

(Incorporated in the Cayman Islands with limited liability)  
(於開曼群島註冊成立的有限公司)  
股份代號 Stock Code: 1685

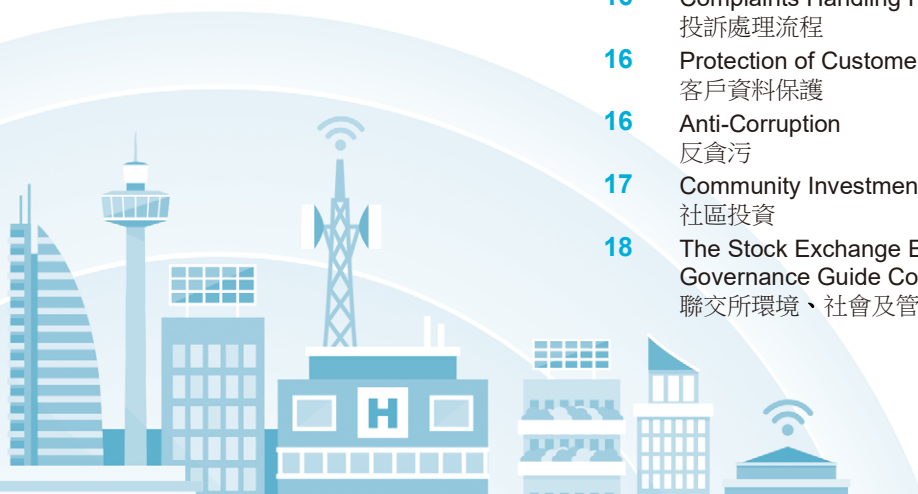


**2019**  
**Environmental, Social and Governance Report**  
環境、社會及管治報告

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## ABOUT THIS REPORT

### 關於此報告

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

The ESG Report covers the Group’s business in investment holding, intelligent electrical distribution system solutions, energy efficiency solutions, components and spare parts business for the year ended 31 December 2019 (the “Reporting Period”). The Report discloses the required information under the “comply or explain” provisions of the ESG Reporting Guide set out in Appendix 27 to the Rules Governing the Listing of Securities (the “Listing Rules”) on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”).

The Board plays a critical role to be aware of and navigate, the ever-evolving ESG risks that impact significantly or potentially the Group’s business and its stakeholders. The Board exercises oversight on ESG issues aligned with the Group’s operations, our community and environment. The management of wastes, air emission and social responsibilities are key parts for the Board to evaluate and consider prior to making business decisions.

The Board is responsible for the Group’s ESG strategy formulation and reporting, evaluating and determining the Group’s ESG-related risks, and ensuring that appropriate and effective ESG risk management measures and internal control systems are in place. In order to determine the ESG reporting scopes, the Board have discussed internally and identified and prioritised the material environmental, social and operating items; and assessed their importance to the stakeholders and the Group. The summary of material ESG items is listed out in this Report. The Board has reviewed the comparison result of 2019 performance against last year’s performance for some of the material ESG items and has evaluated the cause of the change in our business.

In order to comply with the disclosure obligations of “comply or explain” provisions, this ESG Report has outlined the overall Group’s performance in environmental protection, human resources, operating practice and community involvement during the Reporting Period. The guide for the ESG Report from page 18 to 22 is provided for cross-referencing purpose.

We welcome any comments or recommendations on this Report as well as our performance in sustainable development. Shareholders may at any time send their enquiries and concerns with contact information by email to [ron.chan@boerpower.com](mailto:ron.chan@boerpower.com), or by fax to (852) 2544 9292, or by mail to the Company’s principal place of business at Unit D, 6th Floor, Neich Tower, 128 Gloucester Road, Wanchai, Hong Kong.

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

本報告涵蓋了截至二零一九年十二月三十一日止年度（「報告期內」）的本集團在投資控股、智能配電系統方案、節能方案與元件及零件業務。本報告根據香港聯合交易所有限公司（「聯交所」）證券上市規則（「上市規則」）附錄27所載之《環境、社會及管治報告指引》當中之「遵守或解釋」條款而披露。

董事會在了解和應對不斷變化的環境、社會及管治風險方面發揮著至關重要的作用，這種風險對本集團的業務及其持份者有重大影響或潛在影響。董事會對與本集團業務、我們的社區和環境相關的环境、社會及管治問題進行監督。廢棄物和廢氣排放管理和社會責任是董事會在做出業務決策之前評估和考慮的關鍵部分。

董事會負責本集團的環境、社會及管治戰略制定和報告，評估和確定本集團的環境、社會及管治相關風險，並確保適當和有效的環境、社會及管治風險管理措施和內部控制系統到位。為了確定環境、社會及管治的報告範圍，董事會內部進行了討論，辨認重要的環境、社會和營運項目並確定其優先次序；並評估了它們對持份者和本集團的重要性。環境、社會及管治重大項目摘要在此報告中列出。董事會已審查了一些重要的環境、社會及管治項目的二零一九年業績與去年業績的比較結果，並評估了業務變化的原因。

為了遵守「遵守或解釋」規定的披露義務，本報告概述了報告期內本集團在環境保護、人力資源、運營實踐和社區參與方面的整體表現。本報告指南於第18頁至22頁中提供以供交叉參考。

我們歡迎就本報告及可持續發展方面的表現提出任何意見或建議。股東可以隨時將其查詢和關注以及其聯繫方式通過電子郵件發送至 [ron.chan@boerpower.com](mailto:ron.chan@boerpower.com)，或傳真至（852）2544 9292，或通過郵件發送至本公司主要營業地點香港灣仔告士打道128號祥豐大廈6樓D室。

## STAKEHOLDERS OF THE GROUP

### 本集團持份者

The Group is actively looking for every opportunity to understand and engage stakeholders to ensure that improvement of the products and services can be implemented. The Group strongly believes that the stakeholders play a crucial role in sustaining the success of business.

本集團正在積極尋找每一個機會以了解和吸引持份者，以確保可以實施產品和服務的改進。本集團堅信，持份者在維持業務成功中起著至關重要的作用。

Stakeholders 持份者	Areas of concern 關注的領域	Communication and responses 溝通與回應
Stock Exchange 聯交所	Compliance with Listing Rules, timely and accurate announcements. 遵守上市規則，及時準確的公告。	Meetings, training, workshops, website updates and announcements. 會議，培訓，講習班，網站更新和公告。
Government 政府	Compliance with laws and regulations, preventing tax evasion, and social welfare. 遵守法律法規，防止偷稅漏稅，社會福利。	Interaction and visits, government inspections, tax returns and other information. 互動和訪問，政府檢查，納稅申報表和其他信息。
Suppliers 供應商	Payment schedule and stable demand. 付款時間表和穩定的需求。	Site visits. 實地考察。
Investors 投資者	Corporate governance, business strategies and performance, and investment returns. 公司治理，業務戰略和績效以及投資回報。	Interviews, shareholders' meetings, financial reports or operational reports for investors, media and analysts. 訪談，股東會議，為投資者、媒體和分析師提供財務報告或營運報告。
Media & Public 媒體與公眾	Corporate governance, environmental protection and human rights. 公司治理，環境保護和人權。	Company's announcements, interim and annual reports. 公司的公告，中期和年度報告。
Customers 客戶	Product and service quality, delivery schedule, reasonable prices, service value and personal data protection. 產品和服務質量，交貨時間表，合理的價格，服務價值和個人數據保護。	After-sales services. 售後服務。
Employees 員工	Rights and benefits, employees' compensation, training and development, working hours, working environment, labour protection and work safety. 權利和福利，員工的薪酬，培訓和發展，工作時間，工作環境，員工保護和工作安全。	Training, interviews with employees, internal memoranda, and employees' suggestion boxes. 培訓，與員工的訪談，內部備忘錄和員工的建議箱。
Community 社區	Community environment, employment and community development, and social welfare. 社區環境，就業和社區發展以及社會福利。	Community activities, employee voluntary activities and community welfare subsidies and donations. 社區活動，員工志願活動以及社區福利補貼和捐贈。

# ENVIRONMENTAL

## 環境

### OVERVIEW

The Group places great emphasis on the impact of commercial activities on the environment and natural resources. During the Reporting Period, the Group has fully complied with all applicable requirements as set up by the laws and regulations regarding air and greenhouse gas emission including but not limited to “Environmental Protection Law of the People's Republic of China (中華人民共和國環境保護法)”, “Water Pollution Prevention and Control Law of the People's Republic of China (中華人民共和國污染防治法)”, “Atmospheric Pollution Prevention and Control Law of the People's Republic of China (中華人民共和國大氣污染防治法)”, “Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste (中華人民共和國固體廢物污染環境防治法)”, “Law of the People's Republic of China on Energy Conservation (中華人民共和國節約能源法)”, “Environmental Protection Tax Law (環境保護稅法)” and “Emission Standard of Air Pollutants for Boiler (鍋爐大氣污染物排放標準)”. The Group has established “Manual of Environmental/Safety Management”, “Procedure for Environmental Factors/Hazard Source Identification, Evaluation and Updating”, “Procedure of Safety/Environmental Record Control”, “Procedure of Noise Management”, “Procedure of Solid Waste Management” and “Procedure of Wastewater Management”, which are based on ISO14001, to promote the Group's environmental objectives and the importance of waste reduction.

To minimise air emission, the production processes of the plant are operated in a semi-closed manner with air exhaust device. Contaminants such as greenhouse gases and smoke must pass through the device prior to discharge; employees must wear protection equipment such as masks to avoid inhaling smoke which might cause occupational injuries. Apart from the abovementioned measures, the Group is looking forwards to environmental facilities and production processes that minimise air emission.

### 概述

本集團非常重視商業活動對環境和自然資源的影響。於報告期內，本集團已完全遵守有關空氣和溫室氣體排放的法律法規所規定的所有適用要求，包括但不限於《中華人民共和國環境保護法》，《中華人民共和國污染防治法》，《中華人民共和國大氣污染防治法》，《中華人民共和國固體廢物污染環境防治法》，《中華人民共和國節約能源法》，《環境保護稅法》和《鍋爐大氣污染物排放標準》。本集團以ISO14001為基礎制定了《環境/安全管理手冊》，《環境因素/危險源的識別、評估和更新程序》，《安全/環境記錄控制程序》，《噪聲管理程序》，《固體廢物管理程序》和《廢水管理程序》，以促進本集團的環保目標和減少廢物的重要性。

為了最大程度地減少廢氣排放，工廠的生產過程通過排氣裝置以半封閉方式進行。溫室氣體和煙霧等污染物必須在排放之前穿過設備進行過濾。員工必須佩戴諸如口罩之類的防護設備，以避免吸入可能引起職業傷害的煙霧。除上述措施外，本集團期待引進環保設施和生產過程以減少廢氣排放。

## EMISSIONS

During the Group's daily operations, motor vehicles and the use of natural gas during heating process are the major activities that generate air pollutant, the decrease of emissions is due to 1) more usage of motor vehicles for delivery due to increased sales order; 2) change of calculation methodology for motor vehicle emissions<sup>(i)</sup>; 3) exclusion of calculation for manufacturing process which is out of scope. During the Reporting Period, we own 38 motor vehicles and the air emission data with regard to vehicle emission and the use of natural gas is as follows:

Air Emission 廢氣排放	Unit 單位	2019 二零一九年	2018 二零一八年
NOx emission <sup>(ii)</sup> 氮氧化物 <sup>(ii)</sup>	tonnes 噸	1.42	15.64
SOx emission 硫氧化物	tonnes 噸	0.0016	1.86
PM emission 顆粒物排放	tonnes 噸	0.11	4.06

### Notes:

- (i) *There is no record of kilometres travelled by vehicles. The calculation methodology in 2018 did not involve the kilometres travelled but its conversion from the amount of oil usage. For our Reporting Period, the kilometres travelled is converted from average fuel consumption of vehicles.*

沒有車輛行駛公里數的記錄。二零一八年的計算方法不涉及行駛的公里數，而是其從耗油量中換算。在我們的報告期內，行駛的公里數是從車輛的平均油耗轉換而來的。

- (ii) *The vehicles used by the Group are 2 light goods vehicles that consume diesel as the major fuel and a light goods vehicle that consumes unleaded gasoline as the major fuel.*

本集團使用的車輛為以柴油為主要燃料的兩輛輕型貨車和以無鉛汽油為主要燃料的輕型貨車。

## 排放物

在本集團的日常經營中，汽車和取暖過程中使用天然氣是產生空氣污染物的主要因素，排放量減少的原因是：1) 銷售訂單增加導致汽車使用量增加；2) 改變汽車排放量的計算方法<sup>(i)</sup>；3) 若干製造流程於計算過程被排除在範圍之外。於報告期內，我們擁有三十八輛汽車，關於汽車排放和使用天然氣產生的廢氣排放數據如下：

## GREENHOUSE GAS EMISSION

Greenhouse gases generated from human activities is one of the significant drivers of global warming which affect the living of present and future generation. Therefore, the Group highly concern about the importance of monitoring and mitigating the greenhouse gas emission in our operations. As mentioned, the vehicle fuel combustion and natural gas combustion are the major activities that generate direct emissions from operations. In addition, indirect greenhouse gases emission is mainly resulted from the purchase of electricity and business air travel by employees. The following is the CO<sub>2</sub> equivalent emissions generated through direct emission by natural gas combustion, motor vehicles, indirect emission by the electricity purchase and business air travel by employees.

## 溫室氣體排放

人類活動產生的溫室氣體是全球變暖的重要因素之一，全球變暖影響了今世及後代的生活。因此，本集團高度關注我們的營運中監測和減少溫室氣體排放的重要性。如前所述，車輛燃料燃燒和天然氣燃燒是從營運中產生直接排放的主要活動。此外，間接溫室氣體排放主要是由於用電和員工商務行程所致。以下是天然氣燃燒，汽車，用電以及員工商務行程所產生的二氧化碳直接排放及間接排放量。

Scope of GHG Emission 溫室氣體排放範圍	Unit 單位	2019 二零一九年	2018 二零一八年
<b>Scope 1 範圍 1</b>			
Direct Emission ("Natural Gas Combustion") 直接排放 (「天然氣燃燒」)	Tonnes CO <sub>2</sub> e 噸 二氧化碳當量	0.209	0.234
Direct Emission ("Motor Vehicles") 直接排放 (「汽車」)	Tonnes CO <sub>2</sub> e 噸 二氧化碳當量	270.36	844.71
<b>Scope 2 範圍 2</b>			
Indirect Emission ("Electricity Purchase") 間接排放 (「用電」)	Tonnes CO <sub>2</sub> e 噸 二氧化碳當量	1,687.19 <sup>(iii)</sup>	2,478.03
<b>Scope 3 範圍 3</b>			
Other Indirect Emission ("Business Air Travel By Employees") 其他間接排放 (「員工的商務行程」)	Tonnes CO <sub>2</sub> e 噸 二氧化碳當量	5.07	N/A <sup>(iv)</sup>
<b>Total GHG emissions (Scopes 1, 2 and 3) 溫室氣體排放總量 (範圍 1、2 和 3)</b>	<b>Tonnes CO<sub>2</sub>e 噸 二氧化碳當量</b>	<b>1,962.83</b>	<b>3,322.98</b>
<b>Intensity of GHG emission 溫室氣體排放密度</b>	<b>Per production unit volume 每產量單位</b>	<b>136.29</b>	<b>240.33</b>

### Notes:

(iii) For Scope 2 GHG emission (indirect emission from consumption of purchased electricity), China's regional grid reference line released by the National Development and Reform Commission, the emission coefficient of the eastern regional power grid in Jiangsu is 0.8046 kg / kwh in 2017.

對於國家發展和改革委員會發布的中國區域電網參考線範圍2的溫室氣體排放（來自購電的間接排放），江蘇東部區域電網的排放係數在2017年為0.8046千克/千瓦時。

(iv) Not disclosed in 2018.

2018年未披露。

During the Reporting Period, the total greenhouse gas emissions were dropped significantly by 40.93% mainly because our implementation of environmentally-friendly measures and one factory in Wuxi was relocated and integrated into another factory in Wuxi.

於報告期內，溫室氣體排放總量下降了40.93%，主要是由於我們採取了環保措施及位於無錫的一家工廠搬遷並整合到無錫的另一家工廠。

## ENERGY CONSUMPTION AND EFFICIENCY

The Group treasures the use of electricity. The following shows the comparative figures of electricity consumption between the current and previous Reporting Periods.

Energy consumption and Unit intensity 能源消耗及密度		2019 二零一九年	2018 二零一八年
Electricity consumption 能源消耗	MWh 兆瓦時	2,096.93	3,064.74
Intensity 密度	MWh Per production unit 每產量單位兆瓦	0.146	0.222

During the Reporting Period, the total electricity consumption dropped by 31.58% because one factory in Wuxi was relocated and integrated into another factory in Wuxi.

Through implementing a variety of measures established in "Energy and Resources Management Procedure", the Group is committed to achieve electricity conservation under the principal of saving, purifying and recycling.

- Electronic equipment with Grade 1 energy efficiency labelling is preferential when acquisition requisition is made;
- Production equipment is prohibited from switching on and off frequently to preserve energy on reactivation;
- LED lamps and voice-activated lamps are used;
- Natural light is preferential for daily operations, and unused lights, air conditioners and computers must be turned off at lunch breaks and after work.

Through the above measures, it would be effective in promoting the concept of energy conservation among employees, strengthening employees' awareness of resources preservation and environmental protection. Apart from the abovementioned measures, the Group is looking forwards to more efficient use of electricity to reduce its environmental impact.

## 能源消耗與效率

本集團珍惜用電。下圖顯示了本年與以前報告期內之間的用電量比較數字。

於報告期內，由於位於無錫一家工廠搬遷並整合到無錫另一家工廠，總用電量下降了31.58%。

通過實施《能源和資源管理程序》中規定的各種措施，本集團致力於在節約，淨化和循環利用的原則下實現節電。

- 進行採購申請時優先選擇具有 1 級能源標籤的電子設備；
- 禁止頻繁打開和關閉生產設備以減少重新啟動時的能量消耗；
- 使用發光二極管燈和聲控燈；
- 自然光是日常工作的首選，午餐時間和下班後必須關閉未使用的照明燈，空調和電腦。

通過上述措施，可以有效地促進員工的節能觀念，增強員工的資源節約和環境保護意識。除上述措施外，本集團期待更有效地利用電力以減少對環境的影響。



## WATER MANAGEMENT

The Group has complied with the “Prevention and Control of Water Pollution Law (水污染防治法)” with an aim to prevent and control water pollution, protect and improve the environment and make sure the safety of drinking water. During the Reporting Period, the water consumption condition is shown as follow:

Water Consumption and Intensity 耗水量及密度	Unit 單位	2019 二零一九年	2018 二零一八年
Water Consumption 耗水量	m <sup>3</sup> 立方米	22,166.00	43,128.04
Intensity 密度	m <sup>3</sup> /production unit 每產量單位立方米	1.60	3.12

During the Reporting Period, the volume of water consumed has dropped by 48.60% compared with the previous year. The main reason was one factory in Wuxi was relocated and integrated into another factory of in Wuxi.

## WATER EFFICIENCY

The Group treasures the preciousness of water resources. The Group does not have any issue in sourcing water, and the existing supply of water meets the daily operational and manufacturing needs. Water consumption by the Group mainly serves the purpose of manufacturing, cleaning and sanitation. Through the implementation of a variety of measures established in “Energy and Resources Management Procedure”, the Group is committed to achieving water conservation under the principal of saving, purifying and recycling:

- Any water wastage phenomenon is prohibited;
- Any water leakage, breakage or other potential damage of water pipes are regularly inspected and identified;
- Meter reading is checked constantly for revealing any hidden leakage phenomena;
- Water-saving education and ideas of water-saving are continuously promoted among our employees.

The Group believes that by establishing the above measures, it will be effective in raising the awareness of employees' water conservation initiatives and reducing water consumption in the long run. Apart from the abovementioned measures, the Group endeavors to reduce water wastage and enhance water efficiency in the future through employee education and implementation of environmental practices.

## 用水管理

本集團已遵守《水污染防治法》，旨在預防和控制水污染，保護和改善環境並確保飲用水安全。於報告期內，用水情況如下：

於報告期內，用水量較上年下降48.60%。主要原因是位於無錫的一家工廠搬遷並整合到無錫的另一家工廠。

## 用水效率

本集團視水為珍貴資源。本集團在水源的供應方面沒有任何問題，現有的用水供應可滿足日常營運和製造需求。本集團的耗水量主要用於製造，清潔和衛生。通過實施《能源和資源管理程序》中確立的各種措施，本集團致力於在節約，淨化和循環利用的原則下實現節水：

- 禁止任何浪費用水現象;
- 定期檢查水管有否漏水，破裂或其他潛在損壞；
- 定期檢查儀表讀數以發現是否存在任何漏水現象；
- 培訓員工節水理念。

本集團相信，通過制定上述措施，從長遠來看，將有效提高員工對節水舉措的認識並減少用水量。除上述措施外，本集團還將通過員工教育和環境實踐，努力減少用水浪費並提高用水效率。

## WASTE MANAGEMENT

During the Reporting Period, the Group has fully complied with all applicable requirements as set up by the laws and regulations regarding generation of hazardous waste and non-hazardous waste including but not limited to “Environmental Protection Law of the People's Republic of China (中華人民共和國環境保護法)” and “Law of China on Prevention and Control of Environmental Pollution by Solid Waste (中國固體廢物污染環境防治法)”.

In accordance with the “Law of the People's Republic of China on Solid Waste Pollution Prevention (中華人民共和國固體廢物污染環境防治法)”, “Standard for Pollution Control on Hazardous Waste Storage (危險廢物儲存污染控制標準)”, the Group formulated the “Procedure of Solid Waste Management” and “Procedure of Wastewater Management”. The Group prohibits any indiscriminate dumping. The Group's hazardous wastes are mainly generated during steel rinsing process. They include sludge, phosphating wastewater, titaniumised wastewater, waste insulating oil, waste lubricating oil, waste batteries, waste toner, waste activated carbon, waste fluorescent lamps and waste display monitors. The non-hazardous wastes are mainly domestic wastes such as wastepaper, food residue and waste from cleaning septic tanks. The hazardous wastes are labelled by its nature, collected, categorised and stored in the collection bins. The Group also established a disposal plan for hazardous wastes and contracted with a waste collection company possessing the “Permit for Operation of Hazardous Waste Business (危險廢物經營許可證)” to handle those hazardous waste in accordance with “National Construction Plan for Hazardous Waste and Medical Waste Disposal Facilities (全國危險和醫療廢物處置設施建設規則)”.

## 廢棄物管理

於報告期內，本集團已完全遵守法律法規對產生有害廢棄物和無害廢棄物的所有適用要求，包括但不限於《中華人民共和國環境保護法》和《中國固體廢物污染環境防治法》。

根據《中華人民共和國固體廢物污染防治法》，《危險廢物儲存污染控制標準》，本集團制定了《固體廢物管理程序》和《廢水管理程序》。本集團禁止任意傾倒廢物。本集團的有害廢棄物主要在鋼水沖洗過程中產生。它們包括污泥，磷化廢水，鈦化廢水，廢絕緣油，廢潤滑油，廢電池，廢碳粉，廢活性炭，廢熒光燈和廢顯示器。無害廢棄物主要是生活垃圾，例如廢紙，食物殘渣和清潔化糞池產生的廢物。有害廢棄物按其性質進行標記，收集，分類並存儲在收集箱中。本集團還制定了有害廢棄物處置計劃，並與擁有《危險廢物經營許可證》的廢物收集公司簽約，以按照《全國危險和醫療廢物處置設施建設規則》處理這些有害廢棄物。

Waste Produced and Intensity 廢棄物產生總量及密度	Units 單位	2019 二零一九年	2018 二零一八年
Total Hazardous Waste Produced <sup>(v)</sup> 產生有害廢棄物總量 <sup>(v)</sup>	tonnes 噸	6.91	25.89
Total Non-hazardous Waste Produced <sup>(vi)</sup> 產生無害廢棄物總量 <sup>(vi)</sup>	tonnes 噸	1,516.50	635.54
Intensity of Hazardous Waste Produced 產生有害廢棄物密度	tonnes/1000 units 噸/1000 單位	0.48	1.87
Intensity of Non-hazardous Waste Produced 產生無害廢棄物密度	tonnes/1000 units 噸/1000 單位	105.30	45.96

Notes:

(v) Hazardous waste includes organic solvent waste (HW06), waste mineral oils (HW08), waste dyes and paints (HW12), containers and cleansing sundries that contain or taint with hazardous wastes (HW49) and waste activated carbon (HW49).

有害廢棄物包括有機溶劑廢物 (HW06)，廢礦物油 (HW08)，廢染料和油漆 (HW12)，裝有有害廢棄物或受其污染的容器和清潔雜物 (HW49) 和廢活性炭 (HW49)。

(vi) Non-hazardous waste includes wrapping paper, paper core barrel and plastic tape.

無害廢棄物包括包裝紙，紙芯桶和塑料膠帶。

During the Reporting Period, the Group had a decrease of 73.30% of hazardous waste from the previous year, mainly due to one factory in Wuxi was relocated and integrated into another factory of in Wuxi. The Group had an increase of 138.62% of non-hazardous waste from the previous year, mainly resulted from the waste treatment during the relocation of the main production site. Apart from the abovementioned measures, the Group will strive to minimise wastes by incorporating more environmental production processes and measures.

## NOISE MANAGEMENT

In order to comply with the “Law of the People's Republic of China on the Prevention and Control of Environmental Noise Pollution (中華人民共和國環境噪聲污染防治法)” and to fulfill the requirements of the local environmental protection departments and labour departments, the Group has established a “Noise Management Procedure” to strictly manage and control the noise generated during production and living to ensure that our employees and the residents within the community have a good working and living environment. The noises are mainly generated from the operation of production equipment (such as air compressors, jet mills, etc.) and vehicles. Employees must wear earplugs when operating production equipment to reduce the level of occupational hazards. In order to reduce the noise level in the plant, we stipulate that the doors and windows within the workshop must be kept closed; vehicles are strictly forbidden to whistle in the plant area. The noise level in the plant area is constantly monitored to meet the requirements under the “Industrial Enterprises Factory Noise Standard (工業企業廠界噪聲標準)” and the “Industrial Enterprises Noise Sanitation Standard (工業企業噪聲衛生標準)”.

## PACKAGING MATERIALS

The packaging materials are mainly recyclable metal and wooden packaging boxes. Packaging is specially designed based on the type of end products due to specific quality and safety requirement. The following is the usage of packaging materials during the Reporting Period:

Packaging Material and Intensity 包裝物料及密度	Unit 單位	2019 二零一九年	2018 二零一八年
Total Packaging Material Used 包裝物料使用總數	tonnes 噸	188.91	191.85
Intensity 密度	tonnes/1000 units 噸/1000 單位	13.11	13.88

於報告期內，本集團的有害廢棄物較上年減少了73.30%，主要是由於位於無錫的一家工廠搬遷並整合到無錫的另一家工廠。本集團無害廢棄物較上年增加138.62%，主要是由於生產基地搬遷過程中產生的廢物。除上述措施外，本集團將通過採用更多的環保生產程序和措施，努力減少廢物。

## 噪音管理

為了遵守《中華人民共和國環境噪聲污染防治法》，並符合當地環境保護部門和勞動部門的要求，本集團已建立《噪音管理程序》，以嚴格管理和控制生產和生活中產生的噪音，以確保我們的員工和社區居民擁有良好的工作和生活環境。噪音主要來自生產設備（例如空氣壓縮機，噴氣式磨機等）和車輛的運行。員工在操作生產設備時必須戴上耳塞，以減少職業危害水平。為了降低工廠的噪音水平，我們規定車間內的門窗必須保持關閉狀態；車輛嚴禁在工廠區域內鳴笛。為了滿足《工業企業工廠界噪聲標準》和《工業企業噪聲衛生標準》的要求，將對工廠區域的噪聲水平進行持續監控。

## 包裝物料

包裝物料主要是可回收的金屬和木質包裝盒。由於特定的質量和安全要求，包裝是根據最終產品的類型專門設計的。以下是報告期內包裝物料的使用情況：

The Group strongly advocates the 4Rs principles of reduce, reuse, recycle and replace. All paper wastes are recycled. We separate all recyclable paper waste from the waste source so that the contractor can recycle more easily. To reduce the paper consumption, the followings are the measures adopted during our daily operations:

- Double-sided printing is set as the default setting on computers, single-sided printing has to be manually selected;
- For any papers that have been used for single-sided printing, they should be reused when there is no confidential information on the printed side of the paper; and
- Staff members are encouraged to circulate documents through electronic means such as email or encrypted flash drive.

## ENVIRONMENT AND NATURAL RESOURCE

We believe our intelligent power distribution system solutions and equipment can reduce energy consumption. There is no significant consumption of natural resources and therefore the Group's activities do not have any significant impact on the environment. Notwithstanding, we actively exchange technology and knowledge with leading multinational electrical companies for revolutionary ideas. Besides, the Group progresses towards our goal "intelligence changes lives", by applying artificial intelligence technology to contribute to the environment.

本集團大力倡導減少，再利用，回收和替換的4R原則。所有廢紙都被回收。我們將所有可回收的廢紙與廢物源分開，可以更便於承包商進行回收。為減少用紙量，以下是我們日常運營中採取的措施：

- 雙面打印被設置為電腦的默認設置，單面打印必須手動選擇；
- 對於用於單面打印的任何紙張，如果紙張的打印面上沒有機密信息，則應重新使用它們；和
- 鼓勵員工通過電子郵件或加密的隨身碟等電子方式發送文件。

## 環境及天然資源

我們相信我們的智能配電系統解決方案和設備可以減少能耗。由於沒有大量消耗自然資源，本集團的活動對環境沒有任何重大影響。儘管如此，我們仍積極與領先的跨國電氣公司交換技術和知識以尋求革命性的想法。此外，本集團通過應用人工智能技術為環境做出貢獻，朝著「智能改變生活」的目標邁進。



### EMPLOYMENT

The Group has put a lot of effort to make sure that the Group has strictly complied with a series of labour laws in People's Republic of China including but not limited to “the Employment Contract Law of the People's Republic of China (中華人民共和國勞動合同法)” and “Labour Law of the People's Republic of China (中華人民共和國勞動法)”. With reference to those laws and regulations, the Group has established “Employment policy” to ensure the employment protection with regard to compensation and dismissal, recruitment and promotion, working hours and rest periods, equal opportunity, diversity and anti-discrimination, and other benefits and welfare. We provide competitive remuneration packages, including year-end bonuses, free working meals and annual leaves, festive gifts, fuel allowance, telephone bill allowance, staff quarters and wedding gifts.

### HEALTH AND SAFETY

During the Reporting Period, the Group has complied with the “Production Safety Law of the People's Republic of China (中華人民共和國生產法)”, the “Labour Law of the People's Republic of China (中華人民共和國勞動法)”, the “Labour Contract Law of the People's Republic of China (中華人民共和國勞動合同法)”, “Law of the People's Republic of China on Prevention and Control of Occupational Diseases (中華人民共和國職業病防治法)” and other relevant laws and regulations which stipulate requirements to maintain safe production conditions and to protect the occupational health of employees. The Group has been carrying out regular health examination for employees engaging in potential occupational hazards, educating employees on occupational safety and sanitation, to prevent accidents at work and reduce occupational hazards. In order to strengthen the Group's occupational safety, improve working conditions and protect the personal interests of employees, the Group developed “Fire and Safety Management Procedures”.

The Group has implemented safety measures at our production sites and established guidelines for work safety and occupational health safety including fire safety, warehouse safety, electricity safety, work-related injuries and emergency and evacuation procedures to minimise the risk of injury of employees. The Group provides employees with protective equipment (such as safety hats, insulated gloves, insulated shoes, protective glasses, reflective clothing, etc.). The Group has also installed appropriate fire safety equipment with regular fire drills to provide fire prevention training to our staff. The Group also conduct training sessions for production staff on accident prevention and management. The Group has been awarded standard certification of OHSAS 18001 in respect of the occupational health and safety of our working environment.

### 僱傭

本集團已作出大量努力，以確保本集團嚴格遵守中華人民共和國的一系列勞工法，包括但不限於《中華人民共和國勞動合同法》和《中華人民共和國勞動法》。根據這些法律法規，本集團制定了《就業政策》，以確保在薪酬、解僱、招聘及晉升、工作時數、假期、平等機會、多元性、反歧視以及其他待遇福利方面的就業保護。我們提供有競爭力的薪酬待遇，包括年終獎金，免費工作餐和年假，節日禮物，燃油津貼，電話費津貼，員工宿舍和結婚禮物等。

### 健康與安全

於報告期內，本集團已遵守《中華人民共和國生產法》，《中華人民共和國勞動法》，《中華人民共和國勞動合同法》，《中華人民共和國職業病防治法》和其他有關法律法規，其中規定了維持安全生產條件和保護員工職業健康的要求。本集團一直對有潛在職業危害的僱員進行定期健康檢查，對僱員進行職業安全與衛生教育，預防工作中的事故並減少職業危害。為加強本集團的職業安全，改善工作條件並保護員工的個人利益，本集團制定了《消防和安全管理程序》。

本集團已在生產現場實施安全措施，並製定了工作安全和職業健康安全指南，包括消防安全，倉庫安全，電力安全，與工作有關的傷害以及緊急和疏散程序，以最大程度地降低員工受傷的風險。本集團為員工提供防護裝備（例如安全帽，絕緣手套，絕緣鞋，防護眼鏡，反光服等）。集團還安裝了適當的消防安全設備並定期進行消防演習，並向我們的員工提供防火培訓。本集團還為生產人員進行事故預防和管理培訓。在工作環境的職業健康和安全管理方面，本集團已獲得 OHSAS 18001 的職業健康和安全管理系統認證。

The Group also established “Labour Protection Policy for Female and Minor Employees”. Female and minor employees are prohibited to work on labour intensive duties, toxic and harmful gas operations, earthwork, wind drills, welding operations, etc.

## DEVELOPMENT AND TRAINING

The Group provides a series of training to our employees classified as induction training, training centre programs, each of them caters for employees’ personal growth and job requirements. Orientation training includes briefing on the corporate culture and environmental protection and work safety training. Our training center organises various programs related to business, human resources and production, for example, quality inspection methods, effective execution training, skills enhancement training for middle-level management, quality control methods and applications, lean production training, Training the Trainer to Train (“TTT”) training. We also design specific training to technical staff to enhance their professional knowledge and skills. Our staff need to pass the assessment to get the license for work. Those regular trainings are crucial in preventing operation accidents from happening, reduce unqualified products that leads to wastage and ensure the quality of the final outputs to enhance customers’ satisfaction.

## LABOUR STANDARDS

During the Reporting Period, the Group has strictly complied with a series of labour laws in People’s Republic of China and Hong Kong including but not limited to “the Employment Contract Law of the People’s Republic of China (中華人民共和國勞動合同法)”, “Labour Law of the People’s Republic of China (中華人民共和國勞動法)” and the Employment Ordinance (Chapter 57 of the Laws of Hong Kong).

With the aim to protect the children of their childhood, the Group prohibits inappropriate physical and manual work for children and protect the free labour rights and employees’ rights and interests. Upon receipt of the candidate’s resume, the Human Resources Department will conduct a thorough background check to ensure whether the personal data stated on the application form is true. During the job interview, the Group carefully examine and verify the applicant’s original identity card and make detailed inquiries to applicants to ensure that the Group does not employ child labour and forced labour.

The Group strictly prohibit the uses of forced labour and child labour. If management discovers irregular employment of child labour or forced labour, the Group will immediately terminate the contract, ascertain the causes of such irregular employment and accountabilities of relevant recruitment staff to eliminate such practices. During the Reporting Period, the Group did not employ child labour and forced labour.

本集團還制定了《婦女和未成年工勞動保護政策》。禁止女性和未成年僱員從事勞動密集型工作，有毒有害氣體作業，土方工程，風鑽，焊接作業等。

## 發展及培訓

本集團為員工提供一系列培訓，分為入職培訓，培訓中心計劃，每項培訓均能滿足員工的個人成長和工作要求。入職培訓包括企業文化和環境保護簡介以及工作安全培訓。我們的培訓中心組織了與業務，人力資源和生產相關的各種計劃，例如質量檢查方法，有效執行培訓，中級管理人員技能培訓，質量控制方法和應用，精益生產培訓，培訓師培訓。我們還為技術人員設計專門的培訓，以增強他們的專業知識和技能。我們的員工需要通過評估才能獲得工作許可。這些定期培訓對於防止發生操作事故，減少導致浪費的不合格產品以及確保最終產品的質量以提高客戶滿意度至關重要。

## 勞工準則

於報告期內，本集團嚴格遵守中華人民共和國和香港的一系列勞動法，包括但不限於《中華人民共和國勞動合同法》，《中華人民共和國勞動法》和《僱傭條例》（香港法例第57章）。

為了保護童工的童年，本集團禁止對童工進行不適當的體力勞動，並保護勞工權利和僱員權益。收到求職者的簡歷後，人力資源部門將進行徹底的背景調查，以確保申請表上所述的個人資料是否真實。在面試期間，本集團會仔細檢查並核實求職者的身份證正本，並向求職者進行詳細查詢，以確保本集團不會僱用童工和強制勞工。

本集團嚴格禁止使用強制勞工和童工。如果管理層發現聘請了童工或強制勞工，本集團將立即終止合同，查明原因以及追究相關招聘人員的責任。於報告期內，本集團未僱用童工和強制勞工。

## SUPPLY CHAIN MANAGEMENT

The Group concerns on underlying environmental issues to its suppliers and business partners, and expects them to implement similar practices. The Group has established a “Purchase Management Guidelines 採購管理規定” to closely monitor the performance for the supplier to ensure the quality of raw materials. Before accepting a new supplier, we assess the quality and ethical standards of its business partners based on their impacts on environment and society, qualifications, compliance with laws and regulations and quality of goods. Thus, we set up an “approved vendor list”. The Group also regularly review the suppliers' performance and obtain relevant licenses in order to better control and guarantee the quality of their products and services.

## PRODUCT AND SERVICE RESPONSIBILITY

The Group strictly complies with the relevant laws and regulations relating to product responsibility that have significant impacts, including but not limited to the “Compulsory Product Certification Management Regulation (強制性產品認證管理規定)”, “Product Quality Law of the PRC (中華人民共和國產品質量法)”, “Law of the PRC on the Protection of Customer Rights and Interests (中華人民共和國消費者權益保護法)” and “Tort Law of the PRC (中華人民共和國侵權責任法)”. The Group was accredited ISO 9001 in 2015 to ensure that our product quality is up to the international standards.

During the Reporting Period, the Group was not aware of any non-compliance with the relevant laws and regulations related to health and safety, advertising, labelling and privacy matters relating to the products and services provided.

## QUALITY ASSURANCE

The Group aspires to improve its brand reputation by ensuring the quality of products and services. In order to minimise product liability risk, the Group has established the “Product Quality Assurance Process” in accordance with the national “Compulsory Product Certificate Labeling Management Measures(強制性產品認證標籤管理辦法)” to ensure that the products strictly adhere to the internal quality standards. In the event of product failure not caused by improper use, we will send our maintenance team visiting the site and provide on site maintenance. Moreover, customers are offered with other value-added services, including product warranty and after-sales services.

## 供應鏈管理

本集團關注其供應商和業務合作夥伴所面臨的潛在環境問題，並期望他們採取類似的做法。本集團制定了《採購管理規定》，對供應商的表現進行密切監控，以確保原材料的質量。在接受新的供應商之前，我們會根據其對環境和社會的影響，資格，法律法規的遵守情況和商品質量，評估其商業夥伴的質量和道德標準。因此，我們建立了一個《合格供應商名單》。本集團亦定期檢討供應商的表現並取得其相關牌照，以更好地控制及保證其產品及服務的質量。

## 產品和服務責任

本集團嚴格遵守對產品產生重大影響的有關法律法規，包括但不限於《強制性產品認證管理規定》，《中華人民共和國產品質量法》，《中華人民共和國消費者權益保護法》和《中華人民共和國侵權責任法》。本集團於二零一五年獲得ISO 9001質量管理體系認證，以保證我們的產品質量達到國際標準。

於報告期內，本集團未發現與所提供產品和服務有關的健康，安全，廣告，標籤和隱私等有關法律法規的任何違規情況。

## 質量保證

本集團期望通過確保產品和服務的質量來提高其品牌聲譽。為了最大程度地降低產品責任風險，本集團根據國家《強制性產品認證標籤管理辦法》建立了《產品質量保證程序》，以確保產品嚴格遵守內部質量標準。當產品因使用不當以外原因發現故障，本集團會派遣維修團隊到現場並提供現場維護。此外，本集團還為客戶提供其他增值服務，包括產品保修和售後服務。

## COMPLAINTS HANDLING PROCEDURES

Customers' opinions and feedback help to drive continuous improvement of the Group and are vital to its pursuit of excellence. Various communication channels (e.g. via website and customer service hotline) have been established, aiming to better address customers' concerns.

The Group makes every effort to promptly investigate and resolve all disputes and complaints lodged by the customers. We established "Customers' Complaints Handling Procedures" to ensure that all customer complaints can be properly handled. All complaints received are handled by After-Sales Service Department. Upon the receipt of a complaint, the responsible personnel will investigate into the matter and appropriate action will be taken in a timely manner.

## PROTECTION OF CUSTOMERS' DATA

In order to build customer trust and loyalty, the Group has established measures to reduce the risk of employees leaking confidential information to outsiders. The Group strictly prohibits the use of customers' personal data for any purposes other than what have been stated in the customer contracts. If any employee who has been discovered of misappropriating customers' private data, the Group will take disciplinary action against the employee concerned and reserve its right to legal action.

Moreover, non-disclosure agreements are signed by all employees of the Group to ensure that they are aware of their legally binding obligations of protecting confidential information of the Group.

## ANTI-CORRUPTION

In accordance with the "Criminal Law of the People's Republic of China" (中華人民共和國刑法), the "Prevention of Bribery Ordinance" enforced by Hong Kong Independent Commission Against Corruption and other applicable laws and regulations, the Group formulated "Anti-corruption management procedures" and whistleblowing policies to strengthen corporate governance and internal control, to prevent fraud, to reduce risks, to regulate business practices, and to safeguard the legitimate rights and interests of the enterprises and shareholders. All new hires have to receive training in the Code of Conduct. For employees who violate the Code of Conduct, disciplinary actions or dismissal will be inflicted as punishment. We bring the disciplinary monitoring work in the business process, ensure that there are channels for reporting suspected cases of obtaining personal interests in carrying out one's job duties, bribes, extortion, fraud, money laundering in breach of policies, regulations, or laws in strict confidential. We will keep on improving our whistle-blowing system and are determinant in combating corruption and contribute to building a clean society. During the Reporting Period, the Group or our employees did not involve in any litigation cases of corruptions.

## 投訴處理流程

客戶的意見和反饋有助於推動本集團的持續發展及對追求卓越至關重要。我們建立了各種溝通渠道（例如通過網站和客戶服務熱線），旨在更好地解決客戶的疑慮。

本集團盡一切努力迅速調查和解決客戶提出的所有糾紛和投訴。我們建立了《客訴問題處理流程》，以確保可以正確處理所有客戶投訴。收到的所有投訴均由售後服務部門處理。收到投訴後，負責人員將對此事進行調查，並將及時採取適當行動。

## 客戶資料保護

為了建立客戶的信任和忠誠度，本集團已制定措施以減少員工向外部洩露機密信息的風險。本集團嚴格禁止將客戶的個人資料用於客戶合同中未有註明的目的。如果發現任何員工盜用客戶的私人資料，本集團將對有關員工採取紀律處分，並保留對其提起訴訟的權利。

此外，本集團所有員工均簽署了保密協議，以確保他們了解保護本集團機密資料的法律約束力。

## 反貪污

根據《中華人民共和國刑法》，香港廉政公署執行的《防止賄賂條例》及其他適用法律法規，本集團制定了《反舞弊管理程序》和舉報政策，以加強公司治理和內部控制、防止欺詐、降低風險、規範經營方式，並維護企業和股東的合法權益。所有新員工都必須接受《行為準則》的培訓。對於違反《行為準則》的員工，將處以紀律處分或解僱。我們將紀律檢查監察工作深入業務過程中，確保在絕對保密的情況下可經不同管道通報利用職務謀取個人私利、賄賂、勒索、欺詐及洗黑錢等違紀、違規或違法的個案。我們持續優化舉報機制，並表明堅決反腐倡廉的決心，為建造清廉的社會環境盡一分力。於報告期內，並無涉及指控本集團或本集團員工貪污的訴訟案件。





## COMMUNITY INVESTMENT

The Group understands the importance of giving back to the society. In order to contribute to a more sustainable and harmonious society, the Group encourages the employees to take part in community services.

Elderly were the pillars of society in the past. The Group believes that giving back to elderly is one of the most effective means of propagating and sustaining community developments. During the Reporting Period, the Group organised a visit to the Revolution Memorial Park in Wuxi and a visit to Yuqi vineyard for retired soldiers to pay homage to retired soldiers and support the elderly in our community.

## 社區投資

本集團深知回饋社會的重要性。為了促進更可持續和和諧的社會，本集團鼓勵員工參加社區服務。

老年人曾是社會的支柱。本集團相信對老年人的回饋是宣傳和維持社區發展的最有效手段之一。於報告期內，本集團組織退伍軍人參觀無錫革命紀念公園及玉祁葡萄園以向退伍軍人致敬，並向社區中的老年人提供支援。

# THE STOCK EXCHANGE ENVIRONMENTAL, SOCIAL AND GOVERNANCE GUIDE CONTENT INDEX

## 聯交所環境、社會及管治指引內容索引

Aspect 層面	Description 描述	Section 章節	Remarks 備註
<b>A. Environmental 環境</b>			
<b>A1 Emissions 排放物</b>			
<b>General Disclosure</b> 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的：(a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Overview 概述	
<b>KPI A1.1</b> 關鍵績效指標 A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Emissions 排放物	
<b>KPI A1.2</b> 關鍵績效指標 A1.2	Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 溫室氣體總排放量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	Greenhouse Gas Emissions 溫室氣體排放	
<b>KPI A1.3</b> 關鍵績效指標 A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	Waste Management 廢棄物管理	
<b>KPI A1.4</b> 關鍵績效指標 A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	Waste Management 廢棄物管理	
<b>KPI A1.5</b> 關鍵績效指標 A1.5	Description of measures to mitigate emissions and results achieved. 描述減低排放量的措施及所得成果。	Energy Consumption and Efficiency 能源消耗與效率	
<b>KPI A1.6</b> 關鍵績效指標 A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved. 描述處理有害及無害廢棄物的方法、減低產生量的措施及所得成果。	Waste Management 廢棄物管理	
<b>A2 Use of Resources 資源使用</b>			
<b>General Disclosure</b> 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源（包括能源、水及其他原材料）的政策。	Energy Consumption and Efficiency, Water Efficiency 能源消耗與效率，用水效率	
<b>KPI A2.1</b> 關鍵績效指標 A2.1	Direct and/ or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). 按類型劃分的直接及／或間接能源（如電、氣或油）總耗量（以千個千瓦時計算）及密度（如以每產量單位、每項設施計算）。	Greenhouse Gas Emissions 溫室氣體排放	

Aspect 層面	Description 描述	Section 章節	Remarks 備註
KPI A2.2 關鍵績效指 標 A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度（如以每產量單位、每項設施計算）。	Water Management 用水管理	
KPI A2.3 關鍵績效指 標 A2.3	Description of energy use efficiency initiatives and results achieved. 描述能源使用效益計劃及所得成果。	Energy Consumption and Efficiency 能源消耗與效率	
KPI A2.4 關鍵績效指 標 A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved. 描述求取適用水源上可有任何問題，以及提升用水效益計劃及所得成果。	Water Management 用水管理	
KPI A2.5 關鍵績效指 標 A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量（以噸計算）及（如適用）每生產單位佔量。	Packaging materials 包裝物料	
<b>A3 The Environment and Natural Resources 環境及天然資源</b>			
General Disclosure 一般披露	Policies on minimising the issuer's significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	The Environment and Natural Resources 環境及天然資源	
KPI A3.1 關鍵績效指 標 A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。		
<b>B. Social 社會</b>			
<b>B1 Employment and Labour Practices 僱傭及勞工常規</b>			
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的：(a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Employment  僱傭	
KPI B1.1 關鍵績效指 標 B1.1	Total workforce by gender, employment type, age group and geographical region. 按性別、僱傭類型、年齡組別及地區劃分的僱員總數。	N/A  不適用	Recommende d disclosure only 僅建議披露
KPI B1.2 關鍵績效指 標 B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	N/A  不適用	Recommende d disclosure only 僅建議披露



Aspect 層面	Description 描述	Section 章節	Remarks 備註
<b>B2 Health and Safety 健康與安全</b>			
<b>General Disclosure</b> 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的：(a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Health and Safety 健康與安全	
<b>KPI B2.1</b> 關鍵績效指標 B2.1	Number and rate of work-related fatalities. 因工作關係而死亡的人數及比率。	N/A 不適用	Recommended disclosure only 僅建議披露
<b>KPI B2.2</b> 關鍵績效指標 B2.2	Lost days due to work injury. 因工傷損失工作日數。	N/A 不適用	Recommended disclosure only 僅建議披露
<b>KPI B2.3</b> 關鍵績效指標 B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	N/A 不適用	Recommended disclosure only 僅建議披露
<b>B3 Development and Training 發展及培訓</b>			
<b>General Disclosure</b> 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. 有關提升僱員履行工作職責的知識及技能的政策。	Development and Training 發展及培訓	
<b>KPI B3.1</b> 關鍵績效指標 B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別（如高級管理層、中級管理層等）劃分的受訓僱員百分比。	N/A 不適用	Recommended disclosure only 僅建議披露
<b>KPI B3.2</b> 關鍵績效指標 B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	N/A 不適用	Recommended disclosure only 僅建議披露
<b>B4 Labour Standards 勞工準則</b>			
<b>General Disclosure</b> 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 有關防止童工或強制勞工的：(a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Labour Standards 勞工準則	
<b>KPI B4.1</b> 關鍵績效指標 B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	Labour Standards 勞工準則	

Aspect 層面	Description 描述	Section 章節	Remarks 備註
<b>KPI B4.2</b>  關鍵績效指 標 B4.2	Description of steps taken to eliminate such practices when discovered.  描述在發現違規情況時消除有關情況所採取的步驟。	N/A  不適用	Recommend ed disclosure only 僅建議披露
<b>B5 Supply Chain Management 供應鏈管理</b>			
<b>General Disclosure 一般披露</b>	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	Supply Chain Management 供應鏈管理	
<b>KPI B5.1</b>  關鍵績效指 標 B5.1	Number of suppliers by geographical region.  按地區劃分的供應商數目。	N/A  不適用	Recommend ed disclosure only 僅建議披露
<b>KPI B5.2</b>  關鍵績效指 標 B2.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目、以及有關慣例的執行及監察方法。	N/A  不適用	Recommend ed disclosure only 僅建議披露
<b>B6 Product and Service Responsibility 產品責任</b>			
<b>General Disclosure 一般披露</b>	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.  有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的：(a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Product and Service Responsibility; Quality Assurance; Complaints Handling Procedures; Protection of Customers' Data 產品和服務責任； 質量保證；投訴 處理流程；客戶 資料保護	
<b>KPI B6.1</b>  關鍵績效指 標 B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.  已售或已運送產品總數中因安全與健康理由而須回收的百分比。	N/A  不適用	Recommend ed disclosure only 僅建議披露
<b>KPI B6.2</b>  關鍵績效指 標 B6.2	Number of products and service-related complaints received and how they are dealt with.  接獲關於產品及服務的投訴數目以及應對方法。	N/A  不適用	Recommend ed disclosure only 僅建議披露
<b>KPI B6.3</b>  關鍵績效指 標 B6.3	Description of practices relating to observing and protecting intellectual property rights.  描述與維護及保障知識產權有關的慣例。	N/A  不適用	Recommend ed disclosure only 僅建議披露



Aspect 層面	Description 描述	Section 章節	Remarks 備註
<b>KPI B6.4</b> <b>關鍵績效指 標 B6.4</b>	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	N/A 不適用	Recommende d disclosure only 僅建議披露
<b>KPI B6.5</b> <b>關鍵績效指 標 B6.5</b>	Description of consumer data protection and privacy policies, how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	N/A 不適用	Recommende d disclosure only 僅建議披露
<b>B7 Anti- corruption 反貪污</b>			
<b>General Disclosure</b>  <b>一般披露</b>	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的：(a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Anti- corruption  反貪污	
<b>KPI B7.1</b> <b>關鍵績效指 標 B7.1</b>	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	Anti- corruption  反貪污	
<b>KPI B7.2</b> <b>關鍵績效指 標 B7.2</b>	Description of preventive measures, how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	Anti-Corruption  反貪污	
<b>B8 Community Investment 社區</b>			
<b>General Disclosure</b>  <b>一般披露</b>	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	Community Investment  社區投資	
<b>KPI B8.1</b> <b>關鍵績效指 標 B8.1</b>	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇（如教育、環境事宜、勞工需求、健康、文化、體育）。	Community Investment 社區投資	
<b>LPI B8.2</b> <b>關鍵績效指 標 B8.2</b>	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源（如金錢或時間）。	Community Investment 社區投資	

