

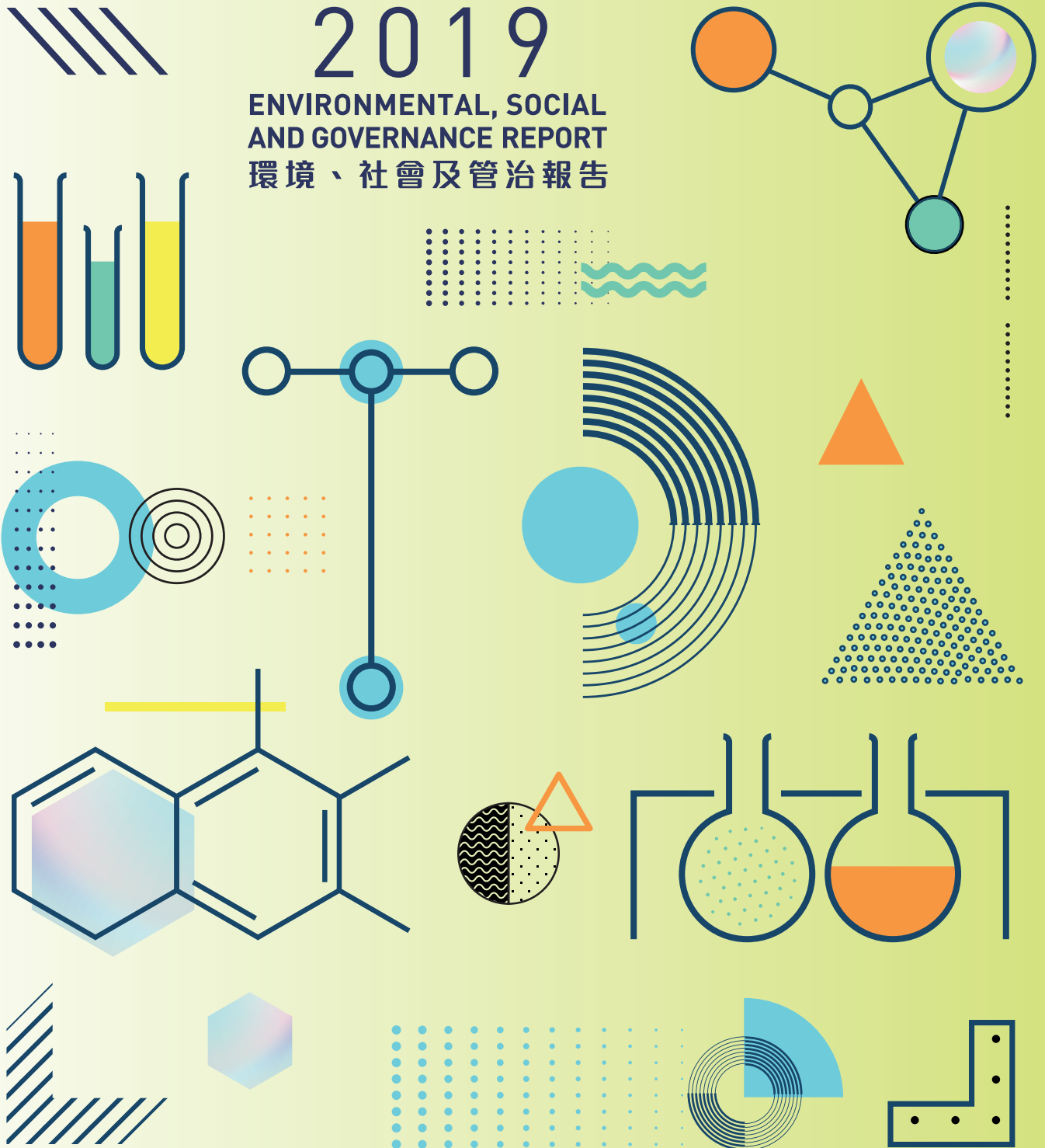


天德化工控股有限公司 TIANDE CHEMICAL HOLDINGS LIMITED

(於開曼群島註冊成立之有限公司)(股份代號：609)
(incorporated in the Cayman Islands with limited liability) (Stock Code: 609)

2019

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



目錄

Contents

		頁 Page
關於本報告	About this report	2
環境	Environment	4
排放物	Emission	6
資源使用	Use of Resources	14
環境及天然資源	Environmental and Natural Resources	19
社會	Society	21
僱傭及勞工	Employment and Labour	21
健康與安全	Health and Safety	24
發展及培訓	Development and Training	29
勞工準則	Labour Standards	30
供應鏈管理	Supply Chain Management	30
產品責任	Product Responsibility	32
反貪污	Anti-corruption	34
社區	Community	34

關於本報告

天德化工控股有限公司（「**本公司**」），連同其附屬公司統稱為「**本集團**」之主要業務為研發、生產和銷售精細化工產品。

本集團的環境、社會及管治報告（「**本報告**」）乃根據香港聯合交易所有限公司（「**聯交所**」）證券上市規則附錄二十七闡述的《環境、社會及管治報告指引》（「**ESG 指引**」）而編製，並已遵守 ESG 指引內有關「不遵守就解釋」的規定。本報告旨在向本集團持份者傳達就二零一九年一月一日至二零一九年十二月三十一日期間就本公司兩家主要全資附屬公司濰坊柏立化學有限公司（「**濰坊柏立**」）及濰坊濱海石化有限公司（「**濰坊濱海**」）（除另有說明外）之重要環境、社會和管治等方面的可持續策略、管理方法和績效。本報告需與於二零二零年四月二十三日在聯交所及本公司網站刊載的本公司二零一九年年度報告一併閱讀，特別是其中所載的企業管治報告。本報告已獲本公司董事會（「**董事會**」）審議通過。

ABOUT THIS REPORT

Tiande Chemical Holdings Limited (hereinafter referred to as the “**Company**”) and its subsidiaries (collectively, the “**Group**”) are principally engaged in research and development, manufacture and sales of fine chemical products.

This Environmental, Social and Governance Report of the Group (the “**Report**”) is prepared in accordance with the Environmental, Social and Governance Reporting Guide (the “**ESG Guide**”) as set out in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”) and satisfied the “comply or explain” provisions of the ESG Guide. The Report aims to communicate with the stakeholders of the Group on sustainable strategies, management approach and performance on material environmental, social and governance issues of the two core wholly-owned subsidiaries of the Company, which are Weifang Parasia Chem Co., Ltd. (“**Weifang Parasia**”) and Weifang Binhai Petro-Chem Co., Ltd. (“**Weifang Binhai**”), unless otherwise stated, for the period from 1 January 2019 to 31 December 2019. The Report is to be read in conjunction with the 2019 annual report of the Company which was published on the websites of the Stock Exchange and the Company on 23 April 2020, in particular the Corporate Governance Report contained therein. The Report has been reviewed and approved by the board of directors of the Company (the “**Board**”).

關於本報告 (續)

董事會認為，良好的環境、社會和管治績效對實現業務可持續性及提升本集團競爭力具有決定性影響。本集團不僅對其股東負責，而且對其包括客戶、供應商、僱員、政府和社會團體等在內的整體持份者負責。因此，本集團通過各種渠道持續與其持份者保持有效溝通，包括有關地方當局進行現場檢查、股東大會、公告、投資者會議、客戶和供應商會議、員工培訓、文化和體育活動、客戶服務熱線、參行業會議及/或展覽會，以及慈善和社會投資等，這使本集團能夠收集重要和有用的信息以全面評估和識別有關環境、社會和管治的相關事項，並有助於董事會制定和實施各項營運政策並管理相關風險，以維持業務發展。

作為盡責的企業，本集團嚴格履行環境、僱傭、人權、勞工權益、供應鏈管理、產品責任及反貪污等相關監管規定。本集團致力推動環境保護、社會責任及有效企業管治。

任何反饋將幫助我們改善報告的整體績效和披露。請隨時通過電子郵件將您的意見或建議發送至 info@tdchem.com。

ABOUT THIS REPORT (Continued)

The Board believes that sound environmental, social and governance performance has a decisive influence on achieving business sustainability and enhancing competitiveness of the Group. The Group is not only responsible to its shareholders, but also to its stakeholders including customers, suppliers, employees, governments and the social communities etc. as a whole. Hence, the Group keeps an effective communication with its stakeholders on an on-going basis through various channels, including on-site inspections by relevant local authorities, general meetings, announcements, investor relations meetings, customers and suppliers meetings, staff training, cultural and sport activities, customer services hotline, attending industry conferences and/or exhibitions, and charities and social investments etc. which enable the Group to collect essential and useful information to comprehensively evaluate and identify the relevant matters relating to the environment, society and governance and help the Board to establish and implement various policies in its operations and manage related risks so as to sustain its business development.

Being a responsible enterprise, the Group strictly complies with the relevant regulators' requirements on environment, employment, human rights, labour rights, supply chain management, product responsibility and anti-corruption etc. The Group is committed to promote environmental protection, social responsibility and effective corporate governance.

Any feedback will help us to improve our overall performance and disclosure in the Report. Please do not hesitate to send your comments or suggestions to us by email at info@tdchem.com.

環境

本公司將環境保護視作企業責任之一，且本公司充份認識到環境可持續發展對實現業務可持續發展的重要性。本集團致力於節約能源並減少污染物排放，通過（i）充分利用資源；（ii）深化循環經濟生產體系；及（iii）採用先進的節能技術及設備提高效率以減少對環境和自然資源的影響。

安全及環保委員會早於二零零六年成立，旨在領導本集團的安全及環保工作，並負責本集團安全及環保等方面的重要決策。本集團已成立安全、健康及環境部（「安全、健康及環境部」）以制定本集團整體的安全、健康及環境政策和指引，並主要負責：（i）評估和識別本集團營運是否符合有關地方當局頒布的有關環保法律法規之要求；（ii）審閱及更新安全、健康和環境方案；（iii）參與討論重大的安全、健康和環境措施；（iv）檢查和監督安全、健康和環境計劃的實施；（v）確定潛在的環境問題並向安全和環境保護委員會提供預防和補救措施以供採納及實施；及（vi）審閱及處理環保的獎懲工作。

ENVIRONMENT

The Company undertakes environmental protection as part of its corporate responsibilities, and the Company is fully aware of the importance of sustainable environmental development in achieving sustainability in its operations. The Group is committed to the conservation of energy and minimisation of pollutant emission by (i) fully utilising resources; (ii) intensifying circular economy production system; and (iii) adopting advanced energy-saving technologies and facilities to enhance efficiency while reducing the impact on the environment and natural resources.

The Safety and Environmental Protection Committee, which has been established since 2006, aims to lead the safety and environmental protection works of the Group and is responsible for making critical decisions relating to safety and environmental protection concerns of the Group. The Group has set up the Safety, Health and Environment Department (the “SHE”) to formulate the general policies and guidelines of safety, health and environment, and be mainly responsible for (i) evaluating and determining the Group’s operational compliance with the requirements of relevant laws and regulations on environmental protection issued by the relevant local authorities; (ii) reviewing and updating the safety, health and environment programs; (iii) participating in discussion of major safety, health and environment measures; (iv) inspecting and supervising the implementation of safety, health and environment plans; (v) identifying potential environmental issues and suggesting prevention and remedy measures to the Safety and Environmental Protection Committee for adoption and implementation; and (vi) reviewing and handling the reward and disciplinary actions on environmental protection works.

環境 (續)

本集團所有生產場所均實施清潔生產。本集團所有業務均全面實踐「綠色、清潔、低碳和循環經濟」的理念。本集團各附屬公司承擔安全、健康及環境措施的具體執行，並對合規性負責。

本集團一直通過技術改造積極推動先進的節能技術、工藝和設備以及淘汰落後產能，以提高規模生產效益，不僅提高經濟表現，而且顯著提升了環保效益。

本集團已建立一套高規格的环境管理體系，通過「規劃 - 執行 - 查核 - 改進」不斷改進環境管理體系，盡量減少對環境的損害。濰坊柏立及濰坊濱海均已取得 ISO14000 環境管理體系認證。

環保工作貫穿從產品設計到成品的整個生產週期，同時清潔生產審核定期及持續地進行。於二零一九年，據本集團所知，並無任何不遵守有關本報告所述環保層面的適用標準、規定及規管之任何重大事宜。

ENVIRONMENT (Continued)

The Group implements clean production in all production sites. The philosophy of "green, clean, low-carbon and circular economy" has been adopted thoroughly in all operations of the Group. Each subsidiary of the Group is in charge of the practical implementation of safety, health and environment measures and is responsible for the compliance thereof.

The Group consistently promotes the use of advanced energy-saving technologies, processes and facilities through technological upgrades as well as phasing out obsolete production capacity in order to enhance the efficiency of scale production which not only strengthens economic performance but also improves the effectiveness of environmental protection significantly.

The Group has established a high specification of environmental management system and has improved the environmental management system through "plan - do - check - act" to minimise damage to the environment. Both Weifang Parasia and Weifang Binhai have obtained the ISO14000 Environmental Management System certification.

Environmental protection works run through the entire production cycle from product design to finished product, while clean production audit is performed regularly and continuously. In 2019, the Group is not aware of any material non-compliance with applicable standards, rules and regulations relating to the environmental protection aspects discussed in the Report.

環境 (續)

鑑於濰坊市政府推動改善大氣環境品質及提高生態環境保護水準之要求，濰坊柏立之生產廠房必須根據濰坊市政府命令搬遷。因此，本集團決定分階段將濰坊柏立的生產設施搬遷到濰坊濱海的生產廠房內（「該搬遷」）以減少對業務影響。年內，濰坊柏立已展開全面的土壤測試和調查、制定安全和環境規則及風險應急計劃，以及精心計劃的該搬遷程序，旨在確保不會發生事故及不會造成任何環境影響。於年內第四季度，濰坊柏立的主要生產設施已全面關停並啟動該搬遷。濰坊濱海通過該搬遷對生產工藝、節能環保技術和設施等一系列安全環保項目進行了升級優化。濰坊濱海的生產廠區將能實現更佳的环境保護和更高的經濟效益。該搬遷完成後，本集團相信，由於生產的集中化，未來所有污染物排放、資源使用、環境及天然資源將會進一步改善。

排放物

本集團採取全面的環境管理體系，旨在符合或甚至達到低於有關地方當局廢氣、廢水和固體廢物等排放標準。

ENVIRONMENT (Continued)

In light of the municipal government of Weifang city promoting a higher quality standard of atmospheric environment and enhancing ecological environment protection, the production plant of Weifang Parasia had to be relocated by order of the government of Weifang city. Thus, the Group decided to relocate the production facilities of Weifang Parasia to the production plant of Weifang Binhai by phases (the “Relocation”) to minimise business interruption. During the year, Weifang Parasia has carried out comprehensive soil testing and investigation, formulated safety and environmental protection regulations, risk contingency plans and a well-planned procedures of the Relocation aiming to achieve no accidents and cause no environmental impact. In the fourth quarter of the year, the core production facilities of Weifang Parasia were completely shut down and kicked off the Relocated. Weifang Binhai has upgraded and optimised the production processes, energy-saving and environmental technologies and facilities as well as a series of safety and environmental protection projects by means of the Relocation. Better environmental protection and higher economic efficiency will be achieved in the production site of Weifang Binhai. Upon the completion of the Relocation, the Group believes that all pollutant emission, use of resources, environmental and natural resources will be further improved in coming future due to the centralisation of productions.

Emission

The Group adopts a comprehensive environmental management system which aims to meet or even achieve a level below the relevant local authorities’ emission standards for exhaust gas, wastewater and solid waste etc..

環境 (續)

排放物 (續)

本集團嚴格遵守稱為「三同時制度」的綠色措施，以確保防治污染設施同時納入項目設計、建設及生產過程。本集團鍋爐煙氣排放及鍋爐安裝均符合當地環保標準。

年內，並無任何違反「鍋爐大氣污染物排放標準」(GB 13271-2014)、「山東省鍋爐大氣污染物排放標準」(DB37/2374-2019)、「山東省區域性大氣污染物綜合排放標準」(DB37/2376-2019)、「山東省火電廠大氣污染物排放標準」(DB37/664-2019)及「污水排入城鎮下水道水質標準」(GB/T31962-2015)的行為。

於二零一八年，濰坊柏立及濰坊濱海均已提升異味治理設施，以降低大氣異味。年內，該搬遷產生的無組織廢氣通過管道連接儲罐放風口收集，並由廢氣處理設施集中處理後才排放，從而減少了大氣中的氣味排放。

廢氣和溫室氣體減排

本集團竭盡全力減少其在開展業務時對環境造成的影響，並符合所有相關排放標準。

ENVIRONMENT (Continued)

Emission (Continued)

The Group strictly complies with a green measure called “Three Simultaneous System” to ensure that the facilities for pollution prevention are incorporated into the project design, construction and production process simultaneously. Both the flue gas emission from boilers and the installation of boilers of the Group are in compliance with the relevant local environmental protection standards.

During the year, there was no non-compliance with the Boiler Air Pollutant Discharge Standards (GB 13271-2014), the Boiler Air Pollutant Discharge Standards in Shandong Province (DB37/2374-2019), the Regional Air Pollutant Comprehensive Emission Standards in Shandong Province (DB37/2376-2019), the Air Pollutant Emission Standards of Thermal Power Plant in Shandong Province (DB37/664-2019) and the Quality Standards of Sewage Discharge to the Town Sewer (GB/T31962-2015).

In 2018, both Weifang Parasia and Weifang Binhai had upgraded the odor management facilities to reduce atmospheric odor. During the year, the unorganised exhaust gas generated by the Relocation was collected through the pipelines connected to the vents of storage tanks and then discharged by the exhaust gas treatment facilities after the centralised treatment, thereby reducing the emission of odor to the atmosphere.

Reduction of Exhaust Gas and Greenhouse Gases

The Group makes every effort to minimise its impacts on the environment when conducting its business, and meets all relevant emission standards.

環境 (續)

排放物 (續)

廢氣和溫室氣體減排(續)

濰坊柏立和濰坊濱海均採用系統化的廢氣排放監控程式，並定期檢查廢氣排放系統性能，以確保廢氣排放系統正常運作。濰坊柏立和濰坊濱海每季度對工廠內部的有組織廢氣排放和工廠邊界收集的無組織廢氣排放進行密切監測和測量，以確保廢氣排放符合相關的環境標準。

濰坊濱海已於有機廢液焚燒裝置、天然氣導熱爐、天然氣蒸汽鍋爐和燃煤蒸汽鍋爐等內安裝在線監測系統，以全面跟踪排放數據。同時，年內濰坊濱海工廠邊界已安裝揮發性有機物在線監測系統（「揮發性有機物在線監測系統」），污染物排放數據通過揮發性有機物在線監測系統即時上傳到當地環保部門的監控平台。當地有關政府部門和公眾可以據此評估和監測濰坊濱海的廢氣排放。此舉已證實本集團對促進環境保護的決心和承諾。

本集團主要產生的廢氣有氮氧化物、二氧化硫和煙塵。污染物種類及相關排放資料如下：

ENVIRONMENT (Continued)

Emission (Continued)

Reduction of Exhaust Gas and Greenhouse Gases (Continued)

Both Weifang Parasia and Weifang Binhai adopt a systematic exhaust gas emission control procedure, and the performance of exhaust gas emission system is regularly inspected to ensure that it functions normally. Weifang Parasia and Weifang Binhai closely monitor and measure their organised exhaust gas emission inside the factories and unorganised exhaust gas emission collected from the factory boundary quarterly to ensure that exhaust gas emissions comply with the relevant environmental standards.

Weifang Binhai has built-in online monitoring systems in organic waste liquid incineration treatment facilities, natural gas heat conduction furnaces, natural gas steam boilers and coal-fired steam boilers etc., to keep track of emission data comprehensively. Meanwhile, volatile organic compounds on-line monitoring systems (“VOCs”) have been installed in the factory boundary of Weifang Binhai during the year. The pollutant discharge data is uploaded to the monitoring platform of the local environmental protection departments through VOCs in real time. The relevant local government authorities and the public can thereby assess and monitor the exhaust gas emission of Weifang Binhai. This move is an evidence that the Group is committed to promote environmental protection.

The exhaust gases produced by the Group are mainly nitrogen oxides, sulphur dioxide and smoke and dust. Types of pollutants and the relevant emission data are shown as follows:

廢氣排放量（以噸計）

Amount of exhaust gas emission (in tonnes)

	<u>2019</u>	<u>2018</u>
氮氧化物 Nitrogen oxides	65.0	68.0
二氧化硫 Sulphur dioxide	13.0	14.0
廢氣中的煙塵 Smoke and dust in exhaust gas	2.8	3.0

環境 (續)

排放物 (續)

廢氣和溫室氣體減排(續)

ENVIRONMENT (Continued)

Emission (Continued)

Reduction of Exhaust Gas and Greenhouse Gases (Continued)

廢氣排放濃度 (以每立方米之毫克計)

Density of exhaust gas emission (in mg/m³)

	濰坊柏立 Weifang Parasia		濰坊濱海 Weifang Binhai	
	2019	2018	2019	2018
氮氧化物 Nitrogen oxides	64.0	66.0	39.0	41.4
二氧化硫 Sulphur dioxide	13.4	13.7	4.2	5.3
廢氣中的煙塵 Smoke and dust in exhaust gas	2.1	2.7	1.2	1.5

為滿足「山東省鍋爐大氣污染物排放標準」對廢氣中氮氧化物、二氧化硫和煙塵的要求，濰坊柏立及濰坊濱海均已安裝脫硫、脫硝、除塵和超低排放設施。該等設施已獲得當地環保部門的賞識。年內，濰坊濱海在燃氣導熱油爐中新增催化脫硝設備，以改善脫硝工藝及進一步減少氮氧化物的排放。

In order to fulfil the emission standards for nitrogen oxides, sulphur dioxide and smoke and dust as required by the Boiler Air Pollutant Discharge Standards in Shandong Province, both Weifang Parasia and Weifang Binhai have installed desulfurisation, denitrification, dust removal and ultra-low emission facilities. Such facilities have been complimented by the local environmental protection authorities. During the year, Weifang Binhai has newly incorporated catalytic denitrification equipment in the gas-fired heat conduction oil furnace to improve the denitrification process and further reduce the emission of nitrogen oxides.

環境 (續)

排放物 (續)

廢氣和溫室氣體減排 (續)

自二零一七年年年底起，濰坊濱海和濰坊柏立一直符合濰坊市超低排放標準要求。因應該搬遷，濰坊柏立的燃煤蒸汽鍋爐已於二零一九年第四季度關閉，其燃煤配額和污染控制指標許可通過削減和替代方式轉移至濰坊濱海鍋爐。為達到「山東省火電廠大氣污染物排放標準」(DB37/664-2019) 實施更嚴格的廢氣排放要求，濰坊濱海對鍋爐進行技術改造，結果，經技術改造後，污染物排放濃度大大降低，而燃煤蒸汽鍋爐的實際排放量仍遠低於最新的環保標準。

於二零一九年及二零一八年，濰坊柏立及濰坊濱海的氮氧化物、二氧化硫和煙塵排放量一直保持在低於「山東省鍋爐大氣污染物排放標準」所規定之水平。

廢水

本集團嚴格處理工業廢水，並採取各種措施回收利用廢水，以減少廢水排放總量和污染物濃度。

ENVIRONMENT (Continued)

Emission (Continued)

Reduction of Exhaust Gas and Greenhouse Gases (Continued)

Both Weifang Binhai and Weifang Parasia have been complying with the requirements of ultra-low emission standards of Weifang City since the end of 2017. Due to the Relocation, the coal-fired steam boilers of Weifang Parasia were shut down in the fourth quarter of 2019 while its permission of coal burning quota and pollution control index were transferred to the boilers of Weifang Binhai through reduction and substitution approach. In order to meet the more stringent requirements of exhaust gas emissions implemented stipulated by "Air Pollutant Emission Standards of Thermal Power Plant in Shandong Province" (DB37/664-2019), Weifang Binhai carried out technical upgrades on the boilers. As a result, the pollutant emission concentration decreased significantly after the technical upgrade and the actual emission of the coal-fired steam boilers remained far below the latest environmental protection standards.

Weifang Parasia and Weifang Binhai have always kept their nitrogen oxides, sulfur dioxide and soot emissions well below the level stipulated by "The Boiler Air Pollutant Discharge Standards in Shandong Province" throughout the years of 2019 and 2018.

Wastewater

The Group conducts vigorous treatments on its industrial wastewater and takes various measures to recycle and reuse wastewater in order to reduce the total amount and pollutant concentration of wastewater discharge.

環境 (續)

排放物 (續)

廢水 (續)

濰坊柏立採用生化廢水處理工序回收用水，並於二零一八年升級其厭氧系統，以滿足日益增長的廢水處理需求。經處理後的循環水主要用於道路灑水、綠化灌溉及煤場灑水等，剩餘經處理後的廢水排入城市污水處理廠集中處理。

於二零一九年，濰坊柏立經處理後的廢水排放量為 377,612 噸（二零一八年：428,164 噸），化學需氧量（「化學需氧量」）濃度為每升 31.2 毫克（二零一八年：每升 52.4 毫克），而化學需氧量排放量達 11.8 噸（二零一八年：22.4 噸），遠遠低於「污水排入城鎮下水道水質標準」之規定。

濰坊濱海採用生化處理加反滲透膜處理技術回收再利用廢水。廢水通過安裝在管架上的下水道從每個生產設施收集到污水處理站。於二零一八年，濰坊濱海提升污水處理系統及完善乙二胺四乙酸廢水處理以降低污水排放濃度，從而提高整體污水處理的能力。於二零一九年，濰坊濱海進一步提升污水處理系統中的氮氣處理技術，並新置反硝化處理系統，以提高脫氮能力。此外，濰坊濱海將曝氣池改造為缺氧池，並擴大脫氮曝氣池和二次沉降池的能力，因此，使廢水中的化學需氧量濃度進一步降低。

ENVIRONMENT (Continued)

Emission (Continued)

Wastewater (Continued)

Weifang Parasia adopts biochemical wastewater treatment process to recycle water and upgraded its anaerobic system to meet the increasing demand of wastewater treatment in 2018. The treated recycled water is primarily used in road sprinkler, plant irrigation and coal sprinkler etc., and the remaining treated wastewater is discharged into the urban wastewater treatment plant for processing centrally.

In 2019, the amount of treated wastewater of Weifang Parasia discharged was 377,612 tonnes (2018: 428,164 tonnes) with chemical oxygen demand ("COD") concentration of 31.2mg/L (2018: 52.4mg/L) and COD emissions of 11.8 tonnes (2018: 22.4 tonnes), which were far below the requirements of the "Sewage Discharge to the Town Sewer Water Quality Standards".

Weifang Binhai uses biochemical treatment plus reverse osmosis membrane treatment technology to recycle and reuse wastewater. Wastewater is collected from each production facilities to a sewage treatment station by linked sewer pipes installed on pipe rack. In 2018, Weifang Binhai upgraded its sewage treatment system and improved the wastewater treatment of EDTA to reduce concentration of sewage discharge so as to enhance the overall wastewater treatment capability. In 2019, Weifang Binhai further upgraded the technologies of nitrogen processing of the sewage treatment system and newly installed denitrification treatment system for improving the denitrogen capability. In addition, Weifang Binhai transformed aeration tank into anoxic tank and expanded the capacity of denitrification aeration tank and secondary settling tank. Consequently, the COD concentration of wastewater was further reduced.

環境 (續)

排放物 (續)

廢水 (續)

於二零一九年年底，濰坊濱海採用最新技術，新建每日 2000 立方米的廢水處理設施，以應付該搬遷後擴大的生產規模及進一步提高污水處理效率。

年內，隨著更高標準的產品質量和更先進的生產工藝以及新建的生產線，生產用水量有所增加，而濰坊濱海總廢水量同樣增至 77,352 噸（二零一八年：46,819 噸），其化學需氧量濃度為每升 59.6 毫克（二零一八年：100.0 毫克）及化學需氧量排放量為 4.6 噸（二零一八年：4.68 噸）。該廢水經處理後未能再使用並排至濰坊濱海工業園區集中污水廠處理。

廢棄物處置

本集團非常重視廢棄物的產生和處置，並嚴格遵守有關地方當局之規定。

本集團已製定營運所產生廢棄物的處理指引及規例。所有廢棄物被分類為可回收、不可回收、有害或無害，它們被儲存於帶有明確標籤的容器內。生產工廠已劃分有害廢物儲存區，並在工廠平面圖上清晰標示。盛載有害廢物的容器必須一直處於密封狀態並定期運送到指定地點儲存。

ENVIRONMENT (Continued)

Emission (Continued)

Wastewater (Continued)

In the end of 2019, Weifang Binhai adopted the latest technologies to build a new 2,000m³ per day wastewater treatment facility in order to cope with the enlarging production scales after the Relocation as well as further enhance the efficiency of wastewater treatment.

During the year, as a result of higher standards of product quality and more advanced production processes as well as newly established production lines, water consumption in production was increased. The total amount of treated wastewater of Weifang Binhai increased to 77,352 tonnes (2018: 46,819 tonnes) with COD concentration of 59.6mg/L (2018: 100.0mg/L) and COD emissions of 4.6 tonnes (2018: 4.68 tonnes). Such wastewater could not be reused and was discharged into the central sewage treatment plant located in the industrial park of Weifang Binhai.

Disposal of Waste

The Group places great emphasis on the generation and disposal of wastes and complies strictly with the requirements imposed by the relevant local authorities.

The Group has established guidelines and regulations for handling wastes which are generated from operations. All wastes are categorised as recyclable, non-recyclable, hazardous or non-hazardous. They are stored and collected in designated containers which are clearly labelled. The specific areas for storage of hazardous wastes have been divided from the production plants and are clearly marked on the floor plan of the plants. Containers holding hazardous wastes must be covered all the time and delivered to the designated areas for storage periodically.

環境 (續)

排放物 (續)

廢棄物處置 (續)

為減少對環境的影響，濰坊濱海已設有一條生產線，將若干有害廢棄物料加工成為有用產品出售。此外，濰坊濱海建有有機垃圾焚燒處理設施，只要廢棄物滿足焚燒的要求，即可由有機垃圾焚燒處理若干液體或固體廢棄物（不論是有害或無害）。濰坊濱海有機廢物焚燒處理設施自二零一八年四月經有關地方環保局批准後，可以處理濰坊濱海同系附屬公司（「同系附屬公司」）產生的廢棄物。於二零一九年，濰坊濱海及同系附屬公司共產生約 1,967.9 噸（二零一八年：1,755.4 噸）廢棄物乃由濰坊濱海的有機廢物焚化處理設施處理。鑑於該搬遷和濰坊濱海持續擴大生產規模，年內濰坊濱海已配備一套新的大型廢棄物焚燒爐，以應付將來的廢棄物。

本集團已委託有資質的組織收集、回收和處置本集團無法處理的有害廢棄物。由於濰坊濱海生產規模和產能不斷擴大，同時因應該搬遷，濰坊柏立過去產生和積累所有未處理有害廢棄物都必須處置，因此，年內由合資格機構收集、回收和處置濰坊柏立和濰坊濱海產生的有害廢棄物合共總量約為 858.1 噸（二零一八年：435.9 噸）。無害廢棄物將由市政垃圾處理站收集及處置。於二零一九年，濰坊柏立和濰坊濱海產生了約 2,210.0 噸（二零一八年：2,450.0 噸）無害的灰塵固體廢棄物。

ENVIRONMENT (Continued)

Emission (Continued)

Disposal of Waste (Continued)

In order to reduce the environmental impact, Weifang Binhai has built a production line to re-process certain hazardous waste materials into useful products that can be sold. In addition, Weifang Binhai built an organic waste incineration treatment facility to process certain liquid or solid wastes (either hazardous or non-hazardous) provided that such wastes fulfil the requirement of incineration. The organic waste incineration treatment facility of Weifang Binhai has been approved by the relevant local environmental authorities to process the wastes produced by the fellow subsidiaries of Weifang Binhai (the “**Fellow Subsidiaries**”) since April 2018. In 2019, a total of approximately 1,967.9 tonnes (2018: 1,755.4 tonnes) of waste, which was generated by Weifang Binhai and the Fellow Subsidiaries, was processed by the organic waste incineration treatment facilities of Weifang Binhai. During the year, in view of the Relocation and the consistently enlarging production scale of Weifang Binhai, Weifang Binhai has equipped a new set of waste incinerator with large scale to deal with wastes in the future.

The Group has entrusted qualified organisations to collect, recycle and dispose of those hazardous waste if the Group is incapable to processes. Since the production scale and capacity of Weifang Binhai kept enlarging and all unprocessed hazardous wastes of Weifang Parasia generated and accumulated in the past must be disposed of due to the Relocation, the total amount of hazardous wastes generated by Weifang Parasia and Weifang Binhai which was collected, recycled and disposed of by qualified organisations was about 858.1 tonnes (2018: 435.9 tonnes) during the year. Non-hazardous wastes will be collected and disposed of through the municipal waste disposal station. In 2019, Weifang Parasia and Weifang Binhai had generated approximately 2,210.0 tonnes (2018: 2,450.0 tonnes) of non-hazardous wastes in the form of ash and dust.

環境 (續)

資源使用

本集團致力源頭減廢。本集團實施清潔生產及深化循環經濟生產體系以加強資源循環利用及避免資源浪費。此外，本集團資源使用的原則乃嚴格遵守四大環保守則：一) 減少浪費；二) 資源回收；三) 循環再用；四) 使用環保替代品，此乃全面覆蓋本集團的所有業務活動。

本集團非常重視在營運過程中有效利用資源及盡量減少浪費，資源的使用是本集團的關鍵績效指標之一。員工通過本集團工作流程中建立的各種指引意識到資源節約的重要性。這不僅可以提升本集團的生產效率，也提供了教育及加強社區環境保護意識。

為了節省資源，包裝材料被最大程度地回收和再利用。倘客戶同意，本集團便會使用化工液態罐裝車交付產品，以降低包裝物料的使用量。於二零一九年，本集團原應使用約 115,538 個（二零一八年：184,645 個）新塑料或鋼製包裝桶，但經採用回收再用的包裝桶以及化學品罐裝車交付產品後，本集團實際使用約 73,883 個（二零一八年：91,384 個）新塑料或鋼製包裝桶。年內，濰坊柏立及濰坊濱海用於成品的所有包裝物料為 1,006.7 噸（二零一八年：1,494.4 噸）。

ENVIRONMENT (Continued)

Use of Resources

The Group is committed to reduce waste from the source. The Group implements clean production and intensifying circular economy production system to strengthen recycling of resources and avoid waste of resources. Besides, the principle for the use of resources of the Group is strictly follows the 4Rs (Reduce, Recycle, Reuse and Replace) which covers all the business activities of the Group.

The Group highly emphasises on the effective use of resources and minimises wastes during operations. Use of resources is one of the key performance indicators of the Group. Employees are aware of the importance of resource conservation through various guidance set up in the workflow of the Group. It not only promotes the productivity efficiency of the Group but also provides education and increases awareness on environmental conservation among the society in this regard.

In order to save resources, packaging materials are recycled and reused to the highest extent possible. The Group will also use chemical liquid tank trucks to deliver products in order to reduce the usage of packaging materials if this is endorsed by customers. In 2019, the Group would have used approximately 115,538 (2018: 184,645) new plastic or steel packing barrels; however, the Group actually used new plastic or steel packaging barrels of approximately 73,883 (2018: 91,384) after using the recycled and reused packing barrels as well as engaging chemical liquid tank trucks to deliver products. During the year, all packaging materials used by Weifang Parasia and Weifang Binhai for the finished products was 1,006.7 tonnes (2018: 1,494.4 tonnes).

環境 (續)

資源使用 (續)

本集團從當地供水局及生產場地內的自備水井供應其工業用水。濰坊柏立及濰坊濱海的工業用水總消耗量如下：

ENVIRONMENT (Continued)

Use of Resources (Continued)

The industrial water used by the Group is supplied by the local water supply authorities and self-constructed water wells within the production sites. The total consumption of industrial water by Weifang Paraisa and Weifang Binhai is shown as follows:

	<u>2019</u>	<u>2018</u>
工業用水	366,691 立方米	400,859 立方米
Industrial water	366,691m³	400,859m ³
- 立方米/人民幣百萬元營業額		
m ³ per million RMB revenue	245.4	285.1

使用能源

本集團利用的能源主要包括動力煤、天然氣以及電力。於二零一九年，濰坊濱海共消耗約 5,051,100 立方米天然氣（二零一八年：3,079,927 立方米）。然而，於二零一九年第四季度，因應該搬遷，濰坊濱海已接替濰坊柏立的燃煤蒸汽鍋爐。濰坊濱海隨後對燃煤蒸汽鍋爐進行了升級改造，以滿足相關法規的最新要求。此後，濰坊濱海將把能源使用從天然氣轉為動力煤，以通過集中資源來實現規模經濟效益。因此，濰坊濱海在可預見未來將減少或撤除天然氣的使用。

濰坊柏立及濰坊濱海的動力煤耗量如下：

Energy Use

The energy used by the Group mainly includes thermal coal, natural gas and electricity. In 2019, Weifang Binhai had consumed approximately 5,051,100 m³ (2018: 3,079,927m³) of natural gas. However, Weifang Binhai took over the coal-fired steam boilers of Weifang Parasia due to the Relocation in the fourth quarter of 2019. Weifang Binhai has then upgraded and enhanced the coal-fired steam boilers in order to meet the latest requirements of the relevant rules and regulations. Thereafter, Weifang Binhai will shift the usage of energy from natural gas to thermal coal so as to achieve the economies of scale by centralising the sources of energy. Thus, the usage of natural gas will be reduced or eliminated by Weifang Binhai in the foreseeable future.

The consumption of thermal coal of Weifang Parasia and Weifang Binhai is as follows:

環境 (續)

資源使用 (續)

使用能源 (續)

ENVIRONMENT (Continued)

Use of Resources (Continued)

Energy Use (Continued)

	<u>2019</u>	<u>2018</u>
動力煤	49,271 噸	50,385 噸
Thermal coal	49,271 tonnes	50,385 tonnes
- 噸/人民幣百萬元營業額*		
tonnes per million RMB revenue*	87.1	81.9

* 於二零一八年，濰坊濱海在其生產中全面用天然氣替代了動力煤。因此，噸/人民幣百萬元營業額未計入濰坊濱海的營業額。於二零一九年，濰坊濱海因該搬遷啟動燃煤蒸汽鍋爐，並開始使用動力煤。噸/人民幣百萬元營業額已計入濰坊濱海有關期間的營業額。

* In 2018, Weifang Binhai completely replaced thermal coal with natural gas in its productions. Thus, the revenue of Weifang Binhai was not accounted for "in the tonnes per million RMB revenue". In 2019, Weifang Binhai launched the coal-fired steam boilers due to the Relocation and started the usage of thermal coal. The tonnes per million RMB revenue has accounted for the revenue of Weifang Binhai for the relevant period.

儘管銷售量明顯增加，二零一九年的噸/人民幣百萬元營業額上升是由於產品銷售價格下降所致。

The increase of tonnes per million RMB revenue was caused by the decline of products selling price in 2019 despite the obvious increase of the sales volume.

濰坊柏立和濰坊濱海的總用電量如下：

The total consumption of electricity of Weifang Parasia and Weifang Binhai is as follows:

	<u>2019</u>	<u>2018</u>
電	367,096,232 千瓦時	232,767,356 千瓦時
Electricity	367,096,232KWH	232,767,356KWH
- 千瓦時/人民幣百萬元營業額		
KWH per million RMB revenue	245,672	165,571

儘管銷售量明顯增加，二零一九年的千瓦時/人民幣百萬元營業額上升是由於產品銷售價格下降所致。

The increase of KWH per million RMB revenue was caused by the decline of products selling price in 2019 despite the obvious increase of the sales volume.

環境 (續)

資源使用 (續)

節約能源

本集團一直堅持「維修、再用、充份利用」的原則，以減少生產中所產生的廢物，並已制定若干管理措施，例如「節能減排管理辦法」及「節能減排監督管理實施細則」等。此外，本集團實施能源消耗定額管理，並將節能減排指標納入年度考核的一環。

本集團不斷為節能減排投放更多資源，例如：(i) 安裝或優化高效能源設備；(ii) 安裝新型和高效的變壓器；(iii) 充份利用餘熱餘壓；(iv) 回收利用排放廢氣所產生的能量；(v) 回收利用加熱過程產生的蒸汽冷凝水；(vi) 電力系統節能；(vii) 不斷改進生產工藝及技術；及(viii) 精簡營運程序，藉此控制燃料、電、水等的消耗，提升營運中的資源效益。以上均為本集團積極努力成為資源節約型企業的部分措施。此外，以下生產工藝中的改進進一步證明了本集團的節能工作的成效。

濰坊柏立的鍋爐配備高溫餘熱回收設備，以回收剩餘熱量，提高能源效益，及降低動力煤耗用，否則二零一九年及二零一八年分別將需要額外耗用約 2,600 噸及 2,688 噸動力煤。

ENVIRONMENT (Continued)

Use of Resources (Continued)

Energy Conservation

The Group always adheres to the principle of “repair, reuse, full utilisation” to reduce wastes generated by productions. Certain management measures are formulated by the Group, such as the Administrative Measures for Energy Conservation and Emission Reduction, and the Implementation Rules for Monitoring of Energy Conservation and Emission Reduction etc. Besides, the Group implements energy consumption quota management and the criteria of energy conservation and emission reduction form part of the annual appraisal.

The Group keeps investing and placing additional resources in energy conservation and emission reduction such as (i) installation or optimisation of high-efficiency energy equipment; (ii) installing new and efficient transformers; (iii) full utilisation of residual heat and pressure; (iv) recycling of the energy released from exhaust gas emission; (v) recycling of the steam condensed water produced in heating process; (vi) energy saving electrical system; (vii) improvement of production processes and technologies continuously; and (viii) streamlining the operational procedures, thereby control the consumption of fuel, electricity and water to improve the resource efficiency in its operations. All of these are part of proactive efforts of the Group to become a resource-conservative enterprise. Besides, the following improvements during the production processes have further demonstrated the effectiveness of energy conservation efforts made by the Group.

The boilers of Weifang Parasia are equipped with high temperature residual heat recovery facilities to recycle remaining heat which enhance energy efficiency and reduce consumption of thermal coal which would otherwise an additional consumption of approximately 2,600 tonnes and 2,688 tonnes of thermal coal was required in 2019 and 2018 respectively.

環境 (續)

資源使用 (續)

節約能源 (續)

氰化鈉生產線已具備尾汽綜合利用技術，於二零一九年，濰坊柏立及濰坊濱海因此回收蒸汽約 182,934 噸（二零一八年：142,806 噸），節省生產成本約人民幣 22,000,000 元（二零一八年：人民幣 17,000,000 元）。

餘熱回收設施已安裝在濰坊濱海有機垃圾焚燒處理設施中，因此可以在有機垃圾焚燒處理設施運行期間同時產生及回收蒸汽。年內，合共大約 1,415 噸（二零一八年：1,381 噸）的蒸汽已經回收並用於生產中。

本集團並在其工作場所推行節能措施，包括安裝節能照明系統、設置空調最佳溫度、以及在辦公時間之後或不使用時，關閉照明、空調、電腦及其他辦公設備，以及鼓勵員工減少使用紙張。

濰坊柏立及濰坊濱海均已通過山東省環境保護廳專家組進行的清潔生產評估。

ENVIRONMENT (Continued)

Use of Resources (Continued)

Energy Conservation (Continued)

A tail steam comprehensive utilisation technique has been built-in in the production lines of sodium cyanide, Weifang Parasia and Weifang Binhai thereby have recycled steam of approximately 182,934 tonnes (2018: 142,806 tonnes) and saved around RMB22.0 million (2018: RMB17.0 million) in terms of production cost in 2019.

Residual heat recovery facility has been installed in the organic waste incineration treatment facility of Weifang Binhai, thus steam can be generated and recycled during the operation of the organic waste incineration treatment facility simultaneously. Total steam of approximately 1,415 tonnes (2018: 1,381 tonnes) was recycled and used in the production during the year.

The Group also applies energy saving measures in its workplaces including installation of an energy-saving lighting system, setting optimal temperature for all air-conditioning, and switching off the lighting, air-conditioning, computers and other office equipment after office hours or when not utilised as well as encouraging employees to reduce the use of paper.

Both Weifang Parasia and Weifang Binahi have passed the clean production assessment conducted by the expert team from the Shandong Provincial Environmental Protection Office.

環境 (續)

資源使用 (續)

節約水資源

本集團大力提倡節約用水，積極採取節水措施，並實行多項技術提升。於二零一九年，濰坊濱海廢水處理回用系統已處理約 118,990 噸廢水（二零一八年：97,964 噸）。濰坊柏立採用高效冷凝水回收系統，通過冷凝來回收水，因此，於二零一九年，節水量超過 224,300 噸（二零一八年：269,100 噸）。

環境及天然資源

本集團在營運過程中不可避免排放各種廢氣、廢水和廢物，然而，本集團已實施多項安全及環保措施，定期進行監察及檢查，以確保在妥善處理之前不會釋放有害排放物。本集團將持續採取各種措施以節約和減少天然資源的消耗。

為了履行從產品研發、採購、製造至產品交付客戶等的環境責任，本集團將其安全及環境措施與業務緊密結合。從生產工地收集的所有管道、閥門、配件、儀器儀表、電氣元件和設備等都必须進行檢查和修理，以恢復其原有功能。此舉不但有助減少產生的廢物，亦降低本集團營運成本。本集團致力加強綠色營運流程，確保其所有產品可獲業內認可，並符合產品的環保規定。

ENVIRONMENT (Continued)

Use of Resources (Continued)

Water Resource Conservation

The Group advocates water conservation and takes a proactive approach in adopting water-saving measures and implementing various technological upgrades. Wastewater treatment and reuse system of Weifang Binhai has processed an amount of approximately 118,990 tonnes (2018: 97,964 tonnes) wastewater in 2019. Weifang Parasia adopted a high efficiency condensation recovery system to reclaim water by steam condensation, thus achieving water conservation amount of over 224,300 tonnes (2018: 269,100 tonnes) in 2019.

Environmental and Natural Resources

The emissions of various exhaust gas, waste water and wastes produced in the course of the Group's operation are inevitable. However, the Group has implemented various safety and environmental protection measures with regular monitor and inspection to ensure that harmful emissions and discharges are not released before proper treatments. The Group will continuously take various measures to save and reduce its natural resources consumptions.

The Group closely aligns with and integrates its safety and environmental measures into operations, in order to fulfil its environmental responsibilities throughout product research and development, procurement, manufacturing and products delivery to customers. All pipes, valves, fittings, instrumentation, electrical components and equipment etc. collected from production sites are inspected and repaired to restore their original functionality. This not only helps to reduce wastes from the production, but also lowers the operating costs of the Group. The Group is dedicated to enhance its green operation flows, ensuring industry accreditation of all its products and meeting the products' environmental protection requirements.

環境 (續)

環境及天然資源 (續)

安全及環境措施的有效實施有賴於內部和外部的持份者支持。因此，本集團致力確保員工清楚了解安全及環境相關政策和適用於本集團的具體規定，並鼓勵業務合作夥伴與本集團的經營方針一致，以持續方式經營及不斷完善。

本集團將持續加強對潛在環境危害隱患的治理工作，以全面降低環境風險。

ENVIRONMENT (Continued)

Environmental and Natural Resources (Continued)

The effective implementation of safety and environmental measures relies on the support of the internal and the external stakeholders. Therefore, the Group is committed to ensure that its employees have a clear understanding of the relevant safety and environmental policies and the specific requirements applicable to the Group and to encourage its business partners to align with the Group's policies to operate in a sustainable manner and achieve continuous improvement.

The Group will consistently enhance its management initiatives for potential environmental hazards in order to minimise the environmental risk exposures in a comprehensive approach.

社會

僱傭及勞工

本集團的政策是為各級僱員提供均等的就業及晉升機會。本集團目前及日後均不會基於種族、宗教、性別、懷孕、年齡、婚姻狀況、殘疾等原因而歧視任何合資格的申請人或僱員。

本集團嚴格遵守「中華人民共和國勞動合同法」、「中華人民共和國社會保險法」及「香港僱傭條例（香港法例第 57 章）」有關補償及解僱、招聘及晉升、工時、休息時間、平等機會、多元化、反歧視及其他業務所在地的福利等範疇。本集團亦已制定「僱員手冊」、「僱員薪酬管理政策」、「僱員考勤和假期管理政策」、「僱員有薪年假管理政策」、「僱員招聘管理政策」及「僱員操守準則」，以不斷完善和優化其員工組織結構、職能調整、薪酬水平、表現考核及僱員培訓等，目的是確保關鍵人員留任以維持本集團穩步發展。

本集團必須承擔人才招聘和培育的社會責任。本集團的招聘透過內部調職、內部晉升和外部招聘進行，並堅持機會均等的原則。優先考慮現有僱員，並只有在沒有適合的內部員工可填補空缺的情況下，方會進行外部招聘。本集團提倡多元化的勞動力，包括年齡及性別等。於二零一九年十二月三十一日，本集團共有 1,454 名（二零一八年：1,428 名）全職僱員。

SOCIETY

Employment and Labour

It is the policy of the Group that equal employment and advancement opportunities are provided for employees of all levels. The Group does not and will not discriminate against any qualified applicant or employee based on their race, religion, gender, pregnancy, age, marital status, individuals with a disability etc.

The Group strictly complies with the Labor Contract Law of the People's Republic of China, Social Insurance Law of the People's Republic of China and Employment Ordinance (Chapter 57 of Hong Kong Law) in relation to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination and other benefits and welfare in the locations where the Group operates. The Group has also formulated Employee Handbook, Employee Remuneration Management Policy, Staff Attendance and Holiday Management Policy, Staff Paid Annual Leave Management Policy, Staff Recruitment Management Policy and Employee Code of Conduct, in order to continuously improve and optimise its staff organisational structure, work roles adjustments, remuneration levels, performance appraisal and employee training etc., with an aim to ensure the retention of key personnel for sustaining the steadfast development of the Group.

The Group must assume social responsibilities of talent recruitment and cultivation. The recruitment of the Group is conducted through internal redeployment, internal promotion and external recruitment and it adheres to the principle of equal opportunities. Priorities are given to existing employees and external recruitment would be conducted only if there is no suitable internal employee to fill up the vacancy. The Group promotes the diversity of workforce, including age, gender etc. As at 31 December 2019, the Group has 1,454 (2018: 1,428) full time employees.

社會 (續)

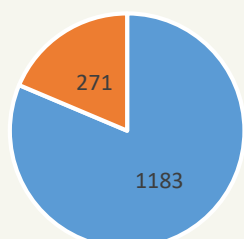
僱傭及勞工 (續)

於二零一九年十二月三十一日

As at 31 December 2019

按性別劃分全職僱員人數

Total number of full time employee by gender



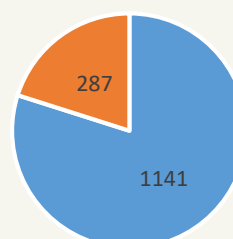
■ 男 Male ■ 女 Female

於二零一八年十二月三十一日

As at 31 December 2018

按性別劃分全職僱員人數

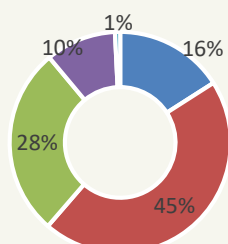
Total number of full time employee by gender



■ 男 Male ■ 女 Female

按年齡劃分的全職員工人數

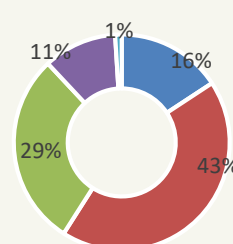
Total number of full time employee by age



■ 18 - 27 ■ 28 - 37 ■ 38 - 47 ■ 48 - 57 ■ 超過 over 57

按年齡劃分的全職員工數目

Number of full time employee by age



■ 18 - 27 ■ 28 - 37 ■ 38 - 47 ■ 48 - 57 ■ 超過 over 57

於二零一九年十二月三十一日，具有大學或以上學歷全職僱員有 248 名（二零一八年：265 名）。他們都位於中國和香港。

As at 31 December 2019, there were 248 (2018: 265) full time employees with university or higher education. They are all located in the PRC and Hong Kong.

於二零一九年，共有 217 名（二零一八年：211 名）僱員離職，離職率為 14.9%（二零一八年：14.8%）。

During the year of 2019, a total of 217 (2018: 211) employees resigned, representing a turnover rate of 14.9% (2018: 14.8%).

社會 (續)

僱傭及勞工 (續)

僱員是本集團賴以成功的最寶貴資產。本集團已制訂完善的人力資源策略以吸引和挽留優秀人才。在兼顧市場競爭和內部公平的基礎上，本集團為僱員提供完善並富競爭力的薪酬福利制度，與此同時，僱員享有年假、病假、婚假、產假及其他法定假期。僱員薪酬乃根據職位、技能和知識、表現和能力釐定，並會考慮本集團的經營業績。本集團的管理層定期檢討及修訂現有的薪酬福利方案，以確保能夠在行業中保持競爭力，從而吸引和挽留人才。

本集團人力資源管理制度的目標之一是為員工締造公平、安全、健康和愉快的工作環境，並確保工作場所不受任何騷擾、暴力和歧視。僱員的身心健康是本集團關注的事項之一。本集團成立了員工福利會，以培養及教育員工道德，並舉行旅遊、籃球比賽、乒乓球比賽、越野比賽、歌唱比賽等體育文化活動，讓僱員在忙碌工作過後能夠放鬆和緩解壓力。本集團管理層力求豐富僱員的工餘生活，建立企業凝聚力。員工福利會代表亦會出席僱員家屬的婚禮或葬禮，為貧困職工提供財政援助，並慰問和探訪退休或生病的僱員。

SOCIETY (Continued)

Employment and Labour (Continued)

The success of the Group is reliant on its employees, which is the most valuable asset. The Group has well-established human resources strategies to attract and retain competent employees. Taking into account the basis of market competition and internal fairness, the Group provides employees with sophisticated and competitive remuneration and benefit regime while the employees enjoy various kinds of leaves including annual leave, sick leave, marriage leave, maternity and other statutory leave. Employee remunerations are determined according to their positions, skills and knowledge, performance, capabilities and taking into account the Group's operating results. The management of the Group regularly reviews and amends the existing remuneration and benefit package to make sure it is able to attract and retain talents by staying competitive in the industry.

One of the objectives of the human resources management system of the Group is to create a fair, safe, healthy and pleasant working environment for its employees and make sure a workplace is free from harassment, violence and discrimination of any kind. Physical and mental well-being of the employees is one of the concerns of the Group. The Group has set up a staff welfare club to cultivate and educate the ethics of employees and organise sports and cultural activities, such as outings, basketball competition, table tennis competition, cross country competition, singing competition and so on in order that employees are able to relax and relieve stress after busy work. The management of the Group strives to enliven its employees' after work life and create solidarity. The representatives of staff welfare club will also attend wedding or funeral of family members of our employees, provide financial assistance to destitute employees, and pay condolences and home visits to retired or sick employees.

社會 (續)

健康與安全

於二零一九年和二零一八年，員工福利會已為員工籌辦郊遊、籃球聯賽、越野比賽及歌唱比賽等活動，令僱員身心得以健康平衡發展，以及提高他們對本集團的歸屬感。

於二零一九年和二零一八年，本集團並無違反有關僱用僱員的所有適用法律及法規。

本集團嚴格遵守「中華人民共和國職業病防治法」。本集團以「安全第一」為原則，致力創造舒適安全的工作環境。濰坊柏立和濰坊濱海均設有完善的「職業健康安全管理体系」，並已獲ISO18000認證。所有員工每年都通過職業健康檢查，未發現職業病或疑似職業病患者。於二零一九年和二零一八年期間，本集團並沒有與工作有關的死亡事故。於二零一九年，因工受傷導致的損失工作天數為130日（二零一八年：125日）。

本集團極為重視安全生產，已制定一套全面的指導方針和操作程序，以確保本集團所有生產基地的安全運作。本集團在日常運營中採納6s（整理-整頓-清掃-標準工作流程-持續-安全）管理系統，以促進和維持本集團整個工作區域高水平的生產力和安全性。此外，本集團不斷完善各種防護設施及提升生產自動化，以及定期修訂和更新與安全生產有關的若干指引和政策，以降低發生工作相關意外或工傷的可能性。

SOCIETY (Continued)

Health and Safety

In both 2019 and 2018, the staff welfare club has organised outings, basketball leagues, cross country competition and singing competition etc., to promote staff mental and physical health as well as their sense of belonging to the Group.

The Group has no non-compliance with all applicable laws and regulations regarding employment of workforce in both 2019 and 2018.

The Group strictly complies with the Law of the PRC on Prevention and Treatment of Occupational Diseases. The Group is dedicated to creating a comfortable and safe workplace based on the "Safety First" principle. Both Weifang Parasia and Weifang Binhai have well established Occupational Health and Safety Management System with ISO18000 certification. All employees have passed occupational health examinations annually, and no actual or suspected occupational diseases have been found. During the years of 2019 and 2018, the Group has had no work-related fatality. The number of lost days from works due to work-related injuries was 130 in 2019 (2018: 125).

Production safety is of utmost importance to the Group. A comprehensive set of guidelines and operating procedures has been set up to ensure all operations are safe in production sites of the Group. The Group adopts 6s (sort – set in order – shine – standardise – sustain – safety) management system in daily operations to promote and sustain a high level of productivity and safety throughout the workspace of the Group. Besides, the Group unabatedly improves its protective facilities and enhances automated production as well as regularly revises and updates certain guidelines and policies in relation to safe production in order to minimise the probability of work-related accidents or injury.

社會 (續)

健康與安全 (續)

於二零一八年，濰坊柏立新購安全儀表系統（「安全儀表系統」）專門用於危險化學品的處理，以提高生產過程中的安全水準。年內，濱海石化的氰化鈉儲罐亦已安裝新安全儀表系統以提高安全水平。此外，濱海石化已提升裝卸車性能，從而加強安全性。

此外，本集團已實施安全風險分級管理和安全隱患排查治理的雙重預防機制，作為嚴密監測和控制主要危害成因而其中一環。於二零一九年，濰坊柏立和濰坊濱海已進行共 28 次（二零一八年：12 次）深入潛在安全隱患檢查，並發現若干潛在安全威脅，並予以即時糾正。

除此之外，本集團制定了全面的「重大安全環境因素應急預案」，以有效管理、糾正和防範重大安全環境變化。按照「重大安全環境因素應急預案」，年內，安全、健康及環境部分別在濰坊柏立和濰坊濱海的生產場地進行了 17 次及 12 次（二零一八年：23 次及 10 次）預演，從而提高全體員工的安全環境應急能力。

SOCIETY (Continued)

Health and Safety (Continued)

In 2018, Weifang Parasia newly acquired Safety Instrumented System (the “SIS”) particularly for the treatment of hazardous chemicals in order to improve the safety level in the production process. During the year, a new SIS was also installed in the tanks of the sodium cyanide of Weifang Binhai that enhanced the safety level. Besides, Weifang Binhai has upgraded the performance of the loading and unloading trucks thereby enhancing the safety level.

Besides, a dual prevention mechanism consisting of the safety risk grading management and the safety hidden danger investigation and management has been implemented by the Group as part of stringent efforts to monitor and control major sources of hazards. In 2019, Weifang Parasia and Weifang Binhai carried out a total of 28 times (2018: 12 times) of in-depth potential safety hidden danger inspections and uncovered certain potential safety threats which were rectified immediately.

Apart from that the aforesaid, the Group developed a comprehensive “Significant Safety and Environmental Factors Contingency Plan” to manage, correct and prevent any significant safety and environmental changes effectively. In accordance with “Significant Safety and Environmental Factors Contingency Plan”, SHE performed drills for 17 times and 12 times (2018: 23 times and 10 times) in the production sites of Weifang Parasia and Weifang Binhai respectively during the year so as to improve safety and environmental emergency response awareness of all employees.

社會 (續)

健康與安全 (續)

本集團的安全培訓按持續形式安排，亦加強了對承建商的安全管理，從而進一步提高營運管理水平。於建設工程項目開展前，本集團會先與承建商/供應商簽訂安全協議，並指示供應商必須遵守有關安全規則。於施工過程中，安全、健康及環境部會對承建商進行監督及提供現場安全培訓。另外，與供應商簽訂的若干採購協議也載有有關安全管理和環境保護的條文。同時，為了員工和訪客的安全，安全、健康及環境部向他們提供安全須知，並規定在進入本集團的生產場地時須佩戴安全帽。

此外，以下所有措施均在工作場地執行：

- 採用先進的生產技術以減少產生的粉塵；使用高效過濾除塵器；安裝吸塵裝置及通風設施；及定期為員工提供防塵口罩。
- 如涉及有毒物質，僱員必須使用防護裝備。生產過程將採取封閉的管道式自動運輸設施，而儲存有毒物質嚴格按照「五雙管理」，即所有關鍵程序均由雙重僱員處理。
- 提供足夠的教育、培訓和詳細的操作手冊，以保障安全工作，並加強員工的健康及安全意識和他們處理緊急情況的能力。在現場工作之前，將為專門操作崗位提供額外的實踐培訓。

SOCIETY (Continued)

Health and Safety (Continued)

The Group's safety training is arranged on a continuous basis, and safety management imposed on subcontractors is enhanced so as to further improve our level of excellence in operation management. Prior to the commencement of construction projects, the Group enters into safety agreements with contractors/suppliers and instructs them to comply with relevant safety regulations. In the course of constructions, SHE supervises and provides on-site safety trainings. In addition, certain procurement agreements entered with suppliers also contain provisions in relation to safety management and environmental protection. Meanwhile, for the safety of employees and visitors, SHE provides safety notes to them and they are required to wear safety helmet when entering the production sites of the Group.

In addition, all the following measures are implemented in the workplace:

- Adoption of advanced production technology to reduce the amount of dust generated; use of efficient dust filter; installation of dust removal device and ventilation facilities; and provision of dust masks to employees on regular basis.
- If toxic substances are involved, employees must use protective equipment. The production process will use closed pipeline automatic transport facilities, and the storage of toxic substances is strictly in accordance with "five pairs of management", that is, all critical procedures are handled by dual employees.
- Provision of adequate education, training and detailed operations manual to ensure work safety and strengthen employees' health and safety awareness and their ability to handle emergency situations. Additional practical training will be provided for specialised operations before commencement of work at the sites.

社會 (續)

健康與安全 (續)

- 設立相應的應急救援設施，濰坊濱海生產廠房已設立緊急淋浴間及4,000立方米地下自流式事故應急池。年內，濰坊濱海生產基地已配備智能消防系統，此外，一台8噸泡沫乾粉消防車已由濰坊柏立遷移至濰坊濱海生產基地，以及濰坊濱海新購置一台配備8噸泡沫乾粉消防車，此後，兩台消防車在濰坊濱海生產基地待命。
- 採用低噪音設備、吸音技術、配備噪音防護裝備，並採用減聲裝置以消除、降低和控制噪音和震動。
- 通過採用先進的生產技術、安裝隔熱處理、通風和冷卻措施、提供冷飲和相應的保護設備，以及提供治療中暑的緊急藥物，從而降低溫度。
- 在實驗室、操作室及辦公室等室內環境提供空調。
- 在生產車間設置供暖設施，並在冬季期間加強室內保溫，防止熱量流失。
- 持續改進和提升安全儀表系統，以應對較高風險的生產工藝。

SOCIETY (Continued)

Health and Safety (Continued)

- To establish relevant emergency rescue facilities, emergency shower rooms and a 4,000m³ underground self-flowing accident emergency pool are built in the production site of Weifang Binhai. During the year, an intelligent fire protection system was equipped in the production site of Weifang Binhai. Besides, a dry powder fire engine with 8 tonnes of foam has been relocated from Weifang Parasia to the production site of Weifang Binhai as well as a dry powder fire engine equipped with 8 tonnes of foam was newly acquired by Weifang Binhai. Thereafter, two fire engines are on standby in the production site of Weifang Binhai.
- Adopt low-noise equipment and sound absorption technology, equipped with noise protective equipment and adopt noise cancellation equipment to eliminate, reduce and control noise and vibration.
- To reduce heat by adoption of advanced production technology, installation of heat insulation treatment, ventilation and cooling measures, provision of cold drinks and corresponding protective equipment, and emergency medicine to treat heat stroke.
- To provide air conditioning in indoor environment such as laboratories, operating rooms and offices.
- To set up heating facilities in the production lines and enhance indoor insulation to prevent heat loss during winter time.
- To continuously improve and upgrade safety instrumented systems to address higher risk production process.

社會 (續)

健康與安全 (續)

本集團通過制定年度職業衛生培訓計劃，加強職業健康培訓，為不同類別的員工提供切合所需的培訓。

本集團運用「職業健康管理系統」定期填報員工健康體檢信息，加強對員工健康狀況的監測和管理，同時提升職業健康的管理水平。本集團對衛生安全進行定期檢查和管理，以確保政策和措施有效。

除法定保險外，本集團還購備僱主責任保險和生產安全責任保險，於發生事故時向員工提供額外保障。

於二零一九年和二零一八年，本集團均並不知悉有任何不遵守有關健康及安全的相關法律及法規。通過推動和實施安全生產、明確劃分工作職責及定期召開安全審查會議，本集團於二零一九年及二零一八年均無發生重大有害化學品洩漏事故、火災、爆炸、環境污染或直接導致重大損失責任的其他事故。

SOCIETY (Continued)

Health and Safety (Continued)

The Group's occupational health training is enhanced by formulating annual occupational hygiene training scheme under which tailored trainings are provided for different categories of employees.

The Group used the Occupational Health Management System to regularly fill and report information from health check-ups of employees so as to enhance the monitoring and management of employee's health status and at the same time raise the management standards for occupational health. The Group conducts regular inspections and management review of health and safety to ensure the effectiveness of the policies and measures.

In addition to statutory insurance coverage, the Group has also enrolled Employer's Liability Insurance and Safety Production Liability Insurance to provide extra protection to the employees in case of accident.

In both 2019 and 2018, the Group was not aware of any non-compliance with relevant laws and regulations relating to health and safety. Through promoting and implementing safety production, clearly delineating job responsibilities and holding regular review meetings relating to safety, the Group had no recorded material incident of leakage of hazardous chemicals, fire, explosion, environmental pollution or any other types of liability-incurring incident that caused a substantial direct loss during the years of 2019 and 2018.

社會 (續)

發展及培訓

本集團堅信人才的可持續發展是企業長青之基石。本集團因而非常重視僱員發展及培訓工作，並滿足員工各個階段的發展需求。本集團還制定了「僱員培訓管理政策」，為僱員建立成長晉升平台，並提供各種培訓，例如在職培訓、勞動力素質培訓、學徒培訓和團隊合作等。本集團並根據僱員的能力為其提供前瞻性培訓課程及安排行業考察以拓寬技能和視野，從而協助他們實現事業發展和個人成長，使其最終成為本集團的寶貴資產。

新聘員工獲提供在職培訓，以協助彼等熟悉本集團的文化、業務和營運。此外，就技術職位而言，每位新聘僱員均會接受職前技術培訓，以提高與工作相關的專業技能。

於二零一九年，本集團向 844 名僱員（二零一八年：824 名僱員）提供內部培訓，並共有 190 名僱員（二零一八年：180 名僱員），包括 28 名管理級別，35 名主管級別和 127 名初級僱員（二零一八年：30 名管理級別，33 名主管級別和 117 名初級僱員）參加由外部專業人士舉辦的培訓課程，每名員工平均培訓時間超過 56 小時（2018 年：超過 55 小時）。

SOCIETY (Continued)

Development and Training

The Group firmly believes that sustainable talent development is the cornerstone for the long-lasting development of an enterprise. Hence, the Group places great emphasis on employees' development and training and caters to the development needs of employees at various stages. The Group also formulated Employee Training Management Policy whereby a growth and promotion platform has been developed and various kinds of trainings will be provided to employees such as on-the-job training, workforce quality training, apprenticeship and team-building etc. The Group also provided prospective training courses to employees based on their abilities and arranged industry visitation to broaden their skills and visions thereby assisting them in achieving career development as well as personal growth so that eventually they will become valuable assets to the Group.

New employees are provided with on-board trainings to help them familiarise with the culture, business and operations of the Group. In addition, for technical positions, every newly-hired employee will be provided with pre-job technical training to improve job-related professional skills.

During the year 2019, the Group has provided in-house trainings to 844 employees (2018: 824 employees) and a total of 190 employees (2018: 180 employees) including 28 managerial grade, 35 senior grade and 127 junior employees (2018: 30 managerial grade, 33 senior grade and 117 junior employees) had attended training courses organised by external professional parties, which represented over 56 hours in average (2018: over 55 hours) per employee.

社會 (續)

勞工準則

本集團致力保護僱員的合法權益，嚴禁聘用童工及強制勞工，並承諾創造尊重人權的工作環境。

本集團嚴格遵守「中華人民共和國勞動法」、「禁止使用童工規定」及中國其他相關法律法規。為了防止童工，招聘過程中需要申請人的身份證件進行年齡驗證。工時、休假及假期均符合當地有關的勞動法規。僱員不得強制超時工作，並根據當地法規有權收取超時工資。

供應鏈管理

本集團重視與供應商的夥伴關係，並深化與他們的協作關係，以確保有效管理和其產品達質量標準。因此，本集團不斷優化和改善供應商管理制度，與供應商攜手合作，促進彼等所處行業的可持續發展。

本集團重視與供應商的溝通，包括於日常工作持續與供應商溝通，通過技術支援和行業的競爭優勢與供應商建立策略性合作關係，實現雙贏和加強合作。

SOCIETY (Continued)

Labour Standards

The Group is dedicated to protecting the legitimate interests of its employees, strictly prohibiting the employment of children and forced labour and is committed to creating a working environment which respects human rights.

The Group strictly complies with the Labour Law of the PRC, Provisions on the Prohibition of Using Child Labour and other relevant laws and regulations in the PRC. In order to prevent child labour, the identity documents of the applicants are required for age verification during the recruitment process. The working hours, leaves and holidays are in line with the relevant local labour laws and regulations. Employees are not forced to work beyond working hours and are entitled to overtime pay in accordance with local regulations.

Supply Chain Management

The Group values partnership with suppliers and deepens the collaborative relationship with them to ensure effective management and quality standards of its products. Thus, the Group continuously optimises and improves the supplier management system and collaborates with suppliers to promote sustainable development of their industries.

The Group values communication with suppliers, including continuous communication with suppliers in routine work and establishing strategic cooperation with suppliers through technical support and competitive advantage in the industry, which can achieve a win-win situation and strengthen the cooperation with each other.

社會 (續)

供應鏈管理 (續)

本集團已設立跨部門團隊，負責造訪供應商、實地檢查、監督、評估、認定和取消供應商的資格，並不斷提高本集團供應鏈管理的專業水平和透明度。本集團的供應商超過 95% 位於中國。為了保證供應商的產品和服務質量，供應商的評估在每年或每季進行，主要包括評估供應商的背景、資歷、服務質素控制、財務狀況、過去相近類型服務的表現、合同履約、項目團隊的專業性、企業誠信及社會責任等。評估結果確定供應商是否合資格，那些最終未能達到要求的供應商將從本集團認可供應商名單中刪除。

本集團只聘用合資格的運輸公司運送有害化學品。運輸公司必須接受定期培訓，以提高從業員的安全意識。運輸公司、駕駛員、裝卸技術人員和押運員均會接受嚴格審查和評估。化學車輛必須定期檢修，確保運送途中不會出現滴漏。

SOCIETY (Continued)

Supply Chain Management (Continued)

A cross-department team has been established and is responsible for interviewing, site-inspection, supervision, evaluation, recognition and disqualification of suppliers, and continuously improve the specialisation and transparency of supply chain management of the Group. Over 95% suppliers of the Group is located in the PRC. In order to secure the quality of products and services from suppliers, an evaluation of suppliers is conducted annually or quarterly, which mainly includes evaluation of the background, qualification, quality control of service, financial status, past performance in similar service, fulfillment of contract, professionalism of project team, corporate integrity and social responsibility of the suppliers. The evaluation results will determine whether the supplier is qualified or not, and those suppliers which failed to meet the requirements ultimately will be removed from the approved suppliers list of the Group.

The Group only engages qualified transport companies to deliver hazardous chemical products. The transport companies must receive regular training to improve the safety awareness of the practitioners. Transport companies, drivers, loading and unloading technicians and escorts are subject to a rigorous review and assessment. The chemical trucks must be inspected and maintained regularly to ensure that no dripping happens during transportation.

社會 (續)

產品責任

提供優質的產品和服務是本集團可持續發展的主旨。本集團的目標是所提供的全部產品和服務均達到其最高標準。本集團已建立並不斷完善品質管理制度，而濰坊柏立及濰坊濱海的品質管理制度均已通過 ISO9001 認證。本集團亦已制定若干政策及措施以涵蓋產品或服務質量保證、安全、公平廣告和售後服務，確保政策及措施符合相關法律法規。

本集團非常重視產品和服務的質素和安全，並已確立不同類型產品和服務的相關質素和安全檢查政策。從原材料到成品整個工作流程中均進行各種檢驗、測試和取樣。產品的存儲和交付均符合所有當地及國際相關的安全標準。本集團大部份產品已獲得歐盟監管的「關於化學品註冊、評估、許可和限制」通過及註冊。本集團亦與客戶建立密切聯繫。

本集團採用有效的質量控制體系以不斷提高其產品質量。所有產品出廠前均經過樣品測試，以確保只有優質的產品才能交付給客戶。如客戶不滿產品或服務的質素及安全，有足夠的途徑及專責員工可供客戶溝通，力求盡快解決他們的問題。

SOCIETY (Continued)

Product Responsibility

Delivering quality products and services is a main theme of the sustainable development of the Group. The Group aims to achieve its highest standard for all the products and services provided. The Group has established and continuously improves its quality management system, especially the quality management systems of Weifang Parasia and Weifang Binhai are both certified by ISO9001. The Group has also formulated certain policies and measures to cover product or service quality guarantee, safety, fair advertising and after-sale services in order to ensure such policies and measures are in accordance with the relevant laws and regulations.

The Group pays close attention to the quality and safety of its products and services. Relevant quality and safety inspection policies for different type of products and services have been set up. Various types of inspections, testing and samplings are conducted throughout the workflows from raw materials to finished goods. Products storage and delivery comply with all relevant local and international safety standards. Most of the products of the Group have passed and are registered under “Registration, Evaluation, Authorisation and Restriction of Chemicals” (“REACH”) governed by the European Union. The Group also has established a close connection with its customers.

The Group adopts an effective quality control system to keep improving its product quality. All products are subject to sample tests before leaving the factory to ensure that only quality products are shipped to the customers. If the customers are not satisfied with the quality and safety of the products or services, sufficient channels and designated staffs are available for customers to communicate with and resolve their issues as soon as possible.

社會 (續)

產品責任 (續)

本集團規定向客戶所提供有關本集團產品的所有資料均應準確無誤。客戶可透過電話熱線和電子郵件查詢產品和服務詳情，以提供更好的售前和售後服務。本集團定期向客戶進行問卷調查以瞭解他們的滿意程度，調查結果將作分析，以採取相應的改進。

本集團一直重視知識產權的有效管理。本集團獲得若干生產技術的版權登記證，從而通過法律途徑保障本集團的無形資產。

於二零一九年和二零一八年，本集團均無收到任何監管機構或客戶就有關產品質素及安全、知識產權和數據私隱方面的投訴，也沒有因產品安全或健康問題而回收任何產品。二零一九年及二零一八年的銷售退貨比率分別為 0.002% 和 0.008%。

本集團十分尊重客戶的私隱，在日常運營中嚴格遵守客戶資料保密準則以確保客戶資料安全。本集團各附屬公司亦根據本身業務的特點制定相應的私隱政策，並明確設定處理客戶資料的程序。新入職員工須簽訂員工保密協議，承諾將客戶資料保密，嚴禁以任何方式洩露資料。

SOCIETY (Continued)

Product Responsibility (Continued)

The Group stipulates that all information provided to its customers regarding the Group's products should be accurate and true. Hotlines and e-mails are also available for customers' enquiries on products and service details in order to provide better before-and-after-sale services. The Group conducts regular customer surveys to understand their satisfaction level. Survey results are subject to analysis and corresponding actions will be made accordingly.

The Group always treasures the effective management of intellectual property. The Group obtained several copyright registration certificates for its productions technologies so as to protect the legitimate rights of its intangible assets.

In both 2019 and 2018, the Group had not received any complaints from the regulatory bodies or customers regarding product quality and safety, intellectual property rights, and data privacy, nor had it recalled any product due to product safety or health issues. Sales return rates of 2019 and 2018 were 0.002% and 0.008% respectively.

The Group highly respects client privacy and strictly complies with the code of client information privacy in its daily operation, so as to ensure the security of such information. Each of the Group's subsidiaries has also set up relevant privacy policies corresponding to the characteristics of its respective business and defined procedures for handling client information. New employees are required to sign and adhere to the Staff Confidentiality Agreement, whereby the employees undertake to keep client information confidential, and divulgence of information in any ways is strictly forbidden.

社會 (續)

反貪污

本集團於營運中全面提倡誠信行事，防止不道德的行為，對腐敗或賄賂採取零容忍態度。本集團嚴格遵守反貪污、賄賂、勒索、欺詐行為和洗錢的法律法規。本公司已制定舉報政策，並鼓勵員工報告任何可疑的商業違規行為。如認定出現涉嫌違反職權、濫用權力、受賄等情況時，員工應向董事會報告以進行調查及查證，並在有必要時向監管機構及/或執法機關舉報。於二零一九年和二零一八年，本集團均無涉及任何與貪污有關的訴訟，亦無有關其員工參與貪污事件的投訴。

社區

本集團十分關注當地社區運作聯繫，並積極參與各種社區關懷活動，並主動瞭解所在社區的需求。本集團努力確保其業務發展可同時促進社區利益，並與社會保持良好關係。

本集團多年來一直關注社區的扶貧、教育、慈善及就業事務，並積極透過不同方式投資社區，包括公益事業、服務社區建設、捐資助學等。本集團旨在建立和諧共融的社區關係，與社群及公眾共享可持續發展的價值。

SOCIETY (Continued)

Anti-corruption

The Group fully promotes integrity and prohibits unethical pursuits throughout its operations and adopts a zero tolerance attitude towards corruption or bribery in any means. The Group strictly complies with laws or regulations relating to anti-corruption, bribery, extortion, fraudulent behaviour and money-laundering. The Company has set up whistleblowing policy and employees are encouraged to report any suspicious business irregularities. When suspected wrongdoings are identified, such as breach of duty, abuse of power, receiving bribes etc., employee should report to the Board for investigation and verification, and report to the regulator and/or to law enforcement authority as and when necessary. In both 2019 and 2018, the Group had not been involved in any litigation related to corruption, and there had been no complaints about the involvement of its employees in corruption cases.

Community

The Group pays great attention to the bonding of local community operation. The Group actively participates in a variety of community care activities and takes initiatives to understand the needs of the community in which it operates. The Group makes efforts to ensure that its business development simultaneously promote community interest and maintains a good relationship with the community.

The Group has been focusing on the poverty alleviation, education, charity and employment of the community for years. The Group invests in the community through various means actively, including active participation in charitable works, rendering service to community building, making donations and providing aids for students. The Group aims to build a harmonious community relationship and share the value of sustainable development with the community and the public.

社會 (續)

社區 (續)

如出現職位空缺，本集團會優先考慮業務所在社區的合資格人選。通過協助解決當地的就業問題，本集團與當地社區攜手共同發展。

於二零一九年及二零一八年，濰坊柏立已向(i)濰坊春雨社區義工公益服務中心捐款；(ii)山東省青少年發展基金會捐款；(iii)向大學生提供經濟援助；(iv)濰坊經濟開發區文化教育局捐贈圖書；及(v)捐贈大宗物資一批如棉被等到濰坊市壽光洪水災區。

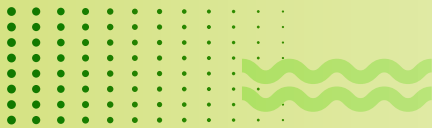
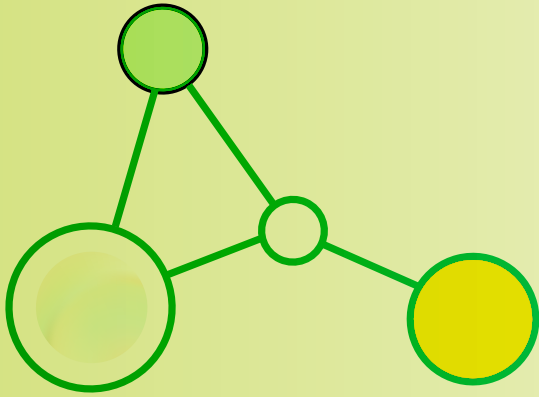
SOCIETY (Continued)

Community (Continue)

When there is any job vacancy, the Group would give priority to eligible candidates in the community where it operates. By helping in solving the local employment issues, the Group joins hands with the local community to achieve joint development.

In 2019 and 2018, Weifang Parasia has made: (i) donation to Weifang Chunyu Volunteer Community Service Center; (ii) donation to Shandong Youth Development Foundation; (iii) financial aid to undergraduates; (iv) donation of books to Culture and Education Bureau of Weifang Economic Development Zone; and (v) donation of bulk materials such as quilts to the flooding area in Shouguang, Weifang City.





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