and the procedures for dealing with customer complaints were not updated during the Reporting Period, which continues to oversee the overall quality assurance and quality control processes.

#### B2.2 產品責任

##### 產品標籤、健康及安全以及廣告

本集團高度重視產品的安全並遵循行業最佳實踐，例如YD/T 1268-2003安全規範及鋰電池及充電器的試驗辦法、IEC 62281在運輸過程中一次及二次鋰電池及電池組的安全性。任何標籤及廣告活動嚴格遵守適用法律及法規，例如中華人民共和國商標法、中華人民共和國反不正當競爭法。

於報告期間，概無違反將對本集團有關健康及安全、廣告、標籤及與產品及所提供服務相關的隱私事宜及糾正方法產生重大影響的相關法律及法規。

##### 質量保證

不合格產品控制程序及客戶投訴處理程序於報告期間並未獲更新，其將繼續監管整體質量保證及質量控制流程。

## ESG REPORT

### 環境、社會及管治報告

The Group has reinforced the quality control on incoming materials, specifically, the Quality System Survey checklist is to be filled out for key suppliers with following items assessed:

- Quality system and internal audit
- Raw material inspection and control
- Product control
- Product development management
- Process management
- Instruments and equipment management
- Supplier management
- Change management
- Trust and reliability management
- Customer service support
- Hazardous Substance Free
- Safety

本集團已強化其來料的質量控制，具體而言，將就主要供應商填寫質量體系檢查清單，並評估以下各項：

- 質量體系及內部審核
- 原材料檢驗及控制
- 產品控制
- 產品開發管理
- 流程管理
- 儀器及設備管理
- 供應商管理
- 變動管理
- 信任及可靠性管理
- 客戶服務管理
- 無害物質
- 安全性

## ESG REPORT

## 環境、社會及管治報告

**Data Protection**

The Group's various internal management rules as well as applicable laws such as the PRC and the Computer Information and Network Security Management Method guide the Information Technology management, network security, and data security. To ensure stability of the network, the following management rules have been implemented for hardware, software, network, and servers management:

- Measures for the Administration of the Use of Electronic Mailboxes
- Management Rules for Management of Computer Rooms and Servers
- Regulations on the Use and Management of Computer Software and Hardware
- Data Security Management Rules
- Regulations on the Management of Network Use

**Intellectual Property**

The Control Procedure on Intellectual property (IP) Assessment and Protection was updated during the Reporting Period, which continues to guide the protection of IP rights and business confidentiality of the Group, suppliers, and customers.

**數據保護**

本集團的各種內部管理規則及中國及計算機信息及網絡安全管理辦法等適用法律指引信息技術管理、網絡安全及數據安全。為確保網絡的穩定性，已就硬件、軟件、網絡及服務器管理執行以下管理規則：

- 電子郵件使用管理辦法
- 機房與服務器管理規範
- 計算機軟硬件使用管理規定
- 數據安全管理細則
- 網絡使用管理規定

**知識產權**

知識產權評估及保護之控制程序於報告期間更新，其繼續指引保護本集團、供應商及客戶之知識產權及商業機密。

## ESG REPORT

### 環境、社會及管治報告

More specific requirement and sub-procedures have been laid out for the management and protection of IP rights. For any of the Group's technical and/or business secrets, Archives Management Procedures should be strictly implemented. Access to documents relating to the Group's technical and/or business secrets was restricted to specific parties only. Employees have been provided with confidentiality and IP training and should strictly enforce the requirements of the control procedure. Upon any incidents of violation, confidentiality provisions will guide any follow-up processes, when necessary, the case will be transferred to the law enforcement department.

As of the end of the Reporting Period, a total of 7 invention patents, 23 utility model patents, and 11 design patents were registered by the Group.

#### B2.3 Anti-corruption

Scud's Business Code of Ethics and the Anti-Bribery & Anti-Corruption Policy continue to normalise employees' and external business partners ethical behaviours. All parties shall also conform to the Law Against Unfair Competition of the PRC, Criminal Law of the PRC, and other laws, regulations and regulatory documents related to commercial bribery. The Anti-Bribery & Anti-Corruption Policy has been extensively revised during the Reporting Period. For example, the definition of bribery activities has been clarified and categorised into:

- monetary means: including but not limited to cash, red packets (for example, WeChat red packets and transfers, Alipay red packets and transfer accounts, etc.), checks, gifts, commissions, gratitude fees, securities (e.g. shopping cards, entertainment membership cards, discount cards, vouchers etc);
- physical means: including giving household appliances, equipment, fitness equipment, automobiles, premises and other physical objects;

為管理及保護知識產權，已制定更明確的要求及子程序。就本集團任何技術及／或商業機密而言，應嚴格執行檔案管理辦法。僅允許特定各方限制閱讀集團技術及／或商業機密相關文件。僱員已獲提供機密性及知識產權培訓，並應嚴格執行控制程序的要求。於發生任何違規事件時，將使用機密條文指導任何後續流程，於必要時，該事件將轉至執法部門。

於報告期間末，本集團共註冊7項發明專利、23項實用新型專利及11項設計專利。

#### B2.3 反貪污

飛毛腿的商業道德準則及反賄賂及反腐敗政策將繼續標準化僱員及外部業務合夥人的道德行為。各方亦應遵守中國反不正當競爭法、中國刑法等法律法規及與商業賄賂相關的監管文件。於報告期間，反賄賂及反腐敗政策已經廣泛修訂。例如，賄賂活動的定義已經澄清並分類為：

- 金錢手段：包括但不限於現金、紅包（例如微信紅包及轉賬、支付寶紅包及賬戶轉賬等）、支票、禮物、佣金、感謝費、證券（如購物卡、娛樂會員卡、折扣卡及優惠等）；
- 物質手段：包括提供家用電器、設備、健身器材、汽車、房屋及其他物件；

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- consumption means: including entertainment consumption, tourism, domestic or foreign visits and other leisure activities;
- any other way (including but not limited to):
  - o providing various benefits in the name of friends, lottery activities, deliberate loss of money in gambling, sexual bribery etc.
  - o providing convenience for decorating premises, arranging work for spouses, relatives and friends etc.

In addition, the Suppliers/Subcontractors Integrity and Self-discipline Agreement also monitors business partners and prohibits them to seek to engage in smuggling, selling counterfeit products, commit, or intend to commit tax evasion, bribery activities. The agreement request that employees of Scud and Scud's business partners should not involve in any unfair benefits, including but not limited to lending cash, sending money or gifts, such as commissions, gratitude, shopping cards, red packet etc.

The Group's whistle-blowing system states that all employees can be whistle-blowers and all information of whistle-blowers are kept highly confidential by the administrative department. The Group ensures that no one suffers any detrimental treatment as a result of refusing to accept or offer a bribe or other corrupt activities or because they reported a concern relating to potential act(s) of bribery or corruption.

The Group has not violated, or engaged to violate, any law relating to corruption. The Group has not been involved in, or seek to engage in, money laundering. The Group has not aided, abetted, assisted or colluded with an individual who has committed, or conspired to commit any unlawful activities. No non-compliance with relevant laws and regulations that have a significant impact on the Group relating to corruption, bribery, extortion, fraud and money laundering had been identified during the Reporting Period.

- 消費手段：包括娛樂消費、旅遊、國內或國外遊覽及其他休閒活動；
- 任何其他方法(包括但不限於):
  - o 以朋友的名義提供各種福利、彩票活動、於賭博中故意賠錢、性賄賂等。
  - o 為裝修房屋提供便利、為配偶、親戚及朋友安排工作等。

此外，供應商／分包商廉潔自律協議亦監控業務合夥人並禁止彼等尋求進行走私、銷售假冒產品、做出或擬做出逃稅、賄賂活動。該協議要求飛毛腿的僱員及飛毛腿的業務合夥人不得涉及任何不當得利，包括但不限於借貸現金、匯款或贈送禮物，如佣金、禮物、購物卡及紅包等。

本集團的舉報制度表明所有僱員均可為舉報人且舉報人的所有信息均由行政部門保持高度保密。本集團確保無人因拒絕接受賄賂或提供賄賂或其他貪污行為，或者因彼等舉報有關潛在的賄賂或貪污行為的擔憂而受到任何懲罰待遇。

本集團並無違反、或參與違反任何有關貪污的法律。本集團並無牽涉或尋求參與洗錢。本集團並無援助、助長、協助或串通任何進行或合謀進行任何非法活動的人士。於報告期間，概無發現未遵守對本集團有重大影響的有關貪污、賄賂、敲詐、欺詐及洗錢的相關法律及法規的情況。

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#### B2.4 Community Investment

The Group strives to implement corporate social responsibility and actively participates in public welfare activities. A total donation of RMB65,000 was delivered to various parties. Various events and volunteering service activities have been held and delivered throughout the Reporting Period. Below are some example activities that have been successfully implemented.

#### B2.4 社區投資

本集團努力踐行企業社會責任，並積極參與公益事業。捐款總額人民幣65,000元已交付予各方。於整個報告期間，各種活動及志願服務活動已舉行並已履行。以下為部分事例活動，其已成功實施。

Time 時間	Activities 活動	Involved parties other than Scud 除飛毛腿以外的參與方	Resource input 資金投入
January 2018 2018年1月	Spring festival couplets writing event 春聯書寫活動	Mawei district Association of Honesty Promotion, and Majiang Art Academy 馬尾區誠信促進會組織及馬江畫院	Expert fee RMB3,600; food cost RMB1,840; total participants: 13 people, 3.5 hours per person, total 45.5 participation hours 專家費人民幣3,600元；食物成本人民幣1,840元；總參與人數：13人次、每人3.5小時、志願者活動小時數總計45.5小時
March 2018 2018年3月	Theme event for March 2018 Leifeng volunteer service month 2018年3月雷鋒自願服務月主題活動	Mawei district publicity department and Mawei district organisation department 馬尾區委宣傳部、馬尾區委組織部	Total volunteers sent: 3 people, 2 hours per person, total 6 volunteering hours 派遣的志願者總數：3人次、每人2小時、志願者活動小時數總計6小時
March 2018 2018年3月	Birthday parties for the elderly 為長者舉辦千歲宴	Nursing Center of Fujian Medical University Affiliated Rehabilitation Hospital 福建醫大附一康復醫院護養中心	Total volunteers sent: 30 people, 2.5 hours per person, total 75 volunteering hours 派遣的志願者總數：30人次、每人2.5小時、志願者活動小時數總計75小時
April 2018 2018年4月	Clothing donation to farmers 向農民捐贈衣物	Chalin village, Pucheng, Fujian 福建浦城查林村	The Group donated 60 pieces of clothes 本集團捐贈60件衣服
June 2018 2018年6月	Student aid and poverty alleviation activity 助學及扶貧活動	Pucheng, Fujian 福建浦城	The Group donated 520 pieces of clothes; donated poverty alleviation grant RMB30,000 本集團捐贈520件衣服；捐贈扶貧專項資金人民幣30,000元
November 2018 2018年11月	Fire safety education launch event – “citizen participation, fire prevention” 消防安全教育推廣活動「全民參與，防治火災」	Mawei district safety bureau and fire department 馬尾區安監局及消防大隊	Total volunteers sent: 52 people, 2.5 hours per person, total 130 volunteering hours 派遣的志願者總數：52人次、每人2.5小時、志願者活動小時數總計130小時
December 2018 2018年12月	Volunteer service for “targeted poverty alleviation” 「精準扶貧」自願服務	Health and family planning commission of Mawei district 馬尾區衛計局	The Group donated 60 pieces of clothes; donated 20 packs of rice and oil products; donated poverty alleviation grant RMB 5,000 本集團捐贈60件衣服；捐贈20包大米及油產品；捐贈扶貧專項資金人民幣5,000元





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