

TENGY

浙江天潔環境科技股份有限公司
Zhejiang Tengy Environmental Technology Co., Ltd

(a joint stock company established in the People's Republic of China with limited liability)
(於中華人民共和國成立之股份有限公司)

Stock code 股份代號：1527

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

2018





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About this Report

關於本報告

This Report is the third Environmental, Social and Governance report (the “**Report**”) of Zhejiang Tengy Environmental Technology Co., Ltd (“**Tengy Environmental**” or “**Company**”) together with its subsidiaries (the “**Group**” or “**we**”). This Report presents information regarding our management approach, strategies, goals and progress on environmental, social and governance issues.

REPORTING SCOPE

This Report mainly describes the Group’s environmental and social policies in relation to design, development, manufacture, installation and sale of environmental pollution prevention equipment and electronic products, and focuses on disclosing the business operation as well as environmental and social performance of the Company and its two subsidiaries, Zhuji City Tianjie Electronic and Technology Co., Ltd.* (諸暨市天潔電子科技有限公司) and Zhuji City Tianjie Installation Engineering Co., Ltd.* (諸暨市天潔安裝工程有限公司), in Paitou Town, Zhuji City, Zhejiang Province, the People’s Republic of China (the “**PRC**”) from 1 January 2018 to 31 December 2018 (“**Reporting Period**”). The operational location in Paitou Town, Zhuji City, Zhejiang Province is the major production base of the Group. The majority of employees of the Group are concentrated in this location. We believe that the relevant data is sufficient to reflect our overall condition.

本報告是浙江天潔環境科技股份有限公司（「**天潔環境**」或「**本公司**」）及其附屬公司（統稱「**本集團**」或「**我們**」）發表的第三份環境、社會及管治報告（「**本報告**」）。本報告彙報本集團在有關環境、社會及管治的管理方針、策略、目標及成果的資料。

報告範圍

本報告的內容主要闡述本集團從事環保污染防治設備及電子產品的設計、開發、製造、安裝及銷售事業的環境及社會政策，並集中披露本公司及其中兩家主要附屬公司 - 諸暨市天潔電子科技有限公司及諸暨市天潔安裝工程有限公司於二零一八年一月一日至二零一八年十二月三十一日止（「**報告期間**」）在中華人民共和國（「**中國**」）浙江省諸暨市牌頭鎮的業務營運及其環境及社會層面的表現。浙江省諸暨市牌頭鎮運營地點為本集團之主要生產基地，本集團大部分員工集中在此地點工作，我們相信相關數據足夠反映本集團的整體情況。

About this Report 關於本報告

REPORTING BASIS

This Report has been prepared in accordance with the Environmental, Social and Governance Reporting Guide (ESG Guide) as set out in Appendix 27 to the Rules Governing the Listing of Securities on the Main Board of The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”). For details about our corporate governance, please refer to the Corporate Governance Report of the 2018 Annual Report of the Company.

STAKEHOLDER ENGAGEMENT

The Group understands the importance of stakeholders’ opinions. Thus, we are committed to communicating with stakeholders through diverse channels, responding to the expectations and concerns of different stakeholders actively and enhancing the management capabilities of the Company. Our stakeholders include shareholders, customers, employees, suppliers, business partners, the government, nearby communities, etc. In addition to responding to the stakeholders’ demands directly in the daily operation process, we have also established an effective communication channel to understand their needs and expectations on the Group through means such as phone calls, emails, conferences, visits, seminars, exhibitions, staff meetings and shareholders meetings. We take timely measures to seek continuous improvement and advancement to achieve sustainable development.

報告依據

本報告依照香港聯合交易所有限公司（「聯交所」）《主板上市規則》附錄二十七《環境、社會及管治報告指引》所編寫。有關企業管治的詳情，請參閱本公司2018年年報內的《企業管治報告》。

持份者參與

本集團深明持份者意見的重要性，因此我們致力以多元化的管道與各持份者深入溝通，積極回應不同持份者的期望和關注，提升公司的管理能力。本集團的持份者來自不同界別，包括股東、客戶、僱員、供應商、業務夥伴、政府以及附近社區居民等。除在日常營運過程中直接回應持份者訴求外，我們亦透過電話、電郵、會議、拜訪、參觀、座談會、展覽、員工會議、股東大會等方式，建立有效的溝通管道，瞭解他們對本集團的需要和期望，及時採取應對措施，使我們能持續改善，不斷進步，從而實現可持續發展。

About this Report

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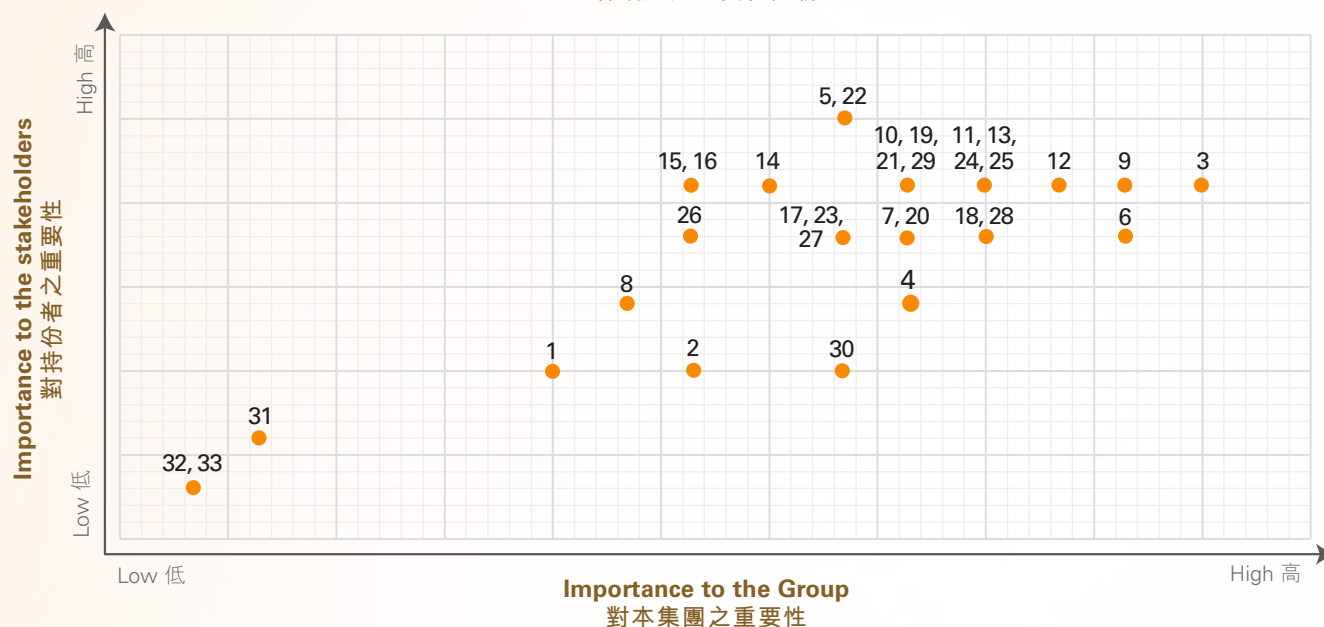
ASSESSMENT OF MATERIALITY

In order to identify the issues that stakeholders are most concerned about and to allow stakeholders to comment on our sustainability performance, we have conducted environmental, social and governance assessments on important issues in the early stages of the preparation of this Report. According to the requirements of the ESG Guide, 33 environmental, social and governance issues were recognized and identified based on the actual business and industry characteristics of the Group. We invited stakeholders to rate the importance of the 33 issues, summarized stakeholders' ratings and the Group's sustainable development goals and determined the order of the importance of the reporting issues so as to develop the materiality analysis matrix for each issue. This Report describes the selected important issues and focuses on the issues of greatest concern to stakeholders.

對重要性的評估

為了辨別持份者最關注的議題及讓持份者就我們可持續發展方面的表現提出意見，在本報告編製初期，我們開展了環境、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33項環境、社會及管治議題，邀請利益相關方對該33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，並編製各議題之重要性分析矩陣。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。

Materiality analysis of issues
各議題之重要性分析



About this Report

關於本報告

Quality of Working Environment 工作環境質素	Environmental Protection and Green Operation 環境保護和綠色運營	Operation Practices 營運常規	Product Service and Responsibility 產品服務及責任	Contributions to Community 社區貢獻
<ol style="list-style-type: none"> Diversity and equal employment opportunity 職工多元化及均等就業機會 Employment relationship and staff communication 僱傭關係及員工溝通 Occupational safety and health 職工職業安全及健康 Training and development for staff 職工培訓及發展 Prevention of child labor and forced labor 防止童工及強制勞動 Recruit and retain outstanding and responsible employees 聘用及挽留優秀及負責的職工 Staff salary 職工薪資待遇 Staff welfare/recreational activity 職工福利/康樂活動 Employment compliance 僱傭方面的合法合規性 	<ol style="list-style-type: none"> Sewage Discharge 污水排放 Greenhouse gas emissions 溫室氣體排放 Air emissions 廢氣排放 Hazardous and non-hazardous waste treatment 危險及無害廢物處理 Saving energy and water 節約能源及用水 Use of natural resources (including energy and water) 天然資源使用 (包括能源及用水) Supplier environmental and social performance appraisal 供應商環境及社會表現評估 Environmental education and advocacy 環保教育及宣傳 Environmental compliance 環保方面的合法合規性 Environmental policy 環保政策 	<ol style="list-style-type: none"> Supplier management program 供應商管理程式 Anti-corruption 反舞弊腐敗 Disaster contingency plans 災難應急預案 Operational practices compliance 營運慣例的合法合規性 	<ol style="list-style-type: none"> Quality and safety of the Company's products 公司產品品質及安全 Customer satisfaction 客戶滿意度 Awards and honors of the Company 公司所獲獎項及殊榮 Customers' comments and complaints 客戶意見及投訴 Trademarks and patented technologies 商標及專利技術 Protect customers' sensitive and private information 客戶敏感及隱私資訊保護 Logistics service 後勤服務 	<ol style="list-style-type: none"> Community volunteer service 社區志願者服務 Charitable donations 慈善捐贈 Participation in public welfare activities 參與公益活動

CONTACT US

The Group welcomes and values stakeholders' opinions. If you have any opinion or feedback on the ESG approach and performance of the Group, please contact us through by@tengy.com.

聯繫方式

本集團歡迎亦十分重視持份者的意見，閣下如對本集團的環境、社會及管治方針及表現有任何意見或回饋，請電郵至 by@tengy.com 與我們聯繫。

About Us 關於我們



OUR BUSINESS

We are principally engaged in design, development, production, installation and sale of environmental pollution prevention equipment and electronic products. The Group is an integrated atmospheric pollution control solution provider with a primary focus on particulate emission control, offering mega-sized precipitators to customers in various industries. During the Reporting Period, the Group generated its revenue primarily from (i) environmental protection equipment contracts; (ii) sales of goods; and (iii) rendering of services. The environmental protection equipment contract refers to the customized integrated atmospheric pollution control solutions provided by the Group to its customers, which include providing equipment procurement and manufacturing, installation and debugging guidance, customer training, maintenance and repair on a case-by-case basis.

The Group mainly offered four types of precipitators during the Reporting Period: electrostatic precipitators, bag filter precipitators, electrostatic-bag composite precipitators and wet electrostatic precipitators. The flue gas treatment projects involved in the Group's products and equipment are distributed in more than 30 provinces, municipalities and autonomous regions and overseas markets, and our key customers include large state-owned enterprises and leading private enterprises.

我們的業務

我們主要從事環保污染防治設備及電子產品的設計、開發、製造、安裝及銷售。我們是綜合大氣污染防治解決方案供應商，主要專注於顆粒物的排放控制，在多個行業為客戶提供特大型除塵器。報告期間，本集團的收益主要產生自(i)環保設備合同；(ii)銷售貨品；及(iii)提供服務。環保設備合同指本集團為客戶提供的度身定制的综合大氣污染防治解決方案，包括按專案向客戶提供設備採購及製造、指導安裝及調試、客戶培訓及維修與維護。

本集團於報告期間主要提供四種除塵器：靜電除塵器、袋式除塵器、電袋複合除塵器及濕式靜電除塵器。本集團的產品設備涉及的煙氣治理項目分佈在全國30餘個省、直轄市和自治區及海外市場，重點客戶包括大型國企，及民營龍頭企業。

Environmental 環境

According to the current legal and regulatory system in the PRC, we are required to obtain a pollutant discharge permit for the production facilities and pass the necessary environmental approval procedures as stipulated by applicable regulations. In addition, our operations in the PRC are subject to environmental laws and regulations regarding air pollution, noise emissions, hazardous wastes, sewage and wastewater discharge as well as other environmental issues. The relevant laws and regulations include the Environmental Protection Law of the PRC (中華人民共和國環境保護法), the Regulations on the Administration of Construction Project Environmental Protection (建設項目環境保護管理條例), the Law of the PRC on Appraising of Environmental Impact (中華人民共和國環境影響評價法), the Law of the PRC on the Prevention and Control of Water Pollution (中華人民共和國水污染防治法), the Law of the PRC on the Prevention and Control of Atmospheric Pollution (中華人民共和國大氣污染防治法), the Law of the PRC on the Prevention and Control of Pollution from Environmental Noise (中華人民共和國環境噪聲污染防治法), and the Law of the PRC on the Prevention and Control of Environmental Pollution by Solid Waste (中華人民共和國固體廢物污染環境防治法), etc. We are required to register with competent environmental protection authorities for discharging pollutants, and when the discharging pollutants are in excess of the prescribed national or local standards, we must pay for the excessive discharge and assume the responsibility for eliminating or controlling pollution. During the Reporting Period, the Group is not aware of any prosecutions for violations of laws and regulations relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous wastes.

The main emissions of the Group that may affect the environment and natural resources during its operations are air pollutants, wastewater and waste. We have taken necessary internal environmental protection measures to prevent environmental pollution. We have established the Quality, Environment and Occupational Health and Safety Management Manual and obtained the Quality Management System Certification (GB/T 50430-2007/ ISO 9001:2015), the Environmental Management System Certification (GB/T 24001-2016/ISO 14001:2015) as well as Occupational Health Management System Certificate (GB/T 28001-2011/OHSAS 18001:2007).

根據中國當前的法律及監管體制，我們須就生產設施取得污染物排放許可證並通過適用法規規定的必要的環保審批程序。此外，我們在中國的經營須遵守有關大氣污染、噪音排放、有害廢棄物、污水及廢水排放以及其他環境事宜的環境法律及法規，有關法律法規包括《中華人民共和國環境保護法》、《建設項目環境保護管理條例》、《中華人民共和國環境影響評價法》、《中華人民共和國水污染防治法》、《中華人民共和國大氣污染防治法》及《中華人民共和國固體廢物污染環境防治法》等。我們必須就排放污染物向主管環境保護機關登記，而排放的污染物若超出訂明的國家或地方標準，則必須支付超額排放費，並負責消除或控制污染。報告期間，本集團並不知悉有任何因違反有關空氣及溫室氣體排放、向水及土地之排放以及產生有害及無害廢棄物之法律法規而遭到檢控的情況。

本集團於營運過程中可能對環境和自然資源造成影響的主要排放物為大氣污染物、廢水及廢棄物。我們已採取必要的內部環境保護措施以防止對環境造成污染。我們已建立《質量、環境和職業健康安全手冊》並取得《質量管理體系認證證書》(GB/T 50430-2007/ ISO 9001:2015)、《環境管理體系認證證書》(GB/T 24001-2016/ ISO 14001:2015)、《職業健康管理體系認證證書》(GB/T 28001-2011/ OHSAS 18001:2007)。

Environmental 環境

RESOURCE USAGE AND GREENHOUSE GAS EMISSIONS

In our production process, certain air emissions are generated directly or indirectly. Direct air emissions mainly come from the use of diesel and unleaded petrol in self-owned vehicles and forklift trucks, while indirect air emissions mainly come from electricity consumption during our production process, and the electricity is mainly used in various electrical machinery and apparatus, such as vacuum oil filters and cranes. In addition, our production process will also involve welding, sandblasting, painting and other processes, which will produce air pollutants and dust. However, as we have not kept statistics on the emissions of sandblasting dust and paint fume, no disclosure has been made. Moreover, our management staff may need to travel to different areas for their daily duties and cause greenhouse gas emissions indirectly when traveling by air.

Meanwhile, we have taken the following measures to reduce greenhouse gas emissions:

- Setting electronic appliances and equipment in energy-saving modes
- Switching off unnecessary lighting and electrical devices during lunch and after work
- Installing and using air conditioners with thermostats
- Switching on air conditioners only when the ambient temperature is 25°C or above
- Switching on heaters only when the ambient temperature is 5°C or below

WATER RESOURCES AND SEWAGE DISCHARGE

Our water consumption mainly used by staff for daily use, canteen used, and water-based paint thinners, and loss of recirculated cooling water. We have no issue in sourcing water that is fit for purpose. Our production process does not produce a large amount of industrial wastewater, and our sewage is mainly from domestic sewage. The flushing wastewater will be treated by the septic tank, while the canteen wastewater will be treated by the grease trap, and then discharged to the surrounding river after being treated by the buried sewage treatment facilities installed in the plant.

資源使用及溫室氣體排放

在生產過程中，我們會產生若干直接或間接的空氣排放。直接空氣排放物主要來自於自有車輛及叉車的柴油及無鉛汽油等燃料使用。而間接空氣排放物主要來自生產過程中的電力消耗，電力主要用於不同的電動機械及儀器，例如真空濾油機、起重機等。另外，我們在生產過程中亦會涉及焊接、噴砂、上漆等工序，該等工序會產生空氣污染物及粉塵。然而，由於我們尚未有統計噴砂粉塵及油漆廢氣的資料，因而未能作出有關排放的披露。除此之外，我們的管理員工在處理日常工作時或需乘坐飛機前往不同地區執行職務，他們在搭乘航空公司的航班外出公幹時，亦會間接地引起溫室氣體的排放。

同時，我們已採取下列措施以減低溫室空氣排放：

- 將電器及電子設備設置為節能模式
- 午膳時間及下班後關掉非必要的照明設備及電器
- 安裝並使用恆溫空調
- 僅在環境溫度為25°C或以上時方開啟空調
- 僅在環境溫度為5°C或以下時方開啟暖爐

水資源及污水排放

我們的主要耗水用於職工生活用水、食堂用水、水性油漆稀釋劑用水及冷卻水迴圈水損耗。我們於求取適用水源上並無任何問題。我們的生產過程並不會產生大量的工業廢水，污水主要來自生活污水。沖廁廢水會經化糞池處理，食堂廢水會經隔油池處理後，經廠區內設置的地理式污水處理設施處理後排放至周邊河道。

Environmental 環境

WASTE

Hazardous waste

Hazardous waste refers to waste that has the characteristics of causing danger or may endanger human health or the environment and has been identified in the national hazardous waste directory. Hazardous wastes generated during our production process include waste paint buckets, waste emulsions and waste developer. We have designated specific temporary storage sites for hazardous wastes in the plant area. All hazardous wastes generated during the production process will be stored in that area after collection. Qualified hazardous waste disposal companies will be commissioned to collect and handle hazardous waste properly.

Non-hazardous waste

Our non-hazardous wastes are mainly metal debris, office waste papers and domestic waste. We sort, collect and store general non-hazardous waste, such as paper and stationery, and then deliver to the environmental hygiene department for handling. Metal debris will be sold to recyclers for comprehensive utilisation.

Meanwhile, we encourage our staff to print on both sides of the paper for internal documents and develop green printing habits. We also provide waste paper recycling facilities to increase recycling efficiency.

廢棄物

有害廢棄物

有害廢棄物是指具有造成危險或可能危害人類健康或環境特性的廢棄物並根據《國家危險廢物名錄》識別。我們生產過程中產生的有害廢棄物包括廢油漆桶、廢乳化液及廢顯影液。我們在廠區內劃分出專門的危險廢物暫存間，所有在生產過程中產生的有害廢棄物，經過收集後會在存放在該片區域，並委託具有資質處理危險廢物的合法專業機構進行回收及處置。

無害廢棄物

我們的無害廢棄物主要為金屬碎屑、辦公廢紙及生活廢物。我們對一般的無害廢棄物，如紙張及辦公室文具，進行分類、收集和存放，隨後交由環衛部門進行處理；金屬碎屑則會外售予回收商作綜合利用。

同時，我們提倡員工雙面列印內部檔及養成環保的列印習慣，並提供廢紙回收設施，以提高回收效率。



Environmental 環境

Key Environmental Performance Indicators (KPIs) 環境關鍵績效指標

Key Performance Indicators (KPIs) 關鍵績效指標	Year 2018 2018年度	Year 2017 2017年度	Unit 單位
Air emissions 廢氣排放			
Nitrogen oxides (NOx) 氮氧化物(NOx)	139.36	112.32 ¹	kg 千克
Sulfur oxides (SOx) 硫氧化物(SOx)	1.40	1.29	kg 千克
Particulate matters (PM) 懸浮粒子(PM)	25.86	20.05	kg 千克
Greenhouse gas emissions 溫室氣體排放量			
Total emissions 總排放量	4,676.83	2,549.67	tonnes of CO ₂ e 公噸二氧化碳當量
Scope 1 範圍一	1,147.32 ²	437.25	tonnes of CO ₂ e 公噸二氧化碳當量
Scope 2 範圍二	3,343.73	1,931.65	tonnes of CO ₂ e 公噸二氧化碳當量
Scope 3 (Business air travel) 範圍三(航空差旅)	185.78	180.77	tonnes of CO ₂ e 公噸二氧化碳當量
Intensity (per m ² of gross floor area) 密度(以每平方米建築面積計算)	0.05	0.03	tonnes of CO ₂ e 公噸二氧化碳當量

Environmental 環境

Key Performance Indicators (KPIs) 關鍵績效指標	Year 2018 2018年度	Year 2017 2017年度	Unit 單位
Electricity 電力			
Total purchased electricity 總外購電力	4,753.00	3,713.11	MWh 千個千瓦時
Purchased electricity (non-renewable energy) 外購電力(非再生能源)	4,753.00	2,745.77	MWh 千個千瓦時
Purchased electricity (renewable energy) 外購電力(再生能源)	- ³	967.34	MWh 千個千瓦時
Intensity (per m ² of gross floor area) 密度(以每平方米建築面積計算)	0.05	0.04	MWh 千個千瓦時
Fuel 燃料			
Total fuel consumption 總燃料使用量	285.13	285.23	MWh 千個千瓦時
Diesel oil 柴油	143.27	127.76	MWh 千個千瓦時
Unleaded Petrol 無鉛汽油	141.86	157.47	MWh 千個千瓦時
Intensity (per m ² of gross floor area) 密度(以每平方米建築面積計算)	3.29	3.29	kWh 千瓦時
Water consumption 用水			
Total water consumption 總耗水量	22,345.00	23,089.00	m ³ 立方米
Intensity (per m ² of gross floor area) 密度(以每平方米建築面積計算)	0.26	0.27	m ³ 立方米

Environmental 環境

Key Performance Indicators (KPIs) 關鍵績效指標	Year 2018 2018年度	Year 2017 2017年度	Unit 單位
Hazardous waste 有害廢棄物			
Total amount 總量	1.74	0.08	tonnes 公噸
Waste emulsion 廢乳化液	0.06	0.02	tonnes 公噸
Waste developer 廢顯影液	0.04	0.06	tonnes 公噸
Waste paint bucket 廢油漆桶	1.64	not disclosed in 2017 2017年度 未披露	tonnes 公噸
Intensity (per m ² of gross floor area) (including waste emulsion and waste developer) 密度(以每平方米建築面積計算) (包括廢乳化液及廢顯影液)	1.15	0.92	g 克
Intensity (per m ² of gross floor area) (including waste emulsion, waste developer and waste paint bucket) 密度(以每平方米建築面積計算) (包括廢乳化液、廢顯影液及廢油漆桶)	20.07	not disclosed in 2017 2017年度 未披露	g 克
Collected and disposed by qualified hazardous waste disposal companies 由合資格危廢處理公司收集和處理	1.74	0.08	tonnes 公噸

Environmental 環境

Key Performance Indicators (KPIs) 關鍵績效指標	Year 2018 2018年度	Year 2017 2017年度	Unit 單位
Non-hazardous waste 無害廢棄物			
Total amount 總量	535.71	574.90	tonnes 公噸
Metal debris 金屬碎屑	532.50	567.87	tonnes 公噸
Papers ⁴ 紙張 ⁴	3.21	7.03	tonnes 公噸
Intensity (per m ² of gross floor area) 密度 (以每平方米建築面積計算)	6.18	6.63	kg 千克
Reused by recyclers 由回收商再利用	532.50	567.87	tonnes 公噸
Packaging materials 包裝物料			
Total amount 總量	281.44	8.00	tonnes 公噸
Metals – scrap iron, scrap sheet, channel steel, angle steel, etc 金屬類—廢鐵皮、廢圓片、槽鋼、角鋼等	277.46	8.00	tonnes 公噸
Paper – packing box 紙類—包裝箱	2.02	not disclosed in 2017 2017年度 未有披露	tonnes 公噸
Plastics – Pearl cotton 塑膠類—珍珠棉	1.96	not disclosed in 2017 2017年度 未有披露	tonnes 公噸
Intensity (per m ² of gross floor area) 密度 (以每平方米建築面積計算)	3.25	0.09	kg 千克

1 Due to the adjustment of the calculation method for the current year, the relevant data for 2017 has been recalculated and restated according to the calculation method adopted in the current year for effective comparison.

2 As the data collection system for welding gas has been improved, the amount of relevant greenhouse gas emissions was increased.

3 In the reporting period, the Group did not consume any solar energy.

4 Assume that paper consumption is roughly the same as the amount purchased during the Reporting Period.

1 由於本年度計算的方式有所調整，為使數據能有效地作比對，2017年的相關數據已按本年度採用的計算方式重新計算及披露。

2 由於本年優化了焊接氣體數據的收集系統，因此，相關的溫室氣體排放有所上升。

3 在報告期間，本集團沒有採用太陽能電力。

4 紙張消耗假設與報告期間內採購量大致相同。

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EMPLOYMENT

We regard each employee as a valuable asset of the Group. Therefore, we have been providing a competitive salary, benefits and a suitable working environment to attract and retain talents. We recruit the suitable talents in a fair and equitable manner. Our recruitment work is mainly handled by the Human Resources Department. We strive to recruit talents in different fields through various recruitment channels. In the recruitment process, as long as the candidates meet the requirement of the position, they will be given the same opportunity to be employed and will not be discriminated against or deprived of the opportunity by the Group due to gender, race, color, age, sex, religion, marital status or parental status.

We have formulated the Human Resources Management Policy and the Staff Handbook, specifying the requirement of employees' recruitment, hiring, promotion, dismissal, training, code of conduct, working hours, performance appraisal, welfare benefits, and diversification and anti-discrimination.

We need to comply with the relevant major laws and regulations on employment, including the Labour Law of the People's Republic of China, the Labour Contract Law of the People's Republic of China, the Regulation on Work-Related Injury Insurances, the Social Insurance Law of the People's Republic of China, Regulations on Management of Housing Fund and the Regulation on Work-Related Injury Insurances. During the Reporting Period, the Group was not aware of any prosecutions for violations of relevant laws and regulations on employment.

僱傭

我們視每一名員工為本集團的寶貴資產。因此，我們一直以具競爭力的薪酬、福利及合適的工作環境以吸引及挽留人才。我們以公平公正的方式招聘合適人才。我們的招聘工作主要由人力資源部統一負責，透過不同招聘管道，務求多方面吸納人才。招聘過程中，只要應聘者符合職位要求，本集團均予其同等受聘機會，不會因性別、種族、膚色、年齡、性別、宗教信仰、婚姻狀況或生育狀況而被歧視或被剝奪有關機會。

我們制定了《人力資源管理制度》和《員工手冊》，以列明員工招聘、錄用、晉升、解僱、職員培訓、行為準則、工作時間、績效考核、福利待遇以及多元化與反歧視等各方面的規定。

我們需要遵守有關的主要僱傭法律及法規包括《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《工傷保險條例》、《中華人民共和國社會保險法》、《住房公積金管理條例》及《工傷保險條例》。報告期間，本集團並不知悉有任何因違反有關僱傭法律法規而遭到檢控的情況。



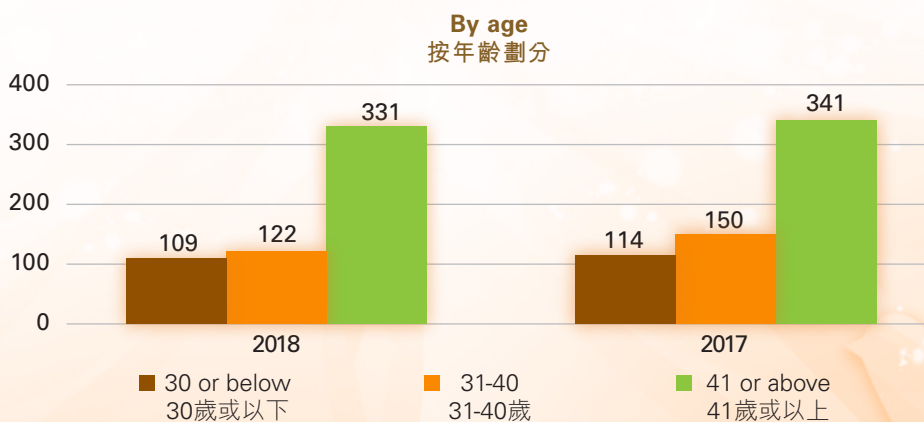
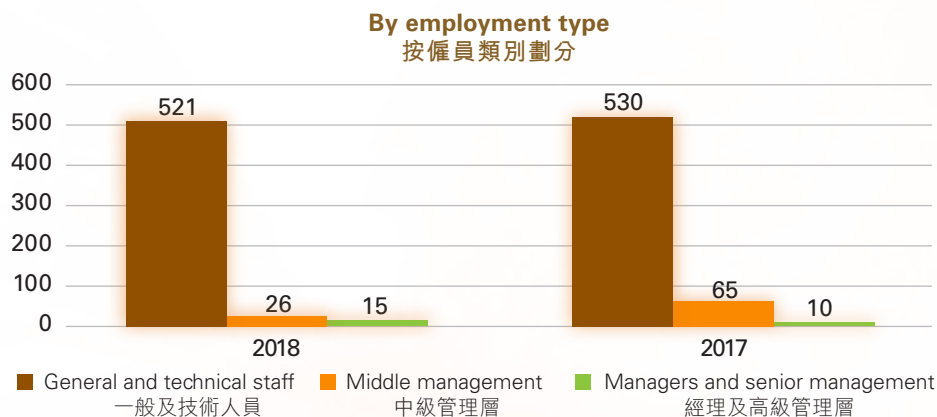
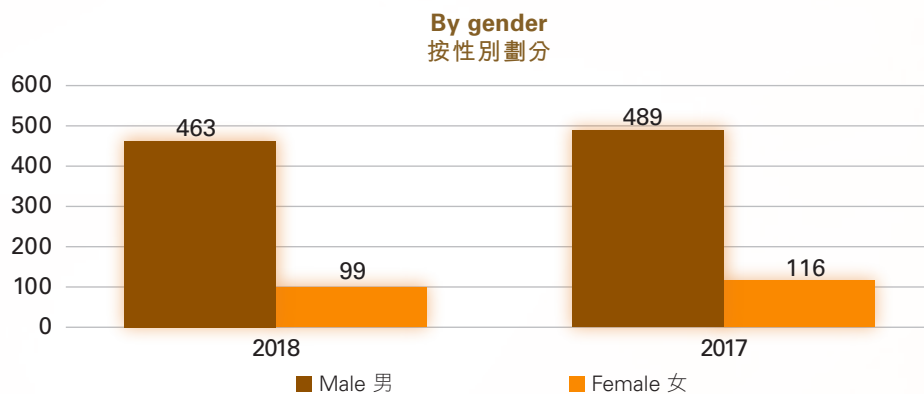
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EMPLOYEE DISTRIBUTION

As of 31 December 2018, the Company and two major subsidiaries (Zhuji City Tianjie Electronic and Technology Co., Ltd.* and Zhuji City Tianjie Installation Engineering Co., Ltd.*) employed a total of 562 full-time employees in Mainland China, which are classified by gender, age and employment type as follows:

員工分佈

於二零一八年十二月三十一日止，本公司及兩家主要附屬公司（諸暨市天潔電子科技有限公司與諸暨市天潔安裝工程有限公司）在中國內地共聘用562名全職員工，按性別、年齡、僱員類別劃分如下：



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COMPENSATION AND BENEFIT

The remuneration package of each employee is determined according to different positions and nature. The remuneration package consists of basic salary, performance salary and various subsidy. We generally review the employees' performance on an annual basis and adjust their remuneration based on factors such as qualifications, contribution, seniority and performance, while high-performing employees will also be promoted. Furthermore, in order to encourage employees to achieve self-enhancement and improvement, in-house employees will be prioritised when any vacancy arise, and external recruitment will be conducted only when not all the vacancies are filled by internal promotion. We have paid social insurance contributions (including pension insurance, medical insurance, unemployment insurance, work injury insurance and maternity insurance) and housing provident fund for employees. Each full-time employee is entitled to paid statutory holidays, maternity leave, sick leave, marriage leave and bereavement leave. We believe that we maintain a good working relationship with our employees. In order to actively create a suitable work environment for employees' development, we organize various activities from time to time for employees to relax and relieve stress. We are convinced that through different group activities, we can effectively enhance the employees' sense of belonging and the corporate cohesiveness.

薪酬及福利

各員工薪酬乃根據不同崗位及性質厘定，薪酬由基本工資、績效工資及各類補貼等組成。我們一般會每年檢討僱員的表現，按僱員的資歷、貢獻、年資及表現等因素調整薪酬，表現優異者更會獲得晉升機會。另外，為鼓勵現任員工自我提升及進步，當有職位空缺時會優先考慮內部員工，當內部調升未能滿足需求時，才會對外招聘。我們為員工辦理繳納社會保險（包括退休保險金、醫療保險、失業保險、工傷保險及生育保險）及住房公積金，各全職員工均能享有法定節日有薪假期、產假、病假、婚假及喪假。我們認為我們與員工維持良好的工作關係。為積極營造一個適合員工發展的工作環境，我們不定期組織各項活動以使員工放鬆心情及舒緩壓力。我們深信通過不同的集體活動能有效提升員工的歸屬感和企業的凝聚力。

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During the Reporting Period, we did not have any strikes, major labour disputes or labour surges that had a material adverse effect on our business, financial condition and operating results.

於報告期間內，我們並無發生任何罷工、重大勞資糾紛或工潮而對我們的業務、財務狀況及經營業績造成重大不利影響。



Recreational activities at Dongbai Lake
走進東白湖進行康樂活動

Activities at Ecological Agriculture Park
生態農業園區活動



Annual dinner and recognition conference
年會暨表彰大會

The chorus premiered at the 10th Anniversary of Shaoxing Branch of Zheshang Bank
合唱隊於浙商銀行紹興分行十周年晚會作首演



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EMPLOYEE MOTIVATION AND PROMOTION

In order to motivate employees' potential ability and work enthusiasm, we will conduct annual performance appraisal of in-service employees, taking factors such as their competence, work experience, performance, and relevant training experience as factors for promotion or adjustment of salary. In addition to annual appraisal, outstanding staff will be provided with additional promotion opportunities. Existing staff will be prioritised when any vacancy arises, and external recruitment will be conducted only when not all the vacancies are filled by internal promotion.

WORKING HOURS AND HOLIDAYS

All employees are legally entitled to paid holidays, maternity leave and other statutory holidays. The Group implements a standard working hour system, and the daily working hours of employees generally do not exceed 8 hours. Forced labour are strictly forbidden, therefore, if employees require to work overtime, it is necessary to report to the department head and make corresponding records. We will pay overtime as required.

PRODUCTION SAFETY AND OCCUPATIONAL HEALTH

Our business and operations are subject to numerous environmental, safety and health laws and regulations regarding production safety, fire prevention and workplace health promulgated by the Chinese government. We need to comply with the relevant major occupational safety-related laws and regulations, including the Production Safety Law of the People's Republic of China, the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases, Regulations on the Reporting, Investigation and Disposition of Work Safety Accidents, the Measures of Work Safety Permits and the Fire Protection Law of the People's Republic of China. During the Reporting Period, the Group was not aware of any prosecutions for violations of laws and regulations on production safety and occupational health.

員工激勵及晉升

為激勵員工的潛能及工作熱忱，我們會對在職員工進行年度績效考核，以其能力、工作經驗、表現、相關培訓經驗等因素作為晉升或調整薪酬的考量因素。除了年度考核外，表現優異者更會獲得額外的晉升機會，當有職位空缺時將視情況優先考慮通過公司內部選拔予以充實，當內部調升未能滿足需求時，才會對外招聘。

工作時數及假期

各員工均依法享有帶薪假期、產假及其他法定假期。本集團實行標準工時制，員工每日工作時數一般不會超過8小時。我們嚴禁強制勞工情況出現，因此，如工作需要進行加班，均需向部門負責人進行申報並做好相應記錄，我們及後會按規定支付加班費。

生產安全與職業健康

我們的業務與經營受中國政府所頒佈的有關生產安全、防火及工作場所健康等大量環境、安全及健康的法律和法規所規限。我們需要遵守有關的主要職業安全的法律及法規包括《中華人民共和國安全生產法》、《中華人民共和國職業病防治法》、《生產安全事故報告和調查處理條例》、《安全生產許可條例》及《中華人民共和國消防法》等。報告期間，本集團並不知悉有任何因違反有關生產安全及職業健康法律法規而遭到檢控的情況。

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We are committed to providing our employees with a safe and healthy working environment. We have implemented a number of health and safety measures, such as preparing health and safety management manuals, formulating standard procedures, and implementing health and safety standards and emergency plans, and we have also obtained the Occupational Health and Safety Administration System (OHSAS 18001:2007) Certification. We provide safety equipment and appropriate protective equipment according to the needs of position, including helmet, gloves and safety goggles. Meanwhile, safety procedures of each process are displayed at the production plants. The safety procedures set out operation steps and procedures, safety technical knowledge and precautions, such as the proper use of the personal protective equipment, repair and maintenance of production equipment and safety facilities, emergency measures to prevent accidents, and system and requirements of safety inspection. From time to time, safety production work conferences and safety knowledge training courses are held in the Company, which summarize and analyze the weak links in safety production management, and formulate preventive measures.

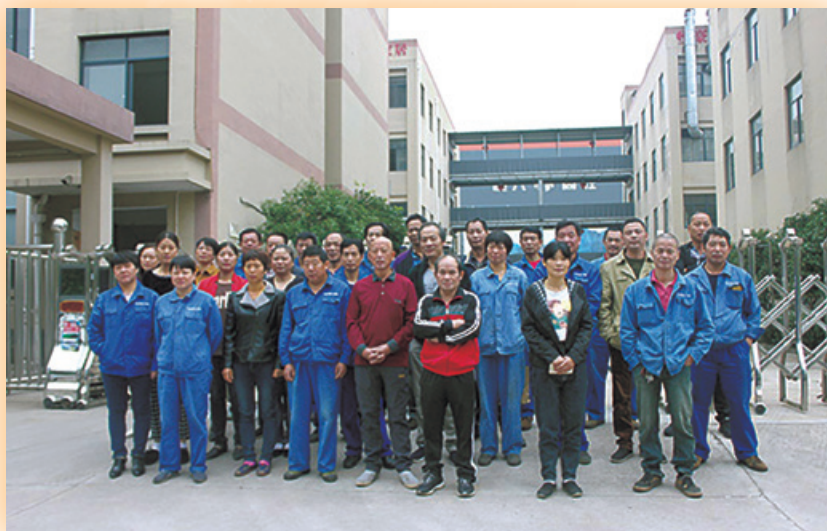
我們致力為員工提供安全及健康的工作環境。我們已實施多項健康與安全措施，如編制健康與安全管理手冊、制定標準程式以及實施健康與安全標準及應急計畫，並已取得職業健康安全管理體系（OHSAS 18001:2007）認證。我們按崗位需要，提供安全設備及合適的防護裝備，包括安全帽、手套、防護鏡等。同時，我們在生產車間展示了各工序的安全操作規程，列寫了操作步驟和程式，安全技術知識和注意事項，例如：如何正確使用個人安全防護用品、生產設備和安全設施的維修保養、預防事故的緊急措施、安全檢查的制度和要求等，並不定期在公司內召開安全生產工作會議及安全知識培訓班，總結分析安全生產管理存在的薄弱環節，並制定防範措施。



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During the Reporting Period, in order to further enhance the employees' awareness to prevent fires and improve their ability to deal with unexpected incidents, we held fire safety knowledge training courses and also held fire drills at the factory to provide employees with knowledge about the hazards of fire, how to prevent and escape upon occurrence of disaster, and the use of fire protection facilities.

報告期間，為進一步增強公司廣大員工預防警惕火災的意識，提高應對處置突發性事件的能力。我們舉辦了消防安全知識培訓班，並在廠區舉行了消防演習，讓員工瞭解火災的危害，如何預防以及災後逃生等知識，掌握消防設施的使用。



		Year 2018 2018年	Year 2017 2017年
Work related fatality	與工作相關的死亡個案	-	-
Work injury cases >3 days	受傷多於3天的工傷個案	21	14
Work injury cases ≤3 days	受傷3天或以下的工傷個案	-	7
Lost days due to work injury	因工傷損失的工作日數	670	313

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DEVELOPMENT AND TRAINING

In order to adapt to the changing economic situation and market environment, we attach great importance to talent training. To maintain the quality, knowledge and skills of our employees, we understand the importance of employee training. We provide training opportunities for our employees, including on-the-job training for new employees (such as introducing our corporate policies and culture and basic employee quality training) and in-service training for existing employees (such as skills training, industry exchanges and special studies). During the Reporting Period, we organized trainings on different topics, including:

- Electric welders training
- Directors and senior executives training
- Skilled personnel training
- Party Day activities
- Shaoxing Mechanical Product International Inspection and Testing Staff Training

發展及培訓

為適應不斷變化的經濟形勢和市場環境，我們高度重視人才培訓。為維持我們員工的素質、知識及技能，我們明白僱員培訓的重要性。我們為僱員提供培訓機會，包括對新僱員的入職培訓（如介紹我們的公司政策及文化以及僱員基本素質培訓）以及對現有僱員的在職培訓（如技能培訓、行業交流及專題學習等）。報告期間，我們組織了不同課題的培訓，當中包括：

- 電焊工培訓
- 董事及高管人員培訓
- 技能人才培訓
- 黨日活動
- 紹興市機械產品國際檢驗檢測師培訓

CASE STUDY 個案分享

Training for directors, supervisors and senior executives

In order to further strengthen the compliance awareness of senior management personnel, we conducted training for directors, supervisors and senior executives from 3 August 2018 to 4 August 2018. The training focused on the supervision of listed companies, and gave lessons on topics such as investor protection and directors' rights and responsibilities, and how to strengthen market risk management and control. Through this training, employees' awareness of compliance, performance and management standards have been enhanced.



董、監事及高管培訓

為進一步強化高級管理人員的合規守法意識，我們於2018年8月3日至4日進行了董、監事及高管培訓，本次培訓圍繞上市公司監管工作，分別就投資者保護和董事權責以及如何加強市場風險管控等專題進行授課。通過這次培訓學習，增強了員工合規意識、履職能力和管理水準。

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LABOUR STANDARDS

The Group is committed to complying with the Labour Law of the People's Republic of China, the Labour Contract Law of the People's Republic of China, the Law of the People's Republic of China on the Protection of Minors, the Provisions on the Prohibition of Using Child Labour, and other relevant labour regulations, and prohibiting the emergence of forced labour. We will resolutely put an end to the employment of child labour under the age of 16 and forced labour. If any violations of the regulations on the employment of child labour or forced labour are found, we will surely investigate the responsibility of the relevant department management personnel and set up a special team to follow up and handle related matters to ensure that the victim is adequately protected. We strictly stipulate the recruitment procedures and perform supervisory and management duties. During the interview, we will check the candidates' identity cards and household registration booklets to ensure that the age is in compliance with the employment standards, and all illegal activities involving child labour and forced labour are eliminated from the source. During the Reporting Period, the Group did not have any violations involving the employment of child labour and forced labour.

勞工準則

本集團致力遵守《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《中華人民共和國未成年人保護法》、《禁止使用童工規定》等相關勞工法規條例，禁止強制勞工情況的出現，堅決杜絕僱用未滿16周歲的童工以及強制勞工，若發現有任何違反規定聘用童工或強制勞工的情況，我們定必會追究相關部門管理人員的責任，並成立專門小組跟進及處理相關事項，確保受害人得到足夠的保護。我們嚴格規範招聘程式並履行監督管理職責，我們在面試時會查核求職者的身份證及居民戶口登記簿，以確保其年齡符合用工標準，從源頭杜絕的所有涉及童工及強制勞動之違法事件的發生。報告期間，本集團未發生任何聘用童工及強制勞工的相關違規情況。

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SUPPLY CHAIN MANAGEMENT

We believe that the integrity and performance of our suppliers may affect the quality of our services and products. The Group is committed to adopting the best environmental and social practices and expects our business partners to adhere to the same philosophy of maintaining integrity, treating employees fairly, protecting the environment and complying with all applicable regulations. Our suppliers mainly include (i) suppliers of raw materials and components; (ii) manufacturers that provide processing services; and (iii) service providers that provide support services for on-site installation engineering. Our main raw materials and components include steel plates, steel structural parts, filter bags, electrical instruments and other components used to produce air pollution control equipment. We developed a Procurement Management System to specify the procurement process. When selecting suppliers, we usually refer to, including but not limited to, the supplier's technical capabilities, price competitiveness, quality, the length of time of business relationship with us and customer requirements under specific projects to select the suitable supplier. At the same time, we will also give priority to suppliers who have obtained international certifications such as ISO14001 Environmental Management System or ISO 9001 Quality Control System to ensure quality.

In addition, the quality of our products and services is critical to our success. Therefore, we have established and maintained strict quality assurance standards and testing procedures, including inspections of all stages of the internal manufacturing process and quality control of raw materials and components purchased from suppliers. We conduct annual reviews of the suppliers we are cooperating with. When the quality is found to have deteriorated significantly or a supplier is found to violate any provision of orders and contracts, we will issue warnings and request for amendments. Suppliers involved in any serious violation or failure to rectify will be disqualified. During the Reporting Period, all materials were purchased from different provinces and cities in the PRC, including Zhejiang, Shaoxing, Jiangsu, Beijing, Nanjing, Tianjin, Weihai, Shanghai and Anhui.

供應鏈管理

我們相信供應商的操守和表現或會影響我們的服務和產品質素。本集團致力採納最佳環保及社會慣例，亦期望我們的業務合作夥伴秉持相同的理念，保持誠信，公平對待員工，保護環境和恪守所有適用法規。我們的供應商主要包括(i)原材料、零部件供應商；(ii)提供加工服務的製造商；及(iii)提供現場安裝工程配套服務的服務供應商。我們的主要原材料、零部件包括鋼板、鋼結構件、過濾袋、電力儀器及用於生產大氣污染防治設備的其他零部件。我們已制定了《採購管理制度》以列明採購程式流程，在挑選供應商時，我們通常會參考（包括但不限於）供應商的技術能力、價格的競爭力、品質、與我們的業務關係時間長短以及特定專案下客戶的要求等因素挑選合適的供應商。同時，我們亦會優先考慮取得如ISO14001環境管理體系或ISO 9001品質管制體系等國際認證的供應商以確保品質。

此外，我們產品及服務的品質對我們的成功而言至關重要。因此，我們已建立並維持嚴格的品質保障標準和檢測程式，包括對內部製造工序的各階段進行檢查及對採購自供應商的原材料及部件進行品質控制。我們每年會對正在合作的供應商進行年度評審，若發現在品質嚴重下降或違反訂單和合同規定的情況，我們會發出警告及要求其進行修正，嚴重違規或未能修正者會被撤銷供應資格。報告期間，採購的物料均來自中國不同地方，包括浙江、紹興、江蘇、北京、南京、天津、威海、上海、安徽等省份及城市。

QUALITY CONTROL AND AFTER-SALES SERVICE

We have qualifications and expertise to manufacture and supply the major atmospheric pollution control systems for projects undertaken under customised design. The Group is committed to improving production processes and management systems, managing product quality and operations in accordance with international standards, reducing energy consumption and conducting environmental impact assessments. Our measurement management, environmental management and quality control systems have obtained a number of ISO certificates. Such systems help the Company to estimate costs, ensure smooth project implementation and improve operational efficiency. For the quality control of products, we have formulated the Quality Inspection and Testing Management Standards and Construction Project Quality Management Regulations to establish clear standards and specifications for the quality requirements of raw materials, semi-finished products, finished products and installations. In the production process, after each process is completed, supervisors will conduct self-inspection. Then, the products will undergo inspection conducted by quality inspectors and, if passed, enter into the next procedure.

Meanwhile, in order to ensure that the customer's opinions can be processed in a timely manner, we have established the Administration Policy for Handling Customer Opinions (Recommendations) and Feedbacks to stipulate procedures for handling customer feedbacks or complaints. We also provide after-sales services to our customers, which may include the provision of spare parts and components, repairs and replacements, and on-site engineering and maintenance services. We believe that providing after-sales service not only helps us maintain business relationship with customers, but also allows us to better understand our customers' needs and feedbacks on our products, which in turn can improve our products. During the Reporting Period, we did not receive any complaint about our products and services or any case involving product recall due to safety and health reasons.

品質監控及售後服務

我們擁有根據訂制設計方案製造及供應所承接專案的主要大氣污染防治系統的資歷及專長。本集團致力於改善生產流程及管理系統，按照國際標準管理產品品質及營運、減少所耗用能源及進行環境影響評估。我們的計量管理、環保管理及品質管制系統獲發多項ISO合格證。該等系統有助公司估算成本，確保項目順利實施以及提升經營效率。對於產品的品質控制，我們建立了《品質核對總和試驗管理標準》及《工程項目品質管制規定》，在原材料、半成品、成品及安裝的品質要求作出明確的標準規範。生產過程中，每個工序完成後會由監督人員進行自檢，再由質檢員檢查合格後，方可進行下一工序。

同時，為確保客戶的意見能及時得到處理，我們建立了《客戶意見（建議）回饋處理管理制度》，訂明處理顧客回饋或投訴的程式。我們亦向客戶提供售後服務，而其可能包括提供備件及部件、維修及更換以及現場工程及維護服務。我們相信提供售後服務不僅有助我們與客戶保持業務關係，亦可讓我們更明瞭客戶的需求及對我們產品的意見，繼而可改善我們的產品。報告期間，我們並沒有接獲關於產品及服務的投訴或因安全與健康理由而須回收的事件發生。

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CUSTOMER DATA SECURITY

In the course of our business, we may obtain sensitive information from our customers. The Group strictly abides by the Law of the People's Republic of China on Protection of Consumer Rights and Interests and keeps customer information confidential. In the Staff Handbook, staff are required to properly safeguard and avoid leakage of confidential information obtained in the course of work. We may consider terminating the labour contract of any employee who violates the requirements. If it appears to be a serious case, the matter will be referred to the judicial authority in accordance with the law. During the Reporting Period, we did not find any violation of laws and regulations on customer data security.

INTELLECTUAL PROPERTY MANAGEMENT

We believe that core technologies and key manufacturing processes are critical to our continuous success and development. We rely on trademarks, patents, copyrights and know-how to protect our intellectual property. As at 31 December 2018, the Group had 37 registered patents (including 3 invention patents and 34 utility model patents) in China. In order to further protect our interests, we will also sign confidential agreements with our employees. During the Reporting Period, we were not aware of (i) any act that infringes any intellectual property rights owned by the third party, or (ii) any act of any third party that infringes any intellectual property rights we have. During the Reporting Period, we had never experienced any disputes of intellectual property rights that have a material adverse effect on our business.

客戶資料安全

業務過程中，我們可能會取得客戶的敏感資料。本集團嚴格遵守《中華人民共和國消費者權益保護法》的規定，就客戶的資訊作出保密，我們在《員工手冊》訂明，員工須妥善保管和避免外泄因工作而接觸到的機密資料，凡違反要求的員工，我們會考慮解除終止有關的勞動合同，若情況嚴重，更會依法交由司法機關處理。報告期間，我們並沒有發現關於違反客戶資料安全法例法規的情況。

知識產權管理

我們相信，核心技術及關鍵製造工藝對我們的持續成功及發展而言至關重要。我們依賴結合商標、專利、版權及專有技術保護我們的知識產權。於二零一八年十二月三十一日，本集團在中國擁有37項註冊專利（包括3項發明專利及34項實用新型專利）。為了進一步保障我們的權益，我們亦會與員工簽訂保密協議。報告期間，我們並不知悉(i)我們有侵犯協力廠商擁有的任何智慧財產權的任何行為，或(ii)任何協力廠商有侵犯我們擁有的任何智慧財產權的任何行為。報告期間，我們從未出現任何對我們的業務造成重大不利影響的智慧財產權糾紛。

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ANTI-CORRUPTION

The Group is committed to complying with laws and regulations relating to bribery, extortion, fraud and money laundering to avoid such criminal acts that may seriously affect its business. The Staff Handbook states that staff are strictly prohibited from accepting kickbacks, banquet invitation, gifts and other acts that violate professional ethics. Violators may be required to make financial compensation to the Group or the case will be settled through judicial channels. We also encourage employees to report any misconduct and, if necessary, report it by bypassing the levels. During the Reporting Period, we were not aware of any corruption case nor did we receive any relevant report.

COMMUNITY INVESTMENT

We went to the Siming Primary School in Dongbai Lake Town on the eve of Children's Day to participate in its celebration activities and sent the children an electric piano as a holiday gift. We hope that the children will find their own hobbies and cultivate their sentiments when learning art.

反貪污

本集團致力遵守涉及賄賂、勒索、欺詐及洗黑錢的相關法律及規例，避免上述可能嚴重影響其業務之犯罪行為。本集團的《員工手冊》列明嚴禁收受回扣、宴請、饋贈等違反職業道德的行為，違反者可能會被要求對集團作出經濟賠償或以司法途徑處理。我們亦鼓勵員工舉報任何不當行為，需要時可越級彙報。報告期間，我們並沒有發現貪污案件或接獲相關的報告。

社區投資

我們在兒童節前夕赴東白湖鎮斯民小學參加其校慶活動並向小朋友送了電鋼琴作為節日禮物。我們希望孩子們在學藝路上，找到自己的興趣愛好，陶冶情操。



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A.環境			
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層面A1：排放物			
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一般披露	有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	環境、資源使用及溫室氣體排放	7-8
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KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved.	Environmental, Waste	7, 9
關鍵績效指標A1.6	描述處理有害及無害廢棄物的方法、減低產生量的措施及所得成果。	環境、廢棄物	7, 9

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General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Environmental, Resource usage and greenhouse gas emissions	7-8
一般披露	有效使用資源（包括能源、水及其他原材料）的政策。	環境、資源使用及溫室氣體排放	7-8
KPI A2.1	Direct and/or indirect energy consumption by type in total and intensity.	Key Environmental KPIs	11
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KPI A2.3	Description of energy use efficiency initiatives and results achieved.	Environmental, Resource usage and greenhouse gas emissions	7-8
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一般披露	減低發行人對環境及天然資源造成重大影響的政策。	資源使用及溫室氣體排放	8
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Our business	6
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一般披露	有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	僱傭、薪酬及福利、員工激勵及晉升、工作時數及假期	14-18
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KPI B1.2	Employee turnover rate by gender, age group and geographical region.	The relevant data will not be disclosed for the Reporting Period	
關鍵績效指標B1.2	按性別、年齡組別及地區劃分的僱員流失比率。	本報告期間暫不披露相關數據	

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KPI B3.2	The average training hours completed per employee by gender and employee category.	The relevant data will not be disclosed for the Reporting Period	
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關鍵績效指標B5.1	按地區劃分的供應商數目。	本報告期間暫不披露相關數據	
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they implemented and monitored.	The relevant data will not be disclosed for the Reporting Period	
關鍵績效指標B5.2	描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目、以及有關慣例的執行及監察方法。	本報告期間暫不披露相關數據	
Aspect B6: Product Responsibility			
層面B6：產品責任			
General Disclosure	Information on: (a) the policies; and (b) compliance with the relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	Quality control and after-sales service, Customer data security	24-25
一般披露	有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	品質監控及售後服務、客戶資料安全	24-25
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Quality control and after-sales service	24
關鍵績效指標B6.1	已售或已運送產品總數中因安全與健康理由而須回收的百分比。	品質監控及售後服務	24

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KPI B6.2	Number of product and service related complaints received and how they are dealt with.	The relevant data will not be disclosed for the Reporting Period	
關鍵績效指標B6.2	接獲關於產品及服務的投訴數目以及應對方法。	本報告期間暫不披露相關數據	
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Intellectual property management	25
關鍵績效指標B6.3	描述與維護及保障智慧財產權有關的慣例。	知識產權管理	25
KPI B6.4	Description of quality assurance process and recall procedures.	Quality control and after-sales service	24
關鍵績效指標B6.4	描述品質檢定過程及產品回收程式。	品質監控及售後服務	24
KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	Customer data security	25
關鍵績效指標B6.5	描述消費者資料保障及私隱政策，以及相關執行及監察方法。	客戶資料安全	25
Aspect B7: Anti-corruption			
層面B7：反貪污			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Anti-corruption	26
一般披露	有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	反貪污	26
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the Reporting Period and the outcomes of the cases.	Anti-corruption	26
關鍵績效指標B7.1	於彙報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	反貪污	26
KPI B7.2	Description of preventive measures and whistleblowing procedures, how they are implemented and monitored.	The relevant data will not be disclosed for the Reporting Period	
關鍵績效指標B7.2	描述防範措施及舉報程式，以及相關執行及監察方法。	本報告期間暫不披露相關數據	

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Aspect B8: Community Investment			
層面B8：社區投資			
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Community investment	26
一般披露	有關以社區參與來瞭解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	社區投資	26
KPI B8.1	Focus areas of contribution.	The relevant data will not be disclosed for the Reporting Period	
關鍵績效指標B8.1	專注貢獻範疇。	本報告期間暫不披露相關數據	
KPI B8.2	Resources contributed to the focus area.	The relevant data will not be disclosed for the Reporting Period	
關鍵績效指標B8.2	在專注範疇所動用資源。	本報告期間暫不披露相關數據	



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浙江天潔環境科技股份有限公司
Zhejiang Tengy Environmental Technology Co., Ltd