



CHAOWEI POWER HOLDINGS LIMITED

超威動力控股有限公司

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立的有限公司)

Stock Code 股份代號: 00951



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

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本報告說明

Report Release Cycle

This environmental, social and governance (“ESG”) report (the “Report”) is published by Chaowei Power Holdings Limited (“Chaowei” or the “Company” and, together with its subsidiaries the “Group”). The Report focuses on the Group’s philosophy, development and effectiveness in the ESG aspects. The duration of the Report is from 1 January 2018 to 31 December 2018.

Organisational Structure of the Report

Unless otherwise stated, the policies, data and information mentioned in the Report cover the actual business aspects of Chaowei Power Holdings Limited and its subsidiaries.

Data Description of the Report

Certain financial data set out in the Report is derived from the 2018 annual report (the “Annual Report”) of the Company. Should there be any discrepancies between the data and the Annual Report, the Annual Report shall prevail. Certain data are beyond the Annual Report and are mainly based on the Company’s internal information and statistical data of its subsidiaries. Unless otherwise specified, all figures in the Report are denominated in RMB.

Basis for Compilation of the Report

The Report was prepared according to the Environmental, Social and Governance Reporting Guide issued by The Stock Exchange of Hong Kong Limited (the “Stock Exchange”), with reference to the Global Reporting Initiative (GRI) Sustainability Reporting Standards issued by the GRI, ISO26000: Social Responsibility by International Organization for Standardization and Guidelines for the Preparation of Corporate Social Responsibility Reports in China (CASS-CSR4.0) by Chinese Academy of Social Sciences.

Access of the Report

The Report is published in an electronic version. The electronic version can be downloaded from the website of the Stock Exchange and official website of the Company (www.chaowei.com.hk). The Report is published in Chinese and English. Should there be any discrepancies between the Chinese and the English versions, the English version shall prevail.

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報告發布周期

本報告為超威動力控股有限公司(「超威」或「本公司」，連同其附屬公司為「本集團」)發佈的年度環境、社會及管治(「環境、社會及管治」)報告(「本報告」)，重點披露本集團在環境、社會及管治方面的理念、進展和成效，本報告時間範圍為二零一八年一月一日至二零一八年十二月三十一日。

本報告組織範圍

除非另有說明，本報告中的政策、數據、資料等覆蓋超威動力控股有限公司及其附屬公司的實際業務範圍。

本報告數據說明

本報告中的部分財務數據來自本公司二零一八年年度報告(「年報」)，如數據與年報不一致，請以年報為準。部分內容超出年報範圍，主要基於本公司內部資料及其附屬公司統計數據。除另有說明，本報告以人民幣為貨幣單位。

本報告編制原則

本報告遵循香港聯合交易所有限公司(「聯交所」)《環境、社會及管治報告指引》，參考全球報告倡議組織(GRI)發佈的《GRI可持續發展報告標準》、國際標準化組織《ISO26000：社會責任指南》及中國社會科學院《中國企業社會責任報告編寫指南(CASS-CSR4.0)》的原則編製。

本報告獲取方式

本報告以電子版形式發佈。電子版可以在聯交所及本公司官方網站(www.chaowei.com.hk)下載閱讀。本報告以中英文兩種文字發佈，在對兩種文本理解發生歧義時，請以英文文本為準。

聯繫方式

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1. About Us 關於本集團



1.1 Corporate Profile 公司簡介

Chaowei was founded in 1998 and it is mainly engaged in the manufacturing and sales of lead-acid motive batteries and other related products. These batteries are widely used in electric bikes, electric tricycles, special-purpose electric vehicles, etc. The Group is one of the very few enterprises which have successfully adopted the enclosed formation process in large scale production.

Headquartered in Changxing, Zhejiang Province, the People's Republic of China (the "PRC"), the Group's manufacturing facilities are strategically located in regions with higher demand for lead-acid motive batteries, namely Shandong, Jiangsu, Henan, Zhejiang, Anhui, Jiangxi and Hebei Provinces in the PRC. The Group has been listed on the Main Board of the Stock Exchange since 2010. It has 108 subsidiaries worldwide. As at the date of the Report, the Group is capable to be listed in the "Top 500 Global New Energy Enterprises (全球新能源企業500強)", "Top 500 Enterprises of China (中國企業500強)", "Top 500 Enterprises of the Manufacturing Industry of China (中國製造業企業500強)", "Top 500 Chinese Private-owned Enterprises (中國民營企業500強)", "Fortune Top 500 Chinese Companies (《財富》中國500強)", and "Top 100 Enterprises of the Light Industry of China (中國輕工百強企業)".

In the future, leveraging on its solid strength, the Group will continue to maintain the high quality and low price-performance ratio of its products, solidify the core competitiveness of its principal operations while seeking stable development of its other businesses. The Group is committed to cooperate with its partners to speed up and push forward the transformation and upgrade of the industry and contribute to the development of the global new energy business, improving the livelihood of people.

超威創立於一九九八年，主要從事鉛酸動力電池及其他相關產品的製造及銷售，產品主要應用於電動自行車、電動三輪車及特殊用途電動車等。本集團是目前極少數能成功在生產過程中大規模採用內化成工藝的企業。

本集團的總部設於中華人民共和國（「中國」）浙江省長興縣，生產設施戰略分布於鉛酸動力電池需求較高的區域，包括中國山東、江蘇、河南、浙江、安徽、江西和河北等多個省份。本集團於二零一零年在聯交所主板上市，在全球擁有108家附屬公司。截至本報告日期，本集團綜合實力位居「全球新能源企業500強」、「中國企業500強」、「中國製造業企業500強」、「中國民營企業500強」、「《財富》中國500強」及「中國輕工百強企業」。

面向未來，本集團將以雄厚的實力為依托，繼續保持高產品品質和性價比，鞏固主要業務的核心競爭力，並穩步發展其他業務。本集團致力於攜手合作夥伴，加快產業轉型升級，為全球新能源事業發展做出貢獻，共同推動人類生活進步。

1.2 Corporate Governance 公司治理

The Group continuously improves its governance standards, while standardizes and perfects its corporate governance structure in accordance with the laws, regulations and governance requirements of the Company Law of the PRC 《中國公司法》, the Rules Governing the Listing of Securities on the Stock Exchange (the "Listing Rules") and the Corporate Governance Code and Corporate Governance Report set out in Appendix 14 of the Listing Rules, in order to ensure operational compliance and sound development of the Company.

The board of directors of the Company (the "Board") pays high attention to the ESG related work of the Company. The Group has established effective ESG information reporting system, periodically reviewing the Group's performance on the ESG issues. The Report will also be published after being deliberated by the Board.

For more details, please refer to the Corporate Governance Report set out in the Annual Report.

本集團不斷提升管治水平，遵循《中國公司法》、聯交所《證券上市規則》（「上市規則」）及《上市規則》附錄十四《企業管治守則》及《企業管治報告》等法律法規及監管要求，持續規範完善公司治理架構，並確保本公司合規經營和穩健發展。

本公司董事會（「董事會」）高度重視本公司的環境、社會及管治相關工作。本集團設立了有效的環境、社會及管治信息報送體系，定期檢討本集團環境、社會及管治的表現。本報告亦經過董事會審核後發佈。

更多信息請參見年報中的企業管治報告章節。



1.3 Operational Compliance

合規經營

Following the development philosophy of “legal corporate governance and compliant operation”, the Group strictly complies with the Company Law of the PRC (《中國公司法》), the Listing Rules and other laws, regulations and regulatory requirements, continuously improves its risk management and anti-corruption capabilities, in order to protect the interests of its stakeholders.

- **Risk Management**

The Group has established a dynamic compliance and risk control system which combines compliance consulting, risk prevention and audit monitoring. It provides guidance and improves compliance, audit and risk monitoring ability of its branches and subsidiaries to achieve lawful, persistent and stable development.

The Group has strengthened its internal control system through formulating the Chaowei Group Risk Liability Claiming Management System, the New Method for Corporate Risk Management and the Accountability and Management System for Quality Deviation according to the changes to laws, regulations, policies and the relevant requirements, so as to prevent risk in an effective manner. In addition, the Group optimized the risk management system and commenced audit research focusing on compliance risk, liquidity risk, investment risk, sales risk as well as research and development risk based on its risk response strategy. It also quantified the operational auditing effectiveness and included in the internal audit department assessment.

During the reporting period, the Group carried out a comprehensive auditing on new business units with operation period of more than six months. Audit report on issues identified during the auditing process was issued and notified to the management in a timely manner to further optimize the establishment of the long-term risk management mechanism.

本集團遵循「依法治企、合規經營」的發展理念，嚴格遵守《中國公司法》、《上市規則》以及其他法律法規及監管要求，不斷強化風險管理與反貪污能力，保障各利益相關方的利益。

- **風險管理**

本集團建立了集合規諮詢、風險防控及審計監察於一體的動態合規風險管控體系，輔導並提升各分、子公司合規審查及風險監控能力，實現合法、持續、穩定發展。

本集團透過根據法律、法規、政策及相關規定變化制定了《超威集團風險責任追究管理制度》、《新設企業風險管理辦法》和《質量異常問責管理制度》，加強其內部監控制度，從而有效防範風險。此外，本集團針對合規風險、流動資金風險、投資風險、銷售風險和研發風險，完善風險管理機制及展開審計研究。其亦就經營性審計效益進行量化並納入內部審計部門考核。

於報告期內，本集團對運營期在半年以上的新增事業單位進行了全面審計。有關審計過程中所發現問題的審計報告已出具並及時告知管理層，以進一步完善風險管理長效機制的建設。

1. About Us 關於本集團

• Anti-Corruption

The Group strictly abided by laws and regulations such as the Criminal Law of the PRC (《中國刑法》), the Anti-Unfair Competition Law of the PRC (《中國反不正當競爭法》) and the Interim Provisions on Banning Commercial Bribery of the PRC (《中國關於禁止商業賄賂行為的暫行規定》), conscientiously fulfilled anti-corruption responsibility and improved system construction through a comprehensive supervision mechanism. Risk prevention and control measures will be upgraded and multi-level anti-corruption and integrity promotion education will be commenced, in order to achieve good results in anti-corruption work.

The Group has formulated constitutional rules such as the Articles for Audit Inspection, the Articles for Inspection Work, the Regulations for Management of Expenses Made by Senior Management of Subsidiaries and Branches and the Regulations for Working Behavior of Logistic Control Management, strictly prevented potential corruptive behavior. The Group's audit inspection department is responsible for the performance supervision and integrity monitoring on the management personnel and salespersons of its headquarters, subsidiaries and branches. Emphases are placed on the audit inspection works for compliance risk and sales risk to prohibit unlawful behavior.

The Group provides a dedicated confidential reporting channel such as hotline, email and staff mailbox for all staff to report both observed and suspected non-compliance and questionable practices. The Group also organized regular anti-corruption trainings for employees to enhance their awareness of anti-corruption.

During the reporting period, the Group did not receive any inquiry, report and punishment due to the occurrence of commercial bribery, blackmail, fraud and money laundry.

• 反貪污

本集團嚴格遵照《中國刑法》、《中國反不正當競爭法》和《中國關於禁止商業賄賂行為的暫行規定》等法律法規，認真落實反腐敗責任，通過完善監督體制，完善建設制度。本集團將提升預防及監管風險措施，並展開多層次的反腐倡廉教育，以在反腐敗工作上取得良好成效。

本集團已制定《審計監察章程》、《監察工作細則》、《子公司高管公務消費支出管理規定》和《物控管理工作行為規範要求》等規章制度，嚴格防範潛在貪污行為。本集團的審計監察部負責對總部及各子、分公司的管理人員和銷售人員進行履職監督與廉潔監察，注重對合規風險及銷售風險的監察審計工作，嚴禁違法行為。

本集團提供專門的保密舉報渠道，例如熱線電話、電子郵箱及員工信箱，供全體員工舉報觀察所得及懷疑不合規或問題行為。本集團亦定期組織員工反貪腐培訓，提高員工的反貪污意識。

於報告期內，本集團並無接獲因商業賄賂、勒索、欺詐及洗黑錢引起的質詢、通報及懲罰。

1.4 Implementing Concepts and Responsibility Management

貫徹理念，落實責任管理

The Group actively fulfills and promotes its corporate social responsibilities by establishing the social responsibility management system, continuously striving to create more value for all stakeholders.

本集團通過建立社會責任管理體系、積極履行及推動企業社會責任，持續致力為各利益相關方創造更多價值。

• Responsibility Management

The Group has established an environmental, social, and governance working group (the “ESG Working Group”). The Board has overall responsibility for sustainability and considers ESG matters when formulating and promoting the Group’s strategy. The ESG Working Group actively promotes and participates in ESG-related activities.

• 責任管理

本集團設立環境、社會及管治工作小組（「環境、社會及管治工作小組」）。董事會承擔可持續發展的整體責任，於制定及推行本集團策略時考慮環境、社會及管治事宜。環境、社會及管治工作小組積極推廣及參與環境、社會及管治相關活動。

ESG Working Group 環境、社會及管治工作小組		
Board of Directors 董事會	<ul style="list-style-type: none"> — Undertakes overall responsibility for ESG strategy and reporting of the Group — Delegates the day-to-day ESG-related matters to senior management and social responsibility committee — Approves ESG policies and ESG report 	<ul style="list-style-type: none"> — 對本集團的環境、社會及管治策略及匯報承擔全部責任 — 將日常環境、社會及管治相關事宜委託給高級管理層及社會責任委員會 — 審批環境、社會及管治政策和環境、社會及管治報告
Senior Management and Social Responsibility Committee 高級管理層及社會責任委員會	<ul style="list-style-type: none"> — Develops ESG policies and practices — Ensures compliance with legal and regulatory requirements related to ESG matters 	<ul style="list-style-type: none"> — 制定環境、社會及管治政策及常規 — 確保遵守與環境、社會及管治方面相關的法律及監管規定
Investor Relationship Department 投資者關係部	<ul style="list-style-type: none"> — Assists senior management and social responsibility committee in developing ESG policies and practices — Assists senior management and social responsibility committee in coordinating and implementing ESG policies and practices — Prepares ESG report 	<ul style="list-style-type: none"> — 協助高級管理層及社會責任委員會制定環境、社會及管治政策和常規 — 協助高級管理層及社會責任委員會統籌及實施環境、社會及管治政策和常規 — 編製環境、社會及管治報告
Subsidiaries and Branches 子公司及分公司	<ul style="list-style-type: none"> — Assists in implementing ESG policies and practices 	<ul style="list-style-type: none"> — 協助實施環境、社會及管治政策和常規





1. About Us 關於本集團




Stakeholders Communication

The Group made every endeavor to build an enterprise with a strong sense of social responsibility and is committed to safeguarding the interests of its stakeholders and bringing in healthy competition in the industry. The Group engages with its stakeholders to develop mutually beneficial relationships and to seek their views on its business proposals and initiatives as well as to promote sustainability in the market, workplace, community and environment. The Group has identified key stakeholders that are important to its business and established various channels for communication. The following table provides an overview of the Group's key stakeholders, and various platforms and methods of communication used to reach, listen and respond.

利益相關方溝通

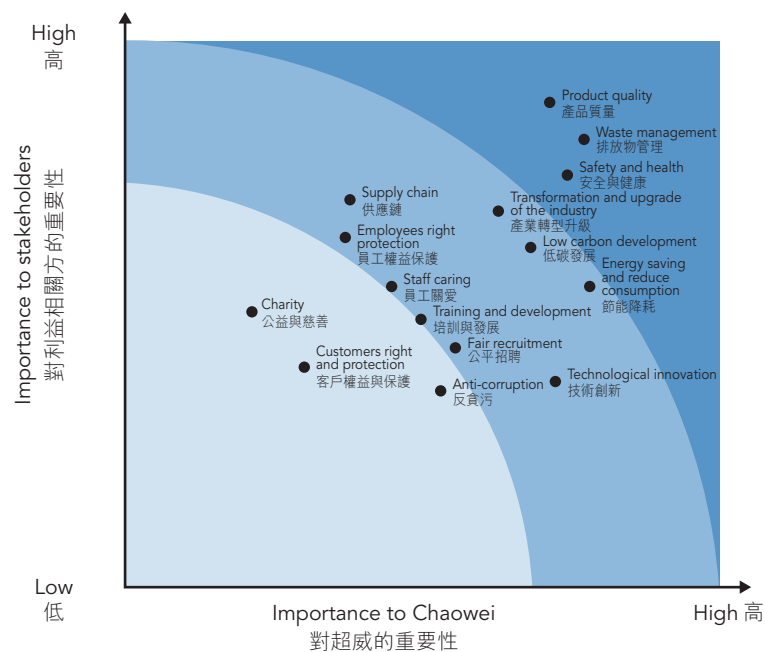
本集團致力於打造一個維護各利益相關方的權益、與同行良性競爭的具有高度社會責任感的企業。本集團與其利益相關方溝通以建立互利關係，並尋求彼等對業務建議及計劃之意見，同時促進市場、工作場所、社區及環境之可持續發展。本集團已識別對業務而言屬重要之主要利益相關方，並設立多種溝通渠道。下表提供本集團主要利益相關方以及用於接觸、聆聽及回應的各種溝通平台及方式的概要。

Stakeholders 利益相關方	Major Issues 重大議題	Ways of Communication 溝通方式
Shareholders/ investors 股東／投資者 	— Return on investments — Protection of interests and fair treatment of shareholders — Disclosure of information — Operation and management compliance — 投資回報 — 保障股東權益及公平對待股東 — 信息披露 — 合規營運及管理	— Convene general meeting(s) — Publish interim and annual reports, circulars and announcements and other necessary documents — Meeting with investors and analysts — Conduct roadshows — 召開股東大會 — 刊發中期及年度報告、通函及公告以及其他必要文件 — 與投資者及分析師會面 — 舉辦路演
Government and regulatory authorities 政府及監管機構 	— Compliance with applicable laws and regulations — Legitimate tax payment — Business and economic development — Production safety — 遵守適用法律及法規 — 依法納稅 — 業務及經濟發展 — 生產安全	— On-site inspections and checks by regulatory body — Discussion through meetings, work reports preparation and submission for approval with relevant government departments — Publish necessary documents on the websites of the Stock Exchange and the Company — 監管機構實地視察及檢查 — 透過會議、工作報告編製及提交供相關政府部門審批進行討論 — 於聯交所及本公司網站刊載必要文件
Customers 客戶 	— Customer feedback — Improving product quality — Customer health and safety — Research and development — 客戶反饋 — 改善產品質量 — 客戶健康及安全 — 研發	— Customer satisfaction survey — Regular visits — Industrial fair and forum — Customer service centre/hotline — 客戶滿意度調查 — 定期走訪 — 行業展覽及論壇 — 客戶服務中心／熱線
Employees 員工 	— Protection of rights and interests — Management and staff communication — Occupational health and safety — Improvement of staff benefits — Staff development — Equal employment opportunities and diversified development — Soliciting and retaining employees — 保障權利及權益 — 管理層與員工交流 — 職業健康及安全 — 改善員工福利 — 員工發展 — 平等就業機會及多元化發展 — 招攬及留聘員工	— Labour union — Regular staff meetings — Performance appraisal — Employees insurances — Encourage employees to participate in training and seminars to reinforce knowledge and skills, and keep updated on the latest development of rules and regulations — 工會 — 定期職工會議 — 表現評估 — 僱員保險 — 鼓勵僱員參加培訓及研討會以提升知識及技能，並了解規則及條例的最新發展情況

Stakeholders 利益相關方	Major Issues 重大議題	Ways of Communication 溝通方式
Suppliers/partners 供應商／合作夥伴 	— Fair competition — Long-term business relationship — Fair and reasonable price — Product quality assurance — 公平競爭 — 長期業務關係 — 公平合理價格 — 產品質量保證	— Discussion through executive meetings, seminars and marketing summits — Evaluation of suppliers — Regular on-site investigations — Organizing public tender to select suppliers — 透過高層會晤、研討會及營銷峰會進行討論 — 供應商評估 — 實地考察 — 公開招標選擇供應商
Environment 環境 	— Enhancing environmental and ecological protection — Energy and resources conservation — Promoting green operations — 加強環境及生態保護 — 節約能源及資源 — 推行綠色營運	— Environmental data disclosure — Promoting green office — Improving environmental protection measures — 環境數據披露 — 實行綠色辦公 — 改善環境保護措施
Community/public 社區／公眾 	— Poverty alleviation — Supporting social development — Care for vulnerable group — 扶貧濟困 — 支持社會發展 — 關注弱勢群體	— Volunteer activities — Charity events — Sponsoring charity events — 志願活動 — 慈善活動 — 贊助公益活動

Identifying Major Issues

重要議題識別



2. Continuous Improvement and Enhancing Consumers' Experience

持續改善，增強客戶體驗



2.1 Quality Orientation 聚焦質量領先

The Group stringently complies with the laws and regulations such as the Product Quality Law of the PRC (《中國產品質量法》), the Standardization Law of the PRC (《中國標準化法》) and the Metrology Law of the PRC (《中國計量法》), and has established the awareness of "Quality First" and carries out the whole-process quality management to improve the quality of products and services. The Group adheres to the operation philosophy of "Market Oriented and Customer First", actively gets to know and understand customers' needs on the products so as to improve customers' experience. The Group also regulates customer data management and attach importance to the protection of customer privacy.

During the reporting period, the Group did not receive any serious complaints from the customers concerning its products and services.

• Product Quality Management

The Group continues to improve its quality management system, strictly controls raw material procurement, implements standardised operations and realizes whole-process quality control, so as to keep improving the quality management work. The Group stringently executes and complies with relevant product quality standards for motive batteries, such as the Standards of Lead-acid Battery for Electric Vehicles (GB/T18332.1-2009) and the Sealed Lead-acid Battery for Electric Bikes (電動助力車用密封鉛酸蓄電池) (GB/T 22199-2008).

本集團嚴格遵守《中國產品質量法》、《中國標準化法》及《中國計量法》等法律法規，樹立「質量第一」的意識，開展全過程質量管理，提高產品和服務質量。本集團堅持「以市場為導向，以客戶為中心」的經營理念，主動瞭解消費者的產品訴求以提升客戶體驗。本集團亦規範客戶數據管理，注重保護客戶隱私。

報告期內，本集團未收到與產品及服務相關的用戶重大投訴。

• 產品質量管理

本集團不斷完善質量管理體系，嚴控原材料採購，實施標準化作業及全過程質量監控，使質量管理工作精益求精。動力電池等產品嚴格執行並滿足《電動道路車量用鉛酸蓄電池》(GB/T18332.1-2009)《電動助力車用密封鉛酸蓄電池》(GB/T 22199-2008)等相關產品質量標準。

The Group has set up a quality management strategic leading committee which is responsible for the development, implementation and monitoring of quality control measures. During the reporting period, the Group has adopted the following quality control measures:

本集團已成立質量管理戰略領導小組，負責制訂、執行及監察質量控制措施。於報告期內，本集團已採納下列質量控制措施：

Mechanism 機制	Quality Control Measures 質量控制措施
<p>Product quality control mechanism 產品品質控制機制</p> 	<p>Quality control was performed at various stages:</p> <ol style="list-style-type: none"> (1) Inspection upon receipt: raw materials and spare parts that were placed into production, or finished goods; (2) Inspection in-process: the inspections were made at intervals during the production process; (3) Inspection after production conducted inspection and test towards the semi-finished and finished products; (4) Inspection prior to shipping: the orders placed by a customer were carried out final inspection before shipping. All inspection records including the product quality reports were maintained. <p>在各個階段進行品質控制：</p> <ol style="list-style-type: none"> (1) 收貨時的檢驗：投入生產的原材料和備件，或成品； (2) 在製品檢驗：在生產過程中每隔一段時間進行一次檢驗； (3) 生產後檢驗：對半成品和成品進行核對總和試驗； (4) 裝運前的檢查：客戶下達的訂單在裝運前進行了最終檢驗，並保留了所有檢查記錄包括產品品質報告。
<p>Prompt respond mechanism 快速反饋機制</p> 	<p>Quality issues are classified into two levels — material quality issue and general quality issue. Quality issues are further classified into technical defect issue, control defect issue, logistical issue and market issue by concerned subject. Different measures are adopted to different levels of issue, which forms a closed-loop management feedback mechanism that promptly deals with the above issues.</p> <p>對質量事故分級處理 — 重要質量事故及一般質量事故，同時進一步根據事故責任主體分為技術缺陷類事故、管控缺陷類事故、物流因素類事故和市場因素類事故，根據不同事故等級，採取不同的應對措施，形成快速處理實現閉環管理的反饋機制。</p>
<p>Product quality tracing mechanism 產品質量追溯機制</p> 	<p>All batteries are coded, so as to monitor the distribution, logistics, marketing and inventory of the products.</p> <p>對每一塊電池進行噴碼管理，對產品分銷、物流、營銷及庫存等方面進行管控。</p>

• Intellectual Property and Brand Protection

The Group attaches great importance to intellectual property protection. Trademarks, patents, trade secrets and other intellectual properties are important properties of the Group. During the reporting period, the Group was not subjected to any dispute, claim and action concerning intellectual property and brand protection.

— Intellectual property protection

The Group fully abides by the laws, regulations, rules and policies concerning patent and copyright in order to standardize the application, management and utilization of patent and copyright, protects patent assets, and promotes inventions and innovations. The Group fully implemented the Regulations for Corporate Intellectual Property Management to establish a standardized, regulated, systematic intellectual property management mechanism. It also formulated a series of regulations such as the Management Method for Intellectual Property and the Patent Incentive Scheme which clearly define the creation, protection, application and management of intellectual property and further optimize the intellectual property management system.

— Brand protection

The Group strictly complies with relevant laws and regulations of the PRC, such as the Company Law of the PRC (《中國公司法》), the Trademark Law of the PRC (《中國商標法》) and the Advertisement Law of the PRC (《中國廣告法》). The Group has developed the Manual for Identification System of Brand Image and the Application System for Identification of Brand Visuals to implement general planning and management on advertisements and trademarks to ensure reasonable brand promotion and protection.

• 知識產權及品牌保護

本集團重視知識產權保護，商標、專利、業務機密數據及其他知識產權屬本集團的重要資產。報告期內，本集團未發生涉及知識產權及品牌保護方面的糾紛、索賠與訴訟。

— 知識產權保護

本集團全面遵守有關專利、知識產權方面相關的法律、法規、規則及政策，規範專利及知識產權申請、管理和利用，保護專利資產，促進發明創造。本集團通過全面推行《企業知識產權管理規範》，建立了標準化、規範化、體系化的知識產權管理機制，同時制定了《知識產權管理辦法》、《專利獎勵制度》等一系列規章制度，明確了知識產權創造、保護、應用、管理投入，進一步完善了知識產權管理體系。

— 品牌保護

本集團嚴格遵守《中國公司法》、《中國商標法》和《中國廣告法》等有關中國法律及法規，制定《品牌形象識別系統手冊》和《品牌視覺識別應用系統》，對廣告、商標統一規劃和管理，確保合理宣傳與品牌保護。

2.2 Focus on Customers' Experience and Rights Protection 關注客戶體驗及權益保護

The Group strictly complies with relevant laws and regulations such as the Law on the Protection of Consumer Rights and Interests of the PRC (《中國消費者權益保護法》), and simultaneously developed systems including the Management System for After-sales Services, the Management Procedures for Complaints of After-sales Services and the After-sales Service Training System to ensure quality of after-sales services of products. The Group has formed a comprehensive customer service system including organisation structuring, staff allocation, network expansion and system establishment to fulfill its service commitment.

The Group has established after-sales service sites in 31 provinces, cities and autonomous regions of the PRC, penetrating into prefectural-level cities, counties and central towns (中心鎮), while offering on-site services for rural areas through phone reservation.

The Group has also formulated the Chaowei Pocket Book, a booklet covering basic knowledge of batteries, methods for malfunction detection, complete build unit, special issues and knowledge on use and maintenance of batteries as well as services, for the convenience of associates and sales terminals to provide service to their consumers.

本集團嚴格遵守《中國消費者權益保護法》等相關法律法規，同時制定了《售後服務管理制度》、《售後服務投訴管理流程》、《售後服務培訓制度》等制度，確保產品售後服務的高質量。為了踐行竭誠服務的承諾，本集團在組織設置、人員配備、網絡拓展和制度建設等方面形成了一個全方位的顧客服務系統。

本集團共建立遍布全國三十一個省、市、自治區售後服務點，深入到地級市、縣、中心鎮，偏遠地區則採取電話預約方式上門服務。

本集團亦編寫《超威口袋書》，將電池基礎知識、故障檢測方法、整車、特殊問題、電池使用與保養以及服務的知識制作成小冊子，方便聯營商和銷售終端商提供服務給消費者。



The Group was honoured as the "2018 National Quality Benchmark Unit (全國質量標杆單位)" by China Association for Quality of the Ministry of Industry and Information Technology of the PRC

本集團被中國工業和信息化部中國質量協會評定為「2018年全國質量標杆單位」

3. Win-win Cooperation to Achieve Sustainable Development

合作共贏，共謀可持續發展



3.1 Promoting Industrial Upgrade 推進行業升級

The Group believes that innovation is essential to its long-term sustainable growth. The Group has set up a number of platforms for technological innovation, such as a nationally-recognized enterprise technology centre, a nationally-accredited laboratory, a national environmental protection engineering centre, a provincial key research institute, an academican work station and a post-doctoral research work station, and has also established overseas research institutes in the United States, Russia and Germany. Meanwhile, the Group proactively organised and participated in the industry exchange conferences to have in-depth communication with participants on hot topics such as battery technology, policy research, industry development and production management. In order to keep abreast of the latest technology, the Group entered into significant strategic collaboration agreements with international leading enterprises to jointly conduct research and development, production and sales of new batteries to promote upgrade and breakthrough of products and technology.

During the reporting period, the Group's research and development expenses reached approximately RMB885 million. The Group owned 1,708 patents and had submitted applications for 398 patents. The Group was honoured the "2018 Outstanding Contribution Award for Innovation in New Energy (2018 新能源技術創新突出貢獻獎)" by China Lead-acid Battery Standardisation Technology Committee (中國鉛酸蓄電池標準化技術委員會), ranked 9th in "Top 100 High-tech Enterprises with Innovation Capability (高新技術企業創新能力百強榜)" in Zhejiang Province and was nominated in "TOP 100 Enterprises with IP Competitiveness in China (中國企業知識產權競爭力百強榜)".

本集團堅信創新對其長遠可持續增長至關重要。本集團建有國家認定企業技術中心、國家認可實驗室、國家環保工程技術中心、省重點企業研究院、院士工作站、博士後科研工作站等多個科技創新平台，並在美國、俄羅斯、德國等建立了海外研發中心。同時本集團積極組織參加業內交流會議，與參會各方就電池技術、政策研究、行業發展、生產管理等熱點問題展開深入溝通，密切追蹤行業前沿領先技術，與國際領先企業簽署重大戰略合作協議，共同開展新型電池的研發、生產和銷售，推動產品和工藝更新突破。

報告期內，本集團的研發開支約達人民幣8.85億元，共擁有專利1,708項，申請中的專利有398項，並榮獲中國鉛酸蓄電池標準化技術委員會頒發的「2018 新能源技術創新突出貢獻獎」，榮登浙江省「高新技術企業創新能力百強榜」第九位及入選「中國企業知識產權競爭力百強榜」。

3.2 Promoting Win-win Cooperation with Suppliers 促進供應商共贏

The Group has developed the Supplier Management System, the Management System for Procurement of Raw Materials and Components and the Management System for Verification of Raw Materials, implemented a closed-loop management mechanism during the whole process of suppliers screening, entry, cooperation and exit. Through strict management provisions and active management measures, it fully guaranteed the quality of raw materials, laying a solid foundation for creating quality products.

Meanwhile, the Group has also included suppliers' relevant performance in ESG aspects such as safety and quality, human rights and labour, environment, compliance, as well as information disclosure into the scope of evaluation. The concept of ESG responsibility is fully conveyed to the suppliers to increase suppliers' awareness towards ethics, environmental protection and social responsibility, so as to jointly promote the sustainable development of the enterprise and society as a whole. For example, the Group strictly reviewed the relevant licenses and certificates in selecting lead suppliers in accordance with the national standards. If some suppliers are found to have violated relevant laws and regulations, the cooperation relationship will be immediately terminated and alternative reliable suppliers will be sought instead.

The Group conducts an annual assessment on the suppliers in accordance with the Annual Performance Assessment Form for Suppliers every year. It evaluates the supply performance of suppliers and invites other departments to evaluate the quality together and scores the suppliers based on their environment protection and compliance performance. The Group will communicate with and offer on-site guidance to the suppliers that were evaluated as slightly disqualified to help them improve and promote their performance, with a view to create an accountable cooperative relationship along the industry chain.

The Group continues to strengthen its support to suppliers in terms of the concept of social responsibility by means of training, assists suppliers to improve their ability to identify and solve problems, and improves the quality of suppliers so as to constantly adapt to and meet improving quality standards and requirements of the Group.

本集團制定了供應商管理制度、原材料零部件採購管理制度、原材料認證管理制度。在對執行供應商篩選、准入、合作和退出的管理上，實行全過程閉環管理機制。通過嚴格的管理條例與及積極的管理措施，全面保障原材料質量，為打造優質產品夯實基礎。

同時，本集團還將供應商在安全及質量、人權及勞工、環境、合規情況及信息披露等環境、社會和管治方面的相關表現納入評估範圍。將環境、社會及管治責任理念向供應商全面傳達，提高供應商的道德意識、環保意識和社會責任意識，共同促進企業和全社會的可持續發展。例如本集團在選擇鉛供應商時，嚴格按照國家標準對他們的牌照及證書等作出審核。如發現部分供應商違反相關法律及規例，本集團將即時終止有關合作關係並尋求可靠供應商作為替代。

每一年度，本集團依據《供應商年度績效審核表》對供應商實施年度考核，除了評估供應商的供貨表現外，還有其他部門一起參與進行質量評估，並考慮供應商的環保合規表現，進行綜合評分。對評審輕度不合格供應商，本集團將進行溝通和現場指導，幫助改進與提升表現，於產業鏈打造負責任的合作關係。

本集團對供應商通過培訓方式持續加強對供應商在社會責任理念上的扶持，幫助供應商提升鑑定和解決問題的能力，提升供應商水平，以不斷適應和滿足本集團日益提高的質量標準和要求。

4. Adhering to Green Development and Practicing Environmental Protection

堅持綠色發展，實踐環境保護



4.1 Practising Green Operation 踐行綠色運營

The Group is actively in compliance with laws and regulations including the Environmental Protection Law of the PRC (《中國環境保護法》), the Law on Prevention and Control of Water Pollution of the PRC (《中國水污染防治法》), the Law on the Prevention and Control of Atmospheric Pollution of the PRC (《中國大氣污染防治法》), the Law on Prevention and Control of Environmental Pollution by Solid Waste of the PRC (《中國固體廢物污染環境防治法》), and the Emission Standard of Pollutants for Battery Industry (《電池工業污染物排放標準》). During the reporting period, the Group is not aware of any events that lead to significant litigation and relevant penalty due to of violation of environmental issues.

During the reporting period, focusing on environmental management system, the Group has formulated the Inspection and Management System on Safety and Environmental Protection and the Monitoring and Management System of Chaowei Group. The Group also established emergency plan for major pollution accidents. Through regular trainings and seminars on environmental protection, the Group urged its subsidiaries to meet the requirements of energy-saving and environmental protection regulations and continued to promote the implementation of the environmental management system.

本集團積極遵守《中國環境保護法》、《中國水污染防治法》、《中國大氣污染防治法》、《中國固體廢物污染環境防治法》和《電池工業污染物排放標準》等法律及規例。報告期內，本集團未知悉發生因環境問題違規而導致重大訴訟或相應處罰的事件。

於報告期內，本集團制定了《安全環保職防督察管理制度》和《超威集團監測管理制度》。本集團亦就大型污染事故制定應急預案。本集團透過進行有關環保的定期培訓及研討會，促使其附屬公司達致節能及環保規例規定，並持續推動執行環保管理制度。

4.2 Promoting Green Transformation 推行綠色轉型

The Group upholds the mission of “Advocate green energy and perfect human life”. By actively implementing relevant energy saving policies and direction such as the Law on Energy Conservation of the PRC 《中國節約能源法》, the Group insists on the clean production principle of “minimizing consumption of energy, pollution and emissions” with a view to developing a recycling economy and achieving efficient use of resources.

• Green Production

Exhaust gases produced by the Group during the production process mainly include greenhouse gases, lead and its compounds; wastewater mainly comprises total lead; solid wastes mainly include lead-containing waste generated in lead-acid battery production process and domestic waste, the Group strictly manages the emissions to ensure effective treatment of emissions and adopts various measures to reduce greenhouse gas emission and prevents generation of different waste such as:

- Application of advanced automated production equipment, production technology and wastewater treatment technology to reduce consumption of water and energy significantly;
- Adoption of green technology of cadmium-free enclosed formation in all production line, reducing wastewater with heavy metal from the source and achieve zero-emission of wastewater;
- Use of waste battery recycling techniques in “atom economy method”: transforming waste battery to active substance in electrodes to prevent potential pollution and energy consumption in recycling, smelting, renewing and formation of lead metal;
- Implementation of inspection, repair and maintenance plans on equipment and conducting regular checks on samples to extend useable life of equipment;
- Set up enterprise digitalisation centre to monitor pollution treatment and consumption of energy and resources in the Group’s production base;
- Introduction of distributed photovoltaic power and wind power to the production plants, effectively reduced use of external electricity with a view to reducing indirect emission of greenhouse gases.

With outstanding performance on environmental protection work, five subsidiaries of the Group, namely Chaowei Power Co., Ltd., Shandong Chaowei Power Co., Ltd., Zhejiang Chaowei Chuangyuan Industrial Co., Ltd., Anhui Chaowei Power Co., Ltd., Anhui Yongheng Power Technology Co., Ltd., were granted the honorary title of “Green Factory”.

本集團秉承「倡導綠色能源，完美人類生活」的使命，積極貫徹《中國節約能源法》等相關節能政策與方針，堅持「低能耗、低污染、低排放」的清潔生產原則，發展循環經濟，實現資源有效利用。

• 綠色生產

本集團生產過程中產生的廢氣污染物主要包括溫室氣體、鉛及其化合物；廢水排放物主要為總鉛；固體廢物主要為鉛酸電池生產過程中產生的含鉛廢物及生活垃圾。本集團嚴格管理排放物，確保排放物得到有效處置，並採取多項措施減少溫室氣體排放及防止各類廢棄物的產生，例如：

- 使用先進的自動化生產設備、生產工藝和廢水處理工藝，大幅降低水耗和能耗；
- 生產線全部採用無鎘內化成綠色工藝，從源頭削減重金屬廢水，實現污水零排放；
- 使用「原子經濟法」廢舊電池鉛回收利用技術：將廢舊電池直接轉化為構成電極的活性物質，避免了回收、冶煉、再生、形成金屬鉛等多個可能產生污染及耗能環節，有效降低了回收環節中的鉛污染；
- 執行設備檢修保養計劃，並定期進行抽樣督查，延長設備使用壽命；
- 建立企業信息化中心對本集團生產基地的污染治理和能源資源消耗進行實施監控；
- 生產園區引入分布式光伏電站和風力發電站，有效降低外購電力使用，減少溫室氣體間接排放。

憑著在環保工作上的出色表現，本集團旗下五間附屬公司——超威電源有限公司、山東超威電源有限公司、浙江超威創元實業有限公司、安徽超威電源有限公司、安徽永恒動力科技有限公司獲評「綠色工廠」榮譽稱號。

• Green Office

Through practising green management in the office, the Group can achieve more efficient use of resources and reduction of waste, save energy and money, and help improve the working environment. The Group has established the Management System for Energy Saving and Consumption Reduction in office to reduce energy consumption and use of resources through various measures, including:

- Reduce paper consumption through application of computer technology (e.g. communication by email, use computer to store documents);
- Switch off electrical appliances when they are not in use (such as air-conditioning, computer, printer, photocopier, lighting, etc.);
- Use of energy-saving lightings technology;
- Promote recycling in the office;
- Reduce water usage by Installation of flow restrictors at water taps;
- Install optimized timing self-closing taps or sensor taps in washing rooms.

• 綠色辦公

透過在辦公室推行綠化管理，本集團可以更有效運用資源，減少製造廢物，節省能源和金錢，並改善工作環境。本集團已在辦公室建立節能減耗管理系統，通過各種措施減少能源消耗和資源使用，其中包括：

- 利用電腦科技以減少使用紙張(例如透過電郵進行溝通或使用電腦儲存文件)；
- 關掉不使用電器(如冷氣機、電腦、打印機、影印機或電燈)；
- 採用節能照明技術；
- 於辦公室進行回收；
- 在水龍頭安裝限流裝置以減少用水；
- 在洗手間安裝會定時關閉或自動感應的水龍頭。

Case
案例

“Green Factory” Practice of Shandong Chaowei
山東超威「綠色工廠」實踐

In 2018, Shandong Chaowei Power Co., Ltd. (“Shandong Chaowei”), a subsidiary of the Group, was awarded the honorary title of “Green Factory” once again. Shandong Chaowei adopted advanced production technique of enclosed formation process. Hence, water consumption reduced by 90%, power used in the process reduced by more than approximately 28% and charging techniques reduced charging time from 7 days to 3 days and the electric consumption during charging reduced by 30%; it also introduced advanced environmental protection technology and equipment to set up advanced environmental protection infrastructure: dust removing process through bag filter has been changed to bag filter followed by secondary water screen spraying, high-performance filter cartridge is added to cutting and polishing process, significantly reduced emission of pollutants; Shandong Chaowei also installed online heavy metal detection equipment networking with environmental protection departments of different provinces and cities around the clock which enables real-time monitoring; it also upgraded and renovated boilers to use gas instead of coals, further reducing emission of pollutants.

Through the above measures, Shandong Chaowei will further achieve progressive reduction of pollutant emission year by year and achieve clean production and green development.

二零一八年，本集團附屬公司山東超威電源有限公司(「山東超威」)再次榮獲「綠色工廠」榮譽稱號。山東超威採用先進的內化成生產工藝，實現節水90%，化成用電量節約28%以上，7天充電工藝降低到3天充電工藝，實現充電時節約用電量30%；引進先進環保技術和設備，建設了先進的環保基礎設施，除塵工藝由原來布袋除塵改為先布袋除塵後二級水幕噴淋除塵，並在切刷片工序加裝高效濾筒，大幅降低了污染物的排放；同時安裝重金屬在線監測設備並與省市縣環保部門聯網，做到實時監測；實施鍋爐煤改氣升級改造，進一步降低了污染物的排放。

通過以上措施，山東超威將進一步實現污染物排放逐年遞減的目標，實現清潔生產綠色發展。

4.3 Advocating Environmental Protection 倡導環境保護

The Group insists on the principle of coordinating resource development and environmental protection after comprehensive consideration on availability of resources and the load capacity of the environment. The Group continuously spends further efforts on environmental protection by launching various measures on protecting ecological environment to promote general ecological quality, achieving organic integration of benefits of the environment, ecology and economy.

- The location of production plant shall be selected from areas far away from environmental sensitive areas, such as drinking water conservation area and heritage conservation unit;
- Technology Centre for Production, Recycling and Pollution Prevention Work for Lead-acid Battery of National Environmental Protection (國家環境保護鉛酸蓄電池生產和回收再生污染防治工程技術中心) was established to improve recycling mechanism for lead-acid batteries to form a green and environmentally-friendly recycling system for waste batteries with positive cycle, achieving recycling and use of waste resources;
- Detection of atmosphere, soil and noise in surrounding areas of the plant was commenced to prevent environmental risks and protect the ecological environment.

During the reporting period, the Group optimized its energy structure, with coal boilers completely replaced by clean and efficient gas boilers. Emissions of pollutants further reduced, with the emission of nitrogen oxides and carbon dioxide reduced by 19.83 tonnes and 12,982 tonnes respectively. The Group also fully applied cadmium-free enclosed formation in all branches, resulting in a year-on-year decrease of fresh water consumption of 18.42%. Generation of wastewater and emission intensity of characteristic pollutants in exhaust gas has been far lower than national standards.

本集團充分考慮資源秉賦和環境承載能力，堅持資源開發與環境保護相協調的原則，不斷加大環保投入力度，開展多項舉措保護生態環境，提升整體生態質量，實現環境效益、生態效益和經濟效益三者有機結合。

- 生產廠區選址遠離環境敏感區如飲用水源保護區及文物保護單位；
- 成立國家環境保護鉛酸蓄電池生產和回收再生污染防治工程技術中心，完善鉛酸蓄電池的回收機制，形成綠色環保、具有良性循環的廢舊電池回收體系，實現廢物資源回收利用；
- 開展廠區周邊環境大氣、土壤、噪聲等方面的監測，防範環境風險，保護生態環境。

於報告期內，本集團優化能源結構，全面淘汰燃煤鍋爐並使用清潔高效的燃氣鍋爐，進一步減少了污染物的排放，實現氮氧化物減排量19.83噸、二氧化碳減排量12,982噸。同時在各子公司全面推行無鎘內化成工藝，新鮮水消耗量同比下降18.42%，生產廢水及廢氣中的特徵污染物排放濃度遠低於國家標準。

5. Protecting Interests and Promoting Growth of Employees

保障權益，促進員工成長



5.1 Adhering to Legal Employment 堅守合法僱傭

The Group strictly complies with the national laws and regulations, such as the Labour Law of the PRC (《中國勞動法》), the Labour Contract Law of the PRC (《中國勞動合同法》) and the Law on Prevention of Juvenile Delinquency of the PRC (《中國未成年人保護法》). The Group entered into employment contracts with employees to fully protect their interests in respect of employees' recruitment, dismissal, promotion, working hours, leaves, remuneration and benefits. The Group opposes to any form of child labour and forced labour, and strives to create a fair and diversified team of staff.

During the reporting period, no child labour and forced labour and no case of illegal employment occurred.

- **Fair Employment**

The diversification of employees and the diversity of team composition are significant factors in promoting the overall development and innovation of the Group. The Group has always paid attention to the composition and construction of teams. While actively recruiting employees of different backgrounds, regions, ages and genders to develop team potential, the Group continues to promote the cultivation of local talents, create jobs for the places that its subsidiaries and branches operate in, and supports the economic development of local community. During recruitment, the Group proactively explores recruitment channels, such as campus recruitment and social recruitment, to both seek for outstanding talents for the Group and provide quality job opportunities for candidates.

本集團嚴格遵守《中國勞動法》、《中國勞動合同法》及《中國未成年人保護法》等國家法律法規，通過與員工簽訂勞動合同，充分保護他們在招聘、解僱、升職、工時、休假、薪酬福利各方面的權益。本集團反對任何形式的童工與強制勞工，致力於打造平等、多元化的員工團隊。

報告期內，本集團未聘用任何童工或強制勞工，亦未發生其他違法用工案件。

- **平等僱傭**

員工的多元化、團隊構成的多樣性是促進本集團全面發展，開拓創新的重要因素。本集團始終關注團隊的組成與建設，在積極吸納不同背景、地域、年齡及性別的員工，發揮團隊潛質的同時，持續推動本地人才培養，為各附屬公司及分公司所在地創造就業崗位，支持當地經濟發展。在招聘過程中，本集團積極探索招聘渠道，通過校園招聘、社會招聘等方式，在為本集團尋找優秀傑出人才的同時，為廣大應聘者提供優質的工作機會。

- **Working Hours, Leaves and Remuneration and Benefits**

The Group strictly implemented relevant requirement on working hours, leaves and remuneration to protect employees' rights to rest and leisure. The Group also established a reasonable remuneration system and has been continuously improving employees' benefits, for example, providing full payment to "five social insurances and one housing fund (五險一金)", increasing home leaves, providing commuter bus services and providing summer child care services for employees' children.

- **Avoiding Child Labour and Forced Labour**

The Group strictly complies with the Provisions on Prohibition of Child Labour (《禁止使用童工的規定》) issued by the State Council of the PRC, stringently avoiding child labour, forced labour and any illegal employment. The Group sticks to eight-hour workday to prevent forced or compulsory labour and guarantee reasonable limitation of working hours for the employees.

5.2 Helping Employees' Development 助力員工發展

The Group insists on the strategy of "Talent First" to achieve win-win development between the enterprise and talent. The Group established a comprehensive training management system with enriched training contents and innovative training methods allowing employees to accumulate knowledge and experience for their growth and long-term development. At the same time, the Group has been continuously improving development and promotion mechanisms for employees to establish a fair and justified talent development platform with a view to building a quality talent team.

- **Employees' Promotion**

The Group has established policies such as the Marketing Management Measures for Internal Talent and the Management Measures for Assessment and Recruitment of Positions in Research and Development Centre to perfect the development mechanism of employees and specify qualification standards for professional positions. The Group has developed a "dual-channel" employee development mechanism with management track and technical track. Employees can choose development path suitable for his position with reference to the employees' position and job grading together with his own capability and will.

- **工時、假期與薪酬福利**

本集團嚴格執行國家關於工時、假期和薪酬的有關規定，保障員工休息休假的權益。同時，本集團制定了合理的薪酬體系，並持續加強員工福利如足額繳納「五險一金」、增加員工的探親假期、提供通勤巴士服務、為職工家庭子女開設暑期托管班等。

- **杜絕童工及強制勞工**

本集團嚴格遵守中國國務院頒布的《禁止使用童工的規定》，嚴格避免童工、強制勞動及其他非法用工現象，堅持八小時工作制，避免強迫或強制勞動，保證員工合理工時。

本集團堅持「人才領先」戰略，實現企業和人才的發展共贏，建立了全方位的培訓管理體系，豐富培訓內容，創新培訓方式，為員工成長發展儲備知識和經驗，適應公司長遠發展。同時，本集團還持續完善員工成長和晉升機制，搭建公平公正的人才發展平台，努力建設一支高素質的人才隊伍。

- **員工晉升**

本集團制定《內部人才市場管理辦法》和《研發中心職稱評聘管理辦法》等政策，完善員工發展體系，明確專業人員任職資格標準。本集團建立了管理路線與技術路線的員工「雙通道」發展機制，員工可以依據他們職位職級體系，並結合自己的能力和意願，選擇適合自己職位的發展通道。

• Employees' Training

The Group set up a training mechanism integrating internal and external trainings to assist employees' growth and development. Through organising induction training for new employees and reserve management training programme, the Group further solidified the establishment of talent pyramid.

• 員工培訓

本集團建立了內部培訓、外部培訓相結合的培訓體系，助力員工的成長與發展，並通過組織新員工入職培訓、後備幹部培訓項目等進一步鞏固了人才梯隊建設。

Case
案例

Nurturing newly recruited university students
新入職大學生培養實施

The Group established the Training Measures for University Students from Campus Recruitment of Chaowei Group, commencing a systematical training for newly recruited university students, to help university graduates from campus recruitment adapt to the environment as soon as possible, increase their understanding of the Group's corporate culture as well as master basic skills required for their positions and understand the production procedures and market of batteries.

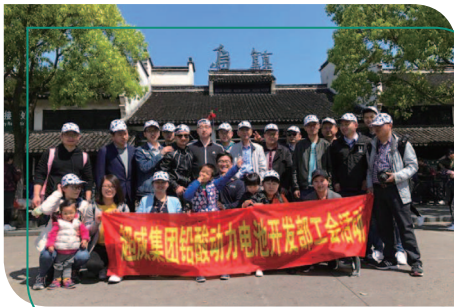
本集團制定了《超威集團校招大學生培養辦法》，對新入職大學生開展系統性的培訓工作，以幫助校招大學生儘快適應企業環境，增強對本集團企業文化的瞭解，掌握崗位所需的基本技能，瞭解電池生產流程和市場。



5.3 Care about Employees' Life 關愛員工生活

The Group cares about work life balance of employees and has enriched employees' life through organising various cultural and recreational events, such as Women's Day Greeting, Labour Day Fun Sports Day, Spring Lantern Festival Event and Qixi Festival Event. The Group also plotted out areas for employees' activities like fitness centre, book house and leisure bar to create a workplace of happiness. For employees who have difficulties in their life, the Group made efforts to launch caring activities, striving to solve employees' difficulties and concern about their life.

本集團關心員工的工作與生活的平衡，通過開展多樣化的文化、文娛活動如三八節祝福、五一趣味運動會、元宵節活動、七夕節活動，豐富員工生活。同時，本集團設有員工健身中心、職工書屋、員工休閒吧等活動區域打造更具幸福感的工作空間，對於生活困難職工，本集團大力開展送溫暖活動，著力解決員工遇到的困難，切實關心職工生活。



Group activities of the labour union
工會小組活動



Qixi Festival Event
七夕活動



Women's Day Event - Medical consultation
for female employees
三八節活動 — 女性員工醫療問診



Labour Day Fun Sports Day
五一趣味運動會



Spring Lantern Festival Event
元宵節活動



Sports Day
員工運動會

6. Adhering to Safety Rules and Ensuring Safe Production

堅守紅線，確保安全生產



The Group strictly complies with laws and regulations regarding safe production and occupational health, such as the Law on Safe Production of the PRC (《中國安全生產法》) and Law on Prevention and Control of Occupational Diseases of the PRC (《中國職業病防治法》). The Group enhanced the operational safety and sustainability, through improving safety production and occupational health management.

During the reporting period, there is no cases of occupational diseases occurred in the Group.

Safe Operation and Management 安全運營管理

The Group continuously strengthens the implementation of corporation safe production responsibility. During the reporting period, the Group conducted the following improvements in safety production management so as to effectively control various types of hazards, reduce on-site risks, and eliminate the occurrence of major production safety accidents:

- Set up the safe production committee: the committee is responsible for promoting product safety culture across the organization, striving for continual improvement, better staff training, record management and document control, convening safety forum or seminars and establishing product monitoring and traceability processes.
- Established a safety accountability system: identify front line personnel to lead the safety program, with their role and scope of responsibilities clearly stated. Assessment standard was set up and through a reward and punishment system to enhance employee compliance with desired production safety behaviours.
- Standardized production operation: it has clearly addressed inappropriate and unsafe behaviours and actions of staff, unsafe conditions of equipment and environment that possibly leads to an accident in a workplace, and appropriate prevention and control measures have been taken.

本集團嚴格遵守《中國安全生產法》及《中國職業病防治法》等有關安全生產、職業健康法律法規，本集團已透過改進安全生產及職業健康管理，提升營運安全性及可持續性。

報告期內，本集團未發生職業病病例。

本集團持續加強落實企業安全生產責任。於報告期內，本集團已進行下列安全生產管理改進措施以有效監控多種危險、減低現場風險及消除大型生產安全事故的發生：

- 設立安全生產委員會：該委員會負責於企業內推廣產品安全文化，致力持續改進以提供更佳員工培訓、記錄管理及文件監控、召開安全論壇或專題會，並建立產品監控及追溯程序。
- 建立安全責任制：物色前線人員領導安全計劃，並清楚列明彼等的職責及責任範疇。制定評估標準並透過獎懲制度提升員工符合公司所期望安全生產行為的程度。
- 規範生產作業行為：清楚列出可能導致工作場所事故的員工不合適及不安全行為及行動、設備的不安全狀態以及環境的不安全條件，並採取合適的預防及控制措施。

- Investigation and management of hidden risks: hidden risk can often pose a greater threat to the business than that of organization knows and can manage. The Group conducted safety inspection activities including risk identification, analysis and evaluation in order to prioritise and mitigate the risks especially the hidden ones in a timely manner.
- 調查及管理隱患：隱患對業務的威脅可能大於組織所知及可管理的風險。本集團已進行安全調查活動，包括識別、分析及評估風險，從而及時將風險按優先排序及減低有關風險（特別是隱患）。

Management of Occupational Health 職業健康管理

The Group has composed the Management Manual for Occupational Hygiene to further improve management system for occupational health, effectively prevent, control and eliminate risk factors of occupational diseases in workplace. Each subsidiary established a daily checklist for occupational hygiene and incorporated management requirement on occupational hygiene to operational guidelines for each position. The workplace distinguished working location and areas of each operational staff to prohibit cross-contamination between staff working in polluted and non-polluted areas; the Group identifies and detects risks of occupational diseases in all workplace in a regular basis. The Group placed alert signs on occupational disease risks, Chinese alert description and key diagram explaining remarks on occupational hygiene of each position at dominant position in the plant according to intensity and concentration of occupational risks meeting national and industry standards. For personal protection of staff, the Group allocated supplies for labour protection on demand in respect of risks of occupational diseases in different positions. Those supplies are maintained or replaced regularly to ensure normal function. For labours engaging in operations involving occupational diseases, the Group strictly conducted occupational health check before, during and after retirement of the engagement in accordance with requirements of management department of the State Council of the PRC supervising safe production and department of health administration. The results of the check were notified to employees in writing.

本集團制定了《職業衛生管理手冊》進一步完善了職業健康管理制度，有效預防、控制和消除作業場所職業病危害因素。各附屬公司制定了職業衛生日常檢查表，並將職業衛生管理要求納入各崗位操作規程，在作業區域劃定操作人員工作位置與活動範圍，禁止污染區與非污染區工作人員串崗出現交叉污染；本集團定期組織開展覆蓋所有作業場所的職業病危害因素識別與檢測工作，職業危害強度或濃度符合國家標準、行業標準，在廠區的醒目位置，本集團設置職業病危害因素警示標識、中文警示說明和崗位的職業衛生操作注意要點說明圖；在職工個體防護方面，針對不同崗位涉及的職業病危害因素不同，按要求配備勞保用品，並進行定期維護或更換，確保正常使用；對從事接觸職業病危害的作業的勞工，本集團嚴格按照中國國務院安全生產監督管理部門、衛生行政部門的規定組織上崗前、在崗期間和離崗時的職業健康檢查，並將檢查結果書面告知員工。

Case
案例

Conducting fire drills
開展火災應急演練

Fire prevention is especially important for safety management of the battery industry. During the reporting period, to further enhance capability of emergency response to accidents, the Group commenced emergency fire drill. Through demonstration of the emergency plan, employees gained clear understanding on responding to fire accidents. Consolidating escape and rescue measures in fire accidents and enhancing instructing capability regarding accidents, the drill achieved expected results.

防火工作是電池行業安全管理的中中之重。於報告期內，本集團為進一步提高突發安全事件的應急處置能力，組織了火災消防應急演練。通過本次應急演練中，使員工清晰的認識到如何面對突發火災事故，強化了火災中逃生、救援的方法，提高了應對突發事件的指揮處置能力，取得了預期的演練效果。



7. Caring about Public Welfare, Enhancing Social Well-being

熱心公益，增進社會福祉

In addition to business development, the Group also makes a commitment to fulfill its corporate social responsibilities. Meanwhile, the Group proactively takes part in charity events and voluntary services to address the needs of the community and contribute to a harmonious and better community.

Supporting Education 捐資助學

The Group has been attaching great attention to the education of impoverished students for a long time. Every year, the Group organises regular charity activities to encourage employees to actively dedicate love and render assistance to the impoverished students in pursuing education. The Group has organised "Glory Student Assistance" activity for nine consecutive years which support more and more impoverished students to complete their studies by way of donation.

本集團在業務發展的同時，一直積極履行企業社會責任。同時，本集團熱心參與慈善活動及志願服務工作，積極了解社區需求，為和諧、美好的社區作出貢獻。

長期以來本集團高度關注貧困學子的教育問題，每年定期舉行愛心助學活動，鼓勵員工積極為貧困學子奉獻愛心，助力貧困學子求學之夢。其中「光彩助學」活動，本集團已連續開展九年，這些年越來越多的貧困學子受到捐助，完成學業。



2018 "Glory Student Assistance" activity
二零一八年「光彩助學」活動



Poverty Alleviation 幫扶貧困

The Group actively advocates its employees to participate in poverty alleviation activities, creating a positive atmosphere in which everyone cares about poverty alleviation and everyone participates in poverty alleviation. The Group has established the "Chaowei Care Fund" to assist associates and sales terminals who encountered difficulties so that those unfortunate families will not live in poverty due to injuries or accidents. Every year, the Group organizes the "Charity Day Donation" activity to encourage their employees to donate their one-day salary to help the local community.

本集團積極倡導員工參與扶貧活動，形成了「人人關心扶貧、人人參與扶貧」的良好氣氛。本集團成立「超威關愛基金」幫扶困難聯營商和銷售終端商，讓遇上困難家庭不會因傷病或意外而致貧。本集團每年舉行「慈善一日捐」活動，號召廣大員工將自己一日的工資捐出，善款用於幫助當地群體。



"Care Fund" to the families in need
為困難家屬送上「關愛基金」



2018 "Charity Day Donation" activity
二零一八年「慈善一日捐」活動



Volunteer Services 志願服務

The Group set up the first professional volunteer service team which spontaneously established by the corporations in Changxing in early 2012, namely Chaowei Battery Volunteer Service Team. The team focuses on community-based volunteer services by carrying out the “micro public welfare (微公益)” activity to serve the community and launching the large-scale public welfare activity of “Chaowei Volunteers in Action (超威志願者在行動)” on a regular basis. The team members are stationed in the rural areas and communities throughout the county. By adopting the form of distributing promotional materials, conducting battery consultation and organising battery lectures, they promote the concept of green power of Chaowei battery, explain the daily maintenance of electric vehicle battery in a systematical manner, answer different types of questions in respect of electric vehicle battery raised by the residents and provide residents with free testing service of electric vehicle battery. Moreover, the Group organised a blood donation campaign, namely “Roll Up Sleeves for Blood Donation (一次捋袖一生光榮)” every year, proactively performing its social responsibilities.

本集團於二零一二年初就成立長興縣第一支由企業自發成立的專業技能志願服務隊——「超威電池志願者服務隊」。志願服務隊以走進社區、志願服務為重點，開展服務社會「微公益」行動及定期舉行「超威志願者在行動」大型公益活動。志願服務隊隊員進駐全縣農村、社區，透過派發宣傳資料、開展電池諮詢、舉辦電池講座等形式，宣傳超威電池綠色環保的理念，對電動車電池的日常保養進行系統講解，解答居民反映的電動車電池出現的各類問題，並為居民提供電動車電池免費檢測服務。此外，本集團每年舉行「一次捋袖一生光榮」的捐血活動，積極踐行社會責任。



2018 blood donation activity
二零一八年捐血志願活動

Looking into the Future

展望未來



The Group is dedicated to deepening product management and creating enterprise value, the Group will implement the strategic target of “leading talent technology, leading quality cost, leading market brand”, and act in concert with the promotion of “total cost leading strategy”. The Group will facilitate the improvement of R&D technology and optimise product structure and at the same time, continuously improve customer services to improve the standard of after-sales service to enhance customer satisfaction.

The Group will pay attention to energy conservation and environmental protection and encourage green development, the Group will adhere to the corporate mission of “advocating green energy and perfecting human life”. The Group will push forward green development and continue to further promote international cooperation, optimise the two strategic development routes to achieve optimisation and develop more environmentally friendly and energy-saving products so as to realise harmonious development between human and nature.

The Group will stick to the corporate culture concept of “harmony” by cooperating with the society, adhering to the fulfillment of corporate social responsibility, caring for socially vulnerable groups and organising more charitable activities and volunteer service activities so as to achieve a win-win situation between economic interests and social interests; The Group attaches great importance to cultivation and compensations of employees and provides caring for employees facing difficulties, striving to make employees feel the warmth of the Company.

In 2019, the Group will continue to uphold the historical mission of “advocating green energy, perfecting human life” insisting on technology advancement and high-quality development to become an industry leader of “leading the direction of technology development and creating a model of benchmark production” by making continuous efforts. Meanwhile, the Group will still strive to fulfill corporate social responsibility and facilitate the sustainable development in terms of economic, social and environment and work together to reach even greater heights.

本集團將貫徹以「人才科技領先、質量成本領先、市場品牌領先」為戰略目標，深入產品管理，創造企業價值。本集團將在促進研發技術的提升，優化產品結構的同時，持續完善客戶服務，提高售後服務水平及客戶滿意度。

本集團將堅持「倡導綠色能源，完美人類生活」的企業使命，重視節能環保，推進綠色發展，繼續深入推進國際化合作，對兩大戰略發展路線進行優化，開發更加環保節能的產品，實現人與自然的和諧發展。

本集團將堅守「和合」的企業文化理念，與社會和合，堅持履行企業社會責任，關愛弱勢群體，開展更多公益慈善活動以及志願服務活動，實現經濟利益與社會利益的雙贏；重視員工的培養及待遇，關愛困難員工，努力讓員工感受到企業的關懷溫暖。

二零一九年，本集團延續「倡導綠色能源，完美人類生活」的歷史使命，堅持技術領先與高質量發展，為成為「引領技術發展方向、打造生產模式標桿」的行業領導者而不斷奮鬥。同時，本集團仍會努力踐行企業社會責任，凝全員之力，促進經濟、社會及環境和諧永續發展，再創新輝煌。

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CHAOWEI POWER HOLDINGS LIMITED
超威動力控股有限公司

