

Best Pacific International Holdings Limited 超盈國際控股有限公司

(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 : 2111

**Built on
Innovation
and
Technology**

**Environmental,
Social and
Governance
Report
環境、社會
及管治報告
2019**



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ABOUT THIS REPORT

Best Pacific International Holdings Limited (the “**Company**” or “**Best Pacific**”, together with its subsidiaries, collectively, the “**Group**” or “**we**”) is a leading one-stop solutions provider of lingerie, sportswear and apparel materials with global footprint. Being one of the few lingerie one-stop solutions providers, Best Pacific supplies lingerie brand owners with a comprehensive product range of lingerie materials, comprising of elastic fabric, elastic webbing and lace. The Company has sustained satisfactory business growth in the past years by leveraging on its high product quality and with strong innovative and research and development capabilities, Best Pacific has continued to reinforce its long-term and close collaborations with leading lingerie brands including ^Aimer, Chantelle, Embry Form, Maniform, Marks & Spencer, Spanx, Triumph, Victoria's Secret and Wacoal. Since 2013, the Group has further expanded into the sportswear and apparel materials markets. The Group continues to deepen its partnership with the world's leading sportswear and apparel brands including ^Lululemon, Under Armour, Uniqlo, sportswear series of Victoria's Secret, PINK and Victoria Sport, as well as other international sportswear and apparel brands.

This environmental, social and governance (“**ESG**”) report covers the reporting period from 1 January 2019 to 31 December 2019, with an objective to outline our approaches, commitments and strategies to the sustainability development of the Group. Relevant disclosures of sustainability performance in material aspects are made in accordance with the Environmental, Social and Governance Reporting Guide set out in Appendix 27 to the Rules Governing the Listing of Securities (the “**Listing Rules**”) on The Stock Exchange of Hong Kong Limited. Taking the transformative initiatives, Best Pacific had executed its internationalisation blueprint smoothly to further develop and expand our market share. In addition to our subsidiaries in the People's Republic of China (the “**PRC**”), we had established a subsidiary in the Socialist Republic of Vietnam (“**Vietnam**”) and two subsidiaries in the Democratic Socialist Republic of Sri Lanka (“**Sri Lanka**”) in recent years. As of 31 December 2019, our subsidiary in Vietnam owned certain manufacturing plants, whereas one of our subsidiaries in Sri Lanka, namely, Trischel Fabric (Private) Limited (“**Trischel**”) owned certain manufacturing plants and our another subsidiary in Sri Lanka, Best Pacific Textiles Lanka (Pvt) Ltd (“**BPTL**”), had started manufacturing activities during the year ended 31 December 2019. While the policies disclosed in this report generally apply to the whole Group, the relevant statistics (key performance indicators, “**KPIs**”) herein are mainly related to our operating subsidiaries in the PRC, Vietnam and Sri Lanka, where our main manufacturing activities are carried out. The table below summarises the scope of this report:

^ Brands are arranged in alphabetical order.

關於本報告

超盈國際控股有限公司（「**本公司**」或「**超盈國際**」），連同其附屬公司統稱「**本集團**」或「**我們**」為一家女性內衣、運動服裝及服裝物料的全方位領先一站式解決方案供應商。作為少數女性內衣一站式解決方案供應商之一，超盈國際向女性內衣品牌擁有人提供全面的女性內衣物料產品，包括彈性織物面料、彈性織帶及蕾絲。憑藉卓越的產品質量及強大的創新及研發能力，本公司於過往年度持續取得驕人的業務增長。超盈國際繼續鞏固與首屈一指的女性內衣品牌（包括^愛慕、仙黛爾、安莉芳、曼妮芬、馬莎、Spanx、黛安芬、Victoria's Secret及華歌爾）長期密切的合作關係。自二零一三年起，本集團已將業務進一步擴張至運動服裝及服裝物料市場。本集團繼續加深與世界首屈一指的運動服裝及服裝品牌（包括^Lululemon、Under Armour、優衣庫、Victoria's Secret運動服裝系列、PINK及Victoria Sport）以及其他國際運動服裝及服裝品牌的合作關係。

本環境、社會及管治（「**環境、社會及管治**」）報告概述本集團於可持續發展方面的方法、實踐與策略，涵蓋期自二零一九年一月一日至二零一九年十二月三十一日。可持續表現在重大方面的相關披露乃根據香港聯合交易所有限公司證券上市規則（「**上市規則**」）附錄27所載的環境、社會及管治報告指引作出。超盈國際採取變革式的措施，順利執行其國際化藍圖，以進一步開發及增加我們的市場份額。除我們於中華人民共和國（「**中國**」）的附屬公司以外，我們近年已於越南社會主義共和國（「**越南**」）設立一家附屬公司，及於斯里蘭卡民主社會主義共和國（「**斯里蘭卡**」）設立兩家附屬公司。截至二零一九年十二月三十一日，我們的越南附屬公司擁有若干生產廠房，我們於斯里蘭卡的其中一家附屬公司Trischel Fabric (Private) Limited（「**Trischel**」）擁有若干生產廠房，而我們於斯里蘭卡的另一家附屬公司Best Pacific Textiles Lanka (Pvt) Ltd（「**BPTL**」）已開展生產活動。雖然本報告所披露的政策普遍適用於整個集團，以下相關統計數據（關鍵績效指標，「**指標**」）主要與我們於中國、越南及斯里蘭卡的營運附屬公司，其為我們進行主要生產活動的地點。下表概述了本報告的範疇：

^ 品牌按品牌英文字母順序排序。

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	PRC	Hong Kong	Vietnam	Sri Lanka	
	中國	香港	越南	Trischel	BPTL
ESG policies	Applicable	Applicable	Applicable	Applicable	Applicable
環境、社會及管治政策	適用	適用	適用	適用	適用
Emissions KPIs	Applicable	N/A (Note)	Applicable	Applicable	Applicable
排放指標	適用	不適用 (附註)	適用	適用	適用
Use of resources KPIs	Applicable	N/A (Note)	Applicable	Applicable	Applicable
資源利用指標	適用	不適用 (附註)	適用	適用	適用
Human resources KPIs	Applicable	Applicable	Applicable	Applicable	Applicable
人力資源指標	適用	適用	適用	適用	適用

Note: As our Hong Kong subsidiaries do not carry out manufacturing activities, the amounts for the emissions and use of resources from our Hong Kong office are minimal and hence these data are not included in this report.

附註：由於我們的香港附屬公司沒有進行生產活動，源自我們香港辦公室的排放量及資源利用微乎其微，故該等數據並未載入本報告。

VISION

Our core value “Built on Innovation and Technology” remains the foundation and the vision of the Group and we continue to devote resources in developing new products to meet the market demands. Through its dedication in research and development, the Group has developed a diversified portfolio of high-performance lingerie, sportswear and apparel materials, which are blended with quality, comfort and functionalities.

願景

我們的核心價值「以創新及技術為根基」始終為本集團的基礎及願景且我們持續投入資源開發新產品以滿足市場需求。透過致力於研究及開發，本集團開發了各種集質量、舒適度及功能為一體的高性能女性內衣、運動服裝及服裝物料產品。

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MISSION

While Best Pacific is expanding and diversifying the customer portfolio with its innovative products across the sectors, we also focus on delivering our social responsibilities and the Group has always aimed at creating a green, healthy and safe working environment, while at the same time educating and equipping our staff with the relevant skills and knowledge to manufacture safe and quality products. Best Pacific not only sees the mission as part of our high corporate governance and social responsibilities, but also considers it a crucial element for the long term sustainable development of the Group.

The board of directors of the Company (the “**Board**”) oversees the ESG matters (including the ESG strategy and reporting) of the Group. From time to time, the Board reviews and evaluates the risks and issues related to ESG (if any) in the context of the Group’s business strategy.

ENVIRONMENTAL PROTECTION

Being one of the world’s leading textile manufacturers, Best Pacific not only focuses on its business development by expanding production capacities and creating innovative and high quality products to customers, but also aims at putting efforts in making a better world by creating a green manufacturing environment through a series of measures. With the relevant ISO certification issued by renown notified body on the main manufacturing sites, we are regarded to have exercised quality environmental and energy management throughout the manufacturing process. With a view to further improving our energy efficiency and to make a better world we live in, Best Pacific will continue to commit to creating a better environment through our resources-saving campaigns.

Emissions

Air and greenhouse gas emissions from boilers and pre-treating machines, sewage discharges from the dyeing process and other associated hazardous waste from other production phases are the major emissions of the Group’s whole manufacturing process. We strictly follow the internal guidelines as laid out in the working environment handbook, as well as the relevant laws and regulations, guidelines and standards issued by the relevant governmental authorities.

使命

超盈國際在利用其創新產品在整個行業內擴大及多樣化其客戶組合同時，亦致力於履行我們的社會責任，且本集團一直致力於營造環保、健康及安全的工作環境，同時教育並使我們的員工具備相關技能及知識，以生產安全及優質產品。超盈國際不僅將使命視作高水準企業管治及社會責任的一部分，亦將其視為本集團長期可持續發展的關鍵因素。

本公司董事會（「**董事會**」）監督本集團的環境、社會及管治事項（包括環境、社會及管治策略及報告）。董事會在計及本集團業務策略的情況下不時審閱及評估有關環境、社會及管治的風險及問題（如有）。

環境保護

作為全球領先的紡織廠之一，超盈國際不僅藉由擴大產能及為客戶創造創新、優質產品專注於業務發展，亦計劃透過一系列措施竭力創造一個環保的生產環境，讓世界更美好。憑藉由知名的認證機構對主要生產地點頒發的相關ISO認證，我們於整個製造流程中推行高效的環境及能源管理。為進一步提高我們的能源效率及營造良好的生活環境，超盈國際將繼續致力透過節能活動打造一個更好的環境。

排放

鍋爐及預先處理機的空氣及溫室氣體排放、漂染過程中的污水排放及其他生產階段所產生的其他相關危險廢物乃本集團整個製造流程的主要排放物。我們嚴格遵守工作環境手冊載明的內部指引以及相關政府機構發佈的相關法律及法規、指引及標準。

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Details of the emissions are as follows:

排放信息如下：

Emissions	排放	For the year ended 31 December 截至十二月三十一日止年度	
		2019 二零一九年	2018 二零一八年
Sewage	污水	2,956,000 Cubic meters 立方米	2,579,000 Cubic meters 立方米
Hazardous wastes	危險廢物	9.9 Tonnes 噸	7.9 Tonnes 噸
Non-hazardous wastes	非危險廢物	10,030 Tonnes 噸	9,153 Tonnes 噸

Air and greenhouse gas emissions	空氣及溫室氣體排放	For the year ended 31 December 截至十二月三十一日止年度	
		2019 二零一九年	2018 二零一八年
Carbon dioxide (CO ₂)	二氧化碳 (CO ₂)	47,929 Tonnes 噸	34,661 Tonnes 噸

Sewage discharges	污水排放	For the year ended 31 December 截至十二月三十一日止年度	
		2019 二零一九年	2018 二零一八年
		Intensity (Mg/L) 濃度 (毫克 / 公升)	Intensity (Mg/L) 濃度 (毫克 / 公升)
Suspended solids	懸浮物	6.817	11.920
Ammonia nitrogen	氨氮	1.062	1.005
Sulfide	硫化物	0.008	0.009
Total phosphorus	總磷	0.054	0.088
Hexavalent chromium	六價鉻	0.004	0.006
Aniline	苯胺類	0.095	0.031

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- Air and greenhouse gas emissions – major pollutants of the air and greenhouse gas emissions from boilers and pre-treating machines include sulphur dioxide (SO₂), nitrogen oxide (NO), carbon dioxide (CO₂), smoke and dusts. Since the alteration of boilers in the PRC in 2016, the fuel for those boilers has been replaced by natural gas and, except for carbon dioxide (CO₂), other air and greenhouse gas emissions are insignificant for measurement and disclosure.

In the PRC, the air and greenhouse gas emissions are controlled in accordance to the “Emission standard of air pollutants for boiler” issued by the Ministry of Environmental Protection of the PRC. A subsidiary of the Group in the PRC has successfully obtained the annual gas emission license in 2019, indicating that we are up to the required standards.

In Vietnam and Sri Lanka, the air and greenhouse gas emissions are controlled in accordance to the “Law on Environmental Protection” issued by the National Assembly of Vietnam, and the “National Environmental Act” issued by the Minister of Environment and Natural Resources of Sri Lanka, respectively.

Throughout the year, we had strictly complied with the given standards and the results are satisfactory.

- Sewage discharges – for our PRC operation, sewage is treated and discharged in accordance to the “Discharge standards of water pollutants for dyeing and finishing of textile industry” issued by the Ministry of Environmental Protection of the PRC. The sewage discharges are obtained and examined quarterly by the relevant governmental authority.

- 空氣及溫室氣體排放 – 鍋爐及預先處理機的氣體排放產生的主要污染物，包括二氧化硫(SO₂)、氮氧化物(NO)、二氧化碳(CO₂)、煙塵及粉塵。自我們於二零一六年在中國改造鍋爐以來，該等鍋爐所用燃料已為天然氣所取代，除了二氧化碳(CO₂)以外的其他空氣及溫室氣體排放未達能計量及披露之程度。

在中國，空氣及溫室氣體排放均根據中國環境保護部發佈的《鍋爐大氣污染排放標準》予以控制。本集團於中國的一間附屬公司已於二零一九年成功獲得年度氣體排放許可，表明我們符合相關標準。

於越南及斯里蘭卡，空氣及溫室氣體排放乃分別根據越南國會所頒佈的《環境保護法》以及斯里蘭卡自然資源與環境部所頒佈的《國家環境法》控管。

於整個年度，我們已嚴格遵守相關標準，結果令人滿意。

- 污水排放 – 就我們的中國業務而言，污水乃根據中國環境保護部發佈的《紡織染整工業水污染物排放標準》予以處理及排放。污水排放由相關政府部門每季度抽取及檢驗。

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In Vietnam and Sri Lanka, sewage discharges are controlled in accordance with the “National Technical Regulation on the Effluent of Textile Industry” issued by the Ministry of Natural Resources and Environment of Vietnam, and the “National Environmental Act” issued by the Minister of Environment and Natural Resources of Sri Lanka, respectively.

With the different water treatment methodologies, being adopted at different geographic locations, the sewage discharges information disclosed on page 4 on this report is the average of monthly sampled testing results. Throughout the year, we had strictly complied with the given standards and the results are satisfactory.

- Disposal of hazardous and non-hazardous wastes – hazardous wastes mainly include fabric and boxes contaminated by dye and used dye barrels while non-hazardous wastes mainly include wasted papers, wasted fabrics, wasted wood blocks and other wasted packaging materials.

For our PRC operation, all the hazardous and non-hazardous wastes produced during the production process are centralised and managed by qualified operator in transferring out the waste. Volatile organic compounds (“**VOCs**”) emitted from pre-treating machines are managed in accordance to the “Emission standards of volatile organic compounds for furniture manufacturing operations” issued by the Ministry of Environmental Protection of the PRC on the intensity and velocity of emission.

In Vietnam and Sri Lanka, the disposal of hazardous and non-hazardous wastes are controlled in accordance to the “Law on Environmental Protection” issued by the National Assembly of Vietnam, and the “National Environmental Act” issued by the Minister of Environment and Natural Resources of Sri Lanka, respectively.

Throughout the year, we had strictly complied with the given standards and the results are satisfactory. Moreover, various on-the-job trainings are provided to employees to arise their awareness so as to minimise the creation of wastes during operation.

於越南及斯里蘭卡，污水排放乃分別根據越南自然資源與環境部所頒佈的《紡織業污水國家技術法規》以及斯里蘭卡自然資源與環境部所發佈的《國家環境法》控管。

藉由於不同地理位置採取不同水處理方法，於本報告第4頁披露的污水排放資料為每月採樣檢測結果的平均數。於整個年度，我們已嚴格遵守相關標準，結果令人滿意。

- 危險及非危險廢物處置 – 危險廢物主要包括被染料污染的紡織物和包裝箱及使用後的染料桶，而非危險廢物主要包括廢紙，廢棄紡織物、廢棄木塊及其他廢棄包裝材料。

就我們的中國業務而言，生產過程中產生的所有危險及非危險廢物均由合資格的操作員於轉出廢棄物時集中處理。預先處理機排放的揮發性有機化合物（「**揮發性有機化合物**」）乃根據中國環境保護部所頒佈有關排放強度及速度的《傢俱製造行業揮發性有機化合物排放標準》予以處理。

於越南及斯里蘭卡，危險及非危險廢物處置乃分別根據越南國會所頒佈的《環境保護法》以及斯里蘭卡自然資源與環境部所頒佈的《國家環境法》控管。

於整個年度，我們已嚴格遵守相關標準，結果令人滿意。此外，我們向員工提供多種在職培訓來提升彼等的意識，以減少操作業務過程中產生的廢物。

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Use of resources

Our major resources consumed during the manufacturing process include electricity, natural gas, water resources and steam. In order to minimise the impact of the Group's operations to the environment, we closely monitor and control the resources consumed. Details of the use of resources are as follows:

Use of resources	資源利用	For the year ended 31 December 截至十二月三十一日止年度	
		2019 二零一九年	2018 二零一八年
Electricity	電	157,667,566 Kilowatt hours 千瓦小時	126,402,697 Kilowatt hours 千瓦小時
Natural gas	天然氣	14,652 Tonnes 噸	11,303 Tonnes 噸
Furnace oil	重油	43.4 Tonnes 噸	15.3 Tonnes 噸
Coal [#]	煤 [#]	1,732 Tonnes 噸	Nil 無
Water resources [*]	水資源 [*]	7,402,675 Tonnes 噸	6,440,591 Tonnes 噸
Steam	蒸汽	318,131 Tonnes 噸	235,546 Tonnes 噸
Packaging materials	包裝物	740 Tonnes 噸	560 Tonnes 噸

[#] Coal was consumed by BPTL since commencement of its manufacturing activities during the year ended 31 December 2019.

^{*} The Group did not encounter any issue in sourcing water that is fit for purpose.

The volumes of major resources consumed and emissions discharged in the year ended 31 December 2019 were in general higher when compared to the year ended 31 December 2018. It was mainly because:

- the overall production volume was driven by the increasing market demands for elastic fabric, for which the Group recorded a year-over-year growth of approximately 22.9% in sales of elastic fabric in the year ended 31 December 2019;
- BPTL commenced manufacturing activities during the year ended 31 December 2019;
- Phase II production plant in Vietnam started operation during the year ended 31 December 2019; and
- Trischel was acquired by the Group in August 2018.

資源利用

我們於製造流程中消耗的主要資源包括電力、天然氣、水資源及蒸汽。為降低本集團營運對環境的影響，我們密切監測及控制所消耗的資源。資源利用詳情如下：

[#] BPTL自截至二零一九年十二月三十一日止年度開展生產活動起耗煤。

^{*} 本集團在求取適用水源上並沒有任何問題。

於截至二零一九年十二月三十一日止年度的主要資源消耗量及排放普遍比截至二零一八年十二月三十一日止年度高。此乃主要由於：

- 整體產量乃由市場對彈性織物面料的需求不斷增加所驅動，就此本集團於截至二零一九年十二月三十一日止年度錄得彈性織物面料銷售同比增長約22.9%；
- BPTL於截至二零一九年十二月三十一日止年度開展生產活動；
- 越南第二期生產廠房於截至二零一九年十二月三十一日止年度投產；及
- 本集團於二零一八年八月收購Trischel。

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Construction and renovation work have been carried out to upgrade the existing manufacturing facilities on a continuous basis and an annual assessment is performed to allow efficient use of resources and to minimise any environmental impacts associated with the production process. Relevant projects carried out in the year ended 31 December 2019 included:

本集團落實建設及改造工程，按持續經營基準升級現有生產設施，並開展年度評估，更有效地利用資源及減少與生產工序有關的任何環境影響。截至二零一九年十二月三十一日止年度，我們開展的相關項目包括：

Projects 項目	Details and results achieved 詳情及達成成果
Compressed air pressure enhancement 壓縮空氣壓力優化	<ul style="list-style-type: none">When the compressed air pressure is reduced by 1 bar, the electricity consumption will be reduced by approximately 7%. 壓縮空氣出氣壓力每降低1巴，用電量就會降低約7%。In 2019, the air pressure of the air compressors were gradually reduced from around 7 bars to around 6 bars. For few specific equipments that requires air pressure of 7 bars, small amount of compressed air was further compressed by booster pumps. 於二零一九年，我們逐步將空壓機的出氣壓力從約7巴降低到約6巴。就某些需要用到7巴出氣壓力的機器，小部分壓縮空氣由增壓泵再加壓。The compressed air pressure enhancement was completed in Phase V and Phase VI production plants in Dongguan, and the electricity saving rate was up to approximately 7%. 現已完成東莞五、六期廠房的壓縮空氣壓力優化，節電率達約7%。
Dyeing tanks insulation improvement project 染缸外殼包保溫改善工程	<ul style="list-style-type: none">In 2019, 129 sets of dyeing tanks had the insulation layer improved to reduce heat loss and to save consumption of steam. 於二零一九年，129台染缸已完成保溫塗層改造，以減少熱流失，及減少蒸汽耗損。Through the insulation improvement, approximately 48 tonnes of gas can be saved daily. 通過增加保溫塗層，每日總計可節省蒸汽量約48噸。
Reuse of discharged water for gardening and washrooms 污水重新回用於綠化及沖廁	<ul style="list-style-type: none">In 2019, discharged water was processed and reused in washrooms and gardening in the factory area in the PRC. 於二零一九年，中國的污水經處理後重新回用於沖廁及廠區綠化使用。Approximately 200 tonnes of water can be saved daily. 每天可以節約用水約200噸。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

EMPLOYMENT AND WORK ENVIRONMENT

僱傭及工作環境

Basic information on employees

As at 31 December 2019, the Group employed a total of 7,437 full-time employees.

僱員基本資料

於二零一九年十二月三十一日，本集團共僱傭7,437名全職員工。

Talents distribution at a glance

人才分佈一覽表

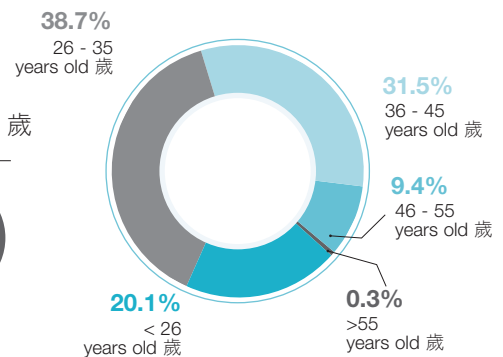
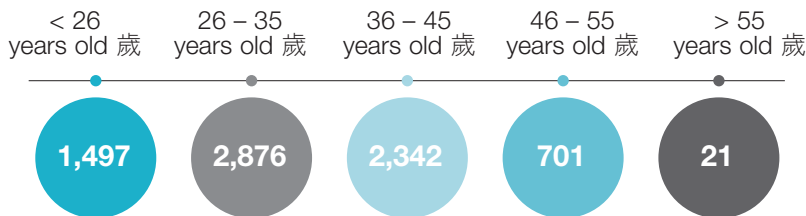
By gender

按性別



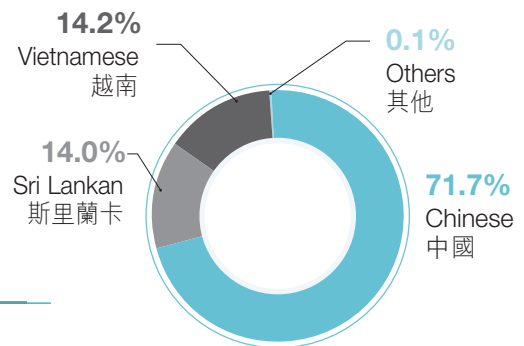
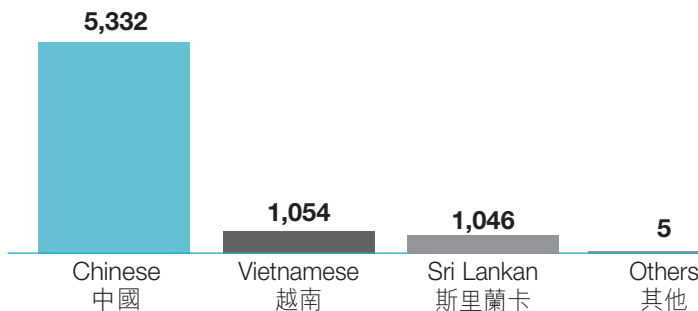
By age

按年齡



By nationality

按國籍



Total 總計 = 7,437 employees 名僱員 (100%)

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

As at 31 December 2018, the Group employed a total of 6,967 full-time employees.

於二零一八年十二月三十一日，本集團共僱傭6,967名全職員工。

Talents distribution at a glance

人才分佈一覽表

By gender

按性別



36.4%

Female
女性

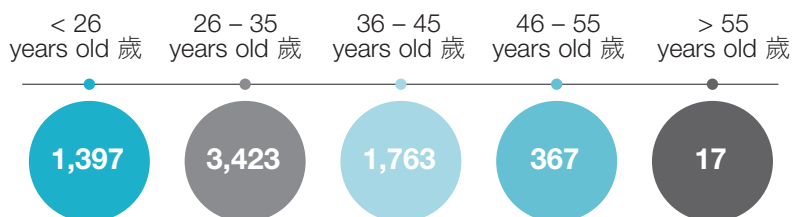


63.6%

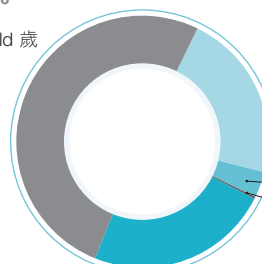
Male
男性

By age

按年齡



49.1%
26 - 35
years old 歲



25.3%
36 - 45
years old 歲

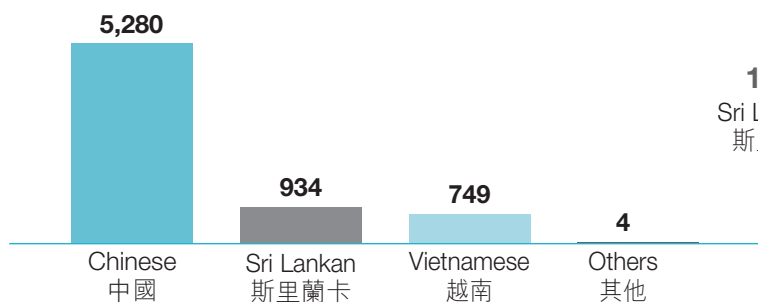
5.3%
46 - 55
years old 歲

0.2%
> 55
years old 歲

20.1%
< 26
years old 歲

By nationality

按國籍

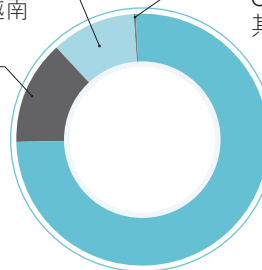


10.7%

Vietnamese
越南

0.1%
Others
其他

13.4%
Sri Lankan
斯里蘭卡



75.8%
Chinese
中國

Total 總計 = 6,967 employees 名僱員 (100%)

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

As a people-oriented company, Best Pacific sees human capital as a valuable asset for the sustainable development of the Group in the long run.

We have been continuously making efforts to attract and retain talents in order to support our on-going business expansion domestically as well as diversification into other geographical locations. Recruitment and promotion of our people are based on their ability and performance and the Group is committed to creating a work environment which provides fair and equal development and learning opportunities to all staff, regardless of gender, age, nationality, race, family status or religion. Discrimination of any kinds is strictly not allowed in our workplace.

Work-life balance is perceived to be the crux to the physical as well as psychological development of our employees. Our staff have reasonable working hours and rest periods, enjoy all statutory holidays and are entitled to paid leave according to the laws of different jurisdictions.

In terms of benefits and welfare, not only do we pay contributions of social insurance in the PRC, mandatory provident fund in Hong Kong and other similar schemes in Vietnam and Sri Lanka, but also provide subsidised accommodation, meals, accidents and medical insurance to eligible employees. The Company is entitled to grant share options to eligible employees under its share option scheme to recognise and reward their contributions to the Group and to encourage them to work towards enhancing the value of the Company and its shareholders.

Compensation is also paid for work overtime according to local labour laws. Upon terminating any employees with dissatisfactory performance or of any other reasons, the Group pays the relevant dismissal compensation in accordance with their service contracts and the relevant laws and regulations.

作為一家以人為本的公司，超盈國際將人力資本視作本集團長期可持續發展的寶貴資產。

我們一直致力於吸引及挽留人才，以支持我們於國內業務的持續擴張及於其他地區的多元化經營。員工的招募及晉升標準乃根據彼等的能力及表現而定，且本集團致力於為所有員工創造一個提供公平、平等發展及學習機會的工作環境，而無論員工的性別、年齡、國籍、種族、家庭狀況或宗教。我們的工作場所嚴格禁止任何形式的歧視。

我們認為，工作生活平衡是員工身心發展的關鍵。我們員工的工作及休息時間合理，享受所有法定假期，且根據不同司法管轄區的法律，有權帶薪休假。

就福利而言，我們不僅繳納中國的社保、香港的強制性公積金以及越南和斯里蘭卡的其他類似計劃，亦向合資格員工提供住宿津貼、就餐、事故及醫療保險。本公司有權根據購股權計劃向合資格員工授予購股權，認可及表彰彼等對本集團作出的貢獻，並鼓勵彼等努力提升本公司及其股東的價值。

本集團亦根據當地勞動法提供加班工資。倘任何員工因表現不佳或任何其他原因被解僱，本集團將根據彼等服務合約及相關法律法規支付離職補償。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Development and training

Best Pacific is dedicated to people development and we believe that effective utilisation of human resources within the Group is critical to the successful implementation of our business strategies and development plans, which in turn will maximise our shareholders' value in the long run. The provision of continuous on-the-job training covering job specific skills as well as regular generic management training programmes is perceived to be the key to the success of Best Pacific. These training programmes would enable employees to excel in their positions by exploiting their potentials to the maximum extent, thus contributing to the sustainable development of the Group.

Since 2016, our Best Pacific School of Management and Administration has been providing generic management training to employees of different managerial levels. Various leadership and management training programmes were designed and held during the year. Besides, external consultants have been engaged to give lectures to the relevant employees regularly.

In order to equip employees with the requisite skills to further enhance Best Pacific's core value, innovation and quality, Best Pacific Institute of Technology and Research (the "Institute") was officially established in June 2016. Every year, the Institute engages external professionals in the textile sector to provide a series of lectures to employees of different positions. These lectures aimed to introduce the latest garment design concepts, manufacturing techniques and other industry specific knowledge to the relevant employees, so as to strengthen their knowledge of textile technology and to provide them with updates on the innovation and trends of the textile and garment industry.

During the year ended 31 December 2019, we provided a total of 72,804 training hours (2018: 69,057 training hours) to our employees.

發展及培訓

超盈國際致力於員工發展，且我們認為，有效地利用本集團的人力資源對成功實施我們的業務策略及發展計劃至關重要，長期而言，將盡量提高我們股東的價值。提供持續的在職培訓（包括整套具體工作技能及定期一般管理培訓課程）是超盈國際取得成功的基礎。該等培訓課程將最大化地開發員工潛能，令其脫穎而出，為本集團的可持續發展作出貢獻。

自二零一六年，我們的超盈行政管理學院向各級管理層員工提供一般管理培訓。各種領導層及管理層培訓課程於年內設計及進行。此外，我們亦外聘專家顧問為相關員工定期提供講座。

為令員工具備必要的技能，進一步提升超盈國際的核心價值－創新與高質，我們於二零一六年六月正式成立超盈技術研究院（「研究院」）。研究院每年外聘紡織領域的專業人員為擔任不同職位的員工提供一系列的講座。該等講座旨在向相關員工介紹最新的服裝設計理念、生產技術及其他特定行業知識，以提高彼等對紡織技術的瞭解，並向彼等更新紡織及服裝行業的創新發展及趨勢。

截至二零一九年十二月三十一日止年度，我們總共向僱員提供了72,804小時（二零一八年：69,057小時）的培訓時數。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Occupational health and safety

Health and safety at workplace has always been one of our top priorities. Through implementing below key occupational health and safety measures, we are committed to promoting a healthy and safe working environment to our employees:

- Accessible work safety handbook placed at each work station;
- Annual assessment on working environment;
- Drinking water assessment in every six months;
- Highly automated lifting and production facilities to avoid spinal injuries;
- Non-smoking working environment;
- Occupational safety workshops for employees;
- Protective equipment to employees, including but not limited to safety goggles, dust respirators, slip proof safety boots, safety helmets, gloves, etc.;
- Regular fire drills and chemical leakage drills;
- Regular health check for employees;
- Regular repair and maintenance on production facilities;
- Regular work safety training programs to frontline production employees.

During the year, the Group complied with the relevant laws and regulations in relation to safe working environment in all material aspects.

職業健康及安全措施

工作場所的健康及安全一直是我們的首要任務。我們通過實施以下主要職業健康及安全措施，致力提供員工健康及安全的工作環境：

- 在各工作站放置可供查閱的工作安全手冊；
- 對工作環境進行年度評估；
- 每六個月進行一次飲用水評估；
- 高度自動化的起重及生產設施，以避免脊柱損傷；
- 無煙工作環境；
- 為員工開設職業安全講習班；
- 為員工提供保護性設備，包括但不限於防護眼鏡、防塵面罩、防滑安全靴、安全頭盔、手套等；
- 定期進行消防演習及化學品洩漏演習；
- 定期對員工進行體檢；
- 定期維修及保養生產設施；
- 為前線生產員工開設定期的工作安全培訓課程。

於年內，本集團在所有重大方面均遵守有關安全工作環境的相關法律及法規。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Health and safety statistics for the years ended 31 December 2019 and 2018

健康及安全統計（截至二零一九年及二零一八年十二月三十一日止年度）

Types of cases 案件類別	Statistics for year 2019 二零一九年統計數據	Statistics for year 2018 二零一八年統計數據	Control measures and relevant policies 控制措施及相關政策
Cases of fatality 死亡案件	<ul style="list-style-type: none"> Zero cases of fatality due to workplace accidents in all locations of our operations 營運所在地並無因工死亡案件 One case of fatality due to traffic accident when the staff was delivering products to our customer in the PRC* 一宗於中國因員工送貨至客戶途中發生交通事故而致的死亡案件* 	<ul style="list-style-type: none"> Zero cases of fatality due to workplace accidents in all locations of our operations 營運所在地並無因工死亡案件 One case of fatality due to construction accident in Sri Lanka* 一宗於斯里蘭卡因工程意外而致的死亡案件* 	<ul style="list-style-type: none"> A training on avoiding workplace injury has been included in staff induction. 員工入職培訓包括如何避免工傷。 Additional training has been provided to drivers of our companies in the PRC to remind them the importance of road safety. 提供中國公司的駕駛額外培訓，以提醒他們道路安全的重要性。 Responsible party(ies) is/are subject to severe punishment and shall be investigated for legal responsibilities if necessary. 責任方將受到嚴重懲處，並於必要時接受法律責任調查。 Subject to the source of responsibility, the Group may consider paying compensation or death gratuity. 本集團可能須根據責任源支付賠償金或死亡恩恤金。
Lost days due to work injury 因工傷損失工作日數	<ul style="list-style-type: none"> 1,085.0 days 1,085.0天 	<ul style="list-style-type: none"> 800.0 days 800.0天 	<ul style="list-style-type: none"> A training on avoiding workplace injury has been included in staff induction. 員工入職培訓包括如何避免工傷。 Responsible party(ies) is/are subject to punishment and shall be investigated for legal responsibilities if necessary. 責任方將受到懲處，並於必要時接受法律責任調查。 Employees are entitled to paid sick leave in accordance with the local labour laws and regulations. 僱員有權根據當地勞動法律及法規享受帶薪病假。

* The Group provided extra non-statutory assistance to the family members of the relevant employees.

* 本集團已為該等員工的家屬提供法定要求以外的協助。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Labour standards

The Group has guidelines setting out the procedures and standards on recruitment for the management and human resources team to follow, so as to ensure that staff employment strictly complies with local employment regulations. The guidelines are being reviewed on a regularly basis so as to ensure consistency with any update of the relevant rules and regulations in all locations of our operations.

During the year, Best Pacific complied with local employment regulations in all locations of our operations in all material aspects, and did not engage in any forced or child labour.

OPERATING PRACTICES

Supply chain management

Suppliers of Best Pacific are primarily the leading manufacturers of the respective kinds of yarn based in various countries across Asia. We only source raw materials from qualified suppliers on our suppliers' list and the sourcing across Asia helps diversify concentration and operational risks. Long-term relationships with these leading yarn manufacturers have been maintained and we have business relationships with our three largest suppliers for more than ten years. Nevertheless, we do not enter into long-term supply agreements with our raw materials suppliers but place individual orders for our raw materials as necessary. We believe that this enables us to source high quality raw materials at competitive prices available in the market and discussion on the expected pricing and volume is usually carried out on a quarterly basis.

勞工標準

本集團擁有供管理層及人力資源部遵守之列明招聘程序及標準的指導方針，以確保員工就業均嚴格遵守當地就業法規。該指導方針將定期進行檢討，以確保與我們運營地點經更新的任何相關規則及規例保持一致。

於年內，超盈國際於所有運營地點在所有重大方面均遵守當地僱傭法規，並無涉及任何強迫勞動或童工問題。

營運實踐

供應鏈管理

超盈國際的供應商主要為駐亞洲多個國家的各種紗線生產商。我們僅向供應商名單所列之合資格供應商採購原材料，於亞洲分散採購有助於我們降低集中度及運營風險。我們已與該等領先的紗線生產商建立長期關係。我們與三大供應商建立超過十年的業務關係。然而，我們並無與原材料供應商訂立長期協議，但會就需要的原材料下發個別訂單。我們相信此舉可令我們在市場上以具競爭力的價格採購優質的原材料。我們一般與供應商每季討論預期價格及數量。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

In order to ensure stable supply of high quality raw materials for our products, and that the production capacities of our major suppliers are sufficient to meet our production and future development needs while maintaining the quality of raw materials, strict measures are in place in selecting new raw materials suppliers as well as monitoring quality of the raw materials provided by our existing suppliers, which include:

為確保產品優質原材料的穩定供應，以及主要供應商在保證原材料質量的同時，其產能足夠滿足我們的生產及未來發展需要，本公司已採取嚴密措施選擇新的原材料供應商及監控現有供應商所提供的原材料質量，其中包括：

Suppliers 供應商	Control measures 監控措施
New suppliers 新供應商	<ul style="list-style-type: none">• Subject to certain evaluation and assessment criteria. 遵守若干考核評估標準。• Key factors to be considered include: quality of products, technological know-how of suppliers, purchase price, production capacity, compliance with laws and regulations, etc. 須考慮的主要因素包括：產品質量、供應商技術專業知識、採購價、生產能力、遵守法律及法規等。• Assessment is also made in the aspect of any environment and social risks of the supply chain. 亦就供應鏈的任何環境及社會風險作出評估。• New suppliers who are qualified after evaluation and assessment will be added to our suppliers' list. 合資格的新供應商在通過考核評估後列入我們的供應商名單。
Existing suppliers 現有供應商	<ul style="list-style-type: none">• Subject to regular review and assessment. 進行定期考核及評估。• On-site review at the premises of major suppliers and assessment of their production capacity and product quality by our procurement team. 由採購部前往主要供應商的基地進行實地考查並評估彼等的生產能力及產品質量。• Remove suppliers who fail to meet our standards from our suppliers' list. 將未能達到我們標準的供應商從我們的供應商名單中剔除。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

PRODUCT RESPONSIBILITY

Product quality assurance

Reliable delivery of quality products to our customers is critical to our success. In this connection, our Group has implemented quality control procedures throughout our production process. The stringent quality control enables the Group to deliver quality innovations to the market.

Strict quality control measures have been adopted in each stage of our production process, including:

產品責任

產品質量保證

向客戶及時交付優質產品乃成功之關鍵。在這方面，本集團在整個生產工序中已實施質量控制程序。憑藉嚴格的質量控制措施，本集團可向市場提供優質的創新產品。

我們的各生產工序階段已採納嚴格的質量控制措施，包括：

Production stages 生產階段	Quality control measures 質量控制措施
Suppliers 供應商	We only source raw materials from suppliers on our suppliers' list and evaluate our suppliers from time to time and conduct on-site review and assessment at the premises of our major suppliers. 我們僅向供應商名單所列合資格供應商採購原材料及會不時評估供應商，並前往主要供應商的基地進行實地考查及評估。
Purchase of raw materials 採購原材料	Sample tests are conducted prior to confirmation of orders to ensure quality. Sample tests are also carried out when raw materials are delivered at factory. 於確認訂單前進行樣本抽查以確保質量。當原材料抵達工廠時亦會進行樣本抽查。
Production 生產	At each stage of the production process, comprehensive tests and research analysis on the quality of the semi-finished and finished products are conducted using international quality standards, with a view to ensuring that customers' specifications are adhered to. 以國際質量標準對各生產工序階段的半成品及成品質量進行全面檢測及研究分析，以確保已遵守客戶的規格。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Products of Best Pacific are widely recognised for their quality in the lingerie, sportswear and apparel materials markets, both within and outside the PRC. Our major operating subsidiaries had already been certified for high quality assurance and certain production with recycled materials. The following table sets forth details of the major certifications the relevant subsidiaries have applied for and received in relation to our achievements in quality control:

不論在中國境內及境外，超盈國際的產品在質量方面於女性內衣、運動服裝及服裝物料市場備受稱許。我們的主要營運附屬公司已通過高質量保證及以回收物料進行若干生產的認證。下表詳列有關附屬公司於質量控制的成就方面而已申請並獲得的主要認證：

Accreditation 認證	Issuing organisation 簽發組織	Area of accreditation 認證範疇	Year of issue 簽發年份
ISO9001:2015	SGS United Kingdom Ltd.	Quality assurance 質量保證	2018 二零一八年
Oeko-Tex Standard 100	Testex	Quality assurance 質量保證	2019 二零一九年
Global Recycled Standard 4.0	Control Union Certifications B.V.	Recycled materials 回收物料	2019 二零一九年

The ISO9001:2015 is a world-leading quality management standard. It is accredited to companies that consistently provide products and services that meet customer and applicable statutory and regulatory requirements. It is a recognition of achieving excellence in customer service and delivery by applying effective management systems.

ISO9001:2015為世界領先的質量管理準則。其為向持續提供可滿足客戶要求以及符合適用法定及監管規定之產品及服務的公司所頒授之認證。其為就透過應用有效管理系統在客戶服務及交付達成卓越成就的認可。

The Oeko-Tex Standard 100 is widely used in the textile industry as a uniform global standard of testing and certification. The Oeko-Tex Standard 100 tests harmful substances at all stages of production, including raw materials, semi-finished products and finished products. Only manufacturers who comply with strict testing and inspection procedures and provide verifiable quality assurance are allowed to place the Oeko-Tex label on their products.

Oeko-Tex Standard 100的認證為紡織業廣泛用於檢測及認證的全球統一標準。Oeko-Tex Standard 100檢測所有生產階段（包括原材料、半成品及成品）中的有害物質。僅有遵守嚴格檢測及檢查程序，並能提供可核實質量保證的製造商方可於其產品上貼上Oeko-Tex標籤。

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The Global Recycled Standard 4.0 is an international standard that sets requirements for third-party certification of recycled content, chain of custody, social and environmental practices and chemical restrictions. It is intended to meet the need of companies looking to verify the recycled content of their products (both finished and intermediate products) and to verify responsible social, environmental, and chemical practices in the production of these products. The standards cover processing, manufacturing, packaging, labelling, trading and distribution of products made with recycled materials.

Our quality control standards and quality control laboratory have been certified by certain lingerie, sportswear and apparel brand owners which allow us to conduct quality testing on our products in our own laboratories without the need to engage a third party laboratory. As at 31 December 2018 and 2019, there were over 300 staff in our quality control team.

For any complaints from customers in relation to product quality, our quality control team will analyse the details of the complaints and the respective products, and determine the reason(s) of defects and take safeguard measures to prevent it from happening in future:

Global Recycled Standard 4.0為回收物料、產銷監管鏈、社會及環境標準以及化學品限制的第三方認證訂立國際準則。該準則旨在滿足公司為其產品（成品及半成品）所用的可再生材料進行認證的需求，以及於生產該等產品時就社會、環境及化學責任的實踐進行認證。該標準規範使用回收物料產品的製造、包裝、標識、貿易及分銷。

由於我們的質量控制標準及質量控制實驗室已通過若干女性內衣、運動服裝及服裝品牌商的認證，故我們已能於我們的實驗室裏進行產品的質量檢測而無須僱用第三方實驗室。於二零一八年及二零一九年十二月三十一日，我們的質量控制團隊共有逾300名員工。

就有關產品質量的任何客戶投訴而言，我們的質量控制團隊將分析投訴詳情及相關產品，並找出瑕疵產品原因及採取保障措施以防日後發生：

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Reasons of defective products 瑕疵產品原因	Responsible parties and safeguard measures 責任方及保障措施
<p>Defective raw materials 瑕疵原材料</p>	<ul style="list-style-type: none"> • Procurement team will communicate and verify with suppliers for the quality issue on raw materials. Suppliers shall bear the responsibility once identified and confirmed. 採購部將就原材料的質量問題與供應商進行溝通查證。一經證實及確認，供應商須承擔責任。 • Such raw material supplier will be removed from our suppliers' list if defective raw materials are identified repeatedly. 倘多次發現瑕疵產品，相關原材料供應商將自供應商名單中剔除。
<p>Improper or errors in manufacturing process 製造流程不當或錯誤</p>	<ul style="list-style-type: none"> • Quality control team will analyse details of a complaint including walking through the manufacturing process with production team. Production team shall bear the responsibility once identified and confirmed. 質量控制團隊將分析投訴詳情，包括走查生產部的製造流程。一經證實及確認，生產部須承擔責任。 • Defective products will be collected from customers and replaced with a new batch of products. Production team will take immediate assessment on the production process so as to achieve a defect-free production process. 自客戶處回收瑕疵產品，並以新產品替換。生產部將對生產工序進行即時評估，以便達致零瑕疵生產工序。
<p>Improper loadings/unloadings during transportation 貨運過程中裝卸不當</p>	<ul style="list-style-type: none"> • Quality control team will communicate and verify with carriers for improper loadings/unloadings. Carriers shall bear the responsibility once identified and confirmed. 質量控制團隊將就裝卸不當與運輸公司進行溝通查證。一經證實及確認，運輸公司須承擔責任。 • Such carrier will be removed from our approved carriers' list if improper loadings/unloadings are identified repeatedly. 倘多次出現裝卸不當，相關運輸公司將自獲認可運輸公司名單中剔除。

With our strict control on the product safety and quality, there were no products sold or shipped subject to recalls due to health and safety reasons in 2019.

鑒於產品安全及質量的嚴格控制，於二零一九年並無已售或已運送產品須因健康及安全理由收回。

During the year, the Group complied with the relevant laws and regulations in relation to product safety in all material respects.

於年內，本集團在所有重大方面均遵守有關產品安全的相關法律及法規。

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Protection of intellectual property rights and consumer data

Best Pacific recognises the importance of protecting and enforcing intellectual property rights. For any business conversations, including product designs and specifications, we strictly follow the confidentiality principles as agreed with the relevant counterparties.

We comply with the Personal Data (Privacy) Ordinance as well as the relevant laws and regulations in the PRC, Vietnam and Sri Lanka in all material aspects, ensuring that customer information we receive is only used for its intended purposes.

ANTI-CORRUPTION

A series of policies, operating manuals, handbooks and protocols are in place which allow Best Pacific to maintain high ethical standards and a workplace free from corruption.

There are anti-corruption policies, rules and regulations for our employees, contractors and suppliers to follow. We also have a reporting mechanism for any corruption or suspected corruption behaviour. Any contravention to these policies, rules and regulations identified with solid evidence, we will terminate our engagement with the contravened parties immediately and if needed, report to relevant regulatory authorities after discussion among the management.

We review the relevant policies, rules and regulations from time to time.

There was no legal case brought against Best Pacific for corruption nor was there any corruption reported within the Group during the year.

知識產權及消費者資料保護

超盈國際深明保護及執行知識產權的重要性。就任何商務會談（包括產品設計及規格）而言，我們嚴格遵守與相關對手方協定的保密條款。

我們在所有重大方面遵守個人資料（私隱）條例以及在中國、越南及斯里蘭卡的相關法律和條例，以確保我們收集的客戶資料僅作指定用途。

反貪污

為維持高度的道德標準及廉潔的工作環境，超盈國際已制定一系列政策、操作手冊、員工手冊及協議。

我們的員工、承包商及供應商須遵守反貪污政策、條例及法規。我們亦就任何貪污行為或疑似貪污行為設立匯報機制。一經發現違反該等政策、條例及法規證據確鑿，我們將立即終止與違規方的合作，並經管理層討論後呈報予相關監管機構（倘必要）。

我們將不時審閱相關政策、條例及法規。

年內並無針對超盈國際貪污的任何法律案件，亦無向本集團報告任何貪污案件。

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COMMUNITY

Community engagement

Our Group has always been keen to bring our value back to the society. We support the community through a wide range of charitable activities and community services. We encourage our employees to help the needed ones in volunteering and engaging in these activities. In addition, Best Pacific also sees youth development and employee support important and crucial, and has been supporting them through various channels.

To the poor and disabled communities

Financial assistance is always a direct way to support the needy minorities. Volunteers from Best Pacific are always generous in stretching out their helping hands in various fund raising activities for the poor and disabled people, as well as giving charitable donations. Apart from donations, we believe helping and serving the community through community visits could demonstrate our love and caring to the needy groups. Community visits are regularly paid to the elderly, disabled and child care centres, and we also send gifts to the elderly during festive time. In addition to helping the local communities, we are also keen on helping communities in other countries. During the year ended 31 December 2019, Best Pacific has supported and sponsored charitable events in the PRC, Vietnam and Sri Lanka.

To the youth community

Best Pacific is dedicated to nurturing young talents as future leaders for the fast-growing and dynamic textile sector. We supported the youth community in the PRC, Vietnam and Sri Lanka through sponsorships during the year ended 31 December 2019.

To our staff community

Best Pacific believes that employees are valuable assets to the Group. We see every employee as our family member. "Love Support Foundation" has been set up to provide emergent financial support to our staff members who are unfortunately suffered from serious sickness, accidents, or difficulties in daily living. Through internal fund raising among staff members, sense of responsibilities and belongings to our Group are enhanced.

社區

服務社區

本集團一直以回饋社會為己任。我們透過各種慈善活動及社區服務支持社區。我們鼓勵員工自願幫助有需要人士並鼓勵彼等參與該等活動。此外，超盈國際亦意識到青少年發展及員工支持的重要性，並透過多種渠道幫助該等人士。

貧困及殘疾人士社區

經濟援助始終為扶持少數弱勢群體的直接渠道。超盈國際志願者慷慨解囊，透過各類募捐活動，向貧困及殘疾人士伸出援助之手，並進行慈善捐款。除捐款外，我們相信，走進社區及服務社區可以彰顯愛心並扶助弱勢群體。我們定期進行社區走訪以探望長者、殘疾人士及兒童保育中心，亦向長者派發節日禮物。除幫助當地社區外，我們亦熱心幫助其他國家的社區。截至二零一九年十二月三十一日止年度，超盈國際以贊助商身份支持及贊助中國、越南及斯里蘭卡的慈善活動。

青少年社區

超盈國際致力於培養青年才俊，使其成為迅速發展及充滿活力的紡織業未來領頭人。我們於截至二零一九年十二月三十一日止年度以贊助商身份支持中國、越南及斯里蘭卡的青少年社區。

員工社區

超盈國際認為員工為本集團的寶貴財產。我們將每位員工視作我們的家庭成員。我們已設立「愛心幫助基金會」，向不幸遭遇重大疾病、事故或生活困難的員工提供應急經濟援助。透過員工內部募捐，本集團的責任意識及歸屬感得以提高。

Best Pacific International Holdings Limited
超盈國際控股有限公司

