



星宏傳媒控股有限公司
Starrise Media Holdings Limited

(於開曼群島註冊成立之有限公司)
股份代號：1616

(Incorporated in the Cayman Islands with limited liability)
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2018
ENVIRONMENTAL, SOCIAL
AND GOVERNANCE REPORT
環境、社會及管治報告

中國山東省淄博市博山經濟開發區
Economic Development Zone, Boshan District,
Zibo City, Shandong Province, The PRC

www.starrise.cn



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關於這份報告

ABOUT THE REPORT

The report is the third annual Environmental, Social and Governance (hereinafter referred to as "ESG") Report issued by Starrise Media Holdings Limited (the "Company") and its subsidiaries (referred to as the "Group" or "Starrise Media" or "We" in the report) which mainly discloses the Company's performance on ESG. The report covers work for the financial year from 1 January 2018 to 31 December 2018 (the "Reporting Period").

In preparing this report, we have compiled with the "Comply or Explain" provisions in accordance with the "ESG Reporting Guide" as set out in Appendix 27 to The Rules Governing the Listing of Securities of The Stock Exchange of Hong Kong Limited and in accordance with the practical circumstances of the Company.

The scope of the report covers our television, drama and film business and also our textile operation in Zibo, Shandong province, the People's Republic of China (the "PRC").

The board of director of the Company (the "Board") acknowledges its responsibility for ensuring the integrity of the ESG report and to the best of its knowledge, this report addresses all material issues and fairly presents the ESG performance of the Company and its impact. The Board confirms that it has reviewed and approved this report.

本報告是星宏傳媒控股有限公司「本公司」及其子公司（於本報告提述為「集團」、「本集團」、「星宏傳媒」、「我們」）發佈的第三份環境、社會及管治（以下簡稱「ESG」）報告，重點披露本集團在ESG方面的表現。本報告涵蓋2018年1月1日至2018年12月31日財務年度（「報告期」）的工作。

我們按照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」載列的「不遵守就解釋」條文，並根據本公司實際情況作出匯報。

報告範圍涵蓋本公司在中華人民共和國（「中國」）的影視傳媒業務和山東省淄博營運的紡織業務。

本公司董事會（「董事會」）明白其為確保環境、社會及管治報告完整所負有的責任。就董事會全悉，本報告記述所有重大事項，並合理展示本公司的環境、社會及管治表現以及其影響。董事會確認其已審閱並批准本報告。

主席的話 LETTER FROM THE CHAIRMAN

I am delighted to present our ESG Report of 2018. Starrise Media always strive to provide premium and exceptional products and TV drama to our customers and audiences. At the same time, we also produces high quality home textile.

Apart from the pursuit of excellence product and producing TV drama, we incorporate elements of sustainability throughout our business operations. We regularly engage with our stakeholders with a view to reminding us of the impacts that our business decisions have on society at large. We will make corresponding actions to address our stakeholders' concerns and to enhance our ESG performance.

Since the formulation of our ESG related policies in 2016, we have invested more resources into improving our ESG performance. We have demonstrated our commitment to sustainability by set up an energy saving department in our Zibo textile factory, by adopting various technology, such as waste-water treatment, LED lighting, reuse of heat, etc. With almost 10 improvement measures implemented on energy and water conservation. In addition, our film crews reuse equipments when making TV dramas, in order to reduce waste. This demonstrate our commitment to sustainable development.

In this report, we have analysed the data collected, and use previous 2017 data as the base line for comparison, then prepare for the future emission reduction targets. The Group embraces the concept of efficient and green development and integrates environmental protection into its strategies and at each stage of textile production as well as across its operation. We abide by national and regional laws and regulations concerning environment protection and emission standards, and seek to continuously improve our corporate environment management system.

At the same time, it has always been our belief that the key to the long-term success of the Group rests with training and management of outstanding talent, therefore, we attach great importance to talent training and are committed to bringing creative employees to our film and media business. We are dedicated to implementing systematic management strategies to our textile business, together with a solid streamlined production model to consolidate the development foundation of the Group. In the future, we will continue to improve the quality and efficiency of our business, enhance competitiveness, and lay a solid foundation for the long-term development of the Group.

- Mr. Liu Dong, chairman of the Board, Starrise Media.

本人欣然呈獻旗下二零一八年ESG報告。星宏傳媒致力為觀眾和客戶提供優質及卓越的產品與影視劇，同時也生產優質的家紡。

除追求卓越針織產品及製作影視劇外，我們亦將可持續發展要素融入旗下業務，定期與利益相關方進行互動，以此提醒旗下業務決策對全社會的影響。我們將採取相應行動以回應利益相關方的關注並提升我們的ESG表現。

自二零一六年制定ESG相關政策以來，我們已為提升ESG表現投入更多資源。我們的淄博紡織廠設立節能減排部門，通過引入各種新技術，如污水處理設備、LED燈、餘熱回用等。項目實施了近十項關於節約能源及用水的改善措施。除此以外，我們的劇組成員在製作影視劇時、盡量回收利用道具，減少廢棄物排放，以此展現我們對可持續發展的承諾。

於本報告，我們會通過收集回來的數據、以2017年的數據作為基線、做一個分析及比較，為未來設定減排目標做一個準備。我們提倡綠色發展理念，將環保融入公司的戰略與紡織生產營運的各個環節。我們遵循國家及地區的環境法律條例與排放標準，持續完善企業環境管理制度。

與此同時，我們一向堅信優秀的人才培訓及管理是集團長遠發展的致勝關鍵，因此我們非常重視人才培訓，並致力為我們影視業務帶來創意的員工，及為我們的紡織業務實行系統化的管理策略，以鞏固本集團的發展基礎。未來，我們將繼續提高業務發展質量和效益、增強競爭力，為本集團長遠發展奠定穩固的基石。

- 星宏傳媒董事會主席劉東先生

首席執行官的話 LETTER FROM THE CEO

In the process of fulfilling social responsibility, Starrise Media has been committed to providing customers and audiences with the best quality knitting products and film and television dramas.

In the film and television business, we are persistently pursuing the pursuit of the best quality and actively integrating the resources of film and television media. We have cooperated with various local governments to create TV dramas with local humanities business stories, to enhance local visibility and thus promote tourism.

In the textile business, we implement quality control of the industrial chain and satisfy customers with higher quality. We communicate with consumers in good faith, let consumers know our knitted fabrics in various ways, and let our textile team know more about consumers' demand. We are also striving to increase production efficiency through systematization, automation, standardization and lean management. Our Zibo textile mills will continue to strive for excellence and comprehensive innovation. In addition to product innovation, we will also strengthen technology innovation, process innovation and management innovation, and strive to rapidly upgrade new products to the market with quality.

At the same time, the Group actively organizes and encourages all members to participate in environmental protection public welfare activities, thereby enhancing their awareness of environmental protection and achieving the responsibility of protecting the environment throughout the Group.

We continue to create value for our customers and employees. We not only provide quality products and TV dramas to our customers and visitors, but also provide employees with a friendly working environment. We encourage our employees to participate in community services and support community development through donation and sponsorship activities. Looking ahead, we will explore new opportunities to further integrate sustainability into our businesses and create sustainable value for all stakeholders and the community.

- Mr. Liu Zongjun, CEO, Starrise Media

在踐行社會責任的過程中，星宏傳媒一直致力於為客戶和觀眾提供最優質的針織產品和影視劇。

在影視業務方面，我們執著追求打造最優品質，積極整合影視傳媒資源；我們與各個地方政府開展合作，以當地人文題材商業故事創作成影視劇，提高當地的知名度，從而促進旅遊業。

在紡織業務方面，我們實現產業鏈的質量管控，以更高品質滿足客戶；我們與消費者真誠交流，通過多種方式，讓消費者認識我們的針織面料，也讓我們的紡織團隊進一步瞭解消費者的需求。我們亦透過系統化、自動化、標準化及精益管理，致力提升生產效率。我們淄博的紡織廠將繼續精益求精、全面創新，除了產品創新外，亦會加強技術創新、流程創新及管理創新，務求以質量向市場迅速提升新的產品。

與此同時，本集團積極組織及鼓勵所有成員參與環保公益活動，從而提升同事對環境保護的意識，達致全集團上下一同履行保護環境的責任。

我們繼續為客戶及員工創造價值，不僅向客戶及觀眾提供優質產品及影視劇，亦致力為員工提供員工友善的工作環境。我們鼓勵員工參與社區服務，亦透過捐贈及贊助活動支援社區發展。展望未來，我們將探索新機會，進一步將可持續發展融入旗下業務，為利益相關方及社區全體創造可持續的價值。

- 星宏傳媒首席執行官劉宗君先生



我們的環境、社會和管治方法 Our Approach to ESG

The Group continues to refine our management approach to adapt to the changing ESG landscape and align ourselves with international best practices. The Group has developed a comprehensive system including principles, policies and guidelines to ensure we are able to solve major problems related to our business and execute them reliably to meet the stakeholders' expectation. The Group is committed to maintaining good corporate governance and business integrity in all our business activities.

本集團持續優化我們的管理方法以應對不斷變化的環境、社會及管治格局，並使我們與國際最佳慣例保持一致。本集團已制定包括原則、政策及指引在內的全面制度，確保我們得以解決與我們業務相關的主要問題及可靠地執行利益相關方的期望。本集團致力於在所有業務活動中維持良好的企業管治及確保誠信經營。

我們如何主導環境、社會和管治 HOW WE MANAGE ESG

A designated working group was established to show our dedication to incorporating ESG elements into our business operations. During the Reporting Period, the Company Secretarial Department worked closely with other relevant departments to facilitate the ESG reporting process. The Board of Directors reviewed and approved this ESG report.

A sound ESG management system is fundamental to ensuring the ESG work. The Group has established a multi-level ESG internal management structure with the Board as the lead, the executive committee as the core, the ESG working group as the driving force and specialists of all departments as the main force for implementation to specify the responsibility of implementing ESG management and objectives.

The executive committee will drive and monitor initiatives taken by various aspects of the Group's ESG practices that are integrated with our business operation.

This committee includes:

- Mr. Liu Dong, Chairman of the Board
- Mr. Liu Zongjun, Chief Executive Officer
- Mr. Tian Chengjie, Secretary of the Board
- Ms. Chen Chen, Executive Director

我們成立了一個指定工作小組，以示我們致力將ESG要素納入我們的業務營運。於報告期內，公司秘書事務部與其他相關部門緊密合作，以促進ESG報告進程。董事會審閱並批准了這份 ESG 報告。

健全的ESG管理體系是保障ESG工作的根本。本集團成立以董事會牽頭、執行委員會為核心、ESG工作小組為推動力、各部門專員為落實主力的多層次ESG內部管理架構，明確ESG管理和目標的責任落實。

ESG執行委員會推動和監督我們集團在ESG方面的實踐。

本公司ESG執行委員會委員包括：

- 公司董事會主席劉東
- 首席執行官劉宗君
- 董事會秘書田成傑
- 執行董事陳辰

The ESG working group was established by the Group to implement the ESG measures effectively with members from, among others, the Company Secretarial Department, energy saving task force from textile segment, the administration department, the human resources department, and the purchase department for arranging designated staff to be responsible for, among other things, ESG-related data collection and report preparation. The ESG working group regularly reports to the Board to help them assess and determine whether the Group's risk management and internal control systems in relation to the ESG are appropriate and effective.

其中ESG工作小組是本集團為有效落實ESG措施而成立的，由公司秘書事務部、紡織業務節能減排部、行政部、人力資源部、及採購部等部門組成，工作小組安排專人負責ESG相關數據的收集和報告編製等工作。ESG工作小組定期向董事會進行匯報，以助其評估及釐定本集團ESG的風險管理及內部監控系統是否合適有效。

<p>董事會 Board of Directors</p>	<p>負責評估、釐定並管理ESG風險；確保集團設計合適及有效的ESG管理及內部監控系統 Responsible for assessing, determining and managing ESG risks; ensuring that the Group lays out appropriate and effective ESG management and internal control system</p>
<p>ESG 執行委員會 ESG Executive Committee</p>	<p>負責執行ESG風險管理，建立相關政策及安排執行 Responsible for implementing ESG risk management, establishing relevant policies and implementation</p>
<p>ESG 工作小組 (公司秘書事務部、紡織節能減排部、行政部、人力資源部、及採購部) ESG Working Group Company Secretarial Department, energy saving task force from textile segment, the administration department, the human resource department and the purchase department</p>	<p>負責利益相關方溝通、節能減排、數據收集和報告編製等工作；定期向ESG執行委員會匯報 Responsible for stakeholder engagement, energy conservation and emission reduction, data collection and report preparation; Report regularly to the ESG Executive Committee</p>



我們的利益相關方 Our stakeholders

At Starrise Media, we believe that our responsibility as a committed corporation must be measured by our ability to respond to the different demands of our stakeholders. They help us identify and address issues of concern to them. Our business decisions are improved by what we learn in this process.

Maintaining adequate communication with stakeholders can help the Group to correctly assess the impact of its own decisions, truly understand the concern of stakeholders, respond promptly to the appeals of stakeholders and adjust its own development direction. We actively communicate with stakeholders, establish multiple channels of communication to understand the topics they cared about, and regularly review the effectiveness of relevant actions to improve the communication channels and more fully reflected the opinions of the stakeholders. The topics concerned by different stakeholder groups in the report period are listed in the table below.

星宏傳媒作為一家企業，我們相信公司的企業責任必須通過回應利益相關方不同需求的能力來衡量。利益相關方幫助我們識別並解決他們所關心的問題。這個過程可以幫助我們改善商業決策。

保持與利益相關方的充分交流可以幫助本集團正確評估自身的決策影響，真正了解利益相關方的關切點，及時回應利益相關方的訴求，調整自身發展方向。我們積極與不同的利益相關方進行溝通，建立多方面的溝通渠道以了解他們所關心的議題，並定期檢討有關行動的成效，以完善溝通渠道及更全面反映利益相關方的意見。下表列出報告期內不同利益相關方組別所關注的議題。

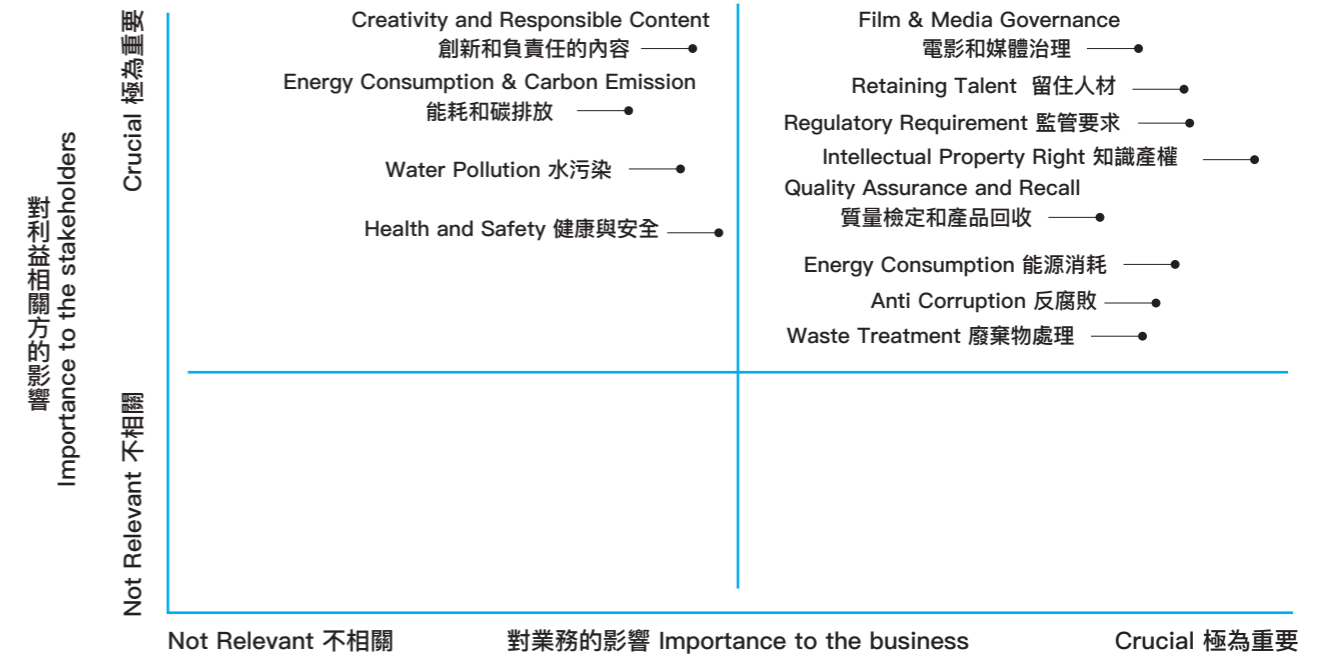
利益相關方 Stakeholder	我們的相關業務 Which segments of our business	交流方式 Engagement Method	主題 Topics	頻率 / 次數 Frequency / Number of times
股東 Shareholders	影視傳媒業務/紡織業務 Film and Media / Textile	股東大會 Annual general meeting 投資者見面會 Investor presentation 業績發佈會 Result press conference	財務表現 Financial performance 管治 Governance 業務轉型 Business transition 環境、社會及管治 ESG	股東大會每年舉行一次 投資者見面會及現場 調研則不定期舉行 Annual general meeting is held once a year. The investor presentation and field research are conducted on an irregular basis.
員工 Employees	影視傳媒/紡織業務 Film and Media / Textile	集會和員工面談 Meeting and Staff interview	僱傭 Employment 事業和工資 Career and Salary 健康與安全 Health and Safety 工作環境 Workplaces	不定期 Irregular
客戶 Customers	紡織業務 Textile	商業關係和反饋 Business relationship / Feedback	產品質量 Product quality 企業社會責任 CSR 環境影響 Environmental Impact	不定期 Irregular
觀眾 Viewers / Audience	影視傳媒業務 Film and Media	票房排名，反饋意見和評論 Box Office Ranking, Feedback and Comment	豐富的內容 Rich Content 質量 Quality 負責任的內容 Responsible Content	不定期 Irregular
政府 Government	影視傳媒/紡織業務 Film and Media / Textile	會談 Meeting 現場調研 Field Research 通告 Notice	負責任的內容 Responsible Content 環境影響 Environmental Impact 勞動法 Labour 稅 Tax	不定期 Irregular
供應商 Suppliers	紡織業務 Textile	商業關係 Business relationship	新的工藝，新原材料 New innovation	不定期 Irregular



評估重要性 Materiality Assessment

In the early stage of preparation of this report, the Group commissioned a third party consultant to conduct the ESG materiality assessment. Based on the requirements of ESG reporting guide, we have identified and determined 12 ESG issues pursuant to the Group's actual business situations and industry characteristics. We invite stakeholders to score the materiality of these 12 issues, and then comprehensively consider the scores given by stakeholders against the Group's sustainable development goals, afterwards conclude and determine the ranking of materiality for the reported issues and prepare the materiality matrix. This report elaborates on our selected materiality issues and consider the issues of highest concerns to stakeholders as the material reporting content.

在本報告編製初期，本集團委託第三方顧問機構主持開展了環境、社會及管治重要議題評估工作，以《環境、社會及管治報告指引》要求為基礎，根據本集團的實際業務與行業特點，識別並確定了十二項環境、社會及管治議題，邀請利益相關方對該十二項議題的重要程度進行評分，綜合利益相關方評分結果與本集團可持續發展目標，總結確定報告議題的重要性排序，並編製重要性矩陣。本報告中會對所選定的重要議題進行闡述，並將利益相關方最為關注的議題作為重點匯報內容。



Overall, the most material issues remained largely unchanged since last year, with film and media governance rising in significance to top the list. Below are the material issues we would like to elaborate further.

整體而言，最重要的議題與去年大致相同，其電影和媒體治理的重要性上升至首位。以下為我們將進一步闡述的重要議題。

- 1 Film and Media Governance -. With the continuous tightening of film and television regulatory policies, the industry has bid farewell to the era of high growth. Audience's expectation is also continually changing and they are demanding more. We need to explore changing societal demands and expectations of media creation and media use.
- 2 Major regulatory change - Regulatory or policy change may directly impact our strategy and business model as well as increased complexity and the cost of doing business especially our textile products and films has impacts on environment and on the public influence. We need to proactively maintain relationships with relevant regulatory stakeholders and policymakers.
- 3 Talent - The transformation and innovation require us to retain our workforce so we can realize our marketing plan and adapt to the changing operational environment.
- 4 Intellectual Property - Intellectual property rights constitute a valuable company asset especially we are in the film and media industry. We thus strive to both protect these rights and use them effectively.

- 1 電影和媒體治理—隨著影視監管政策的不斷趨嚴，影視文化產業告別高增長時代。觀眾期望亦不斷改變並提出更高要求。我們需要探索不斷變化的社會需求和對媒體創作和媒體使用的期望。
- 2 主要監管變化—監管或政策變動或會直接影響我們的策略及業務模式，增加複雜性及業務經營成本，尤其是我們的紡織產品和電影對環境和公眾帶來影響。我們需要積極與有關的監管利益相關方及政策制定者維持良好關係。
- 3 人才—改革及創新要求我們留住員工隊伍，從而實施我們的營銷計劃及應對不斷變化的營運環境。
- 4 知識產權—知識產權構成了寶貴的公司資產，特別是我們在電影和媒體行業。因此，我們努力保護這些權利並有效地使用它們。



環境 Environmental

The Group is committed to reducing our energy consumption, greenhouse gas emissions, water consumption and waste footprint. Through a focused, coordinated effort, the Group has made significant progress in energy saving.

The Group believe that what gets measured, gets managed. The Group has therefore set up an energy saving taskforce in the Zibo textile factory, established a vision with energy and emissions improvement goals based on 2017 baseline. Our film and media office also has individual short-term goals which are reviewed and adjusted annually. In 2019, we plan to continue increasing our operational eco-efficiency, developing continuous improvement plan that considers science-based targets required to curb greenhouse gas emissions.

2018 marked the second year of our journey to reduce our operational emission. It has also presented an opportunity for reflection. We attribute much of our progress to a rigorous approach to data monitoring, with accountability cascading to our textile factories and film and media offices.

The Board of Directors acknowledges well the importance of environment protection. The Group has strictly complied with the relevant laws and regulations on environmental protection implemented by the government. During the reporting period, there was no material non-compliance with relevant laws and regulations relating to environment.

本集團致力於減少能源消耗，溫室氣體排放，水消耗和廢物足跡。通過集中，協調的努力，本集團在節能方面取得了重大進展。

本集團相信經過量化，才能進行管理。因此，本集團在濰博紡織工廠設立了節能工作小組，根據2017年的數據基線建立了能源和排放改善目標。我們的電影和媒體辦公室也設立短期目標，每年都會進行審核和調整。2019年，我們計劃繼續提高運營生態效率，制定持續改進計劃，並設定科學目標以減少溫室氣體排放。

2018年是我們減少營運排放的第二年。它也提供了我們反思的機會。我們將大部分進展歸功於嚴格的數據監控，及在我們的紡織廠和電影和媒體辦公室，把相關責任和委派到位。

董事會非常重視環境保護的重要性。本集團嚴格遵守政府頒布的環境保護相關法律法規。報告期內，未發現重大違反有關環境的法律法規。

5.1 排放物 EMISSIONS

The type of emissions of the Group are nitrogen oxides ("Nox"), sulphur oxides ("SOx"), greenhouse gas ("GHG"), waste, air emissions and wastewater discharge.

The Group's textile factory has obtained the official approval of Environmental Impact Assessment documents as required by legislation. Our Environmental Impact Assessment documents and official approval covers all production activities in the factory.

The pollution prevention equipment and procedure cited in the Environment Impact Assessment documents are inspected by the local environmental protection authority. Our pollutant-discharge permit is valid and current and we have declared pollutants to the local authority in a timely manner.

The Group's textile factory has treated air pollutants prior to their emission into the atmosphere. Under the requirement of local environmental protection bureau, the factory has installed online real-time monitoring devices targeted at the emissions of coal-fired boilers so as to make sure that the content of sulfur dioxide, carbon and oxygen compound and other substances met emission standards.

The Group's transport vehicles bought and used for company affairs, employ transport and cargo all conformed to national emission standards.

Our factory has implemented appropriate checks for air-pollutant leakage and has set up targets to improve air-emission reduction. The factory also has an appropriate emergency plan for potential emergencies that may result in negative environmental impact, which include procedures to handle identified non-compliance, with applicable corrective and preventive action.

The Group believes that its adopted environmental measures are sufficient and effective for meeting national and local environmental protection regulations and requirements.

Through the above mitigation measures, the Group believes that it will achieve the goal of emission reduction in the coming years.

本集團的排放類型為氮氧化物 ("Nox")，硫氧化物 ("SOx")，溫室氣體 ("GHG")，廢棄物，廢氣和廢水排放。

我們的紡織廠已經獲得法規要求的環境影響評估文件的正式批文。我們的環境影響評估文件和官方批文涵蓋工廠中的所有生產活動。

環境影響評價文件中列舉的污染防治設備和程序已經由地方主管環保部門檢查。我們的污染物排放許可證是有效和現行的，同時我們已經適時地向地方當局申報工廠的報污物。

本集團的紡織廠已經將空氣污染物排放到大氣之前進行處理。在本地環保局的要求下，工廠安裝了針對燃煤鍋爐排放的在線實時監控設備，以確保二氧化硫，碳氧化合物和其他物質的含量符合排放標準。

用於本集團事務，運輸和貨物的公司車輛全部符合國家尾氣排放標準。

我們的紡織廠對適時對排放管道洩漏進行了適當的檢查，並製定了改善空氣減排的目標。紡織廠還為潛在可能會為環境帶來負面影響的緊急情況制定了適當的應急計劃，其中包括處理發現的不合規情況的程序，以及糾正和預防措施。

本集團相信其採納的環保措施足以符合國家及地方環保法規及規定。

通過上述緩解措施，本集團相信未來幾年將實現減排目標。



	Amount 數量	Intensity 密度 (Consumption / Headcount) 密度 (消耗 / 人數)
NOx emission (Kg) 氮氧化物排放 (公斤)	25.17 tonnes 吨	15 Kg 公斤
SOX emission (kg) 硫氧化物排放 (公斤)	3.4 tonnes 吨	2.06 Kg 公斤

5.1.2 溫室氣體排放 GREENHOUSE GAS EMISSIONS

The consumption of coal, natural gas, petrol and diesel at the textile factory plant is the primary source of our greenhouse gas ("GHG") emission. The second primary sources of GHG emission is the purchased electricity. During the Reporting Period, the Group's greenhouse gas inventory was compiled and organized according to ISO14064 standards and includes Scopes 1 and 2 emissions calculation. The Group' s GHG emissions equated to a total of approximately 354,859 tonnes of CO2 equivalent ("tCO2e") and the detailed summary of the GHG emission is shown as below:

紡織廠工廠的煤、天然氣、汽油和柴油消耗是我們溫室氣體 ("GHG") 排放的主要來源。溫室氣體排放的第二個主要來源是購買的電力。報告期內，本集團的溫室氣體清單按照ISO14064標準編制和組織，包括範圍1和2的排放量計算。本集團的溫室氣體排放量相當於約354,859噸二氧化碳當量 ("tCO2e") ，溫室氣體排放的詳細摘要如下：

Greenhouse Gas 溫室氣體	Amount 數量	Intensity 密度 (Consumption / Headcount) 密度 (消耗 / 人數)
Scope 1 Direct GHG emission 直接的溫室氣體排放(範疇 1)	270,017.74 tCO2e 噸二氧化碳當量	161.01 tCO2e 噸二氧化碳當量
Scope 2 Indirect GHG emission 間接的溫室氣體排放(範疇 2)	84,871.73 tCO2e 噸二氧化碳當量	50.60 tCO2e 噸二氧化碳當量
Total GHG Emission 溫室氣體排放總量	354,859.47 tCO2e 噸二氧化碳當量	211.60 tCO2e 噸二氧化碳當量



5.1.3 廢棄物 WASTE

The Group pursues and actively implement the principle and practice of recycling and saving. The Group also promotes measures to reduce disposal of waste in our business operation. With decreasing availability of suitable land for landfill and increasing environmental impacts of waste disposal, waste reduction is one of the priority objectives of the Group.

本集團奉行及積極實施循環利用和節約之原則與實務。本集團亦於我們的業務營運過程中提倡環保措施，以減少無害廢物的排放。隨著垃圾填埋場的適宜土地供應量下降及廢物排放對環境的影響增加，減廢已成為本集團的首要任務之一。

For our textile business, hazardous waste is strictly segregated and disposed of in accordance with regulatory requirements. Our waste is categorized as non-hazardous waste and hazardous waste. For resource conservation and environmental protection, waste is further classified as re-usable, recyclable. What cannot be re-used or recycled is disposed of through landfill or incineration. Our factory has identified all solid waste streams and ensures the waste is handled properly. The factory also has adequate equipment to manage solid waste prior to transfer to off-site by a licensing vendor for further disposal.

我們紡織廠的危險廢棄物嚴格進行分類，並按照監管要求處理。我們把廢棄物分類為無害廢棄物和有害廢棄物。為了資源節約和環境保護，廢物被進一步分類為可重複使用和可回收利用。不能再利用或回收利用的廢棄物，我們通過填埋或焚燒處理。我們的工廠已經確定了所有固體廢棄物來源，並確保廢棄物得到妥善處理。工廠擁有足夠的設備來管理固體廢物，然後由擁有廢棄物處理許可證的供應商轉移到場外進行進一步處置。

For our film and media business, the non-hazardous wastes generated by the offices mainly consist of paper and printing supplies. We regularly monitor the consumption volume of paper and have implemented a number of reduction measures, including:

- 1 Encourage double-side printing and reuse of waste paper.
- 2 Encourage to use electronic channels for internal correspondence and communication;
- 3 Waste paper are collected by recycling collector; and
- 4 Used printing suppliers boxes and toners will be returned to printing suppliers companies for recycling and reuse.

Through the above mitigation measures, the Group believes that it will change the behaviour of the use of resources in our workplaces and achieve the goal of waste reduction in the coming years.

對於我們的影視傳媒業務，辦公室產生的無害廢物主要包括紙張和打印用品。我們定期監控紙張的消費量，並實施了一系列減少措施，包括：

- 1 鼓勵雙面列印及廢紙重用。
- 2 鼓勵儘量以電子渠道進行內部通訊及溝通；
- 3 由回收商收集廢紙；及
- 4 使用過的列印耗材盒及墨盒將送回列印耗材公司循環再用。

透過上述減廢措施，本集團相信其將改變我們工作場所的資源使用習慣，並於未來數年實現減廢目標。

5.2 資源使用 USE OF RESOURCES

Poor energy efficiency and heat loss is a waste of energy and money. Thus, our factory management takes this matter very seriously. With the energy saving centre establishment, over the years, the Group strives to use resources effectively by improving the consuming efficiency of electricity but also continuously reduced electricity consumption through many measures including adopting energy-saving lighting, equipment, conducting technical renovation and introducing new technology.

能源使用效率差和熱量損失造成能源和金錢浪費。因此，我們的工廠管理層非常重視這個問題。隨著節能辦公室的建立，多年來，公司不僅不遺餘力地提高用電效率，還通過採取節能照明，設備，技術改造，引進新技術等多種措施不斷降低用電量。

Apart from the measures mentioned above, the other relevant examples are as follows:

- 1 Installed power compensation equipment to improve performance;
- 2 Setting up lighting partition in the factory and the light can turn on and off based on the demand;
- 3 Use energy saving air compressor;
- 4 Installed heat recovery system on the compressor; and
- 5 Installed second level electricity metering system in each of the workshop and the main machines.

除上述措施外，其他相關例子如下：

- 1 安裝功率補償設備以提高性能；
- 2 在工廠設置照明分區，燈可以根據需要打開和關閉；
- 3 使用節能空氣壓縮機；
- 4 在壓縮機上安裝餘熱回收系統；及
- 5 在每個車間和主機上安裝二級電量計量系統。

While for our film and media business, the office has adopt the following measures.

- 1 Keep indoor air-conditioning temperature at 25°C during summer;
- 2 Encourage staff to shut down computers after work and switch off the lights;
- 3 Replace the lighting system in the office by LED lights gradually; and
- 4 Encourage staff to switch office equipment, such as printers and computers, to energy saving mode.

對於我們的影視傳媒業務，辦公室採取了以下措施。

- 1 夏季室內空調溫度保持在25°C；
- 2 鼓勵員工下班後關閉電腦及關閉辦公室電燈；
- 3 逐步把辦公室之照明系統換成LED光管；及
- 4 鼓勵員工把如印表機及電腦等辦公室電器切換至能源節省模式（在待機狀態下電器會進入休眠狀態）。

5.2.1 能源消耗 ENERGY CONSUMPTION

Electricity consumption and petrol consumption constitute the substantial part of the carbon emissions for the Group. As mentioned in the above section, the Group has formulated policies and guidelines relating to the environmental management, including energy management. Since the implementation of such initiative, we have managed to lower our energy consumption accordingly.

The use of natural gas has risen steadily over the last 2 years, due to the "coal to gas" reform. To reduce the air pollution, local government encouraged manufacturer to reduce the use of coal.

In addition, In the textile factory also installed solar power to generate electricity, In 2018, it has provided a total of 6,430,000 kWh of renewable energy. While for the purchased electricity, the textile factory has purchased 94,700,000 kWh. Due to the neighboring villages used electricity through the substations from our textile factory, we also sold 1,330,000 kWh of electricity to the villagers

The Group's has a transport fleet to use for cargo transport and company affairs. The used of petrol and diesel are the second largest contributor to our emissions profile.

During the Reporting Period, the Group's consumption in energy was as below:

電力消耗及汽油消耗構成本集團碳排放的主要部分。誠如上節所述，本集團已制定與環境管理相關的政策及指引，包括能源管理。自實施該等措施以來，我們已相應降低我們的電力消耗。

在過去的兩年裡，天然氣的使用量穩步上升。由於“煤改氣”改革。為減少空氣污染，當地政府鼓勵製造商減少煤炭的使用。





除此以外，紡織廠也安裝了太陽能光伏發電，2018年共產生了再生能源643萬度的電。購買電力方面，紡織廠購買了9,470萬度電。由於相鄰的村子通過紡織廠的變電站使用電，我們同時也售出了133萬度電。

本集團亦擁有運輸車隊，用於貨物運輸和公司事務。使用的汽油和柴油是我們排放量的第二大貢獻者。


於報告年度，本集團的能源消耗如下：

Intensity 密度
(Consumption / Headcount) 密度 (消耗 / 人數)


The non-renewable energy 不可再生能源

	Amount 數量	Intensity (Consumption / Headcount) 密度 (消耗 / 人數)		Amount 數量	Intensity (Consumption / Headcount) 密度 (消耗 / 人數)
 Coal 煤	1,395 tonnes 噸	0.83 tonnes 噸	 Petrol 汽油	26,908.55 litres 公升	16 litres 公升
 Natural Gas 天然氣	20,930,000 cubic meter 立方	12,480 cubic meter 立方	 Diesel 柴油	60,435.23 litres 公升	36.03 litres 公升

Renewable Energy 再生能源

	Amount 數量	Intensity (Consumption / Headcount) 密度 (消耗 / 人數)
 Solar Power 太陽能	6,430,000 kWh 千瓦	3,834.22 kWh 千瓦

Electricity Purchased 購買的電力

	Amount 數量	Intensity (Consumption / Headcount) 密度 (消耗 / 人數)
 Electricity 電	94,700,000 kWh 千瓦	5,646.88 kWh 千瓦

Electricity Sold 售出的電力

	Intensity (Consumption / Headcount) 密度 (消耗 / 人數)
 Electricity Sold 售出的電	1,330,000 kWh 千瓦

5.2.2 水資源 WATER

Water is a serious issue for the Group business. The availability of clean, accessible water is essential to the our textile production. Proper water management is essential to ensure that water is used efficiently and also eliminate the possibility of water pollution.

The Group advocates saving water. The Group textile factory equipped with advanced water purifier and wastewater treatment system which processed all the wastewater from industrial and domestic and realized reuse of return water. The small amount of discharged wastewater also conforms to national and local water discharge standards. We have assigned responsible staffs for water management. Water use-related regulations are identified and the responsible staff is aware of the regulatory requirements and the applicable measures for water conservation. And targets are set to reduce water consumption. We also update our site plumbing plan to indicate water/sewage inlet point accurately. Our industrial wastewater discharge points are labeled clearly as required by the regulations. There was no issue in sourcing water that is fit for our purpose.

For the Group's film and media business, as it working environment is mainly indoor offices, it does not consume a significant amount of water in its business activities. Regardless of limited water consumption, we strive to encourage water conservation. Pantries in our offices are posted with environmental messages to remind employees for water conservation, which results in enhancing our employees' awareness in water conservation.

During the Reporting Period, the Group has consumed 145,095 tonnes of water. Water usage includes our production plant, staff dormitory and our office.


水是集團業務的一個關注問題。獲得清潔的水的供應對我們的紡織生產至關重要。適當的水管理對於確保有效利用水並消除水污染的可能性是必要的。

本集團倡導節約用水。對紡織廠用水進行嚴格管理，同時紡織廠配備先進的純水和廢水處理系統，處理全部工業廢水和生活廢水，實現回用水的再利用。少量排放出去的廢水也符合國家和地方排放標準。我們指定了專門的員工負責管理水資源。專門人員確定用水的相關規定，了解監管要求和實施節水措施。我們的目標是降低用水量。我們適時更新管道圖紙，準確地指出水/污水入口點。我們的工業廢水排放口按法規要求明確擺放了標識牌。我們在獲取適用水源方面並無任何問題。

對於本集團的影視傳媒業務，其工作環境主要為室內辦公室，業務活動中並無大量用水。雖然用水量有限，但我們仍鼓勵節約用水。茶水間張貼環保訊息，提醒僱員節約用水，進一步提高僱員的節水意識。

於報告期內，我們紡織廠的用水量是145,095噸。用水量包括了我們的生產車間、員工宿舍用水及我們的辦公室。

2018 用水量

	Water Consumption 總耗水量	Intensity (Consumption / Headcount) 密度 (消耗 / 人數)
	<p>145,095 tonnes 噸</p>	<p>86.52 tonnes 噸</p>

5.2.3 產品包裝 PACKAGING MATERIALS

Our main packaging for textile products comprises of paper cartons, and plastic bag. Well designed packaging saves resources by minimising waste from the packed product. We have optimised our textile product packaging into a thin tight and light packaging with minimal waste. Apart from that, some of the packaging are collected and reuse, some send to the recycle or disposed of accordingly.

The quantitative data on the total volume of packaging material used was not disclosed due to the data collection mechanism still being developed.

我們的紡織產品主要包材包括紙箱和塑料袋。精心設計的包裝可以通過減少包裝產品的浪費來節省資源。我們將紡織產品包裝優化為薄而緊湊的包裝，減少浪費。除此之外，一些包裝袋被收集和再次使用，其中一些被重新回收或被丟棄處置。

因數據收集機制仍在制定中，因此未公佈所用包裝材料總量的定量數據。

5.3 環境及天然資源 ENVIRONMENT AND NATURAL RESOURCES

The Group is committed to the protection of the environment. We encourage the saving of natural resources by enhancing the staff awareness and reviewing the business operations efficiency regularly. We have been adopting environmental friendly practice in various aspects.

During the Reporting Period, we complied with all relevant environmental rules and regulation in the PRC . The Group was not aware of any material non-compliance with environmental laws and regulations relating to the air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste that would have a significant impact on the environment and natural resources. With the integration of policies and measures mentioned in above sections headed "Waste management" and "Use of resources" , the Group will continue to adopt environmental friendly measures and actions and strive to minimise the impacts of our business development on the environment and natural resources.

本集團致力保護環境。我們透過增強員工環保意識及定期檢討業務營運效率鼓勵節約天然資源。我們一直於多個方面採取環保做法。

於報告期間，我們已遵守中國所有相關環境法律法規。本集團並無獲悉任何重大違反有關空氣及溫室氣體排放、向水土排污、產生有害及無害廢物的環境法律法規的情況，以致對環境及天然資源產生重大影響。綜合上文「廢物管理」及「資源使用」章節所述的政策及措施，本集團將繼續採取環保措施及行動，致力減輕我們的業務發展對環境及天然資源的影響。



社會
Social

6.1 僱傭 EMPLOYMENT

The Group considers human resources ("HR") as one of the valuable assets. The realization and enhancement of employee value will contribute to the overall development and performance growth of the Group in the long term. Therefore, the Group attaches great importance to its HR, from recruiting to target professionals and training offers, support for employees career development, as well as retention measures for executives and employees with high potential.

The Group has defined the job qualification and job description for each position as a criterion for employing new employee. Recruitment channels include campus recruitment, open recruitment and internal referral. Each applicant's academic qualifications and related work experience are subject to verification and face-to-face interviews will be conducted before employment.

The working hours of the Group is in compliance with the relevant requirement of the Labour Law of the PRC. In the event of overtime work, employee will be rewarded with corresponding compensation from the Group in accordance with the laws and regulations.

The Group adheres to the principles of fairness, impartiality and transparency and provides employees with reasonable and competitive salary and benefits without any discrimination on gender, age, ethnicity, religion and culture. We conduct a performance evaluation of our employees annually and adjust the salary according to the evaluation results to reflect the employee value return. While safeguarding the general benefits of all employees according to laws, we also provide employees with additional personalized benefits by understanding their needs and opinions.

- Five social insurance
- Paid annual leave, marriage leave, maternity leave and other vocations.
- Transportation allowances, meal allowances, night shift allowances, overtime allowances, etc.

The Group places emphasis on employee care and communication activities. The Group's headquarters and subsidiaries organize employee care and communication activities in various forms every year. During the festivals every year such as New Year, May Day, National Day, Mid-Autumn Festival, the labor union will organize employee variety show and sports activities and other activities, and actively communicate with employees.

In addition, we focus on paying attention to the group of employees suffering hardship. When learning the difficult situation of employees, the Group and the labour union will provide support to the employees who are in difficulty, and organize donations and offer difficulty subsidies.

During the Reporting Period, the Group has not discovered any material violation of employment and labour related regulations.

本集團視人力資源（「人力資源」）為其中一項寶貴資產。僱員價值的實現及提高將有助於本集團長期整體發展及業績增長。因此，本集團非常重視其人力資源，例如招聘目標專業人士及提供培訓、支持僱員的職業發展以及對具高潛力的行政人員及僱員採取的挽留措施。

本集團已訂明各職位的工作資歷及工作範圍作為聘用新僱員的準則。招聘渠道包括校園招聘、公開招聘及內部推薦。在聘用之前，須核實各申請人的學歷及有關工作經驗並對其進行面試。

本集團僱員的工作時長符合中國《勞動法》之相關規定。倘僱員加班，本集團將根據法律法規向其提供相應補償。

本集團堅持公平、公正、透明的原則，為員工提供合理且具有競爭力的薪資福利，不存在任何性別、年齡、種族、宗教及文化上的歧視。我們對員工每年進行一次效績評估，根據評估結果調整工資，體現員工價值回報。我們在依法保障全體員工常規福利的同時，還通過了解員工需求和意見，為其提供更多人性化的福利。

- 五險一金
- 帶薪年假、婚假、產假等假期
- 交通津貼、伙食津貼、夜班津貼、加班津貼等

本集團重視員工關愛和交流活動。集團總部和各附屬公司歷年均會舉辦形式多樣的員工關愛和交流活動。每逢元旦、五一勞動節、國慶節、中秋節等節日，工會均會組織員工文藝晚會、體育活動等節日活動並積極與員工交流

此外，我們重點關注困難員工群體，當了解到員工有困難時，集團及各附屬公司工會都會對困難員工進行幫扶，組織捐款和困難補助等活動。

於報告期間，本集團並未發現任何嚴重不合規情況或任何違反僱傭及勞工相關法規的情況。



The "Dinner Gala" organised by the Group for all the textile employees to take part during New Year. 本集團為所有紡織員工在新年期間舉辦的“晚宴”。



Employees took part in the tug of war activities during Women Day event 在婦女節活動期間，員工參加了拔河比賽。



The activity sponsored by the Group for the employees to take part during Mother day event. 母親節期間，集團贊助供員工參加的活動。

6.1.1 僱員簡介 EMPLOYEE PROFILE

The Group understands and recognizes the benefits of diversified staff structure and regards it as one of the important elements in sustaining a long-term competitive advantage of the Group. A diverse company should be comprised of employees with different gender, age, skills, educational background and experience, in order to achieve the most appropriate structure and balance. As at 31 December 2018, the Group had a total employees of 1,704. Among them, 1,636 employees worked for textile businesses.

The Group has a relatively young workforce. The distribution of gender, age, employment mode, job level and location of the employees of the Group are as follows:

本集團深知及確信員工架構多元化的裨益並將其視為本集團維持長期競爭優勢的重要因素之一。一個具備多樣的公司應包括不同性別、年齡、技能、教育背景及經驗的僱員，以實現最適合之架構及平衡。於二零一八年十二月三十一日，本集團僱員人數為1,704名。其中，1,636名僱員任職於紡織業務。

本集團年輕勞工相對較多。本集團僱員按性別、年齡、僱傭類型、工作級別及地理位置的分配如下：



By Ages 按年齡



By Employment Mode 按僱傭模式



By Level 按級別



By Location 按地方

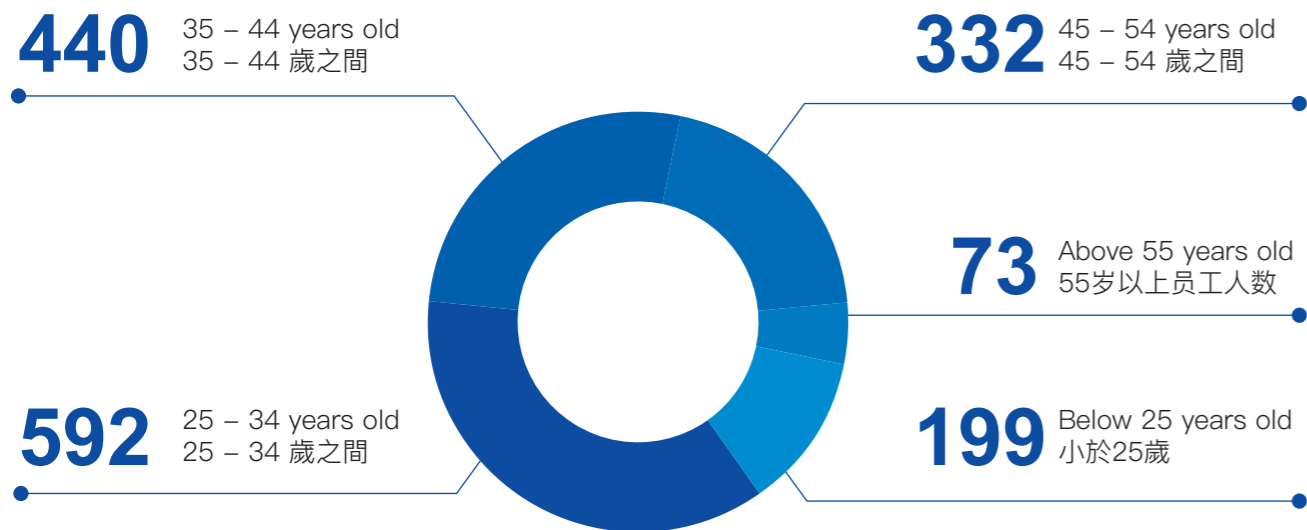
Beijing 北京	36	Hebei 河北	5
Shan Xi 陝西	3	Jilin 吉林	3
Liaoning 遼寧	4	Shanxi 山西	4
Tianjin 天津	2	Heilongjiang 黑龍江	3
Jiangxi 江西	2	Zhejiang 浙江	1
Anhui 安徽	3	Inner Mongolia 內蒙古	2

1,636
紡織僱員總數
Total Employees of Textile Business

765
男性僱員總數
Total Male Employees

871
女性僱員總數
Total Female Employees

By Age 按年齡



By Employment Mode 按僱傭模式

1,636
Full time 全職

By Level 按級別

118
Management
管理層

1,518
Non-management
非管理層

By Location 按地方

Location	Province	Number of Employees
山東	Shandong	1602
河南	Henan	10
河北	Hebei	3
安徽	Anhui	5
湖北	Hubei	1
四川	Sichuan	1
其他	Other	14

6.1.2 員工流失比率 EMPLOYEE TURNOVER RATE

The employee turnover rate refers to the percentage of employees who leave an organization during a certain period of time. People usually include voluntary resignation, dismissals, and retirements in the calculations.

Employee turnover rates can vary widely across industries. The group employee turnover rate in 2018 is 14.57%. The turnover rate of the textile factory was 15.34%, which mainly came from the production employee. The reason for the high turn-over rate is because some of the employees were migrating to big cities and some of the young employees choose to pursue further studies.

We are investing more time and money developing training programs to help retain employees. Table below show our employee turnover rate by gender, age group and geographical region.

員工流失比率是指在某一時間內離開組織的僱員比例。在計算中通常包括自願辭職，解僱和退休。

不同行業的員工流失率差異很大。報告期內集團員工流失率為14.57%，紡織工廠的人員流失率為15.34%，集中於生產車間人員，流失的主要原因是部分員工遷往大城市，部分年輕的員工選擇進一步求學。

我們已投入更多時間和金錢開發培訓項目以幫助留住員工。下表顯示我們按性別、歲數組別及所在地區區分的員工流失率。

	No. of employees
Employee Turnover Rate 員工流失人數	266
Employee Turnover Rate by Gender	
Male Employee Turnover Rate 男員工流失人數	144
Female Employee Turnover Rate 女員工流失人數	122
Employee Turnover Rate by Age Group 流失員工的歲數區分	
Below 25 years old 小於25歲	81
25 – 34 years old 歲之間	107
35 – 44 years old 歲之間	43
45 – 54 years old 歲之間	32
Above 55 years old 55 歲以上員工人數	3
Employee Turnover Rate by Location 流失員工的所在地區	
Shandong Province 山東省	243
Henan Province 河南省	6
Anhui Province 安徽省	3
Jiangsu Province 江蘇省	1
Beijing 北京	3
Hebei Province 河北省	2
Hunan Province 湖南省	1
Guangdong Province 廣東省	1
Jilin Province 吉林省	2
Shanxi Province 陝西省	1
Yunnan Province 雲南省	1
Guangxi Province 廣西省	1
Tianjin 天津	1

6.2 健康與安全 HEALTH AND SAFETY

As a responsible employer, we are committed to reducing accidents, illness, and risks in the working area as far as possible, promoting the health of our employees, and thus also reducing the absence rate and employee turnover rate. We focus on three major areas to minimize occupational hazards and health and safety risks:

- 1 Fire Safety Inspection - testing and maintenance of all fire safety related installations in textile factory, office, film shooting base, and workplace. Fire drills exercise for our employees annually.
- 2 Occupational Health & Safety - topics in the factory plant, workplace, film shooting base, and our office.
- 3 Security - Security of our employees, film crew members and property.

The Group evaluates and identifies the risk of safety in various facilities and premises of work, and precautionary measures are recommended accordingly. The Group has implemented Occupational Health and Safety Management Standard Operating Protocol (職業健康安全管理運行控制程序) to safeguard the well being of the employees, striving to provide them with a safe, healthy and protected working environment. The Group has obtained OHSAS 18001 Occupational Health and Safety Management System certificate. It is a framework by helping positioning policies, procedures and controls necessary to offer the best working conditions possible, aligned with the best international practices.

The Group also offers safety education and training to all employees and film crew members to enhance their awareness of safety and self-protection. In addition, the Group regularly monitors and evaluates the risks of occupational hazards at the operation sites. The air quality of workplace and other occupational hazards are also inspected by the admin department in order to prevent, control and eliminate occupational hazards and improve the working environment of the employees.

As the textile business of the Group is labour intensive, to protect the employees from fire hazards, the Group has implemented Fire Safety Management System (消防安全管理制度) and The Use and Maintenance of Fire Equipments (消防器材的使用和維護) policies. Both the policies have outline framework and the procedure to manage and mitigate the fire hazards.

In addition, the Group has come up with mandatory fire safety training. Steps taken include fire drill and evacuation training with the local fire department. The fire drills let employees know:

作為一名負責任的僱主，我們致力於盡可能減少工作場所中的事故、疾病和風險，促進員工的健康，從而降低缺勤率和員工流失比率。我們專注於三個領域，以盡量減少職業危害及健康和風險：

- 1 消防安全檢查-在紡織廠、辦公室、電影拍攝基地和工作場所測試和維護所有與消防安全有關的設施。每年為我們的員工進行消防演習。
- 2 職業健康與安全 - 工廠、工作場所、電影拍攝基地和辦公室的健康與安全。
- 3 安全-我們的員工，電影攝製組成員和財產的安全。

本集團評估及識別各項設施及工作場所的安全風險，並提出相應預防措施。本集團已實施職業健康安全管理運行控制程序，保障員工的健康，致力為員工提供安全、健康及受保障的工作環境。本集團已取得OHSAS 18001 職業健康安全管理體系認證。該體系有助於部署所需政策、程序及控制，以盡可能提供與國際實務一致的最佳工作環境。

本集團亦對全體員工和劇組人員提供安全教育培訓，強化員工的安全意識以及自我保護意識。此外，本集團定期對經營場所進行職業危害風險監測與評價。管理部門亦對工作場所空氣質量及其他職業危害因素進行檢測，以預防、控制和消除職業危害，改善員工的工作環境。

由於我們的紡織營運屬勞動密集型，為保護員工免受火災危害，本集團已實施消防安全管理制度及消防器材的使用和維護政策。該等政策均就管理及減輕火災危害制定框架及程序。

此外，本集團已組織強制性消防安全培訓。採取的措施包括與當地消防部門進行消防演習和疏散培訓。消防演習讓員工知道：

- The fire risk involved in textile manufacturing facility;
- The places where the fire alarm system is installed;
- The equipment available in the facility to combat the fire;
- How to use the equipment in case of fire; and
- How to evacuate in an organized manner.

The Group is committed to provide employees with a warm and comfortable working and living environment. During the Reporting Period, there were no work-related fatalities involving employees of the Group. And we did not discover any material violation of occupational health and safety related laws and regulation.

6.3 發展與培訓 DEVELOPMENT AND TRAINING

The Group had put in learning and development measures for our employees and help them grow in line with their respective task. The training can strengthen their sense of responsibility and willingness to learn and encourage employees the continuance of learning at every stage of their development.

The Group has provided suitable trainings across different operational functions, including induction training for new employees, technical training, and training to enhance the employees' knowledge in safety measures when performing their duties. Contents of trainings include on-the-job trainings at various levels as well as internal and external courses, with contents including management, skills, script writing, account and human resources. A regular performance appraisal system has been set up to evaluate and understand the individual performance to consider if re-training will be arranged for employees who have failed the appraisal.

During the Reporting Period, our employees have an average of 36 training hours annually and 70% of the employees undertook the training include senior-level employees. The training plan includes the skills required for upcoming tasks and company-wide management training.



我們的紡織部門組織的管理培訓
The management training organised by our textile business

- 在紡織工廠的火災風險；
- 火警系統的安裝地點；
- 設施中可用於防止火災的設備；
- 如果發生火災，如何使用該設備；及
- 如何有組織地疏散。

本集團致力於為員工提供溫暖舒適的工作和生活環境。於報告期內，本集團員工並無出現因工傷亡的事故，我們亦無發現任何嚴重不合規情況或任何違反職業健康與安全相關法律法規的情況。

本集團為員工投入了學習和發展措施，並幫助他們順應各自的任務發展。培訓可以增強他們的責任心和學習意願，並確保員工在其發展的每個階段不斷學習新知識。

本集團提供的適當培訓跨越不同營運職能，包括新員工入職培訓、技術培訓及為增強員工履行職責時的安全措施知識而進行的培訓。培訓的內容可以是各個層次的在職訓練及公司內外的課程，內容包括管理、技能、劇本寫作、財務和人事等。本公司已設立定期表現評估制度以評估及了解個人表現，及考慮是否對不合格員工安排再上崗培訓。

於報告期內，員工平均每年培訓36小時，70%的員工都接受了培訓，包括高級員工。培訓計劃包括應對即將開展的工作所需的技能和全公司範圍的管理培訓。



6.4 勞工標準 LABOUR STANDARD

The Group strictly abides by the relevant employment and labour laws and regulations and has never employed any child labour under 16 and using of forced labour. It has formulated clear policies to prevent compulsory labour and employment of child labour, make sure that our employee enjoys their fundamental rights related to labour and has insisted on monitoring the recruitment process frequently to prevent the occurrence of illegal conduct. Our Code of Conduct and employment contract sets out our general approach regarding labour standards.

In addition to our code of conduct, our human resource policy also cover the labour standard. The policy provides the framework of rules applicable to all HR activities within our operations.

During the Reporting Period, the Group did not discover any material violations of labour rights and labour related laws and regulations.

6.5 供應鏈管理 SUPPLY CHAIN MANAGEMENT

The Group believes that proper management of its supply chain could bring positive impacts to the social environment and a stable and long-term cooperation relationship with suppliers would enhance the standard of operation and services of the Group. We work together with a number of business partners.

These include film equipment, film shooting base, textile machinery, cotton raw materials, textile auxiliaries, etc. Ensuring the integrity of our business partners and avoiding potential liability risks or reputational damage, is of fundamental importance to us.

During the Reporting Period, the Group textile factory has a total of 54 suppliers, among which 32 are located in PRC, 11 are from over sea countries. And out of the 32 PRC's suppliers, 18 are from Shandong province, 9 from Jiangsu province, 2 from Henan province, 1 each respectively from Hebei province, Zhejiang province and Fujian province.

The Group has established the relevant policy on supply chain management, such as the Procurement Management Rules of the Group which have explicitly stated, among other things, the method of procurement, selection of suppliers, review and approval process and management, to ensure that the process is fair and transparent.

In the process of supplier selection, the Group must firstly consider whether the manufacturer has relevant qualifications (such as ISO9001), whether capital funding is sufficient, and whether it is capable of dealing with the number of orders, and secondly whether it can satisfy our needs in technical aspects, and whether the after sales service is comprehensive, etc.

本集團嚴格遵守相關僱傭及勞動法律法規，從未僱用過16歲以下的童工和使用強迫勞工。我們制定了一套明確政策，從而防止出現強迫勞工及僱用童工及確保員工享有與勞動相關的基本權利，並堅持密切監察招聘流程，防止出現違法行為。我們的行為準則和僱傭合同列出了有關我們的勞動標準的一般條文。

除了我們的行為準則之外，我們的人力資源政策也涵蓋了勞動標準。該政策提供適用於我們業務活動內所有人力資源的規則框架。

報告期內，本集團沒有發現任何有關勞動權利及勞動相關法律法規的重大不合規情況。

本集團相信對其供應鏈的良好管理能夠為社會環境帶來積極影響，並可與供應商建立穩固長期的合作關係，從而提升本集團的營運及服務標準。我們與眾多業務合作夥伴一起合作。

這些包括影視道具、拍攝電影基地、紡織機器、棉花原材料、紡織助劑等。為了避免潛在的責任風險或聲譽損害，確保我們的業務合作夥伴的誠信對我們來說至關重要。

於報告期內，本集團紡織廠共有54家供應商，其中32家位於中國，11家來自海外。32家國內供應商當中，18家來自山東省、9家來自江蘇省、2家來自河南省、各一家來自河北省、浙江省和福建省。

本集團已制定供應鏈管理的相關政策，如本集團的採購管理規則，其中明確訂明（其中包括）採購方法、甄選供應商、檢討及審批流程及管理，從而確保有關流程公平透明。

在甄選供應商流程中，本集團首要考慮製造商是否具備相關資質（如ISO9001）、是否擁有充裕的資金以及是否有能力處理我們的訂單，其次考慮其能否滿足我們在技術方面的需求以及售後服務是否完善等。

Furthermore, we will also require the supplier to provide samples for inspection, after the samples have passed the inspection tests, we will visit the plant of the supplier for site inspection. Critical areas include quality of the product, and corruption are closely monitored. We are currently strengthening this approach through our supplier program to improve our monitoring of risk across our supply chain.

6.6 產品責任 PRODUCT RESPONSIBILITY

For our textile business, we are committed to offer a broad and diverse range of innovative, quality fabric products to our customers. Fabric products that we have designed and manufactured for clients were over 7,000 varieties. We lead the industry in the application and development of new materials and new fibers for fabric production. New materials we use include tencel, milk fiber, soybean fiber, bamboo fiber, wool, viscose, organic cotton as well as other new fibers and yarns blended with cotton.

Our principal products can be broadly divided into jacquard fabrics and dobby fabrics by their weaving construction. And using these fabrics, we generate it into 5 categories of products, namely home textile, apparel, high-end bedding products, leisure and home decoration.

With the Group's consistent strict product quality control during the product process, our products enjoy high reputation in the market. The product quality control of the Group is conducted mainly based on the relevant requirements of the ISO9001 quality management system. From the purchasing of raw materials to the inspection and shipping of the finished products, the Group comprehensively controls and strictly inspects the product quality.

For our product research and development, the Group works closely with the suppliers, cooperating in the research and development of new materials and application solutions, and sharing the resources and opportunities of the industry development. Thus, the Group has improve the product's competitiveness in the market and further expand the Group's market share.

In order to improve after sales service, the Group has formulated the Customer Complaint Handling Process for internal reference and established the customer service department to handle general inquiries and complaints, and to provide customers with explanations and answers patiently. In case of product complaints, investigations will be carried out immediately and handled properly. The Group will keep records of the reasons for customer calls in detail, which will be used for future review to improve product quality, label or description in leaflets.

During the Reporting Period, the Group complied with relevant laws and regulations relating to product responsibility such as quality, advertising, labelling and privacy matters.

此外，我們亦將要求供應商提供樣品以供審查。樣品通過審查測試後，我們將拜訪供應商並進行實地視察。我們會對欺詐和腐敗等關鍵領域進行監察。我們正在通過我們的供應商計劃加強框架的實施，以改善我們對整個供應鏈的風險監控。

對於我們的紡織業務，本集團致力於為客戶提供各種多元化、有創意及質量好的的紡織面料。我們為客戶設計和製造的面料產品有7,000多個品種。我們在面料應用和使用新材料和新纖維生產引領行業。我們使用的新材料包括天絲，牛奶纖維，大豆纖維，竹纖維，羊毛，粘膠纖維，有機棉以及其他與棉混紡的新型纖維和紗線。

我們的主要產品可以大致分為織造大提花織物和小提花織物。我們的這些面料可以應用到5大產品類中，主要有家紡，服裝，高檔床上用品，休閒和家居飾品。

在生產過程中，本集團堅持嚴格的產品質量控制，產品一直贏得良好的口碑。本集團的產品質量控制主要根據ISO9001質量管理體系的相關要求執行。本集團由原材料購入開始，到成品檢驗及出貨，對產品品質全方位控制及嚴格檢測。

對於產品研發，本集團與供貨商緊密溝通，合作研發新的材料及應用方案，共享行業發展的資源與機遇。從而使我們能夠開發具突破性的產品，進而提升產品的市場競爭力，促進集團進一步擴大市場份額。

為提高售後服務，本集團制定了客戶投訴處理流程，並設有客戶服務部處理一般查詢、投訴等事項，給予顧客耐心解釋與答覆，如遇產品投訴情況將立即調查和妥善處理。本集團詳細記錄顧客來電的因由，以便日後檢討改良產品品質、標籤或產品說明書。

於報告期內，本集團已遵守有關產品責任的相關法律法規，這些責任包括產品質量、廣告、標籤及私隱事宜等方面。

6.6.1 認證 CERTIFICATION

The Group has been awarded international certifications that support its compliance for the most demanding standards in different operational aspects. The Group has obtained the following certification.

本集團亦已獲多項國際認證，支持其於不同經營領域符合最嚴格的標準。下列為我們年獲得的部分認證。

Certification 認證	Description 描述	Business that received them 獲認證業務
ISO9001	<p>ISO9001 is the international standard that specifies requirements for a quality management system. Organizations use the standard to demonstrate the ability to consistently provide products and services that meet customer and regulatory requirements.</p> <p>ISO 9001 為具體列明質量管理體系規定的國際標準，有關機構使用該標準以展示提供可持續符合客戶及法規要求的產品及服務的能力。</p>	Textile 紡織
ISO14001	<p>ISO14001 standard demands the company to create an environmental management that includes environmental objectives and goals, policies and procedures to reach these goals, defined responsibilities, staff training activities, documentation and a system to control any changes and progress.</p> <p>ISO 14001 標準要求公司創建環境管理，涵蓋環境目標、達致該等目標的政策及程序、界定職責範圍、員工培訓活動、文件編製及控制任何變動及進度的系統。</p>	Textile 紡織
OHSAS 18001	<p>OHSAS18001 is a framework for an occupational safety and health management system. It contributes by helping positioning policies, procedures, and controls necessary to offer the best working conditions possible, aligned with the best international practices.</p> <p>為職業安全及健康管理體系框架，該標準有助於定位政策、程序及控制可能提供最佳工作環境的必要性，並符合國際最佳慣例。</p>	Textile 紡織
Global Organic Textile (GOTS)	<p>The Global Organic Textile Standard (GOTS) aim of defining requirements that are recognised and that ensure the organic status of textiles from harvesting of the raw materials through responsible manufacturing all the way to labelling in order to provide credible assurance to the consumer.</p> <p>全球有机纺织品标准 (GOTS) 认证的目的是确保有机纺织品从收获、到原材料、到加工以及到最后产品包装的规范性，以便给最终的消费者带来可信赖的产品。</p>	Textile 紡織

6.6.2 負責任的內容 RESPONSIBLE CONTENT

For our film and media business, the Group works closely with State Administration of Press, Publication, Radio, Film, and Television Agency. We also worked with local government in producing story and film that related to local culture heritage.

對於影視傳媒業務，本集團與國家新聞出版廣電總局密切合作。除此以外，我們也與各地政府合作，製作與當地文化遺產有關的電視劇故事和電影。

The Group is committed to producing TV drama and film that reflect China local culture, local custom, and local demand. We want to create an environment to foster media integrity, diversity and creativity by telling purposeful stories across media platform.

我們致力於制作反映中國本土文化，本土習俗和本土需求的電視劇和電影。我們希望能創造壹個環境，可以促進傳媒公司通過制作有意義的故事，培養行業的正直、多樣性和創造性。

Our goal for developing responsible content are:

- Produce healthy and positive films and TV drama to Chinese viewers.
- Develop content that promote social harmony
- Reflect a diversity of cultures and backgrounds of PRC in our film and TV drama.
- Develop content that viewers can feel comfortable sharing with all family members.

我們開發負責任內容的目標是:

- 為中國觀眾製作健康、積極的電影和電視劇
- 開發促進社會和諧的內容
- 在我們的影視劇中反映中國文化和背景的多樣性
- 開發觀眾可以放心地與所有家庭成員分享的內容

6.6.3 知識產權 INTELLECTUAL PROPERTY

The Group understands that intellectual property rights constitute a valuable company asset. We thus strive to both protect these rights and use them effectively.

本集團明白知識產權構成寶貴的公司資產。因此，我們努力保護並有效使用該等權利。

For the film and media business, the Group's intellectual property on the films and TV dramas helps us outperform our competitors. The Group protects, retain and leverage its ownership in intellectual property rights during negotiations and engagements with TV channels, customers and other parties.

對於影視傳媒業務，集團在電影和電視劇的所有權讓我們能超越競爭對手。本集團在與衛視頻道、客戶及其他人士磋商及交涉期間，會保護、保留及運用其知識產權的所有權。

The Group legal consultant is managing the variety of intellectual property matters including filing and acquisition of trademark, copyright and the patterns.

我們的法律顧問負責管理各種知識產權事宜，包括申請和獲取商標、版權和專利。

For the textile business, in order to protect the rights and interests of the Group, we have applied for trademark registrations and product patents of our textile products to safeguard the Group's intellectual properties. In addition, the Group will require suppliers, customers and collaborating parties to sign a Confidentiality Agreement to protect the Company's trade secrets.

對於我們的紡織業務，為保障本集團權益，我們的紡織產品已申請商標註冊及產品專利，以維護本集團的知識產權。另外，本集團亦會要求供應商、客戶及合作單位簽訂《保密協議書》，以保護本公司商業機密。

6.6.4 客戶資料隱私 CUSTOMER DATA PRIVACY

The Group attaches great importance to customer information security to maintain a sound corporate reputation and establish a cooperative and trusted business relationship with customers. We are committed to improving information confidentiality management system, and limiting employees' access to confidential information of customers through the implementation of a number of information security measures and strict authority management in order to guarantee that the information is for authorized use only.

集團高度重視客戶信息安全，以維持良好企業聲譽，與客戶建立合作信任的業務關係。我們致力完善信息保密管理制度；通過實施多項信息安全措施及嚴格的權限管理，限定員工對於客戶保密資料的知曉範圍，保障資料僅用於獲授權之用途。

6.7 反貪污 ANTI-CORRUPTION

The Group maintains and effectively implements a comprehensive system of internal control and stringent policies for anti-corruption, and is committed to prevent and monitor any malpractices or unethical practice.

本集團一直維持及有效實施一套健全的內部監控架構以及嚴謹反腐政策，並致力於防範和監控任何舞弊或不道德行為。

The Group has strictly complied with ethical requirements and there was no occurrence of corruption, bribery, fraud and money laundering throughout the Reporting Period. The Group will adhere to its corporate ethics and uphold its reputation to prevent corruption.

本集團嚴格遵守道德規範，在報告期內，沒有發生任何貪污、賄賂、欺詐和洗黑錢行為。本集團將堅持企業道德規範，秉持優良信譽，防範腐敗。

The Group has anti-corruption awareness training for employees ranges from on-boarding and yearly reminder programs. The purpose of the program is to help all employees understand the Group's values and the policy. Integrity is vital part of the Group's business. The Group's management is committed to sending clear, and regular message to all employees and business partners that corruption and bribery are unacceptable.

本集團針對員工的反腐意識培訓涵蓋了入職和年度提醒計劃。該計劃的目的是幫助所有員工了解本集團的價值觀和政策。誠信是今年集團業務的重要組成部分。本集團的管理層致力於向所有員工和業務合作夥伴發出明確和一致的信息，表明貪污和賄賂是不可接受的。

Employees can report to the management of the Group with respect to any non-compliance such as receiving bribes, abuse of power by mail, electronic mail or phone. All business units have a responsibility to conduct regular risk assessment of their anti-corruption procedures and implement remedying measures to mitigate risks.

員工可以通過郵件、電子郵件或電話等方式向本集團管理層舉報任何違規行為，例如收受賄賂、濫權等。所有業務部門都有責任定期對其反腐措施進行風險評估，並實施補救措施以降低風險。

During the Reporting Period, the Group complied with relevant laws and regulations relating to bribery, extortion, fraud and money laundering.

於報告期內，本集團已遵守與賄賂、勒索、欺詐和洗黑錢有關的法律法規。

6.8 社區投資 COMMUNITY INVESTMENT

As a responsible corporate citizen, the Group uses its expertise and resources to support the communities in which it operated in various ways. During the Reporting Period, the Group continues to focus on the following areas for community investment:

- Provide helping hands for people in need;
- Foster a healthy and green living environment in the Zibo community, e.g. the group sponsored the gym equipment to local recreation park;
- Support local charitable events; and
- Provide training opportunities for young people.

The Group have participated in various voluntary events, and created a network to assist and support the people in need. The Group also encourage employees and their families to participate in volunteered activities sponsored or organised by the Group in order to bring positive impact to the community and society.

作為負責任之企業公民，本集團利用其專業知識及資源通過多種方式以支持經營所在之社區。於報告期間，本集團持續專注於以下多個社區投資方面：

- 幫助有需要人士；
- 在淄博社區打造一個健康和綠色的生活環境，例子，集團為當地社區公園捐獻了健身器材；
- 支持當地慈善活動；及
- 為年輕人提供培訓機會。

本集團已參加各類義工活動並建立社區網絡，為有需要人士提供助和支持。本集團亦鼓勵員工和其家屬參與由本集團贊助或組織的各類義工活動，為社區及社會帶來積極影響。



The blood donation activity organised by the Group for the employee 本集團為該員工舉辦的獻血活動



香港交易所環境、社會及管治報告內容索引

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Hong Kong Stock Exchange ESG Reporting Guide Content Index 香港交易所環境、社會及管治報告內容索引

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