

震雄集團有限公司 

CHEN HSONG HOLDINGS LIMITED

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

(股份代號 Stock Code: 00057)



環境、社會及管治報告
ENVIRONMENTAL, SOCIAL AND
GOVERNANCE REPORT
2019

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一、關於本報告

I. About This Report

震雄集團有限公司(「本公司」)董事會(「董事會」)欣然發表本公司及其附屬公司(統稱「本集團」或「我們」)之環境、社會及管治報告(「本報告」)。本報告總結了本集團所採用之環境、社會及管治政策、可持續發展策略、管理方法、措施及表現。

本報告涵蓋了本集團的製造及銷售注塑機及有關產品業務截至2019年3月31日止年度的報告期間在環境及社會方面的可持續發展策略、方針與表現；並根據香港聯合交易所有限公司(「聯交所」)證券上市規則附錄27所載之《環境、社會及管治報告指引》當中之「遵守或解釋」條款而作出披露。相關之條款及內容載於本報告最末部分。

董事會負責為本集團訂立環境、社會、管治策略，以及評估和釐定本集團之有關環境、社會及管治之風險；並確保訂立合適及有效之環境、社會及管治風險管理措施及內部監控系統，並就這方面的表現作出匯報。為了釐定環境、社會及管治報告範圍，我們與各管理層人員進行討論，並列出主要持份者與本集團所關心的環境、社會及管治項目，再評估雙方對各項目的重視程度；從而選擇出相對重要的環境及社會議題於本報告中作出相關披露。

The board of directors (the “Board”) of Chen Hsong Holdings Limited (the “Company”) is pleased to present this Environmental, Social and Governance (hereinafter called “ESG”) Report (the “Report”) of the Company and its subsidiaries (collectively as the “Group” or “we”). This ESG Report summarizes the ESG policies, sustainability strategies, management approach, initiatives and performance made by the Group in the environmental and social aspects of its business.

This ESG Report covers environmental and sustainable development strategies and policies of the Group’s business in the manufacture and sale of plastic injection moulding machines and related products for the year ended 31 March 2019, and discloses the required information under the “comply or explain” provisions of the ESG Reporting Guide set out in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (“HKEX”). The relevant provisions and details are listed out at the end of the Report.

The Board is responsible for the Group’s ESG strategy formulation and reporting, evaluating and determining the Group’s ESG-related risks, and ensuring that appropriate and effective ESG risk management measures and internal control systems are in place. In order to determine the ESG reporting scopes, the key management personnel has discussed internally and identified the environmental, social and operating items; and assessed their importance to the stakeholders and the Group. The summary of material ESG items are listed out in this Report.

二、持份者參與

II. Stakeholders' Engagement

本集團致力維持業務的可持續發展，並為環保及業務所在的社區提供支持。我們與政府／監管組織、股東／投資者、員工、客戶、供應商、社區等持份者保持密切聯繫，力求透過建設性交流平衡意見與利益，從而確定我們的可持續發展方向。我們評估及釐定環境、社會及管治風險，確保相關風險管理及內部控制制度妥善及有效地運行。有關持份者的期望與要求及本集團管理層的相關回應如下：

The Group is committed to maintaining the sustainable development of its business and the environmental protection of the communities in which it operates. We maintain a close tie with its stakeholders, including government/regulatory organizations, shareholders/investors, employees, customers, suppliers, community, etc. and strives to balance their opinions and interests through constructive communications in order to determine the directions of its sustainable development. We assess and determine its environmental, social and governance risks, and ensure that the relevant risk management measures and internal control systems are operating effectively. The following table shows the management response to the stakeholders' expectations and concerns:

持份者 Stakeholders	期望與要求 Expectations and concerns	管理層回應 Management response
政府／監管組織	<ul style="list-style-type: none"> ➢ 遵守法律法規 ➢ 履行稅務責任 	<ul style="list-style-type: none"> ➢ 於營運中秉持誠信及合規 ➢ 按時繳稅以回饋社會 ➢ 建立全面有效的內部控制體系
Government/regulatory organizations	<ul style="list-style-type: none"> ➢ Compliance in laws and regulations ➢ Fulfill tax obligation 	<ul style="list-style-type: none"> ➢ Uphold integrity and compliance in operations ➢ Pay tax on time, and in return contributing to the society ➢ Establish comprehensive and effective internal control system
股東／投資者	<ul style="list-style-type: none"> ➢ 投資回報 ➢ 資訊透明度 ➢ 公司管治制度 	<ul style="list-style-type: none"> ➢ 管理層具有相關經驗和專業知識，確保業務的可持續性 ➢ 透過於聯交所及本公司網站定期發放資訊，確保透明度及有效溝通 ➢ 盡力改善內部監控及風險管理
Shareholders/investors	<ul style="list-style-type: none"> ➢ Return on investment ➢ Information transparency ➢ Corporate governance system 	<ul style="list-style-type: none"> ➢ Management possesses relevant experience and professional knowledge in business sustainability ➢ Ensure transparency and efficient communications published in websites of HKEX and the Company ➢ Continuous improvement to internal control and focus on risk management

二、持份者參與

II. Stakeholders' Engagement

持份者 Stakeholders	期望與要求 Expectations and concerns	管理層回應 Management response
員工	<ul style="list-style-type: none"> ➢ 勞工權益 ➢ 事業發展 ➢ 待遇和福利 ➢ 健康及安全 	<ul style="list-style-type: none"> ➢ 制定合約責任以保護勞工權益 ➢ 鼓勵員工參與持續教育及專業培訓以提高能力 ➢ 建立公平、合理和具競爭力的薪酬體系 ➢ 注重職業健康及安全
Employees	<ul style="list-style-type: none"> ➢ Labor rights ➢ Career development ➢ Compensation and welfare ➢ Health and safety 	<ul style="list-style-type: none"> ➢ Set up contractual obligations to protect labor rights ➢ Encourage employees to participate in continuous education and professional trainings ➢ Establish a fair, reasonable and competitive remuneration scheme ➢ Improve occupational health and safety
客戶	<ul style="list-style-type: none"> ➢ 優質產品與服務 ➢ 及時交貨 ➢ 價格合理 	<ul style="list-style-type: none"> ➢ 持續提供優質產品與服務以滿足客戶 ➢ 建立高效的綠色供應鏈 ➢ 制定全面的質量保證流程和召回程序 ➢ 確保履行合約責任
Customers	<ul style="list-style-type: none"> ➢ High quality products and services ➢ Timely delivery ➢ Reasonable price 	<ul style="list-style-type: none"> ➢ Improve the quality of products and services continuously in order to maintain customer's satisfaction ➢ Establish an effective, efficient and green supply chain system ➢ Formulate comprehensive quality assurance process and recall procedures ➢ Ensure proper contractual obligations are in place
供應商	<ul style="list-style-type: none"> ➢ 需求穩定 ➢ 與公司保持良好關係 ➢ 企業信譽 	<ul style="list-style-type: none"> ➢ 確保履行合約責任 ➢ 制定供應鏈管理的政策和程序 ➢ 與供應商保持強大與長期的合作關係 ➢ 嚴謹篩選供應商
Suppliers	<ul style="list-style-type: none"> ➢ Stable demand ➢ Good relationship with the Company ➢ Corporate reputation 	<ul style="list-style-type: none"> ➢ Ensure proper contractual obligations are in place ➢ Establish policy and procedures in supply chain management ➢ Establish and maintain strong and long-term relationship with suppliers ➢ Select suppliers with due care
社區	<ul style="list-style-type: none"> ➢ 環境保護 ➢ 社區參與 ➢ 經濟發展 	<ul style="list-style-type: none"> ➢ 關注氣候變化 ➢ 鼓勵員工積極參與慈善活動和志願服務 ➢ 確保良好的財務業績和業務增長
Community	<ul style="list-style-type: none"> ➢ Environmental protection ➢ Community contribution ➢ Economic development 	<ul style="list-style-type: none"> ➢ Pay attention to the problem of climate change ➢ Encourage employees to actively participate in charitable activities and voluntary services ➢ Maintain good and stable financial performance and business growth

三、重要性矩陣

III. Materiality Matrix

於報告期內，本集團已找出多項涵蓋環境、社會及營運相關的事宜，並透過不同渠道評估持份者與本集團對各項目的重視程度，此等評估有助本集團確保業務發展能符合持份者的期望與要求。而本集團和持份者所關心的事項均呈現於以下的重要性矩陣內。

During the reporting period, the Group has evaluated a number of environmental, social and operating items, and assessed their importance to stakeholders and the Group through various channels. This assessment helps to ensure that the Group's business objectives and development direction are in line with the stakeholders' expectations and requirements. The Group's and stakeholders' matters of concern are presented in the following materiality matrix:

重要性矩陣
Materiality Matrix

對持份者的重要性 Importance to Stakeholders	高 High	<ul style="list-style-type: none"> ◆ 反歧視 ◆ 保障勞工權益 	<ul style="list-style-type: none"> ◆ 人才管理 ◆ 員工培訓與晉升 ◆ 員工報酬與福利 	<ul style="list-style-type: none"> ➢ 客戶滿意度 ➢ 產品質量與安全 ➢ 供應商管理 ◆ 職業健康與安全 ◇ 潔淨生產
	中 Medium	<ul style="list-style-type: none"> ◆ Anti-discrimination measures ◆ Labor rights protection 	<ul style="list-style-type: none"> ◆ Talent management ◆ Staff training and promotion ◆ Staff compensation and welfare 	<ul style="list-style-type: none"> ➢ Customers' satisfaction ➢ Product quality and safety ➢ Suppliers management ◆ Occupational health and safety ◇ Clean production
	低 Low	<ul style="list-style-type: none"> ➢ 社會參與 	<ul style="list-style-type: none"> ➢ 反貪污 ◇ 溫室氣體排放 ◇ 能源使用 	<ul style="list-style-type: none"> ➢ 營運合規 ➢ 保護客戶私隱 ◇ 廢氣排放 ◇ 廢水排放
	低 Low	<ul style="list-style-type: none"> ➢ Community contribution 	<ul style="list-style-type: none"> ➢ Anti-corruption ◇ Greenhouse gas emissions ◇ Use of resources 	<ul style="list-style-type: none"> ➢ Operational compliance ➢ Customers' privacy measures and protection ◇ Exhaust air emissions ◇ Sewage discharge
	低 Low	<ul style="list-style-type: none"> ◆ 預防童工及強制勞工的措施 	<ul style="list-style-type: none"> ◇ 水資源使用 ◇ 無害廢棄物排放 	<ul style="list-style-type: none"> ◇ 原材料使用 ◇ 有害廢棄物排放
	低 Low	<ul style="list-style-type: none"> ◆ Preventive measures for child and forced labor 	<ul style="list-style-type: none"> ◇ Water resources utilization ◇ Generation of non-hazardous wastes 	<ul style="list-style-type: none"> ◇ Use of raw materials ◇ Generation of hazardous wastes
	低 Low	中 Medium	高 High	
	對本集團的重要性 Importance to the Group			
	◇ 環境方面 ◇ Environmental	◆ 員工方面 ◆ Employee	➢ 營運方面 ➢ Operation	

四、環境保護

IV. Environmental Protection

1. 排放物的管理

本集團一直遵守《中華人民共和國環境保護法》、《環境基本法》及其他地方的法律法規，我們以這些法律法規及ISO14001環境管理體系的標準作為藍本，並按照本集團的經營環境、架構、生產能力及人力資源等制定一套獨有的環境管理系統，並訂定不同的污染物管理規定及指導書；例如國內廠房的「環境保護管理辦法」、台灣廠房的「空氣污染防制作業規定」、「水污染防制作業規定」、「噪音管理規定」、「廢棄物清制作業規定」等，以規範營運及生產過程中所產生的廢氣、廢水、噪音及各種固體廢棄物。我們按照「環保法規查核作業辦法」，適時更新各管理規定及指導書，確保環境政策及制定能夠與國家及當地的標準並齊。在管理架構上，我們設立了安全環保小組，負責決策、監督和協調各項環境保護工作，與人事行政部共同執行排放物的處置、記錄、檢討及整改工作，並為員工提供環保法律法規的教育。本集團一直堅信「從根源上解決問題」的方針，以實踐源頭減排的目標，例如：積極對員工灌輸節能減耗的思想，鼓勵他們提出環保改善方案；從世界各地引進先進及高精度的生產設備，以減少生產時所引致的不必要消耗。為了有效地實現源頭減排、預防污染及持續改善環境管理系統，我們與相關持份者緊密聯繫，要求所有員工參與及接受適當的培訓，定期審核目標的執行狀況及適用性，冀望能達成「節能減碳，遵守法規，綠化社會」的環境政策。

1. Management of Emissions

The Group always complied with the “Law of the People’s Republic of China on Environmental Protection”, the “Environmental Basic Law” and other local laws and regulations. We based on these laws, regulations and the ISO14001 environmental management system standards, and with reference to the Group’s operating environment, structure, production capabilities and human resources to develop a unique environmental management system with different regulations and guidelines on pollutant management; for example, the “Environmental Protection Management Measures” for plants located in China and the “Operation Guide on Prevention and Control of Air Pollution”, “Operation Guide on Prevention and Control of Water Pollution”, “Operation Guide of Noise Management” and “Operation Guide of Waste Disposal” for plants located in Taiwan, etc., to regulate waste gas, waste water, noise and various solid wastes generated during the Group’s operation and production. In accordance with the Group’s “Environmental Regulations Checking Procedures”, we update the management regulations and guidelines timely to ensure that the environmental policies and systems of the Group are in line with the national and local standards. We set up a Safety and Environmental Protection team within our management structure for making decision, monitoring and coordinating various environmental protection work; and working with the Human Resources and Administration Department to handle the emissions discharge recording, review and remediation; to provide staff training on the environmental laws and regulations. The Group always adheres to the principle of “solving problems from the root” and aims at reducing emissions at source, for example, actively shares the ideas on energy conservation and consumption reduction to employees, encourages them to suggest environmental improvement programs; and introduces advanced and high-precision production facilities from all over the world to reduce unnecessary consumption in production. In order to effectively implement the emission reduction at source policy, to prevent pollution and to continuously improve the environmental management system, we communicate closely with the related stakeholders, demand all employees to participate in and to receive appropriate training, and to regularly review the implementation progress and the appropriateness of the environmental target, and hope to achieve the Environmental policy of “saving energy and reducing carbon, complying with law and regulations, and greening the society”.

1. 排放物的管理 (續)

大氣排放的管理

本集團於營運過程中所產生的廢氣主要包括熔煉工序中所產生的粉塵、噴漆工序中的揮發性有機化合物(VOC)、焊接與氣割工序中所產生的溫室氣體，以及使用汽車和叉車所產生的廢氣等。我們一直遵守國家的《大氣污染物綜合排放標準》，於各個排放口集中處理廢氣的排放。於電鍍工序中所產生的廢氣以獨立的排氣管道輸送至環保設施，經過多重淨化處理後，於國家規定的排放高度15米排放。我們於噴漆工序中採用環保型的粉末狀顏料；設置半密閉式的氣罩及強力抽風機，將散於空氣中的粉末進行收集、存放及定時交給回收商處理。於焊接、氣割工序及使用汽車和叉車時所產生的溫室氣體屬於無組織排放氣體，因此我們從源頭著手，使用高純度的焊接及氣割氣體，以減少二氧化硫、二氧化碳等溫室氣體的產生；採用環保型汽油及耗油量較少的車輛和叉車，以減少燃燒汽油、柴油所產生的溫室氣體。

此外，本集團非常重視環保設備及生產設備的運行狀況，為確保環保設備於生產時能夠有效地運作，安全環保小組、工程部及各生產部門共同負責維護及保養工作；我們定期更換廢氣處理設備內的活性炭和酸鹼液，如發現任何隱患，需立即匯報給管理層及制定整改方案，以杜絕產生重大環境污染的機會。於報告期內，我們獲得當地政府的廢氣污染物排放許可證，而且每年委託專業持證檢測機構檢測各排放口的情況，有關檢測結果一直達到當地政府的排放標準。溫室氣體及廢氣排放的數據請參考下文「能源使用的管理」部分。

1. Management of Emissions (Continued)

Management of Atmospheric Emissions

The waste gas generated by the Group during its operation mainly includes the dust from the smelting process, the volatile organic compounds (VOC) from the painting process, the greenhouse gases produced during the welding and gas cutting process and the waste gases when use of cars and forklifts. We follow the national "Integrated emission standards of air pollutants", discharge waste gas only after treatment at each discharge ports. The waste gas generated in the electroplating process is redirected to the environmental protection facility through a designated exhaust pipe; and discharge at a national standard height of 15 meters after several rounds of purification treatments. We use environmental-friendly powdered pigments in the painting process and install a semi-closed air hood and a powerful exhaust fan to collect, store and regularly dispense the powder to the recycler. As the greenhouse gases generated during welding, gas cutting and the use of cars and forklifts are unorganized emissions, we reduce the pollutants from source and use high-purity welding and gas cutting gas such as sulfur dioxide and carbon dioxide; and use environment friendly gasoline, use vehicles and forklifts that consume less fuel so as to reduce greenhouse gases from burning gasoline and diesel.

Besides, the Group pays attention to the operation of the environment protection facilities and the production equipment. In order to ensure that the environment protection facilities are operating effectively in production, the Safety and Environmental Protection Team, the Engineering Department and the production departments are jointly responsible for the repairs and maintenance of the equipment. We regularly replace the activated carbon and acid lye in the exhaust gas treatment equipment, and report to the management immediately when hidden dangers is found and to prepare remediation plan to eliminate major environmental pollution incident from happening. During the reporting period, we obtained the local government's emission permit for exhaust gas pollutants and entrusted a testing company with professional certification to test the performance of each discharge port every year. The test results have consistently met the local government's emission standards. Please refer to the "Management of Energy Use" section below for the data on greenhouse gas and emissions.

四、環境保護

IV. Environmental Protection

1. 排放物的管理（續）

廢水排放的管理

本集團按照《中華人民共和國水污染防治法》、各省市的《水污染物綜合排放標準》及其他地方政府的法律法規制定我們相關的內部規章制度，以規管產生廢水部門的運作。

本集團所產生的有害廢水主要包括於生產或調試機件時使用過的廢油（如切削油、潤滑油、液壓油等）、廢乳化液等；由於本集團未有配置廢油無毒化的設備，因此我們委託持有危險廢物經營許可證的回收商或具較佳循環利用技術的供應商進行回收及處置廢油，絕不容許非法傾倒任何有害廢水，以免造成環境污染。於報告期內，本集團的有害廢水約121.48噸，較上年度減少約17.77噸或12.76%，主要原因是生產量下降。

各廠房均設有污水處理站，處理生產時所產生的有害廢水，包括除蠟廢水、酸洗廢水、磷化廢水等；有害廢水經過加藥中和、沉澱、反覆過濾等工序轉為無害廢水並符合國家排放標準。其他無害廢水包括辦公室及食堂的生活污水，經過主要管道直接排放到地方污水處理廠。由於生產量下降，於報告期內，本集團產生的無害廢水約105,253.26噸，較上年度下降62,341.59噸或37.20%。

1. Management of Emissions (Continued)

Management of Sewage

The Group formulates our relevant internal rules and regulations in accordance with the “Law of the People’s Republic of China on Water Pollution Prevention and Control”, the “Integrated Discharge Standard of Water Pollutants” of Provinces and Municipalities, and other local government laws and regulations to manage and monitor the operation of the departments generating sewage.

The hazardous sewage produced by the Group mainly includes waste oil (such as cutting oil, lubricating oil, hydraulic oil, etc.) used in production or machinery commissioning, waste emulsion, etc.; as the Group has not installed hazard-free equipment to handle the waste oil, we entrusted a recycler that holds a “Permit for Hazardous Waste Operation” or a supplier with better recycling technology to recycle and dispose of used oil, and will not allow any illegal dumping of hazardous waste water which might lead to environmental pollution. During the reporting period, the Group’s hazardous sewage produced was approximately 121.48 tonnes, a decrease of about 17.77 tonnes or 12.76% from the previous year, mainly due to the drop in production volume.

Each plant is equipped with a sewage treatment station to handle the hazardous sewage generated in production, including wastewater from wax removal and pickling, phosphating sewage, etc.; hazardous sewage become hazard-free after neutralization, sedimentation and rounds of filtration at the treatment station and discharge when the national emission standard is met. Other non-hazardous sewage, including domestic sewage produced in offices and canteens, will be discharged directly to local sewage treatment plants through major pipelines. Due to the decline in production volume, the Group produced 105,253.26 tonnes of non-hazardous sewage during the reporting period, a drop of 62,341.59 tonnes or 37.20% from the previous year.

1. 排放物的管理（續）

廢水排放的管理（續）

從風險的角度考慮，污水可能由於各種因素而造成環境污染事故，例如：因暴雨或長時間停電而導致水站超出負荷或無法運作；因污水中的固體雜質堆積而堵塞管道；因污水處理站工作人員操作失誤而導致超標排放等；有見及此，我們設立不同的應對措施，以管理及減低事故發生的機會。污水處理站人員必須持有有效資格證、定期接受考核才能上任；他們必須按照「廢水操作手冊」操作污水處理站設施。我們設置應急池及獨立的污水管道，以應付污水處理站萬一超出負荷的情況及減低管道堵塞的機會。污水處理站人員定期檢查投藥設備內的藥量及藥劑的有效期等，以確保污水處理站能正常運作。

於報告期內，本集團各廠房均持有有效的污水排放許可證。我們的化驗室定期檢測污水中的酸鹼值、化學需氧量、氨氮、銅、磷酸鹽等；如發現超標情況，立即採取相應措施。各廠房委託專業檢測機構檢測各生產部門排放的廢水，而當地環保部門亦作不定期的巡檢，檢測結果均達到當地的排放標準及處理要求。

1. Management of Emissions (Continued)

Management of Sewage (Continued)

Considered from the risk perspective, wastewater might cause environmental pollution incident due to various factors, such as, the wastewater treatment station is overloaded or unable to operate due to heavy rain or long-term blackout; the pipeline is blocked by solid impurities in the sewage or excessive emissions due to human operating mistakes; etc. In view of this, we have set up different countermeasures to manage and reduce the chance of such incidents from happening. Wastewater treatment station personnel must have valid qualification certificates and be regularly assessed before they can take up the duty; and they must operate the wastewater treatment station facilities according to the "Wastewater Operation Manual". We set up emergency pools and separate sewers to cope with the situation where wastewater treatment stations are overloaded and to reduce the chance of pipeline blockage. Wastewater treatment station personnel regularly check the dosage inside the drug delivery equipment and the expiration date of the drug to ensure that the wastewater treatment station can operate properly.

During the reporting period, the Group obtained valid sewage discharge permits for all of their factory plants. Our laboratory regularly checks the pH value, the chemical oxygen demand, ammonia nitrogen, copper, phosphate, etc. in the wastewater. We will take appropriate action if any of the readings exceed the standard. The plant at each location entrusts a professional testing agency to check the wastewater discharged by their production department, and the local environmental protection department also conducts irregular inspections, and the test results are all met the local emission standards and processing requirements.

四、環境保護 IV. Environmental Protection

1. 排放物的管理（續）

廢水排放的管理（續）

本集團於報告期內有害及無害廢水的排放情況如下表：

		單位	Unit	2018/19年度 2018/19	(重列) ³ (Restated) ³ 2017/18年度 2017/18
有害廢水：	Hazardous Wastewater:				
總量	Total	噸	Tonnes	121.48	139.25
密度 ¹	Intensity ¹	噸	Tonnes	0.01	0.01
無害廢水：	Non-hazardous Wastewater:				
總量 ²	Total ²	噸	Tonnes	105,253.26	167,594.85
密度 ¹	Intensity ¹	噸	Tonnes	5.03	4.84

附註：

- 由於本集團所製造的注塑機及有關產品的機型種類、機型大小、生產時間、生產成本等有所不同，因此我們將不同種類的產品折合成可比較的產量單位，即約當產量單位，約當產量單位是按照生產時間、生產成本等因素計算，而本集團業務的有害及無害廢水排放量的密度是以每個約當產量單位計算。
- 本集團的部分廠房沒有為無害廢水的排放量作出統計，因此我們按照實際用水量計算。
- 上年度部分數據需重新分類作為比較用途。此外，上年度報告的部分數據是轉移量而非產生量，因此本集團需重列這些數據。
- 本年度及上年度的無害廢水排放量未有包括深圳廠房的漏水水量。

Notes:

- Due to the differences on the types, models, time and cost of production of the injection moulding machines and the related products manufactured by the Group, we have converted different types of products into comparable production units. This production unit is calculated based on the factors such as production time and production cost, thereby, it is used to calculate the intensity of hazardous and non-hazardous wastewater discharge from the Group's operations.
- Some of the Group's plants did not keep statistical data relating to emissions of hazardous wastewater, so we take the actual water consumption volume for disclosure purpose.
- Part of the data for the previous year need to be reclassified for comparison purposes. Besides, certain data presented last year was based on the transfer volume instead of production volume and need to be restated to conform with the current year's presentation.
- The current year and previous year's non-hazardous wastewater excluded the volume of water leakage at Shenzhen plant.

1. 排放物的管理（續）

固體廢物處置管理

本集團嚴格遵守《中華人民共和國固體廢物污染環境防治法》或當地的法律法規，我們為此制定了相關的內部規章制度，以管理及監察固體廢物的處置流程。於生產過程中產生的固體廢物主要包括可回收廢物、不可回收廢物和危險廢物。

有害固體廢物

危險或有害固體廢物是指被列入當地政府危險廢棄物名錄中的項目，包括在生產、辦公和生活中所產生的危險或有害固體廢物。我們於生產過程中所產生的有害廢物包括污泥、廢油漆、廢電子板、廢活性碳等。按照當地政府的法律法規，我們於各類有害廢物貼上明顯的標籤，按不同類別及要求集中存放於指定位置，並清楚記錄各項目的名稱、來源、數量、入庫日期、存放位置等資料。我們定期檢查有害廢物的存放區域，採取防滲漏及封閉措施，以防止二次污染。有害廢物由持有危險廢物經營許可證的回收商運送到指定地點進行處理，並於當地環保部門的固體廢物管理信息平台申報，獲得審批後才轉運相關的有害廢物；在未獲得環保部門審批前，我們將這些有害廢物儲存於廠房內，絕不胡亂傾倒。於報告期內，由於生產量下降，本集團產生的有害固體廢物約97.51噸，較上年度下降約23.94噸或下降約19.71%。

1. Management of Emissions (Continued)

Management of Disposal of Solid Wastes

The Group strictly abides by the “Law of the People’s Republic of China on the Prevention and Control of Solid Waste Pollution” or local laws and regulations. We have established relevant internal rules and regulations to manage and monitor the disposal of solid wastes. The solid wastes generated during the production process mainly includes recyclable waste, non-recyclable waste and hazardous waste.

Hazardous Solid Wastes

Hazardous or harmful solid waste refers to items listed on the local government’s hazardous waste list, including hazardous or harmful solid waste generated in production, office and living. The hazardous wastes we produce during the production process include sludge, waste paint, waste electronic boards, waste activated carbon and so on. We follow the local government’s laws and regulations and affixed labels to the hazardous wastes, and have them stored in designated locations by categories and requirements; clearly recorded the names, sources, quantities, storage dates, storage locations and other information of each of the items. We regularly inspect the storage area of hazardous waste and take different anti-leakage measures and containment to prevent secondary pollution. Hazardous wastes are transported to designated location by the recycler holding the “Permit of Hazardous Waste Operation” for further handling. The detail of the hazardous wastes are reported at the solid waste management information platform under the local environmental protection department and transportation can be arranged after the application is approved. We have to keep the hazardous wastes in our plant before approval is obtained; and indiscriminate dumping is forbidden. During the reporting period, due to the decrease in production volume, the Group generated about 97.51 tonnes of hazardous solid wastes, a drop of approximately 23.94 tonnes or 19.71% from the previous year.

四、環境保護

IV. Environmental Protection

1. 排放物的管理（續）

無害固體廢物

為了達到節約資源和控制環境污染之目的，並發揮廢料的最大效用，本集團積極推行「循環利用」的廢物處理方針，我們將廢料（如爐渣、廢鐵、廢電線、廢塑料、廢包裝材料、廢紙品等）出售予擁有較高循環利用技術的回收商或供應商。不可回收廢物（如食堂垃圾、生活垃圾等）則交由當地環衛部門處理；我們制定了食堂管理規定以規管食堂員工準備食物時的數量及食材的有效期限，盡量減少產生不必要的廚餘及避免食材過期而造成浪費。於報告期內，本集團產生的無害固體廢物約7,468.72噸，較上年度下降約4,696.39噸或下降約38.61%。主要原因是生產量下降，爐渣的產生量因而減少；生產量下降亦導致工人減少加班及於食堂用晚膳，食堂與生活垃圾因此而減少。

除了上述有害與無害廢物的處理方法，本集團設有嚴謹的物料管理規定及品質檢定程序，以規管及檢測原料、半成品及成品的質量，減少因原料品質問題或不當生產工序而產生次品或不良品的機會（有關產品品質管理的詳細資料，請參考下面「產品責任」部分），從而減少產生有害與無害廢物，以及節省生產時間與成本。

1. Management of Emissions (Continued)

Non-hazardous Solid Wastes

In order to achieve the objectives of resources saving, environmental pollution control and to maximize the use of wastes, the Group actively promotes “Recycling” in waste treatment. We sell recyclable waste materials (such as slag, scrap iron, waste wires, waste plastics, waste packaging materials, wastepaper products, etc.) to recyclers or suppliers who use better and advanced recycling technologies. Non-recyclable wastes (such as canteen garbage, domestic garbage, etc.) are passed to the local sanitation department for handling. We have established a canteen management policy so that the canteen staff can follow the requirement to control the food quantity and the expiration date of the ingredients, and to minimize unnecessary food waste and expired ingredients. During the reporting period, the Group generated approximately 7,468.72 tonnes of non-hazardous solid wastes, representing a decrease of approximately 4,696.39 tonnes or 38.61% as compared with the previous year. The main reason is that the decline in production has led to less slag produced; it has also resulted in less overtime working hours and reduced dinner in the canteen; and accordingly, produced less canteen waste and domestic garbage.

In addition to the above-mentioned treatment methods for hazardous and non-hazardous wastes, the Group has strict material management policy and quality control procedures to regulate and test the quality of raw materials, semi-finished products and finished products. These measures can reduce the chance of producing defective or sub-standard products due to raw materials quality issues or improper production processes (Please refer to the “Product Responsibility” section below for more details about product quality management); and consequentially produce less hazardous and non-hazardous wastes, and to save production time and cost.

1. 排放物的管理 (續)

無害固體廢物 (續)

本集團於報告期內有害及無害固體廢物的產生情況如下表：

1. Management of Emissions (Continued)

Non-hazardous Solid Wastes (Continued)

The following table shows the production of hazardous and non-hazardous solid wastes during the reporting period:

				(重列) ² (Restated) ²	
		單位	Unit	2018/19年度 2018/19	2017/18年度 2017/18
有害固體廢物：	Hazardous Solid Wastes:				
總量	Total	噸	Tonnes	97.51	121.45
密度 ¹	Intensity ¹	噸	Tonnes	0.01	0.01
無害固體廢物：	Non-hazardous Solid Wastes:				
總量	Total	噸	Tonnes	7,468.72	12,165.11
密度 ¹	Intensity ¹	噸	Tonnes	0.36	0.35

附註：

- 由於本集團所製造的注塑機及有關產品的機型種類、機型大小、生產時間、生產成本等有所不同，因此我們將不同種類的產品折合成可比較的產量單位，即約當產量單位，約當產量單位是按照生產時間、生產成本等因素計算，而本集團業務的有害及無害固體廢物產生量的密度是以每個約當產量單位計算。
- 上年度部分數據需重新分類作為比較用途。此外，上年度報告的部分數據是轉移量而非產生量，因此本集團需重列這些數據。

合規性

於報告期內，本集團的業務皆嚴格遵守各地方政府的環境法律法規，沒有涉及任何與排放相關並對本集團有重大影響的已確認違法、違規事件。

Notes:

- Due to the differences on the types, models, time and cost of production of the injection moulding machines and the related products manufactured by the Group, we have converted different types of products into comparable production units. This production unit is calculated based on the factors such as production time and production cost, thereby, it is used to calculate the intensity of hazardous and non-hazardous solid wastes from the Group's operations.
- Part of the data for the previous year need to be reclassified for comparison purposes. Besides, certain data presented last year was based on the transfer volume instead of production volume and need to be restated to conform with the current year's presentation.

Compliance

During the reporting period, the Group's business strictly abides by the environmental laws and regulations of local governments and there was no confirmed violations or non-compliance incident relating to emissions that had significant impact on the Group.

四、環境保護

IV. Environmental Protection

2. 資源使用的管理

本集團自成立以來，一直本著「客人所要的，就是我們要做的」經營方針，面對日益嚴重的氣候變化，市場愈來愈重視環境保護與節約能源，因此我們將環境因素加入持續發展策略中，積極響應政府對環境政策的改變，努力改善各廠房的經營環境，教育員工充分利用資源，減少污染物的產生。

能源使用的管理

節約使用汽油、柴油及天然氣體

汽油及柴油主要用於汽車與叉車。司機使用車輛前必須預先規劃路線，如乘客前往相同或接近的目的地，會安排他們使用同一車輛，以減少汽油及柴油的用量；而叉車需按實際需要使用。使用車輛及叉車部門需確保沒有洩漏燃油的情況並定期進行維修及保養，以提高能源的使用效率，以及減少因零件故障而增加消耗燃油和廢氣排放。於報告期內，因本集團倡導節能減排的措施，汽油及柴油的使用量均比上年度減少。本集團的汽油及柴油使用量為308,962.87公升，較上年度下降約137,150.83公升或30.74%。其中用於叉車的柴油約減少100,030.29公升，除了員工積極響應本集團的環保方針外，亦與本年度的生產量下跌有關。

天然氣體主要用於生產線及食堂，如用於焊接或切割上的氣焊氣體（氧氣、乙炔、二氧化碳等）、用於生產設備或煮食爐具的氣體（液化石油氣、天然氣等）等。本集團致力於建立一個「低碳低耗」的營運環境，對各種資源的使用制定了有關的管理制度及措施並獎勵能夠提出有效節能方案的員工；我們亦為員工提供不同的環保培訓，改善他們使用能源的習慣，從而減少對環境所帶來的不良影響。於報告期內，由於生產量下降，因此二氧化碳、液化石油氣及天然氣的使用量及因燃燒這些氣體而產生的溫室氣體均減少。

2. Management of Resources Utilization

Since its inception, the Group has been adhering to the operating direction of “What the customer wants and that is what have to do”. In view of the growing climate change, the society pays more attention to environmental protection and energy conservation. Therefore, we take into account the environmental factors in mapping our sustainable development strategies; actively respond to changes in the government’s environmental policies, strive to improve the operating environment of each plant, and to educate our employees to make full use of resources and to reduce pollutants.

Management of Energy Utilization

Conservation of Gasoline, Diesel and Natural gases

Gasoline and diesel are mainly used in vehicles and forklifts. Drivers must plan the routes before using the vehicle. If passengers travel to the same or close destinations, they will be arranged to use the same vehicle to reduce the amount of gasoline and diesel used; and forklifts are used only on need. The departments who use the vehicle and forklift have to ensure that there is no fuel leakage and to conduct regular repairs and maintenance for better energy use efficiency and to reduce fuel consumption and waste gas emissions due to part failure. During the reporting period, the Group has actively promoted the energy conservation and emission reduction measures and led to reduced use of gasoline and diesel when compared to last year. The Group’s gasoline and diesel consumption was 308,962.87 liters, a decrease of approximately 137,150.83 liters or 30.74% from the previous year. Among which, diesel used for forklifts was reduced by approximately 100,030.29 liters. The overall drop was attributed to the employees’ support to the Group’s environmental protection policies and the decline in production this year.

Natural gas is mainly used in production lines and canteens, such as welding gases (oxygen, acetylene, carbon dioxide, etc.) are used for welding or cutting and gas used for production equipment or cooking stoves (liquefied petroleum gas, natural gas, etc.). The Group is devoted to maintain a “low-carbon, low-consumption” operating environment, and established related management policies and measures in use of resources and to reward employees who suggests effective energy-saving solutions. We also provide a variety of environmental training for employees to improve their habit on energy use and to reduce the negative impact on the environment. During the reporting period, due to the decline in the production volume, the use of carbon dioxide, liquefied petroleum gas (“LPG”) and natural gas, and the greenhouse gases generated from burning these gases were all reduced.

四、環境保護 IV. Environmental Protection

2. 資源使用的管理 (續)

能源使用的管理 (續)

節約使用汽油、柴油及天然氣體 (續)

於報告期內，本集團使用能源及所排放的範圍一¹溫室氣體情況如下表：

2. Management of Resources Utilization (Continued)

Management of Energy Utilization (Continued)

Conservation of Gasoline, Diesel and Natural gases (Continued)

During the reporting period, the Group's use of energy and Scope 1¹ greenhouse gases emitted are as follows:

		2018/19年度 2018/19		(重列) ³ (Restated) ³ 2017/18年度 2017/18	
		使用量 Consumption	二氧化碳 當量排放量 CO ₂ equivalent emissions (噸) (Tonnes)	使用量 Consumption	二氧化碳 當量排放量 CO ₂ equivalent emissions (噸) (Tonnes)
汽油	Gasoline	157,437.25 公升 Litre	360.21	185,534.18 公升 Litre	424.49
柴油	Diesel	151,525.62 公升 Litre	404.00	260,579.52 公升 Litre	695.45
二氧化碳	Carbon Dioxide	4,422.00 公斤 Kilogram	4.42	7,171.00 公斤 Kilogram	7.17
液化石油氣	LPG	30,201.80 公斤 Kilogram	91.12	46,018.00 公斤 Kilogram	138.84
天然氣	Natural Gas	65,193.00 立方米Cubic meter	119.40	108,215.00 立方米Cubic meter	198.19
集團排放總量	Total Group's Emissions		979.15		1,464.14
集團排放量密度²	Group's Emissions Intensity²		0.05		0.04

附註：

1 範圍一是指本集團業務直接產生的溫室氣體排放，包括燃燒柴油、汽油、二氧化碳、液化石油氣、天然氣等。

2 由於本集團所製造的注塑機及有關產品的機型種類、機型大小、生產時間、生產成本等有所不同，因此我們將不同種類的產品折合成可比較的產量單位，即約當產量單位，約當產量單位是按照生產時間、生產成本等因素計算，而本集團業務的溫室氣體排放量的密度是以每個約當產量單位計算。

上年度的密度是按照實際生產量，而非約當產量計算；為了提高數據的可比性，本集團使用約當產量重列上年度排放量密度的數據。

3 上年度部分數據需重新分類作為比較用途。

Notes:

1 Scope 1 refers to the greenhouse gas emissions directly generated by the Group's business, including burning diesel, gasoline, carbon dioxide, LPG, natural gas and so on.

2 Due to the differences on the types, models, time and cost of production of the injection moulding machines and the related products manufactured by the Group, we have converted different types of products into comparable production units. This production unit is calculated based on the factors such as production time and production cost, thereby, it is used to calculate the intensity of greenhouse gas emissions from the Group's operations.

The Intensity of the previous year was calculated based on the actual production volume (covering different types and models of the injection moulding machines) rather than the comparable production units as described above. As such, the previous year's emissions intensity is restated by using the comparable production units to conform with the current year's presentation.

3 Part of the data for the previous year need to be reclassified for comparison purposes.

四、環境保護

IV. Environmental Protection

2. 資源使用的管理 (續)

能源使用的管理 (續)

節約用電

本集團主要透過日常管理，控制電力使用和提升其使用效益，例如：深圳廠房按照生產計劃合理地調整開鍋爐的時間，能夠均衡生產時間並減少冷鍋爐的用電量；及更換耗電量高的電鍍整流器。我們推廣使用能源效益較大的LED燈，鼓勵員工使用自然光進行日常作業，加強照明設備的保養；空調機按季節及氣溫變化情況限時使用，合理調節溫度，嚴禁打開門窗開空調機；於中午休息時、下班後關掉不使用的照明燈、空調機、電腦等用電設備或拔走不使用的電器設備插頭。此外，我們重視廠房及新生產工序的設計，將生產設備和運輸系統設置於最安全快捷的地方；在開發任何新生產工序時，將環境及能源因素同時加入考慮範圍內，並需符合有關的能源標準方可投產。於報告期內，本集團的用電量為33,314.72兆瓦時，較上年度下降約10,713.64兆瓦時或24.33%，主要原因是生產量下降，加班的時間減少，用電量因此而減少。

2. Management of Resources Utilization (Continued)

Management of Energy Utilization (Continued)

Conservation of Electricity

The Group mainly controls the use of electricity and enhances its efficiency through daily management. For example, the Shenzhen plant can reasonably adjust the boiler starting time according to the production plan, such arrangement can balance the production duration and reduce the power consumption by the cold boiler; and replace the electroplated rectifier as it consumes more energy. Besides, we promote the use of energy-efficient LED lights, encourage employees to use natural light for daily operations, and enhance the maintenance of lighting equipment; restricted use of air conditioners according to seasonal and temperature changes, and the temperature is reasonably adjusted; windows and doors must be closed when air conditioners are turned on; lights, air conditioners, computers, etc. must be switched off or unplugged after work. In addition, we pay attention to the design of the plant and new production processes and place the production equipment and transportation systems in the safest and the most convenient location. When we develop new production processes, environmental and energy factors are taken into account and will put into use only when the applicable energy standards are met. During the reporting period, the Group's electricity consumption was 33,314.72 megawatt hours ("Mwh"), a decrease of approximately 10,713.64 Mwh or 24.33% from the previous year, mainly due to the decrease in production volume and overtime hours and led to a drop in electricity consumption.

2. 資源使用的管理 (續)

能源使用的管理 (續)

節約用電 (續)

於報告期內，本集團使用電力及所排放的範圍二¹溫室氣體情況如下表：

2. Management of Resources Utilization (Continued)

Management of Energy Utilization (Continued)

Conservation of Electricity (Continued)

During the reporting period, the Group's use of electricity and the Scope 2¹ greenhouse gases emitted are as follows:

		2018/19年度 2018/19		2017/18年度 2017/18	
		使用量 Consumption (兆瓦時) (Mwh)	二氧化碳 當量排放量 CO ₂ equivalent emissions (噸) (Tonnes)	使用量 Consumption (兆瓦時) (Mwh)	二氧化碳 當量排放量 CO ₂ equivalent emissions (噸) (Tonnes)
電力	Electricity	33,314.72	28,000.02	44,028.36	37,403.58
集團排放總量	Total Group's Emissions		28,000.02		37,403.58
集團排放量密度²	Group's Emissions Intensity²		1.34		1.08

附註：

1 範圍二是指本集團業務內部消耗購回來的電力所引致的「間接能源」溫室氣體排放。

2 由於本集團所製造的注塑機及有關產品的機型種類、機型大小、生產時間、生產成本等有所不同，因此我們將不同種類的產品折合成可比較的產量單位，即約當產量單位，約當產量單位是按照生產時間、生產成本等因素計算，而本集團業務的溫室氣體排放量的密度是以每個約當產量單位計算。

上年度的密度是按照實際生產量，而非約當產量計算；為了提高數據的可比性，本集團使用約當產量重列上年度排放量密度的數據。

Notes:

1 Scope 2 refers to the "indirect energy" greenhouse gas emissions caused by the consumption of purchased electricity within the Group's business.

2 Due to the differences on the types, models, time and cost of production of the injection moulding machines and the related products manufactured by the Group, we have converted different types of products into comparable production units. This production unit is calculated based on the factors such as production time and production cost, thereby, it is used to calculate the intensity of greenhouse gas emissions from the Group's operations.

The Intensity of the previous year was calculated based on the actual production volume (covering different types and models of the injection moulding machines) rather than the comparable production units as described above. As such, the previous year's emissions intensity is restated by using the comparable production units to conform with the current year's presentation.

四、環境保護

IV. Environmental Protection

2. 資源使用的管理 (續)

節約用水

本集團是使用政府供應的水源，主要用於生產及日常生活。於報告期內，我們雖然沒有就取得適用水源上遇到任何問題，但為了提高水資源的使用效率及減低對環境帶來的壓力，我們積極採取多項措施，教育員工節約用水應從日常生活開始。我們於當眼處張貼節水提示，讓員工建立正確的用水觀念；生產部門、辦公室及工程部門定期檢查廠房與辦公室範圍內的用水設備、管道、閥門等，如發現損壞或漏水的情況，需馬上通知維修部門進行維修，杜絕因設施損壞而導致不必要的耗水；我們積極開發循環用水系統，減低排污量及增加水資源使用率。於報告期內，本集團的耗水量約253,746.25立方米¹，用水量較上年度下降約86,641.19立方米或25.45%，由於台灣廠房出現漏水情況，導致本集團的耗水量密度上升，台灣廠房的有關設施已於今年第四季度完成維修，漏水情況得到改善。

節約用紙

本集團提倡「無紙化辦公室」的理念，主張利用網上辦公系統，鼓勵員工盡量以電子檔案形式傳遞信息及文件。我們循環使用信封和檔案夾；將列印機預設為雙面列印，盡量充分利用單面列印過的紙張。將兩面都已使用的廢紙放入再造紙收集箱並由有資質的回收商處理。

附註：

- 1 詳細資料請參考下文「環境數據表現摘要」部分的附註4。

2. Management of Resources Utilization (Continued)

Management of Water

The Group uses government-supplied water sources for production and living. Although we do not encounter any water supply problem during the reporting period, we have taken a number of measures to educate our employees to save water in daily life so as to raise the water resources use efficiency and to reduce the pressure on the environment. We post water-saving tips at prominent area to remind our employees to build good habit to cherish water usage; production departments, administration and engineering departments regularly inspect water equipment, pipes, valves, etc. within the plant and office, and immediately inform the maintenance department to carry out repairs when damage or water leakage is found and reduce unnecessary water consumption; we actively develop recycling water systems to reduce the amount of pollutants and increase the utilization rate of water resources. During the reporting period, the Group's water consumption was approximately 253,746.25 cubic meters¹, and water consumption decreased by approximately 86,641.19 cubic meters or 25.45% as compared with the previous year. Due to water leakage in Taiwan production plants, the Group's water consumption intensity increased. The facilities in Taiwan production plant has been fixed in the fourth quarter this year and the situation is improved.

Management of Paper

The Group promotes the “paperless office” policy and encourage employees to distribute information and documents in electronic format via the online office system. We recycle envelopes and folders; preset the printer to double-sided printing, fully utilize papers by reusing one-side used papers and collect the double-sided wasted papers to the recycler for recycling.

Note:

- 1 Please refer to Note 4 of “Environmental Performance Data Summary” section below for details.

3. 環境及天然資源

本集團一直專注於環境保護工作，除了遵守相關的法律法規外，我們還保持與各持分者緊密溝通，討論他們所關注的事宜，制定環保目標與政策，定期評估其適切性，並妥善記錄及管理所有環境信息；如有問題或異常情況，必須採取適當的糾正措施，從而提升環境保護措施的有效性。我們希望供應商及外包廠能夠與我們共同維護環境及遵守環境管理系統的要求，藉著審查工作，落實環境管理系統。管理層定期研討及投放資源於各種新的防治污染設備及技術，以規範對環境存在重大影響的廢物處理。各地方廠房推行清潔生產，如採用環保的原、輔材料；展開各種環保活動與培訓課程以加強員工的環保意識，提倡善用資源，避免浪費，這些舉措旨在能夠減低營運對環境及天然資源的負面影響。

3. The Environment and Natural Resources

The Group has always been focusing on environmental protection. In addition to complying with the applicable laws and regulations, we also keep close contact with our stakeholders and discuss about the issues of their concern, to set environmental objectives and policies, to periodically assess their appropriateness, and properly record and manage all environmental data; to take appropriate corrective actions once problems or irregularities are found, so as to raise the effectiveness of the environmental protection measures. We hope that our suppliers and outsourced factories can work with us to protect the environment and to fulfill the requirements of the environmental management system; the performance of which is assessed and reviewed to make sure that the management system operates properly. The management regularly discuss and invest resources to various new pollution prevention equipment and technologies to manage and monitor waste disposal that has a significant impact on the environment. We promote clean production at our plants, such as the use of environmental friendly raw and auxiliary materials; organize various environmental protection activities and training courses to enhance employees' environmental awareness, encourage to make full use of resources and avoid wastage. These initiatives aim at reducing the negative impacts of the business operations on the environment and natural resources.

五、僱傭及勞工常規

V. Employment and Labor Practices

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

人才甄選

本集團主張平等機會及尊重個人私隱，並制定了相關政策，我們均以品格、學識、能力及崗位要求為僱用標準，為不同年齡、性別、種族、階級、婚姻狀況、容貌、語言、出生地、宗教或國籍的人士給予平等的僱用機會。此等政策適用於不同階段的僱傭關係，包括但不限於招聘、晉升、績效考核、培訓、個人發展及終止聘用。

勞工準則

本集團重視人權，保護勞工權益。我們根據適用的法律法規，嚴格禁止童工或強制勞工。在招聘的過程中進行背景審查以防止不合法的勞工。員工的工作時間需符合當地有關勞動法律法規，任何必要的加班安排必須獲得員工同意並自願配合併按照法律法規給予員工補償，以避免強迫性加班。於報告期內，我們已遵守勞動法律法規，並無僱用低於法定工作年齡的童工或強制勞工。

The Group devotes to provide a comfortable work place and establish a comprehensive management system. We formulate our human resources strategies base on the Group's long-term business development plan and interest. We establish an equal and competitive mechanism for employee promotion and advancement, and provide regular training activities to lay the foundation for their future career development. Besides, we care about our people's work, life, physical and mental health; and organize regular cultural and training activities to enrich their leisure time, to enhance their technical skills and promote team cohesion. We encourage employees to maintain harmonious interpersonal relationships, promote team spirit of cooperation and unity, bravely face difficulties and overcome challenges. Our human resources policies vary by locations to comply with the local labor laws and regulations.

Talent Selection

The Group is a fair opportunity employer and respects personal privacy, and it has established and implemented fair treatment policy. The appropriate candidates would be selected based on their morality, knowledge, abilities and job requirements, and regardless of their age, gender, race, social status, marital status, appearance, language, birth place, religion, or nationality. The policy applies to all phases of the employment relationship, including but not limited to, hiring, promotion, performance appraisal, training, personal development and termination.

Labor Standards

The Group cherishes human rights and protects labor rights. We prohibit any unethical hiring practices, including child and forced labor by conducting background checks in its hiring process. Employees' consent for working overtime is required to avoid forced overtime work, and the employees are compensated in accordance with the applicable labor laws and regulations. During the reporting period, the Group did not hire any applicant under the legal working age in order to comply with the labor laws and regulations in respect of child and forced labor.

員工待遇

本集團以具有競爭優勢的薪酬吸引和保留高質素員工，定期評核員工各級薪酬水平，對外收集行業勞工市場薪酬情況，力求建立公平、合理、極具競爭力的薪酬體系。員工的薪酬是按照每一職位所要求的知識、技能、經驗和教育程度等因素而釐定。員工的待遇及福利因應不同地區的工廠和辦公室而有所不同，他們的待遇包括基本工資、加班費、酌情獎金／年終獎金等。其他福利包括員工宿舍、傷病慰問金、餐費補貼、節日禮金（包括端午節、中秋節、勞動節）、生日禮金、結婚賀禮、生育補助金、上下班接送服務、特殊工種員工身體檢查、婦科身體檢查、住院醫療保障、高溫補貼、電話費補貼等。我們按照各地的勞動法及社會保障的法律法規，為所有員工提供社會保險福利項目，保障員工休息休假的權利。如解僱員工或因此而需要作出賠償，我們亦會按照當地的法律法規處理。

我們重視員工的健康，鼓勵他們維持工作與生活平衡，並依照當地的勞動法訂立員工工作時數。我們關心員工的身心健康，舉辦多項工餘活動，包括各種球類與技能比賽及節日活動，以豐富員工的工餘生活及提升團隊凝聚力。

Staff Compensation and Welfare

The Group attracts and retains outstanding talents with competitive remuneration packages and regularly assesses their salary levels to ensure it is up to the market standard. The Group benchmarks the up-to-date remuneration data in their industry and strives to establish a fair, reasonable and competitive remuneration scheme. Staff salaries level are decided based on one's knowledge, skills, experiences and education background relevant to their work requirements. Employee compensation and benefit vary among factories and offices by locations. The employee remuneration package includes basic salary, overtime pay, discretionary bonus/year-end bonus and so on. Other benefits include staff quarters, injury and condolences, meal allowances, holiday gifts (including Dragon Boat Festival, Mid-Autumn Festival, Labor Day), birthday gifts, wedding gifts, maternity grants, shuttle bus services, medical checks for special workers, medical check for female staff, hospitalization medical insurance, high-temperature subsidy, telephone bill subsidy, etc. In accordance with the local labor laws and social security laws and regulations, we provide social security benefits for all employees, and protect their rights of rest days and holidays. We handle dismissal and compensation in accordance with the local laws and regulations.

We pay attention to our employees' health and encourage work-life balance. Employees' work hours are based on the local labor laws. We care about our employees' physical and mental health, and organize various leisure activities, including various kind of sports game and festival activities, to enrich their leisure time and to enhance team cohesion.

五、僱傭及勞工常規

V. Employment and Labor Practices

發展及培訓

為了配合企業長遠發展及員工職業生涯規劃，本集團為員工訂立了培訓管理制度，結合各部門的人力資源需求，由人力資源部門編製完善的培訓工作計劃，以打造一支優秀、訓練有素及具責任心的企業團隊。這不但能提高員工的知識和管理水平；亦能提升員工履行職責的能力，改善工作表現，增加工作效率；還可提高員工的工作熱情，培養團隊精神。新員工需接受職前培訓，內容包括企業文化、業務、工作規則、組織架構、福利措施、環境保護、安全工作等（安全工作培訓的詳細資料請參考下面「健康與安全」部分），他們需通過考核才能上任。於報告期內，除了新員工職前培訓，我們還組織了多項與業務、財務、以及生產相關的培訓課程，如潛在客戶開發與銷售技巧培訓、現有技術傳承培訓、會計持續進修培訓、品質培訓、7s培訓等。我們更為需要專門技術的員工或從事現場管理工作的員工，依照各地勞工條例設計特殊工作培訓計劃，例如：讓他們參加了叉車證培訓、電工證培訓、特種設備管理員培訓、高壓電工培訓、電焊證覆審培訓等，通過培訓考核，以確保他們具足夠的知識和技能履行工作。

健康與安全

本集團一向著重員工健康及提供安全的工作環境，預防及避免員工受到職業性的危害。為了符合當地有關安全生產的法律法規，我們制定安全生產責任制度並建立安全生產委員會和安全管理組織架構；各級管理層和各員工必須清楚了解自身的安全職責，逐級簽訂安全生產責任書，並嚴格按安全生產責任書履行安全職責。

Development and Training

In order to align the staff career development with its long-term corporate business plan, the Group sets up staff training policies with reference to the departmental human resources needs. The human resources department established a comprehensive staff training plan with an aim to build an excellent, well-trained and responsible corporate team. This can enhance the staff's knowledge and management capabilities and improve their work ability, performance and efficiency, and raise their enthusiasm in work to cultivate team spirit. New hires have to participate in induction training and pass the assessment. The training topics include corporate culture, business, work-related rules and regulations, organizational structure, staff welfare, environmental protection measures and work safety, etc. (please refer to the "Health and Safety" section below for details of work safety training). During the reporting period, on top of providing our new hires with induction training, we also organized various training programs related to business, finance and production. The training topics include identifying potential customers and development, selling skills and techniques transfer, accounting, product quality, 7s training, etc. We also design specific training to technical staff or site management staff in accordance with local labor regulations. For example, forklift licence training, electrician certification training, special equipment administrator training, high voltage electrician training, electric welding certification re-assessment training, etc. They must pass the assessment to ensure that they have the required knowledge and skills to perform their work.

Health and Safety

The Group pays attention to its employees' health and provides a safe work environment so as to prevent occupational hazards. To comply with the applicable local production safety laws and regulations, we establish policies and procedures in production safety and set up production safety committee and safety management organization structure. Supervisors and employees at all levels must clearly understand their own safety responsibilities and sign the respective safety responsibility statement, and strictly perform the requirements as stated on the safety responsibility statement.

健康與安全（續）

培訓工作與安全工作環境、職業健康有著密不可分的關係，本集團通過適當的職業健康與安全意識教育，使員工了解企業方針，增強安全意識和持續改進的自覺性、提高員工的專業技能，尤其是負責存在重大安全隱患崗位的員工，使其能於安全的環境下履行職責；如發現事故及安全隱患，需立即向管理層報告。新入職員工需接受各類型的實操訓練，了解生產部門的工作流程和指引，各項設施的操作技術，接受生產部門安全教育和班組安全教育，並對員工進行經常性的安全思想、安全知識和安全技術的訓練；我們還定期組織崗位技術培訓、安全考核、班組安全活動，以確保員工於思想上、知識上和技術上均能達到安全標準履行其職責。於報告期內，我們組織了多項安全培訓工作，如一般企業安全員培訓、特種設備（起重機）安全知識培訓、常用量具正確使用與保養培訓、鑽床加工技能培訓、安全生產培訓、橡膠膠射出成型機安全標準培訓、消防訓練、企業安全管理人員繼續教育培訓、特種作業培訓（包括橋門式起重機、金屬焊接等）、應急救援預案演練培訓等。

Health and Safety (Continued)

Training topics are mainly related to workplace safety and occupational health. The Group raises its employees' safety awareness by providing appropriate occupational health and safety training to introduce the corporate development plan, enhance their awareness on safety and continuously strengthen their consciousness, improve their professional skills, especially those job positions with significant potential safety hazards, and enable them to perform their duties in a safe environment. Employees have to report to the management immediately when incident occurs or aware of any potential hazards. New hires must join a variety of practical trainings, understand the workflow and guideline, equipment operation techniques of the production department, receive safety education conducted by team and production department. We provide frequent trainings to instill safety values, knowledge and skills in employees. We also carry out role-based technical training periodically, safety assessment and team activities to ensure that our staff are prepared mentally and have adequate knowledge and skills to meet the safety standards and to fulfill their job duties. During the reporting period, we organized various safety training programs. For example, general corporate safety, special equipment (crane) safety, correct use and maintenance of common measuring tools, drilling machine processing skills, safety production, rubber and plastic injection moulding machine safety standard, fire prevention training, continuing education for corporate safety management personnel, special operation training (including cranes, metal welding, etc.), emergency rescue drills, etc.

五、僱傭及勞工常規

V. Employment and Labor Practices

健康與安全（續）

生產部門負責機器的安全檢查，並由合資格的維修公司進行定期檢查。除此之外，我們教育員工正確使用各種生產設備、裝置、消防設施、防護器材和急救器具等並定期組織生產部門進行安全檢查，對隱患進行整改，保證設備處於良好的狀態。我們為員工提供符合當地規定的勞動安全衛生條件和必要的勞動保護用品，確保員工有足夠的防護措施下工作，減低發生工傷意外的風險。

本集團一向著重員工健康，因此建立了職工身體檢查管理規定。對接觸有毒有害物質的員工，我們安排他們進行定期健康檢查，建立健康檔案。對於早期發現的職業病，根據體檢結果安排職工療養。為維護女職工的合法權益，減少和解決女職工在勞動和工作中因生理特點造成的困難並提供保護；我們制定了女工健康保護管理制度，適當安排女職工的工作範圍。所有員工必需每年作一次全面的身體檢查，並根據勞工法例為他們購買社會保險；如繼續聘用退休員工，會為他們購買一份意外保險提供保障。

合規性

於報告期內，本集團沒有涉及與僱傭、健康與安全及勞工準則相關並對本集團有重大影響的已確認違法、違規事件。

Health and Safety (Continued)

Production department is responsible for equipment safety inspection, and qualified external maintenance companies are engaged to conduct regular checkup. Besides, we educate our employees to correctly use different types of production equipment and installed facilities, fire prevention facilities, protective and first aids tools, etc. We also arrange regular production department safety checks so as to remove any potential safety hazard, and to make sure that the equipment is in good condition. We also provide employees with necessary protective supplies in accordance with the national requirements so that they can work under safe and hygienic conditions and to reduce the risk of work injury.

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

Compliance

During the reporting period, the Group did not involve in any non-compliance incidents relating to employment, health and safety, and labor standards that have significant impact on the Group.

六、營運慣例

VI. Operating Practices

供應鏈管理

本集團向供應商及業務夥伴傳達環保事宜及期望，冀盼供應商能配合我們對社會履行社會責任。我們希望與有實力的供應商建立長期、穩定的戰略合作關係，與他們在平等、雙贏的基礎上共同發展業務。我們堅持與主要業務夥伴訂立合約之前，根據不同方面的標準評估業務夥伴的質素及道德標準，包括對環境及社會事宜的態度；因此我們制訂了嚴謹的內部規章制度，對供應商的初選、備選和續用設有評審制度。於挑選新供應商時，我們需考核供應商的質素、管理系統、生產設備、ISO認證等各方面；同時要求供應商提供試用產品，經過一段時間試用合格後，最終選擇最優質的供應商合作。從簽訂合約到驗收的操作和監督皆有嚴密分工規定，務求服務供應商具認可資格、有良好的內部管理制度、品質穩定、準時交貨、合法合規、具應有專業技術／質素等，確保供應商具競爭性和提供高質素的物品和服務。本集團部分公司與所有合格供應商簽訂「陽光協議」，避免出現損害各方合法利益的行為。對於供應鏈系統管理，我們設有嚴謹的程序，讓員工、供應商、客戶和與我們業務有關的人士舉報任何利用職務違法、違規的行為。於報告期內，本集團並無收到任何有關此方面之嚴重違規報告。

Supply Chain Management

The Group conveys its concern on environmental issues to its suppliers and business partners, and expects them to implement similar practices. The Group also serves to maintain long-term, stable and strategic cooperative relationships with leading suppliers, and co-develops with its suppliers on the basis of equality and win-win situation. The Group adheres to assessing the quality and ethical standards of its business partners based on a number of criteria, including their attitudes towards environmental and social issues, prior to entering into contracts. To accept a new supplier, we will evaluate their quality, management systems, production facilities, ISO certifications; and at the same time, we request for samples from suppliers for trial over certain period of time. If the new supplier is able to pass all tests and fulfill our requirements, we will choose the best supplier. To ensure that suppliers are competitive and that the goods and services provided to us are with high quality, we have strict requirements for division of labor from contract signing, goods inspection, to monitoring. We require the suppliers of goods and services to possess recognized qualifications and good internal control system, stable quality, on-time delivery, laws and regulations compliance and have the required professional skills and quality. Certain companies of the Group sign agreement with their suppliers on the approved vendor list to avoid acts that may damage the mutual legal interests of each party. We have established policies and procedures in supply chain management and provided various reporting channels for employees, suppliers, customers and other business partners to report any violations and suspected abuse of one's authority for own interest. During the reporting period, the Group did not have significant issues relating to violations in this respect.

六、營運慣例 VI. Operating Practices

產品責任

本集團以「精益求精、持之以恆」的精神及「迎向挑戰、超越巔峰」的信念去實現客戶服務宗旨。隨著科技與生活水平不斷提高，客戶對產品的品質要求日益嚴謹；因此我們實施有效的品質管理系統和持續進行改善。希望透過「全員品管、一做就好、不斷改進、培育人才」的品質方針及政策，不斷改良產品的質量。員工在本身的工作崗位上是專家，利用他們的智慧和寶貴經驗，與本集團共同創造及掌握每次改良品質的機會，他們對品質改良所提出來的意見，向更高的品質目標起著極大的作用。與此同時，員工也可得到工作上的滿足感和成就感。部分工廠獲得不同機構頒發的榮譽及認證（詳細資料請參考下面「榮譽及認證」部分），證明了我們對產品品質的嚴格要求得到肯定。

整個產品的質量檢定，在組裝前是透過進料檢驗、生產流程檢驗、及外包檢驗員進行質量把關；組裝完成後則是由成品檢驗員做最終的產品質量驗證。如果客戶發現產品質量出現問題或產品不符合其需求，客戶可透過我們的售後服務機制處理。

保密是本集團的核心價值之一，我們必須嚴謹及機密處理客戶資料；所有透過業務關係獲取的機密資料，除非是擁有法律或專業權限或職責需要，在未獲得適當授權下，員工不應向第三方披露任何資料。

於報告期內，本集團沒有涉及與產品責任相關並對本集團有重大影響之已確認違法、違規事件。

Product Responsibility

With the spirit of “Pursuing Excellence and Perseverance” and the determination in “Facing Challenges and Over the Top”, the Group continues to fulfill its customers for their escalating demand in product quality due to technological advancement and improved living standards. We keep on improving our product quality and implement an effective quality control system. We believe that continuous improvement to product quality could be achieved by focusing on “Full Quality Management”, “Do It Right the First Time”, “Keep Improving” and “Cultivate Talents”. Employees accumulated valuable experience in their positions and are able to provide useful and valid suggestions in this area. We hope that they can work with us together for further improving our product quality. At the same time, they can have job satisfaction and sense of accomplishment. Certain production plants were awarded honors and certifications by different organizations (please refer to the “Honors and Certifications” section below for details) as positive affirmation of our persistence in product quality.

The entire product quality control covers the inspection of raw materials, close monitoring of the production process, product quality assurance by contractors before the assembly process starts, and quality control checks for finished goods inspection after assembly. If customers find any product quality problem or the products failed to satisfy their requirements, they can report the case to our after-sales service department.

Confidentiality is one of the Group’s core values. We will handle customers’ information diligently and confidentially. For any confidential information obtained through business relationships, all employees are strictly prohibited to disclose any such information to third parties without proper authority unless there is a legal or professional right or duty to do so.

During the reporting period, there was no violation or non-compliance incident relating to product responsibility that had significant impact on the Group.

反貪污

本集團深信公平、誠實、廉潔，是集團重要的商業資產。為了符合《中華人民共和國刑法》、香港廉政公署所執行的《防止賄賂條例》和其他相關地方的法律法規，我們加強企業的內控機制，做到誠實守信，樹立以守法誠信、優質服務為核心的經營理念，結合集團的實際情況，強化制度，將紀律檢查的監察工作深入業務過程中；確保在絕對保密的情況下可直接或以書面方式向集團內審部主管彙報有關利用職務謀取個人私利、賄賂、勒索、欺詐及洗黑錢等違紀、違規或違法的個案，並持續優化集團的舉報機制，堅決反腐倡廉，為建造清廉的社會環境盡力。員工入職前，需接受有關職業操守的培訓。對於違反公司守則的員工，均有嚴厲的紀律處分為懲罰。於報告期內，並無涉及指控本集團或本集團員工貪污的訴訟案件。

Anti-corruption

The Group firmly believes fairness, honesty and integrity are the important commercial assets of the Group. To comply with “Criminal Law of the People’s Republic of China”, “Prevention of Bribery Ordinance” enforced by Hong Kong Independent Commission Against Corruption and laws and regulations of other applicable jurisdictions, we strengthen the Group’s internal control system, build honesty and trust, set up operation mission with abidance by law, integrity and quality services as its cores. Incorporating with the practical circumstances of the Group, we strengthen the system, bring the discipline inspection and supervision work in the operation process, ensure that there are channels for reporting directly or in writing to the head of internal audit on confidential basis of cases of obtaining personal interests in carrying out one’s job duties, bribes, extortion, frauds, money laundering in breach of policies, regulations and laws. We shall keep on improving our whistle-blowing system and are determinant in combating corruption and contribute to building a clean society. Before employees are on board, they are required to attend training in business ethics. Disciplinary actions will be taken against those employees who are in breach of the company’s code of conduct. During the reporting period, there was no legal action against the Group or its employees for corruption.

七、社區投資

VII. Community Investment

作為良好的企業公民，本集團一直以關懷社區為目標，透過支持慈善機構以回饋社會。例如：捐款予當地的學校與慈善機構、員工捐血以救助病患者、組織公眾地方的清潔活動等。本集團向來依法經營納稅，不遺餘力地協助解決當地的就業壓力。我們為員工好好計劃退休後的生活。我們一直保持良好的生產經營、積極推行綠色環保理念及營造良好的發展秩序，在保持社會穩定及建設和諧社區方面，有一定的貢獻。

As a good corporate citizen, the Group has always been committed to caring for the community and contributing to the society by supporting charity. For example, making donations to local schools and charitable organizations, employees donating blood to help the patients, and coordinating cleaning activities in public places. The Group is a responsible taxpayer and offers job opportunities to local people. We assisted our employees to prepare for their retirement. We maintained good production operation, actively promoting environmental protection and to achieve good development order, and to some certain extent, we have contributed to social stability and building a harmonious community.

八、榮譽及認證

VIII. Honors and Certifications

震雄機械(深圳)有限公司

- 由中國塑膠機械工業協會頒發的「2018中國塑機製造業綜合實力30強、塑料注射成型機行業15強」榮譽證書
- 由中國外商投資企業協會及深圳外商投資企業協會頒發的「全國優秀外商投資企業(雙優企業)」
- 由中國機械工業聯合會頒發的「改革開放40週年機械工業傑出產品」(其中包括SM6500-TP注塑成型機)
- 由深圳工業總會及深圳市企業創新紀錄組織委員會頒發的「自主創新標杆企業」證書
- 由深圳科技創新委員會、深圳市財政委員會及深圳市稅務局頒發的「高新技術企業」證書
- 由深圳市市場和質量監督管理委員會頒發的「守合同重信用企業」

震雄機械(深圳)有限公司

(Chen Hsong Machinery (Shenzhen) Company, Limited *)

- 「2018中國塑機製造業綜合實力30強、塑料注射成型機行業15強」榮譽證書(“2018 China Top 30 in Plastic Machinery Manufacturing Industry, Top 15 in Plastic Injection Moulding Machines Industry” * Honorary Certificate) awarded by 中國塑膠機械工業協會(The China Plastics Machinery Industrial Association *)
- 「全國優秀外商投資企業(雙優企業)」(“The National Excellent Enterprise with Foreign Investment in China (Excellent Performances Enterprise)” *) awarded by 中國外商投資企業協會及深圳外商投資企業協會(The China Association of Enterprises with Foreign Investment and The Shenzhen Association of Enterprises with Foreign Investment *)
- 「改革開放40週年機械工業傑出產品」(“Excellent Product of Machinery Industry in the Reform and Opening Up Fortieth Anniversary” *) awarded by 中國機械工業聯合會(The China Machinery Industrial Federation *) (including SM6500-TP Injection Moulding Machines)
- 「自主創新標杆企業」證書(“Independent Innovation Model Enterprise” * Certificate) awarded by 深圳工業總會及深圳市企業創新紀錄組織委員會(The Federation of Shenzhen Industries and “The Shenzhen Enterprise Innovation Record Organizing Committee” *)
- 「高新技術企業」證書(“Hi-Tech Enterprise” * Certificate) awarded by 深圳科技創新委員會、深圳市財政委員會及深圳市稅務局(The Shenzhen Science and Technology Innovation Committee, The Shenzhen Finance Committee and The Shenzhen Taxation Bureau *)
- 「守合同重信用企業」(“Honoring Contracts and Faithful Enterprise” *) awarded by 深圳市市場和質量監督管理委員會(The Market and Quality Supervision Committee of Shenzhen Municipality *)

八、榮譽及認證

VIII. Honors and Certifications

佛山市順德區中意液壓有限公司

- 由廣東省安全生產協會頒發的「安全生產標準二級企業（機械）」
- 由佛山市順德區安全生產監督管理局頒發的「作業場所職業安全管理分類分級公示標識良好等級」

佛山市順德區震德塑料機械有限公司

- 由廣東省工商行政管理局頒發的「廣東省守合同重信用企業」榮譽證書
- 由佛山市經濟和信息化局、佛山市環境保護局頒發的「佛山市清潔生產企業」證書和牌匾
- 由佛山市順德區德信品質誠信體系評價中心、佛山市順德區產品品質促進會頒發的「AAA級品質信用企業」證書

震雄機械廠股份有限公司

- 榮獲「ISO 14001：2015環境管理體系」認證
- 榮獲「ISO 9001：2015品質管理體系」認證
- 由桃園市政府頒發的「桃園市第十二屆桃園市績優企業卓越獎、性平優良幸福企業獎」獎狀

佛山市順德區中意液壓有限公司

(Intra-Italy Hydraulics (Foshan Shunde) Company, Limited *)

- 「安全生產標準二級企業（機械）」（“Safety Production Standard Secondary Enterprise (Machinery)” *) awarded by 廣東省安全生產協會（“The Guangdong Provincial Association of Work Safety Supervision and Management”）
- 「作業場所職業安全管理分類分級公示標識良好等級」（“Excellent Workplace Occupational Safety Management” *) awarded by 佛山市順德區安全生產監督管理局（The Administration of Work Safety, Shunde District, Foshan *)

佛山市順德區震德塑料機械有限公司

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

- 「廣東省守合同重信用企業」榮譽證書（“Honoring Contracts and Faithful Enterprise” * Honorary Certificate) awarded by 廣東省工商行政管理局（Industry and Commerce Administration Bureau of Guangdong Province *)
- 「佛山市清潔生產企業」證書和牌匾（“Foshan City Clean Production Enterprise” * Certificate and Plaque) awarded by 佛山市經濟和信息化局、佛山市環境保護局（Foshan Economic and Information Bureau, Foshan Environmental Protection Bureau *)
- 「AAA級品質信用企業」證書（“Grade AAA Quality Credit Enterprise” * Certificate) awarded by 佛山市順德區德信品質誠信體系評價中心、佛山市順德區產品品質促進會（Dexin Quality and Integrity System Appraisal Centre, Shunde District, Foshan, and Product Quality Promotion Association, Shunde District, Foshan *)

震雄機械廠股份有限公司

(Chen Hsong Machinery Taiwan Company, Limited *)

- Certification of “ISO 14001:2015 Environmental Management System” was awarded
- Certification of “ISO 9001:2015 Quality Management System” was awarded
- 「桃園市第十二屆桃園市績優企業卓越獎、性平優良幸福企業獎」獎狀（“Twelfth Excellent and Happiness Enterprise in Taoyuan City” * Certificate) awarded by the Taoyuan Municipal Government

* English names are translated for identification purposes only

九、未來願景

IX. Vision Outlook

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

本集團將堅持遵守日益嚴謹的環保法律法規，投入資源優化處理廢氣、廢水、固體廢物等設施。我們亦會以滿足員工及生產安全為前提，提供安全的工作環境，並以有競爭力的薪酬機制，吸納更多技術型和管理方面的優秀人才。在產品質量和客戶服務方面，我們將不斷投放資源以改善產品質量，使產品更符合環保要求。同時，我們將堅守承擔社會責任的初心，積極參與公益事業，努力推動社區可持續發展。

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

As a good corporate citizen, the Group strives to strike a balance between achieving the corporate economic goals and business objectives, and to fulfill their social responsibility. We will continue to evaluate our performance in environmental protection, employee care, product/service quality and community investment and to build edge for the sustainable development of the Group.

The Group will endeavor to comply with the stringent laws and regulations of environmental protection, allocate resources and undertake various environmental improvement projects, including improving exhaust air, sewage and waste treatment facilities. The Group will also put employee satisfaction and production safety as its top priority. The Group aims at attracting more talents through providing a safe workplace and competitive remuneration scheme. As for product and service quality, the Group will continue to invest resources for further improvement to our products so as to fulfill the environmental standards. The Group is committed to fulfilling its social responsibility by actively participating in charitable activities and promoting the community's sustainable development.

The Group aspires to become a respectable enterprise. Going forward, the Group serves to enhance its business performance through implementation of sustainable development strategies and to generate more meaningful long-term value for the enterprise and its stakeholders.

十、環境數據表現摘要

X. Environmental Performance Data Summary

	單位 Unit	2018/19年 2018/19	(重列) ⁴ (Restated) ⁴ 2017/18年 2017/18
溫室氣體：			
Greenhouse gas (“GHG”) emissions:			
範圍一 ¹ ：			
Scope 1 ¹ :			
總量 Total	噸 Tonnes	979.15	1,464.14
密度 ³ Intensity ³	噸 Tonnes	0.05	0.04
範圍二 ² ：			
Scope 2 ² :			
總量 Total	噸 Tonnes	28,000.02	37,403.58
密度 ³ Intensity ³	噸 Tonnes	1.34	1.08
廢氣總排放量：			
Air emissions:			
氮氧化物 Nitrogen oxides	噸 Tonnes	45.80	67.08
硫氧化物 Sulfur oxides	噸 Tonnes	5.17	8.30
顆粒 Particles	噸 Tonnes	10.80	18.60

十、環境數據表現摘要

X. Environmental Performance Data Summary

	單位 Unit	2018/19年 2018/19	(重列) ⁴ (Restated) ⁴ 2017/18年 2017/18
有害廢棄物：			
Hazardous wastes:			
廢水排放量： Wastewater discharged:			
總量 Total	噸 Tonnes	121.48	139.25
密度 ³ Intensity ³	噸 Tonnes	0.01	0.01
固體廢物產生量： Solid wastes generated			
總量 Total	噸 Tonnes	97.51	121.45
密度 ³ Intensity ³	噸 Tonnes	0.01	0.01
無害廢棄物：			
Non-hazardous wastes:			
廢水排放量： Wastewater discharged:			
總量 Total	噸 Tonnes	105,253.26	167,594.85
密度 ³ Intensity ³	噸 Tonnes	5.03	4.84
固體廢物產生量： Solid wastes generated:			
總量 Total	噸 Tonnes	7,468.72	12,165.11
密度 ³ Intensity ³	噸 Tonnes	0.36	0.35

十、環境數據表現摘要

X. Environmental Performance Data Summary

	單位 Unit	2018/19年 2018/19	(重列) ⁴ (Restated) ⁴ 2017/18年 2017/18
製成品所用包裝材料：			
Packaging materials used for finished goods:			
總量 Total	噸 Tonnes	179.45	214.59
密度 ³ Intensity ³	噸 Tonnes	0.01	0.01
能源及水資源消耗量：			
Energy and water consumption:			
電力：			
Electricity:			
總量 Total	兆瓦時 MWh	33,314.72	44,028.36
密度 ³ Intensity ³	兆瓦時 MWh	1.59	1.27
汽油：			
Gasoline:			
總量 Total	公升 Litres	157,437.25	185,534.18
密度 ³ Intensity ³	公升 Litres	7.53	5.36
柴油：			
Diesel:			
總量 Total	公升 Litres	151,525.62	260,579.52
密度 ³ Intensity ³	公升 Litres	7.24	7.52

十、環境數據表現摘要

X. Environmental Performance Data Summary

	單位 Unit	2018/19年 2018/19	(重列) ⁴ (Restated) ⁴ 2017/18年 2017/18
二氧化碳：			
Carbon dioxide:			
總量	公斤	4,422.00	7,171.00
Total	Kilogram		
密度 ³	公斤	0.21	0.21
Intensity ³	Kilogram		
液化石油氣：			
LPG:			
總量	公斤	30,201.80	46,018.00
Total	Kilogram		
密度 ³	公斤	1.44	1.33
Intensity ³	Kilogram		
天然氣：			
Natural gas:			
總量	立方米	65,193.00	108,215.00
Total	Cubic meter		
密度 ³	立方米	3.12	3.12
Intensity ³	Cubic meter		
水資源：			
Water:			
總量 ⁴	立方米	253,746.25	340,387.44
Total ⁴	Cubic meter		
密度 ³	立方米	12.13	9.82
Intensity ³	Cubic meter		

十、環境數據表現摘要

X. Environmental Performance Data Summary

附註：

1 範圍一是指本集團業務直接產生的溫室氣體排放，包括燃燒柴油、汽油、二氧化碳、液化石油氣、天然氣等。

2 範圍二是指本集團業務內部消耗購回來的電力所引致的「間接能源」溫室氣體排放。

3 由於本集團所製造的注塑機及有關產品的機型種類、機型大小、生產時間、生產成本等有所不同，因此我們將不同種類的產品折合成可比較的產量單位，即約當產量單位。約當產量單位是按照生產時間、生產成本等因素計算，而本集團業務的各項環境數據表現排放量／產生量／消耗量的密度是以每個約當產量單位計算。

上年度的密度是按照實際生產量(包括注塑機不同的機型及種類)，而非約當產量計算；為了提高數據的可比性，本集團使用約當產量重列上年度排放量密度的數據。

4 本年度及上年度的無害耗水量未有包括深圳廠房的漏水水量。

5 上年度部分數據需重新分類作為比較用途。此外，上年度報告的部分數據是轉移量而非產生量，因此本集團需重列這些數據。

Notes:

1 Scope 1 refers to the Group's business direct GHG emissions, including combustion of diesel, gasoline, carbon dioxide, LPG and natural gas.

2 Scope 2 refers to the Group's business indirect GHG emissions, including consumption of purchased electricity.

3 Due to the differences on the types, models, time and cost of production of the injection moulding machines and the related products manufactured by the Group, we have converted different types of products into comparable production units. This production unit is calculated based on the factors such as production time and production cost, thereby, it is used to calculate the intensity of above environmental performance data from the Group's operations.

The Intensity of the previous year was calculated based on the actual production volume (covering different types and models of the injection moulding machines) rather than the comparable production units as described above. As such, the previous year's emissions intensity is restated by using the comparable production units to conform with the current year's presentation.

4 The current year and previous year's non-hazardous wastewater excluded the volume of water leakage at Shenzhen plant.

5 Part of the data for the previous year need to be reclassified for comparison purposes. Besides, certain data presented last year was based on the transfer volume instead of production volume and need to be restated to conform with the current year's presentation.

十一、聯交所的《環境、社會及管治報告指引》

XI. “Environmental, Social and Governance Reporting Guide” by HKEX

一般披露／關鍵績效指標 General Disclosure/Key Performance Indicators (“KPIs”)	報告指引 Reporting Guideline	頁數 Page
A. 環境 A. Environmental		
層面A1 Aspect A1	排放物 Emissions	
一般披露 General Disclosure	有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	6
關鍵績效指標A1.1 KPI A1.1	排放物種類及相關排放數據。 The types of emissions and respective emissions data.	32
關鍵績效指標A1.2 KPI A1.2	溫室氣體總排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。 Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	32
關鍵績效指標A1.3 KPI A1.3	所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。 Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	33
關鍵績效指標A1.4 KPI A1.4	所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。 Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	33
關鍵績效指標A1.5 KPI A1.5	描述減低排放量的措施及所得成果。 Description of measures to mitigate emissions and results achieved.	6
關鍵績效指標A1.6 KPI A1.6	描述處理有害及無害廢棄物的方法、減低產生量的措施及所得成果。 Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved.	8

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層面A2 Aspect A2	資源使用 Use of Resources	
一般披露 General Disclosure	有效使用資源(包括能源、水及其他原材料)的政策。 Policies on the efficient use of resources, including energy, water and other raw materials.	14
關鍵績效指標A2.1 KPI A2.1	按類型劃分的直接及／或間接能源(如電、氣或油)總耗量(以兆瓦時計算)及密度(如以每產量單位、每項設施計算)。 Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (MWh) and intensity (e.g. per unit of production volume, per facility)	34
關鍵績效指標A2.2 KPI A2.2	總耗水量及密度(如以每產量單位、每項設施計算)。 Water consumption in total and intensity (e.g. per unit of production volume, per facility).	35
關鍵績效指標A2.3 KPI A2.3	描述能源使用效益計劃及所得成果。 Description of energy use efficiency initiatives and results achieved.	14
關鍵績效指標A2.4 KPI A2.4	描述求取適用水源上可有任何問題，以及提升用水效益計劃及所得成果。 Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved.	18
關鍵績效指標A2.5 KPI A2.5	製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位估量。 Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	34
層面A3 Aspect A3	環境及天然資源 The Environment and Natural Resources	
一般披露 General Disclosure	減低發行人對環境及天然資源造成重大影響的政策。 Policies on minimizing the issuer’s significant impact on the environment and natural resources	19
關鍵績效指標A3.1 KPI A3.1	描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	19

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	B. 社會¹ B. Social¹	
層面B1 Aspect B1	僱傭 Employment and Labor Practices	
一般披露 General Disclosure	有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	20
層面B2 Aspect B2	健康與安全 Health and Safety	
一般披露 General Disclosure	有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	22
層面B3 Aspect B3	發展及培訓 Development and Training	
一般披露 General Disclosure	有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。 Policies on improving employees’ knowledge and skills for discharging duties at work. Description of training activities.	22

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一般披露／關鍵績效指標

General Disclosure/Key Performance Indicators (“KPIs”)	報告指引 Reporting Guideline	頁數 Page
層面B4 Aspect B4	勞工準則 Labor Standards	
一般披露 General Disclosure	有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labor.	20
層面B5 Aspect B5	供應鏈管理 Supply Chain Management	
一般披露 General Disclosure	管理供應鏈的環境及社會風險政策。 Policies on managing environmental and social risks of the supply chain.	25
層面B6 Aspect B6	產品責任 Product Responsibility	
一般披露 General Disclosure	有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	26

XI. “Environmental, Social and Governance Reporting Guide” by HKEX

一般披露／關鍵績效指標 General Disclosure/Key Performance Indicators (“KPIs”)	報告指引 Reporting Guideline	頁數 Page
層面B7 Aspect B7	反貪污 Anti-corruption	
一般披露 General Disclosure	有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	27
層面B8 Aspect B8	社區投資 Community Investment	
一般披露 General Disclosure	有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。 Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities’ interests.	28
附註：	Note:	
1 《主板上市規則》附錄27只建議披露「主要範疇B.社會」的關鍵績效指標，因此本集團選擇不披露該等關鍵績效指標。	1 Pursuant to Appendix 27 of the “Main Board Listing Rules”, the KPIs under Area B “Social” are recommended disclosures only. Therefore, the Group choose not to disclose those KPIs in this Report.	

震雄集團有限公司
Chen Hsong Holdings Limited

香港新界大埔大埔工業邨大宏街13至15號
13-15 Dai Wang Street, Tai Po Industrial Estate,
Tai Po, New Territories, Hong Kong

電話 / Tel: (852) 2665 3222
傳真 / Fax: (852) 2664 8202
網址 / Website: www.chensong.com
電郵 / E-mail: comm@chensong.com