



CHAOWEI POWER HOLDINGS LIMITED

超威動力控股有限公司

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立的有限公司)

Stock Code 股份代號: 00951



2019

ENVIRONMENT, SOCIAL
AND GOVERNANCE REPORT

環境、社會及管治報告

CONTENT 目錄

NOTES TO THE REPORT

1. ABOUT US

- 1.1 Corporate Profile
- 1.2 Corporate Governance
- 1.3 Operational Compliance
- 1.4 Responsible Management

2. STRICTLY CONTROL PRODUCT QUALITY AND IMPROVE CUSTOMERS' EXPERIENCE

- 2.1 Quality Orientation
- 2.2 Strengthen Customers' Experience

3. EXPAND INDUSTRY COOPERATION AND BUILD A GREEN BUSINESS ECOSYSTEM TOGETHER

- 3.1 Lead Industrial Upgrades
- 3.2 Stimulate Supply Chain Responsibility

4. COMMITTED TO GREEN DEVELOPMENT, CLEAR SKIES, AND PRISTINE WATERS

- 4.1 Practicing Green Production
- 4.2 Encourage Energy Saving and Resource Utilization
- 4.3 Emphasize Ecological Protection

報告說明

1. 關於我們

- 1.1 公司簡介
- 1.2 公司治理
- 1.3 合規經營
- 1.4 責任管理

2. 嚴控產品質量 提升客戶體驗

- 2.1 聚焦質量領先
- 2.2 強化客戶體驗

3. 開展行業合作 共建綠色生態圈

- 3.1 引領行業升級
- 3.2 促進供應鏈履責

4. 堅持綠色發展 助力碧水藍天

- 4.1 踐行綠色生產
- 4.2 倡導節能降耗
- 4.3 注重生態保護

2

3

3

4

5

7

11

11

14

15

15

16

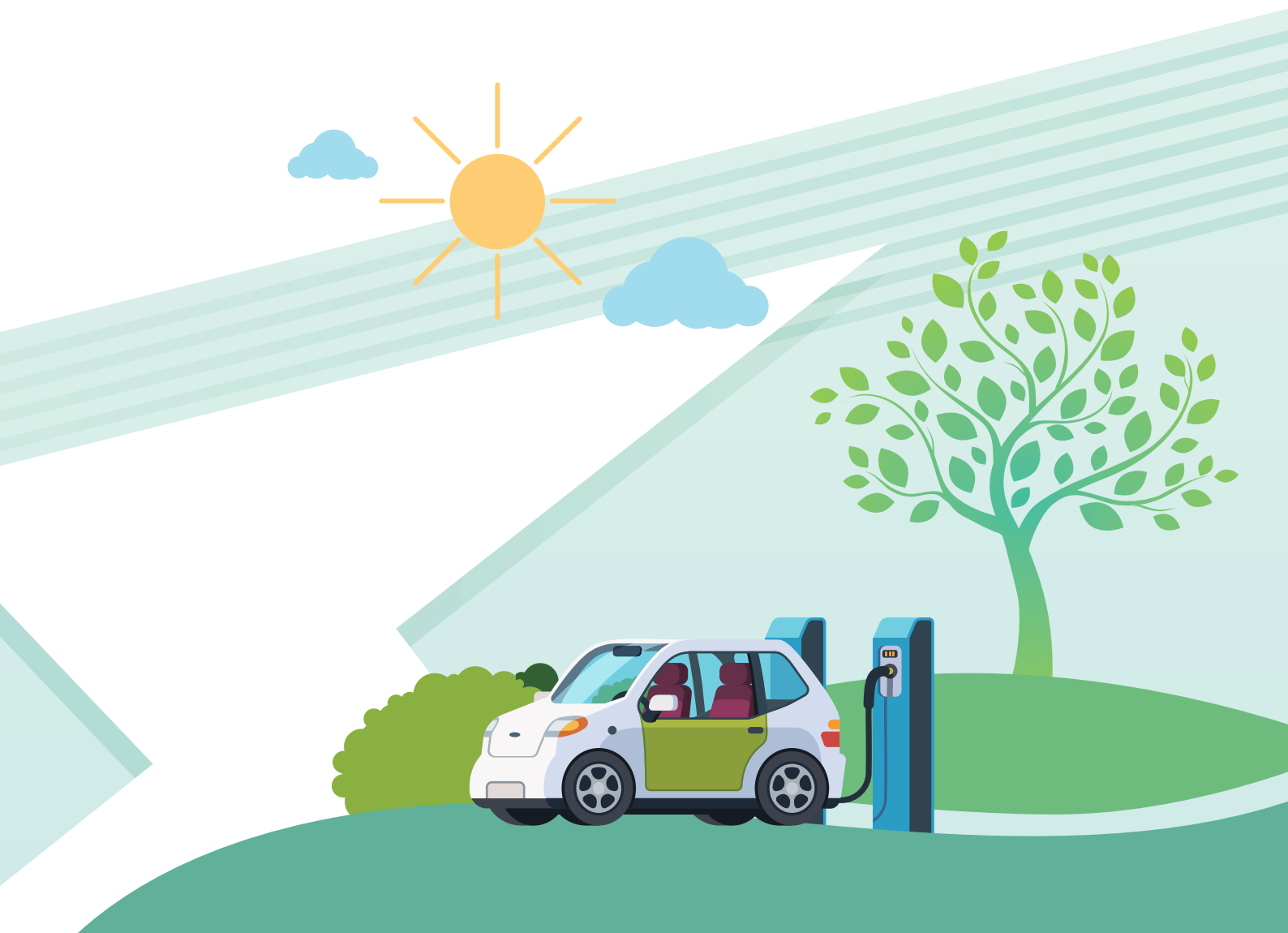
17

17

20

22

5.	PROTECTING EMPLOYEE INTERESTS AND PROMOTING GROWTH OF EMPLOYEES	5.	保障員工權益 促進員工成長	23
5.1	Adhering to Legal Employment	5.1	堅守合規僱傭	23
5.2	Growing Together with Employees	5.2	與員工共成長	25
5.3	Caring About Employees' life	5.3	關愛員工生活	27
6.	ADHERING TO SAFETY RULES AND CARING FOR EMPLOYEES' HEALTH	6.	堅守安全紅線 關愛員工健康	28
7.	CARING ABOUT CHARITY AND PUBLIC WELFARE, ENCOURAGING SOCIAL RESPONSIBILITY	7.	熱心慈善公益 踐行社會責任	31
LOOKING INTO THE FUTURE		展望未來		34



NOTES TO THE REPORT

報告說明



REPORT RELEASE CYCLE

This environmental, social and governance (“ESG”) report (the “Report”) is published by Chaowei Power Holdings Limited (“Chaowei” or the “Company” and, together with its subsidiaries, the “Group”). The Report focuses on the Group’s philosophy, development and effectiveness in the ESG aspects. The duration of the Report is from 1 January 2019 to 31 December 2019 (the “Reporting Period”). Certain parts of content may be traced back to past years.

ORGANIZATIONAL STRUCTURE OF THE REPORT

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

DATA DESCRIPTION OF THE REPORT

Certain financial data set out in the Report is derived from the 2019 annual report (the “Annual Report”) of the Company. Should there be any discrepancies between the data and the Annual Report, the Annual Report shall prevail. Certain data are beyond the Annual Report and are mainly based on the Company’s internal information and statistical data of its subsidiaries. Unless otherwise specified, all figures in the Report are denominated in RMB.

BASIS FOR COMPILATION OF THE REPORT

The Report was prepared according to the Environmental, Social and Governance Reporting Guide issued by The Stock Exchange of Hong Kong Limited (the “Stock Exchange”), with reference to the Global Reporting Initiative (GRI) Sustainability Reporting Standards issued by the GRI, ISO26000: Social Responsibility by International Organization for Standardization and Guidelines for the Preparation of Corporate Social Responsibility Reports in China (CASS-CSR 4.0) by Chinese Academy of Social Sciences.

ACCESS OF THE REPORT

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

CONTACT INFORMATION

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報告發布周期

本報告為超威動力控股有限公司（「超威」或「本公司」，連同其附屬公司為「本集團」）發布的年度環境、社會及管治（「ESG」）報告（「本報告」），重點披露本集團在ESG方面的理念、進展和成效，本報告時間範圍為二零一九年一月一日至二零一九年十二月三十一日（「本報告期間」），部分內容根據需要追溯至以前年份。

本報告組織範圍

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

本報告數據說明

本報告中的部分財務數據來自本公司二零一九年年度報告（「年報」），如數據與年報不一致，請以年報為準。部分內容超出上述範圍，主要基於本公司內部資料及其附屬公司統計數據。除另有說明，本報告以人民幣為貨幣單位。

本報告編製原則

本報告遵循香港聯合交易所有限公司（「聯交所」）《環境、社會及管治報告指引》，參考全球報告倡議組織（GRI）發布的《GRI可持續發展報告標準》（GRI Sustainability Reporting Standards）、國際標準化組織《ISO26000：社會責任指南》及中國社會科學院《中國企業社會責任報告編寫指南（CASS-CSR 4.0）》的原則編製。

本報告獲取方式

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

聯繫方式

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1. ABOUT US

關於我們



1.1 CORPORATE PROFILE

公司簡介

The Group is mainly engaged in the manufacturing and sales of lead-acid motive batteries and other related products. These batteries are widely used in electric bikes, electric tricycles, special-purpose electric vehicles, etc. The Group also manufactures and sells energy-storage batteries and lithium-ion batteries. The Group is one of the very few enterprises which has successfully adopted the enclosed formation process in large scale production.

Headquartered in Changxing, Zhejiang Province, the People's Republic of China (the "PRC" or China), the Group's manufacturing facilities are strategically located in regions with higher demand for lead-acid motive batteries, namely Shandong, Jiangsu, Henan, Zhejiang, Anhui, Jiangxi and Hebei Provinces. The Group has long been held in high regard by the PRC government and within the industry, and has consistently been placed in the "Top 500 Enterprises of China (中國企業500強)", "Top 500 Enterprises of the Manufacturing Industry of China (中國製造業企業500強)", "Top 500 Chinese Private-owned Enterprises (中國民營企業500強)", "Fortune Top 500 Chinese Companies (《財富》中國500強)", "Top 100 Enterprises of the Light Industry of China (中國輕工百強企業)", "Top 100 Science & Technology Enterprises in China Light Industry (中國輕工業科技百強企業)", "Top 500 Global New Energy Enterprises (全球新能源企業500強)", and has maintained first place in the "Top 10 Enterprises of New Energy Battery Industry in China Light Industries (中國輕工業新能源電池行業十強企業)" for the seventh year in a row.

本集團主要從事鉛酸動力電池及其他相關產品的製造及銷售，產品主要應用於電動自行車、電動三輪車及特殊用途電動車等。本集團亦有生產及銷售儲能電池及鋰離子電池。本集團是目前極少數能成功在生產過程中大規模採用內化成工藝的企業。

本集團的總部設於中華人民共和國（「中國」）浙江省長興縣，生產設施廣泛分布於鉛酸動力電池需求較高的區域，如山東、江蘇、河南、浙江、安徽、江西和河北等多個省份。本集團長期得到中國政府及業界的高度認可，繼續獲納入「中國企業500強」、「中國製造業企業500強」、「中國民營企業500強」、「《財富》中國500強」、「中國輕工業百強企業」、「中國輕工業科技百強企業」、「全球新能源企業500強」榜單，並連續七年蟬聯「中國輕工業新能源電池行業十強企業」第一位。



1.2 CORPORATE GOVERNANCE 公司治理

The Group continuously improves its governance standards, while standardizing and perfecting its corporate governance structure in accordance with the laws, regulations, and governance requirements of the Company Law, the Securities Law of the PRC, the Rules Governing the Listing of Securities on the Stock Exchange (the "Listing Rules"), and the Corporate Governance Code and Corporate Governance Report set out in Appendix 14 of the Listing Rules, in order to enhance overall governance of the Company.

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

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

本集團不斷提升管治水平，遵循中國《公司法》及《證券法》、香港聯交所《證券上市規則》（「上市規則」）及《上市規則》附錄十四《企業管治守則》及《企業管治報告》等法律法規及監管要求，持續規範完善本公司治理架構，提升本公司整體治理水平。

本公司董事會（「董事會」）高度重視本集團的ESG相關工作，建立了有效的ESG信息報送體系，定期檢討ESG的表現。本報告亦經過董事會審核後發布。

更多公司治理情況詳見年報《企業管治報告》章節。





1.3 OPERATIONAL COMPLIANCE 合規經營

Following the development philosophy of "legal corporate governance and compliant operation", the Group strictly complies with the Company Law of the PRC, the Listing Rules, and other laws, regulations, and regulatory requirements, continuously improving its risk management and anti-corruption capabilities in order to protect the interests of its stakeholders.

- **Risk Management**

The Group has established a dynamic compliance and risk control system which combines compliance consulting, risk prevention, and audit monitoring. The Group focuses on monitoring compliance risk, liquidity risk, investment risk, sales and research and development risk. It provides guidance and improves the compliance, audit, and risk monitoring ability of its branches and subsidiaries to achieve lawful, persistent, and healthy development.

The Group updates its internal control system such as the Chaowei Group Risk Liability Claiming Management System, the New Method for Corporate Risk Management, and the Accountability and Management System for Quality Deviation regularly in order to respond to constant changes in laws, regulations, and policies.

The Group has also commenced audit research specific to each main district and carried out comprehensive audit on new business units with an operation period of more than six months to further optimize the establishment of a long-term risk management mechanism.

本集團在「依法治企、合規經營」的發展理念引領下，嚴格遵守中國《公司法》及《上市規則》等法律法規及監管要求，不斷強化風險管理與反貪污管理，保障各利益相關方的利益。

- **風險管理**

本集團建立了集合規諮詢、風險防控及審計監察於一體的合規風險管控體系。本集團重點監察的風險有合規風險、流動性資金風險、投資風險、銷售風險和研發風險，輔導並提升各附屬公司合規審查及風險監控能力，實現合規、持續、健康發展。

本集團定期更新《超威集團風險責任追究管理制度》、《新設企業風險管理辦法》及《質量異常問責管理制度》等內控制度，以應對法律法規及政策的持續變化。

本集團亦開展了針對各大區的審計調研工作，並對運營期在半年以上的新增事業單位進行了全面審計，進一步完善風險管理長效機制建設。

1. ABOUT US 關於我們



• Anti-Corruption

The Group strictly abides by laws and regulations such as the Criminal Law, the Fair Competition Law, and the Interim Provisions on Banning Commercial Bribery of the PRC. The Group has formulated constitutional rules such as the Articles for Audit Inspection, Articles for Inspection Work, Regulations for Management of Expenses Made by Senior Management of Subsidiaries and Branches, Regulations for Working Behavior of Logistic Control Management, Kinship Avoidance Management System, and the Code of Conduct for Corporate Cadres to upgrade risk prevention and control measures and enhance anti-corruption infrastructure.

The Group has put internal control system in place which are responsible for the performance supervision and integrity monitoring of the management personnel and salespeople. Emphasis is placed on audit inspection works for compliance risk and sales risk. The Group's senior management and audit committee meet regularly to maintain supervision of ethical standards.

• 反貪污

本集團嚴格遵照中國《刑法》、《反不正當競爭法》、《關於禁止商業賄賂行為的暫行規定》等法律法規。此外，本集團亦制定了《審計監察章程》、《監察工作細則》、《子分公司高管公務消費支出管理規定》、《物控管理工作行為規範要求》、《親屬關係回避管理制度》及《企業幹部行為規範》等規章制度，升級風險防控措施，深化反貪腐制度建設。

本集團已設立內部監控系統，負責對管理人員和銷售人員進行履職監督與廉潔監察，注重對合規風險及銷售風險的監察審計工作。本集團的高級管理層及審核委員會定期會面，以持續監察道德水平。

Anti-corruption Measures 反貪腐措施

Providing a dedicated confidential reporting channel such as hotline, email, and staff mailbox for all staff to report to the Group's senior management both observed and suspected non-compliance and questionable practices. The Group protects the personal privacy and respective rights of the whistleblower.

提供專門的保密舉報渠道，例如熱線電話、電子郵箱及員工信箱，供全體員工向本集團高級管理人員舉報觀察所得及懷疑不合規或問題行為。本集團保護告密者的個人私隱和相關權利



Ensuring suppliers' tendering process is conducted in a fair, open, and equitable manner. For open tendering, information must be made public and any information disclosed shall be accurate and true.

在供應商招標的過程上，資訊必須公開發佈，並確保公佈的資訊是準確及真實，使招標程序符合公平、公開、公正的完善機制



Organizing regular anti-corruption trainings for employees to enhance their awareness of anti-corruption. The training includes ability to spot topics related to anti-corruption, e.g. business ethics, anti-bribery, prevention of job-related crime, and corporate governance.

定期組織員工反貪腐培訓，提高員工的反貪污意識，培訓主題包含商業道德、反商業賄賂、預防職務犯罪、公司治理等反貪污相關內容



During the Reporting Period, the Group is not aware of any inquiry, report, or punishment due to the occurrence of commercial bribery, blackmail, fraud, or money laundry.

本報告期內，本集團未知悉及發生因商業賄賂、勒索、欺詐及洗黑錢引起的質詢、通報及懲罰。



1.4 RESPONSIBLE MANAGEMENT 責任管理

The Group actively fulfills its corporate social responsibility through a social responsibility management system centrally overseen by the Board, which promotes incorporating social responsibilities into corporate operations.

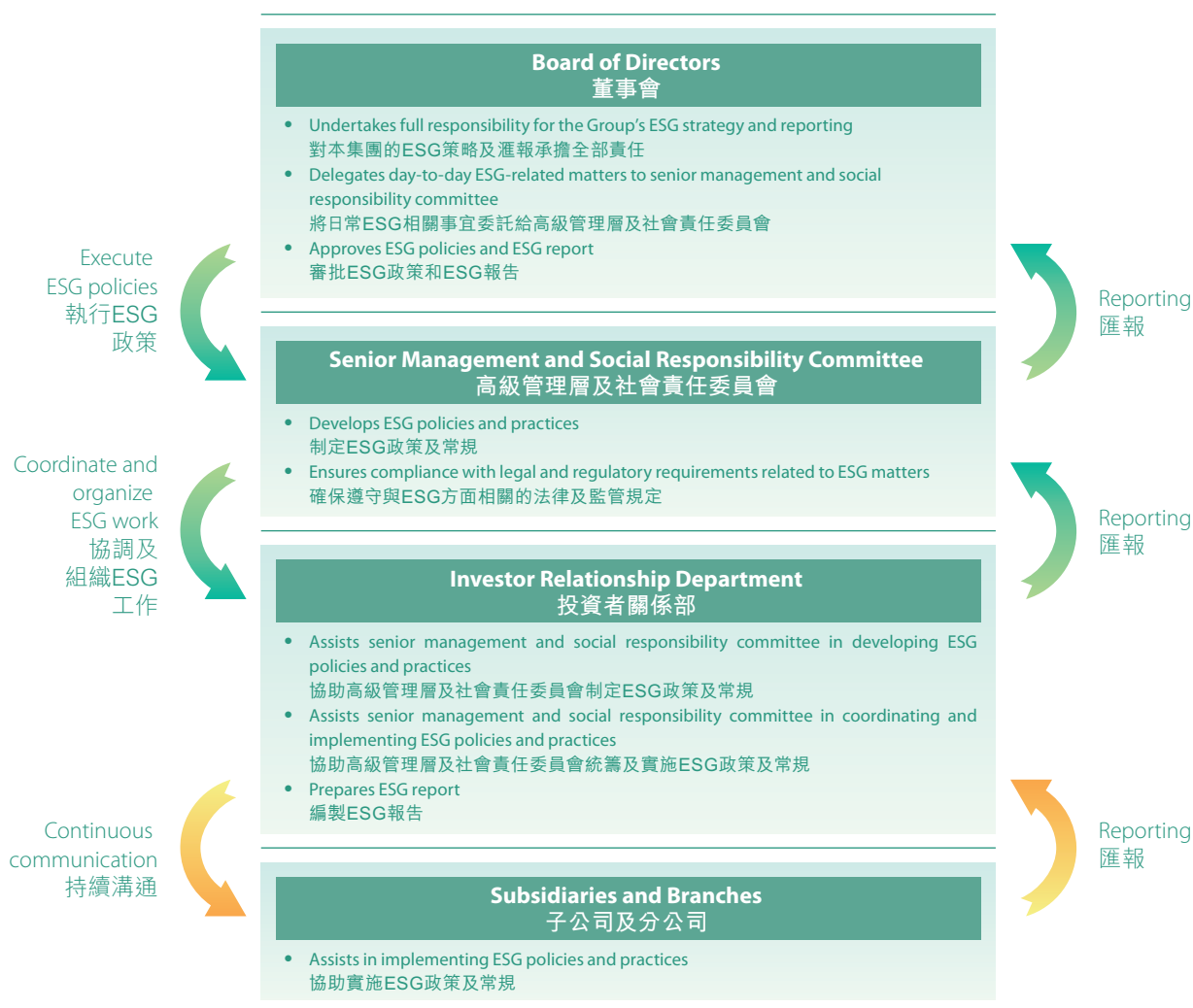
本集團積極履行社會企業責任，通過以董事會為核心的社會責任管理體系推動社會責任融入企業營運中。

• ESG Management Framework

The Group has established an ESG working group. The Board and senior management personnel are responsible for overall ESG strategy and reporting of the Group, examining its performance regularly and promoting works pertaining to ESG.

• ESG 管理架構

本集團設立 ESG 工作小組。董事會及高級管理人員負責對 ESG 整體策略及匯報，定期檢視其績效，推動 ESG 相關工作。



1. ABOUT US 關於我們






• Stakeholder Communication

The Group has constantly enhanced sustainable development awareness by positively responding to the sustainable development trends and by the breakthroughs of meeting demands, and expectations of government, public, customers, employees and other stakeholders. The Group has also applied a sustainable development concept to daily management and operations and taken practical steps to accelerate the mutual development of enterprises and society.

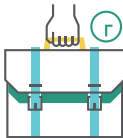



• 利益相關方溝通

本集團積極響應可持續發展趨勢，以滿足政府、公眾、客戶、員工及其他利益相關方的訴求與期望為目標，加強與利益相關方的溝通，將可持續發展理念融入企業日常管理和運營中，以實際行動推動企業與社會共同發展。

Stakeholders 利益相關方	Major Issues 重大議題	Ways of Communication 溝通方式
Shareholders/ investors 股東／投資者 	<ul style="list-style-type: none"> Return on investments Protection of interests and fair treatment of shareholders Disclosure of information Operation and management compliance 	<ul style="list-style-type: none"> Investment return Protection of shareholders' rights and fair treatment of shareholders Information disclosure Compliance operation and management Convene general meeting(s) Publish interim and annual reports, circulars, announcements and other necessary documents Meeting with investors and analysts Conduct roadshows 召開股東大會 刊發中期及年度報告、通函及公告以及其他必要文件 與投資者及分析師會面 舉辦路演
Government and regulatory authorities 政府及監管機構 	<ul style="list-style-type: none"> Compliance with applicable laws and regulations Legitimate tax payment Business and economic development Production safety 	<ul style="list-style-type: none"> On-site inspections and checks by regulatory bodies Discussion through meetings, work reports preparation and submission for approval by relevant government departments Publish necessary documents on the websites of the Stock Exchange and the Company 遵守適用法律及法規 依法納稅 業務及經濟發展 生產安全 監管機構實地視察及檢查 透過會議、工作報告編製及提交供相關政府部門審批進行討論 於聯交所及本公司網站刊載必要文件
Customers 客戶 	<ul style="list-style-type: none"> Customer feedback Improving product quality Customer health and safety Research and development 	<ul style="list-style-type: none"> Customer satisfaction survey Regular visits Industrial fair and forum Customer service centre/hotline 客戶反饋 改善產品質量 客戶健康及安全 研發 客戶滿意度調查 定期走訪 行業展覽及論壇 客戶服務中心／熱線

1. ABOUT US 關於我們



Stakeholders 利益相關方	Major Issues 重大議題	Ways of Communication 溝通方式		
<div>Employees 員工</div> <div></div>	<ul style="list-style-type: none">Protection of rights and interestsManagement and staff communicationOccupational health and safetyImprovement of staff benefitsStaff developmentEqual employment opportunities and diversified developmentSoliciting and retaining employees	<ul style="list-style-type: none">保障權利及權益管理層與員工交流職業健康及安全改善員工福利員工發展平等就業機會及多元化發展招攬及留聘員工	<ul style="list-style-type: none">Labour unionRegular staff meetingsPerformance appraisalEmployees insurancesEncourage employees to participate in training and seminars to reinforce knowledge and skills, and keep updated on the latest development of rules and regulations	<ul style="list-style-type: none">工會定期職工會議表現評估僱員保險鼓勵僱員參加培訓及研討會以提升知識及技能，並了解規則及條例的最新發展情況
<div>Suppliers/ partners 供應商／合作夥伴</div> <div></div>	<ul style="list-style-type: none">Fair competitionLong-term business relationshipFair and reasonable priceProduct quality assurance	<ul style="list-style-type: none">公平競爭長期業務關係公平合理價格產品質量保證	<ul style="list-style-type: none">Discussion through executive meetings, seminars and marketing summitsEvaluation of suppliersRegular on-site investigationsOrganizing public tender to select suppliers	<ul style="list-style-type: none">透過高層會晤、研討會及營銷峰會進行討論供應商評估實地考察公開招標選擇供應商
<div>Environment 環境</div> <div></div>	<ul style="list-style-type: none">Enhancing environmental and ecological protectionEnergy and resources conservationPromoting green operations	<ul style="list-style-type: none">加強環境及生態保護節約能源及資源推行綠色營運	<ul style="list-style-type: none">Environmental data disclosurePromoting a green officeImproving environmental protection measures	<ul style="list-style-type: none">環境數據披露實行綠色辦公改善環境保護措施
<div>Community/ public 社區／公眾</div> <div></div>	<ul style="list-style-type: none">Poverty alleviationSupporting social developmentCare for vulnerable groups	<ul style="list-style-type: none">扶貧濟困支持社會發展關注弱勢群體	<ul style="list-style-type: none">Volunteer activitiesCharity eventsSponsoring charity events	<ul style="list-style-type: none">志願活動慈善活動贊助公益活動

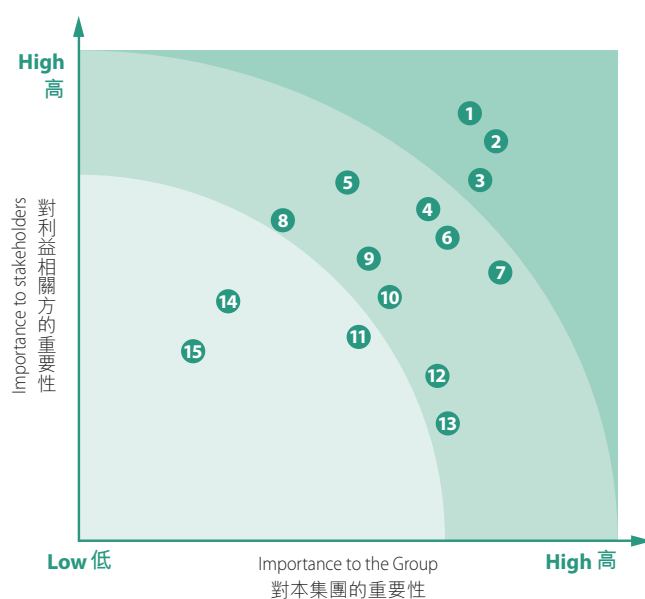


• **Identifying Major Issues**

The Group confirmed material issues below which are majorly disclosed during the Reporting Period. The identification of most relevant ESG issues with the Group was based on the Group's business strategies and characteristics, taking into account of the current industry trend and with reference to relevant standards or guidelines.

• **重要議題識別**

本集團確定了本報告期內需著重披露的重要性議題如下。在識別與本集團最相關的ESG議題時，是基於本集團的業務戰略及特點，考慮到現時行業的趨勢，並且參考了相關標準或指南。



- ① Product quality
產品質量
- ② Waste management
排放物管理
- ③ Safety and health
安全與健康
- ④ Transformation and upgrade of the industry
產業轉型升級
- ⑤ Supply chain
供應鏈管理

- ⑥ Low carbon development
低碳發展
- ⑦ Energy saving and reducing consumption
節能降耗
- ⑧ Protection of employees' rights
員工權益保護
- ⑨ Technological innovation
技術創新
- ⑩ Customers' rights and protection
客戶權益與保護

- ⑪ Fair recruitment
公平招聘
- ⑫ Anti-corruption
反貪污
- ⑬ Employees' training and development
員工培訓與發展
- ⑭ Caring for staff
員工關愛
- ⑮ Charity
公益與慈善

2. STRICTLY CONTROL PRODUCT QUALITY AND IMPROVE CUSTOMERS' EXPERIENCE

嚴控產品質量 提升客戶體驗



2.1 QUALITY ORIENTATION

聚焦質量領先

The Group stringently complies with laws and regulations such as the Product Quality Law, the Standardization Law, and the Metrology Law of the PRC, and has established awareness of "Quality First" and carries out the all-directional quality management to improve the quality of products and services. The Group upholds the philosophy of "market-oriented and customers first", dedicated to optimizing customer service and continuously improving the customer-oriented management system. The Group also regulates customer data management and attaches importance to the protection of customer privacy.

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

- **Product Quality Management**

The Group has set up a Quality Management Strategic Leadership Committee, wherein the Chief Quality Officer coordinates matters related to the management of product quality, and ensures the effective operation of the quality management system. Meanwhile, the Group has developed the Design and Development Control Procedures, Non-qualified Product Control Procedures and Control Procedure on Corrective and Preventive Action. The Group continues to improve its quality management system, ranging from raw material procurement to implementation of standardized operations, and realizes whole-process quality control, so as to keep improving the quality management work.

The Group has adopted various quality control measures to improve and ensure product quality.

- Checking the material and components, making sure the original materials meet the standard regulated by the Group.
- Conducting quality control of the production process, detecting abnormalities and solving them in a timely manner, making sure the component is up to standard before it enters the next process.

本集團嚴格遵守中國《產品質量法》、《標準化法》、《計量法》等法律法規，樹立「質量第一」的意識，實施全方位質量管理，致力提高產品和服務質量。本集團堅持「以市場為導向，以客戶為中心」，致力優化客戶服務，不斷提升客戶導向管理體系，並重視保護客戶私隱，嚴格規範客戶資料管理。

本報告期內，本集團未收到與產品及服務相關的用戶重大投訴。

- **產品質量管理**

本集團成立了質量管理戰略領導小組，由首席質量官統籌管理產品質量，確保質量管理體系的有效運行。同時，本集團制定《設計開發控制程序》、《不合格品的控制程序》、《糾正和預防措施的控制程序》，不斷完善質量管理體系，從原材料採購到實施標準化作業，實現全過程質量控制，使質量管理工作精益求精。

本集團已採取各種質量控制措施以改善和確保產品質量。

- 進行對材料和組件檢查，確保材料符合本集團規定的標準。
- 對生產過程進行質量控制，發現異常情況時及時解決，確保組件合格後再進行下一步程序。

2. STRICTLY CONTROL PRODUCT QUALITY AND IMPROVE CUSTOMERS' EXPERIENCE

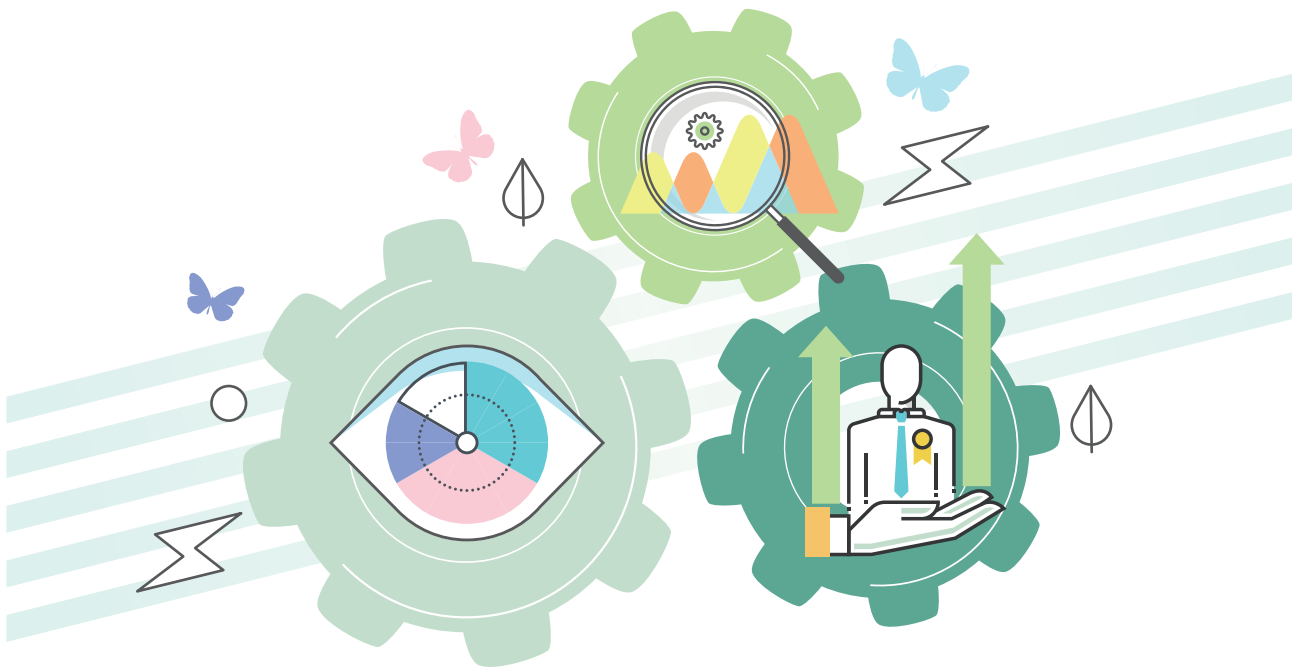
嚴控產品質量 提升客戶體驗



- Carrying out random product testing to make sure the items are functioning as they are intended.
- Conducting final checking of products before shipment so that the quality of the items produced is fully guaranteed.
- Establishing a product quality tracing mechanism; all batteries are coded, so as to monitor the distribution, logistics, marketing, and inventory of the products.
- 進行隨機產品測試，以確保這些項目按預期運行。
- 在發貨前對產品進行最終檢查，以確保所製造產品的質量。
- 對每一塊電池進行噴碼管理，對產品分銷、物流、營銷及庫存等方面進行管控。

In addition, the Group stringently executes and complies with relevant product quality standards for motive batteries, such as the Standards of Lead-acid Battery for Electric Vehicles (GB/T32620.1-2016) and the Valve-Regulated Lead-acid Battery for Electric Vehicles (GB22199.1-2017).

此外，本集團的動力電池等產品嚴格執行並滿足《電動道路車輛用鉛酸蓄電池》(GB/T32620.1-2016)、《電動助力車用閥控式鉛酸蓄電池》(GB22199.1-2017)等相關產品質量標準。



2. STRICTLY CONTROL PRODUCT QUALITY AND IMPROVE CUSTOMERS' EXPERIENCE

嚴控產品質量 提升客戶體驗



• Intellectual Property and Brand Protection

The Group attaches great importance to intellectual property protection. Trademarks, patents, business critical information, and other intellectual property are important assets of the Group.

During the Reporting Period, the Group was not subjected to any dispute, claim or action concerning intellectual property or brand protection.

— Intellectual property protection

The Group fully abides by the laws, regulations, rules, and policies concerning patent and copyright in order to standardize the application, management and utilization of patent and copyright, protects patent assets, and promotes inventions and innovations. The Group fully implemented the Regulations for Corporate Intellectual Property Management and formulated a series of regulations such as the Management Method for Intellectual Property and the Patent Incentive Scheme which further optimizes the intellectual property management system, resulting in constant achievements in scientific innovation and intellectual property, and effectively enhancing market competitiveness.

During the Reporting Period, the achievements of the Development and Application of New Materials System for the High Performance Secondary Batteries Project jointly developed by Nanjing University of Technology and the Group was awarded the Second Prize of the Annual Science and Technology Invention Award (「科學技術發明獎」二等獎) by the China National Light Industry Council (中國輕工業聯合會).

— Brand protection

The Group strictly complies with relevant laws and regulations of the PRC, such as the Company Law, the Trademark Law, and the Advertisement Law of the PRC. Meanwhile, the Group has developed the Manual for Identification System of Brand Image and the Application System for Identification of Brand Visuals to implement general planning and management on advertisements and trademarks to ensure reasonable brand promotion and protection.

• 知識產權及品牌保護

本集團重視知識產權及專利保護，商標、專利、業務重要資料及其他知識產權皆是本集團的重要資產。

本報告期內，本集團未發生涉及知識產權及品牌保護方面的糾紛、索賠與訴訟。

— 知識產權保護

本集團全面遵守有關專利、知識產權方面相關的政策法規，規範專利申請、管理和利用，保護專利資產，促進發明創造。本集團全面推行《企業知識產權管理規範》，同時制定了《知識產權管理辦法》及《專利獎勵制度》等一系列規章制度，進一步完善了知識產權管理體系，使得科研創新與知識產權成果產出不斷湧出，有效提升了市場競爭力。

本報告期內，本集團與南京工業大學聯合開發的《高性能二次電池新材料體系開發及應用》項目成果被中國輕工業聯合會評為年度「科學技術發明獎」二等獎。

— 品牌保護

本集團嚴格遵守中國《公司法》、《商標法》、《廣告法》等法規，同時制定了《品牌形象識別系統手冊》和《品牌視覺識別應用系統》，對廣告、商標統一規劃和管理，確保合理宣傳與品牌保護。

2. STRICTLY CONTROL PRODUCT QUALITY AND IMPROVE CUSTOMERS' EXPERIENCE

嚴控產品質量 提升客戶體驗



2.2 STRENGTHEN CUSTOMERS' EXPERIENCE 強化客戶體驗

The Group strictly complies with relevant laws and regulations such as the Law on the Protection of Consumer Rights and Interests of the PRC, and is committed to protecting customer privacy through setting up a customer data retrieval approval procedure to avoid leakage of confidential customer information. The Group has simultaneously developed management measures and systems including the Customer Complaint Internal Management System, After-sales Return & Exchange Management System, After-Sales Quality Management Measures for Associates, Handling Procedures for End Product Quality Issues, and Measures for Inspection of Returned Lead-acid Batteries, to ensure the quality of after-sales services of products, forming a comprehensive customer service system.

本集團嚴格遵守中國《消費者權益保護法》等相關法律法規，並設置了客戶資料調取審批流程保障客戶機密資料不被外泄，致力維護客戶隱私。本集團亦制定了《客戶投訴內部管理制度》、《售後發退貨管理制度》、《聯營商售後服務質量管理辦法》、《市場端產品質量問題處理流程》、《蓄電池退貨檢測判定方法》等管理辦法及制度，確保產品售後服務的高質量，形成了一個全方位的顧客服務系統。

Customer Service Enhancement Measures 提升客戶服務措施

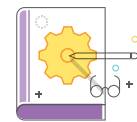
Establishing a comprehensive after-sales service department and a professional after-sales service team; setting up a complaint handling specialist post, and continuing to improve the timeliness of customer complaint handling

建立完善的售後服務部門及專業的售後服務隊伍，設立投訴處理專員崗位，持續提升客戶投訴辦結時效



Formulating the Chaowei Pocket Book, a booklet covering basic knowledge of batteries, methods for malfunction detection, their use in cars, special issues and knowledge on use and maintenance of batteries as well as services, as reference for associates and sales terminals to provide service to their customers

編寫《超威口袋書》，將電池基礎知識、故障檢測方法、整車、特殊問題、電池使用與保養以及服務等知識制作成小冊子供聯營商和終端商參考，方便他們為客人服務



Optimizing the establishment of complaint channels, establishing a customer-specific WeChat service platform, and user complaint channels on the basis of customer service hotlines, QQ platforms, official website platforms, emails, and other traditional complaint channels to provide "one-on-one" services

優化投訴通道建設，在以客服熱線、QQ平台、官網平台、郵件等傳統投訴渠道的基礎上，建立客戶專屬微信服務平台、用戶投訴通道，提供「一對一」服務



Establishing after-sales service centres throughout China, providing highly effective on-site service within 24 hours in the province, and within 48 hours outside the province, and keep complete records of after-sales services

建立遍布全國的售後服務網點，實現省內24小時內，省外48小時內的高效上門服務，對每次售後服務進行完整記錄



3. EXPAND INDUSTRY COOPERATION AND BUILD A GREEN BUSINESS ECOSYSTEM TOGETHER 開展行業合作 共建綠色生態圈



3.1 LEAD INDUSTRIAL UPGRADES 引領行業升級

The Group adheres to innovation as its core competitive edge. The Group strives towards advanced technology through its global vision, and is actively involved in academic-industry collaboration with research institutions and colleges both locally and abroad to promote upgrading of technology in the industry. The Group so far has set up a number of platforms for technological innovation, such as a nationally-recognized enterprise technology center, a nationally-accredited laboratory, a national environmental protection engineering center, a provincial key research institute, an academic work station, and a post-doctoral research work station. It has also established overseas research institutes in the United States, Russia and Germany.

The Group proactively organized and participated in the industry exchange conferences to have in-depth communication with participants on hot topics such as battery technology, policy research, industry development, and production management. In order to keep abreast of the latest technology, the Group collaborated with international leading enterprises to develop and industrialize new types of green battery in innovative ways.

Furthermore, the Group also helped the industry achieve transformation, upgrading, and high-quality development. At the same time, the Group is also actively participating in the drafting of the international standards for Start-and-stop Lead-acid Batteries and Lead-acid Batteries for Motorcycles.

During the Reporting Period, the Group's research and development expenses reached approximately RMB798 million. The Group owned 2,183 patents and had submitted applications for 337 patents. The Group was also included in the list of "Top 100 High-tech Enterprises in Zhejiang Province" (「浙江省高新技術企業百強」), and ranked first in the list of "Top Ten New Energy and Energy Conservation Industries" (「新能源與節能行業十強」).

本集團堅持以創新為核心競爭力，以國際化視野尋求尖端技術，積極與國內外科研機構、院校構建立產學研合作關係，推動行業技術升級。本集團目前建有國家認定企業技術中心、國家認可實驗室、國家環保工程技術中心、省重點企業研究院、院士工作站、博士後科研工作站等多個科技創新平台，並在美國、俄羅斯、德國等地建立了研發中心。

本集團亦積極組織參加業內交流會議，與參會各方就電池技術、政策研究、行業發展及生產管理等熱點問題展開深入溝通，密切追蹤行業前沿領先技術，與國際領先企業開展創新合作，將新型綠色電池的產品開發與產業化。

不僅如此，本集團還助力行業實現轉型升級、高質量發展，目前正積極參與《啟停用鉛酸蓄電池》及《摩托車用鉛酸蓄電池》國際標準起草工作。

本報告期內，本集團的研發開支約達人民幣7.98億元，共擁有專利2,183項，申請中的專利有337項，並入選「浙江省高新技術企業百強」名單，在「新能源與節能行業十強」榜單中佔第一位。

3. EXPAND INDUSTRY COOPERATION AND BUILD A GREEN BUSINESS ECOSYSTEM TOGETHER 開展行業合作 共建綠色生態圈



3.2 STIMULATE SUPPLY CHAIN RESPONSIBILITY 促進供應鏈履責

The Group adheres to the principle of fair procurement, strictly controls the fairness of the supplier selection process, and at the same time promotes the procurement of standardized and information-savvy construction, to ensure that the procurement process is compliant, transparent, fair, and equitable, preventing commercial bribery, and promoting the establishment of a trustworthy market system.

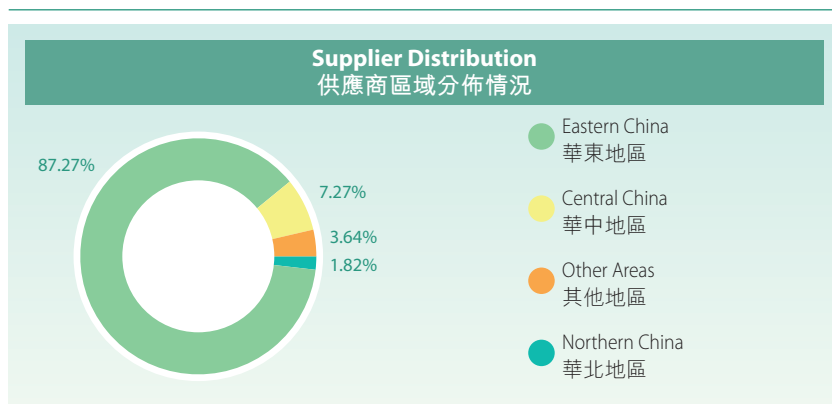
The Group has developed a green supply chain management strategy. It also formulated various internal regulations and guidelines such as the Management System for Procurement of Raw Materials and Components, Management System for Raw Materials Certification and Contract Management Standards, and from time to time to improve the Supplier Management System, so as to standardize green supply chain process.

ESG performance is also considered when selecting suppliers. The Group selects quality suppliers to establish partnerships according to the selection standard, selection procedures and relevant management measures stated in the Supplier Management System. Also, suppliers are subject to regular on-site environmental assessments and annual assessment arranged by the Group. The Group regularly conducts training for suppliers, and assists suppliers in understanding the Group's requirements for environmental management, occupational health, and safety management, and production quality.

本集團恪守公平採購原則，嚴控供應商選擇流程的公正性，同時推進採購標準化及信息化建設，確保採購流程合規、透明、公平、公正，預防商業賄賂，推進市場誠信體系建設。

本集團發展了綠色供應鏈管理戰略及制定了各種內部法規和準則如《供應商管理制度》、《原材料零部件採購管理制度》、《合同管理標準》及《原材料認證管理制度》，並不時改進《供應商管理制度》，使綠色供應鏈流程規範化。

本集團在挑選供應商時也會考量供應商的ESG績效，並根據《供應商管理制度》中相關管理措施規定的甄選標準及甄選程序與供應商建立合作夥伴關係。此外，供應商需接受本集團在供應商現場實施環境審核與及年度考核。本集團也會為供應商提供培訓，協助他們了解本集團對環境管理、職業健康安全以及生產質量的要求。



On-site Supplier Evaluation
現場評估

4. COMMITTED TO GREEN DEVELOPMENT, CLEAR SKIES, AND PRISTINE WATERS 堅持綠色發展 助力碧水藍天



4.1 PRACTICING GREEN PRODUCTION 踐行綠色生產

The Group strives to reduce pollutants emitted during the production process and minimize the effect on the environment, actively practicing environmental protection. The Group is strictly in compliance with relevant laws and regulations including the Environmental Protection Law, Law on Prevention and Control of Water Pollution, Law on the Prevention and Control of Atmospheric Pollution, Law on Prevention and Control of Environmental Pollution by Solid Waste, Soil Pollution Prevention and Control Law, and the Emission Standard of Pollutants for the Battery Industry of the PRC.

The Group has formulated the Safety and Environmental Protection Inspector Supervision Management System, which clarifies the environmental protection responsibilities and work procedures of each subsidiary, and includes its environmental protection work performance in the assessment criteria. At the same time, the Monitoring and Management System of Chilwee Group was also formulated by the Group to carry out environmental monitoring on projects stipulated by laws and regulations such as exhaust gas, wastewater, soil around the plant boundary, and river bottom sediment.

During the Reporting Period, the Group was one of the few members of the battery industry selected by the Ministry of Industry and Information Technology of the PRC for inclusion in the first list of "Model Enterprise of Green Industrial Products Design" (工業產品綠色設計示範企業). In addition, the Group had 9 plants included in the green plant list, and 2 plants included in the green supply chain list, and 14 products included in the green design product list. In terms of the total number of exemplary projects for the development of national-grade green manufacturing regimes, the Group is a leader in the industry.

本集團致力於減少生產過程排放的污染物對環境造成的影響，積極踐行環境保護，嚴格遵守中國《環境保護法》、《水污染防治法》、《大氣污染防治法》、《固體廢物污染環境防治法》、《土壤污染防治法》及《電池工業污染物排放標準》等相關法律、法規及標準。

本集團制定了《安全環保職防督察管理制度》明確各子公司環保職責及工作程序，並將其環保工作績效列入考核範圍。同時，本集團亦制定《超威集團監測管理制度》，對廢氣、廢水、廠房周邊土壤、河道底泥等法規項目開展環境監測。

本報告期內，本集團入選工業及信息化部首批「工業產品綠色設計示範企業」名單，成為為數不多的電池行業企業代表之一。此外，本集團已有9家工廠入選綠色工廠名單，2家工廠入選綠色供應鏈名單，14種產品入選綠色設計產品名單，在國家級綠色製造體系建設示範項目總數方面在行業內處於領先地位。



4. COMMITTED TO GREEN DEVELOPMENT, CLEAR SKIES, AND PRISTINE WATERS 堅持綠色發展 助力碧水藍天



Green Production Management Measures 綠色生產管理措施



Formulating accident risk prevention and heavy metal pollution emergency plans to prevent pollution accidents

制定事故風險防範和重金屬污染應急預案，防止污染事故發生



Strengthening management and maintenance of equipment; conducting repair work to maintain and ensure proper functioning of various environmental protection facilities

加強管理和設備維護，定期檢查設備及進行維修工作，確保各類環保設施正常運行



Setting up cofferdams around the chemical storage tank area; installing automatic detection and alarm devices to prevent environmental pollution caused by chemical leakage

於化學品儲罐區域四周設圍堰，並安裝自動檢測及報警裝置，避免化學品洩漏造成環境污染



Setting up an accident pool at the sewage outlet to avoid environmental damage caused by the outward discharge of lead-polluted wastewater once pollution incident happened

污水排放口設置事故水池，一但發生污染事故，也可以避免受污染廢水向外排放對環境造成傷害



Providing regular staff training related to environmental protection laws and regulations, and operation of environmental protection equipment to improve their knowledge of green production

定期為員工提供有關環保法律法規、環保設備運作等相關培訓，提升他們對綠色生產的認識

Exhaust gases produced by the Group during the production process mainly include greenhouse gases, lead and its compounds; wastewater mainly comprises total lead; solid wastes mainly include lead-containing waste generated in lead-acid battery production process and domestic waste; wastewater generated in the production process is mainly reused for production after being treated to meet the standard, and the rest is discharged to the sewage treatment plant in the park. In order to reduce the impact of emissions on the environment, the Group strictly manages the emissions to ensure effective treatment of emissions and adopts various measures to reduce greenhouse gas emission and generation of different waste.

本集團生產過程中產生的廢氣污染物主要包括溫室氣體、鉛及其化合物，廢水排放物主要為總鉛，固體廢物主要為鉛酸電池生產過程中產生的含鉛廢物及生活垃圾，生產過程中產生的廢水經處理達標後主要回用於生產，其余則排至園區污水處理廠。為了降低排放物對環境的影響，本集團嚴格管理排放物，確保排放物得到有效處置，並採取多種舉措減少溫室氣體排放及各類廢棄物的產生。

4. COMMITTED TO GREEN DEVELOPMENT,
CLEAR SKIES, AND PRISTINE WATERS
堅持綠色發展 助力碧水藍天



Three Wastes Management Measures

三廢治理措施

Exhaust gas management 廢氣管理



- Adopting advanced high-efficiency filter cartridge + hepa + water mist spray three-stage treatment on exhaust gas, the emission concentration is far lower than the current national standards
採用同行業先進的高效濾筒+hepa+水霧噴淋三級處理廢氣，排放濃度遠低於現行國家標準
- Using induced draft fan to collect the malodorous gas generated in the sewage station and discharging it after being treated by the biological filter tower
利用引風機收集經污水站產生的惡臭氣體，再經生物濾塔處理後達標才排放

Greenhouse gas emission management 溫室氣體排放管理



- Adjusting the energy structure and expanding the use of clean energy such as solar energy and natural gas
調整能源結構，拓展太陽能、天然氣等清潔能源
- Installing energy efficient heating, ventilation and air conditioning systems to reduce greenhouse gas emissions
安裝節能的暖氣、通風和空調系統以減少溫室氣體排放

Wastewater management 廢水管理



- Installing a separate drainage system to separate rainwater and wastewater that helps to prevent pollution in the production plants
生產廠區安裝雨污分流排水系統防止污染
- Using sewage treatment facilities to help recycle waste water discharged and the reclaimed water can be used in the production
使用污水處理設施幫助回收廢水，再生水可用於生產中

Solid waste management 固廢管理



- Setting up hazardous waste storage sites which are far from clean areas and engaging a qualified waste treatment company to collect the hazardous waste for further treatment
建立遠離清潔區域的危險廢物存儲場所並委託有資質的公司收集危險廢物再進一步處理
- Facilitating domestic waste separation at source for increasing the quantity of recyclables collected and reducing the amount of waste disposed. The domestic waste is regularly collected by the urban environmental sanitation department
促進從源頭分類生活垃圾，以增加收集可循環利用物的數量並減少廢物的棄置量。生活垃圾由城市環境衛生部門定期收集

During the Reporting Period, the Group's environmental performance continued to improve, with total greenhouse gas emissions decreased by 45.54% year-on-year.

本報告期內，本集團環境績效持續改善，溫室氣體排放總量同比降低45.54%。

4. COMMITTED TO GREEN DEVELOPMENT, CLEAR SKIES, AND PRISTINE WATERS 堅持綠色發展 助力碧水藍天



4.2 ENCOURAGE ENERGY SAVING AND RESOURCE UTILIZATION 倡導節能降耗

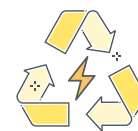
The Group upholds the mission of “advocate green energy and perfect human life”. By actively implementing relevant energy saving policies and direction such as the Law on Energy Conservation of the PRC, the Group insists on the green production principle of “minimizing consumption of energy, pollution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

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

Energy and Resource-saving Management Measures 節約能源及資源管理措施

Using distributed photovoltaic power and wind power to the production plants, effectively reduced use of external electricity

生產園區引入分布式光伏電站和風力發電站，有效降低外購電力使用



Using waste battery recycling techniques in “atom economy method” to transform waste battery to active substance in electrodes to prevent potential pollution and energy consumption in recycling, smelting, renewing and formation of lead metal

使用「原子經濟法」廢舊電池鉛回收利用技術：將廢舊電池直接轉化為構成電極的活性物質，避免了回收、冶煉、再生、形成金屬鉛等多個可能產生污染及耗能環節，有效降低了回收環節中的鉛污染



Applying advanced automated production equipment, production technology and wastewater treatment technology to reduce consumption of water and energy significantly

使用先進的自動化生產設備、生產工藝和廢水處理工藝，大幅降低水耗和能耗



Replacing the equipment of high power consumption by technology and equipment of low power consumption gradually in equipment selection process

在選擇設備時，以電耗低的技術和設備逐步取代電耗高的設備



Promoting the set-up of green factory; using automated equipment include packaging, dispensing, charging, warehousing and assembly systems

促進綠色工廠建設；使用自動化設備，包括包裝工藝、點膠工藝、充電、倉儲和組裝系統



4. COMMITTED TO GREEN DEVELOPMENT, CLEAR SKIES, AND PRISTINE WATERS 堅持綠色發展 助力碧水藍天



The Group's commitment to protect the environment is well reflected by its continuous efforts in promoting green measures and awareness in its daily business operations. The Group encourages environmental protection and promote awareness towards environmental protection to the employees. The Group actively promotes green office practices to the staff such as switching off computers or turning them to sleep mode after duty, turning off the air conditioners off before leaving the office, reducing paper consumption, switching off idle lightings and using energy-saving light bulbs.

During the Reporting Period, the Group's success at conserving energy was apparent, with a 37.31% reduction in overall energy consumption, and a 76.42% reduction in the amount of fresh water consumed by every 10,000 kVAh of battery production.

本集團在日常業務營運中不斷推廣綠色措施和意識，以達到其保護環境的承諾。本集團鼓勵環保，並推動僱員提升環保意識。本集團積極向員工推廣綠色辦公室常規，如於下班時關閉電腦或將電腦轉為待機模式，於離開辦公室前關閉空調，減少用紙，關掉閒置的電燈及使用節能燈泡。

本報告期內，本集團節能效益顯著，綜合能耗同比降低37.31%，每萬千伏安時電池新鮮水消耗量同比降低76.42%。



4. COMMITTED TO GREEN DEVELOPMENT, CLEAR SKIES, AND PRISTINE WATERS 堅持綠色發展 助力碧水藍天



4.3 EMPHASIZE ECOLOGICAL PROTECTION 注重生態保護

The Group continuously spends further efforts on environmental protection by actively launching various measures on protecting ecological environment and attaches importance on advertising and promoting environmentally-friendly concept, achieving organic integration of benefits of the environment, ecology and economy.

本集團不斷加大環保投入力度，致力開展多項保護生態環境措施，注重環保理念的宣傳與推廣，實現環境、生態和經濟效益三者有機結合。

Environmental Protection Measures 環境保護措施

Setting up monitor system to monitor the noise level, air and soil quality in the area surrounding the plant site
設置監視系統以監視工廠周圍區域的噪音水平，空氣和土壤質量



Including the environmental criteria when selecting a plant site; plant site should be far away from environmental sensitive areas, such as drinking water conservation area and heritage conservation unit
選擇工廠地點時需考慮環境因素：生產廠區選址遠離環境敏感區如飲用水源保護區及文物保護單位



Setting up the Technology Centre for Production, Recycling and Pollution Prevention Work for Lead-acid Battery of National Environmental Protection to improve recycling mechanism for lead-acid batteries to form a green and environmentally friendly recycling system for waste batteries with positive cycle, achieving recycling and use of waste resources

成立國家環境保護鉛酸蓄電池生產和回收再生污染防治工程技術中心，完善鉛酸蓄電池的回收機制，形成綠色環保、具有良性循環的廢舊電池回收體系，實現廢物資源回收利用



During the Reporting Period, the Group actively participated in national environmental protection work. The "Technical Specifications for the Recycling of Waste Lead-acid Rechargeable Batteries" (《廢鉛酸蓄電池回收技術規範》), drafted with the Group's contributions and officially announced by the State Administration for Market Regulation and Standardization Administration of the PRC, officially came into effect on 1 October 2019. The standards require enterprises to establish a recycling system capable of "recycling one battery for every battery sold", with used batteries collected via a network at the consumer-end by the manufacturer's own sales channel or specialized recycling operators.

本報告期內，本集團積極參與國家環境保護工作。本集團參與起草、由中國國家市場監督管理總局及國家標準化管理委員會發布的《廢鉛酸蓄電池回收技術規範》已於二零一九年十月一日起正式實施。該標準規定企業建立「銷一收一」的回收體系，通過生產者自有銷售渠道或專業回收企業在消費末端建立網絡回收廢電池。

5. PROTECTING EMPLOYEE INTERESTS AND PROMOTING GROWTH OF EMPLOYEES

保障員工權益 促進員工成長



5.1 ADHERING TO LEGAL EMPLOYMENT 堅守合規僱傭

The Group strictly complies with the national laws and regulations, such as the Labour Law, the Labour Contract Law, and the Law on Prevention of Juvenile Delinquency of the PRC. The Group fully protects employee interests with regards to recruitment, working hours, leave, remuneration and benefits. The Group protects employees' right to know, right to participate and right to supervise. The Group opposes to any form of child labour and forced labour, and strives to build a fair and diversified team of staff.

During the Reporting Period, the Group is not aware of any child labour and forced labour and no case of illegal employment occurred.

本集團嚴格遵守中國《勞動法》、《勞動合同法》、《未成年人保護法》等國家法律法規，在員工招聘、工時、休假、薪酬福利等多方面充分保障他們權益，維護他們的知情權、參與權和監督權，同時反對任何形式的童工與強制勞工，致力於打造平等、多元化的員工團隊。

本報告期內，本集團未知悉發生使用童工及強制勞工等違規情況，也未發生因僱傭問題導致的訴訟事件。



5. PROTECTING EMPLOYEE INTERESTS AND PROMOTING GROWTH OF EMPLOYEES

保障員工權益 促進員工成長



- **Fair Employment**

The Group attaches importance to diversification of employees' composition and evaluates qualifications of professionals from different aspects ranging from compliance, attitudes, experience to abilities. The Group ensures all employees have equal career opportunities and adheres to eliminating any kinds of discrimination against genders, ages and other factors. The Group utilizes multi-directional recruitment systems such as campus recruitment and society recruitment. The Group treats everyone equally with no discriminatory conditions such as genders or health status during recruitment process and advocates diversity of employees.

- **Working Hours, Leave, Compensation and Benefits**

The Group strictly implemented national regulations concerning working hours, leaves and remuneration to protect employees' rights to rest and leisure. The Group also formulated the Management Measures on Remuneration, Management Measures on Welfare, and Management Measures on Retirement to continuously enhance remuneration and welfare system set-up and has been continuously improving employees' benefits and making their lives more stable, for example, providing full payment to "five social insurances and one housing fund (五險一金)", increasing home leaves, providing commuter bus services and providing summer child care services for employees' children.

- **Avoiding Child Labour and Forced Labour**

The Group strictly complies with the Provisions on Prohibition of Child Labour issued by the State Council of the PRC, and does not permit child labour, forced labour, or any illegal employment to occur. The Group sticks to eight-hour workday to prevent forced or compulsory labour and ensures that its employees will have reasonable limitation of working hours.

- **平等僱傭**

本集團注重員工的多元化構成，從合規性、態度、經驗和能力等方面評估他們的任職資格，保障所有員工享有平等的就業機會，堅決杜絕任何基於性別、年齡等因素的歧視。本集團採取多通道的招聘制度如校園招聘和社會招聘等。在招聘流程中，本集團一視同仁，未設置針對性別、健康程度等因素的歧視性條件，倡導員工多樣性。

- **工時、假期與薪酬福利**

本集團嚴格執行國內有關工時、假期和薪酬的法規，保障員工休息休假的權益，同時制定了《薪酬管理辦法》、《福利管理辦法》及《離退休管理辦法》，不斷推進薪酬、福利體系建設，並持續加強員工福利及安定員工生活如足額繳納五險一金、增加公司當地員工的探親假、開通通勤班車、為職工家庭子女開設暑期托管班等。

- **杜絕童工及強制勞工**

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

5. PROTECTING EMPLOYEE INTERESTS AND PROMOTING GROWTH OF EMPLOYEES 保障員工權益 促進員工成長



5.2 GROWING TOGETHER WITH EMPLOYEES 與員工共成長

The Group has been continuously improving development and promotion mechanisms for employees to establish a fair and justified talent development platform with a view to building a quality talent team. The Group also established a comprehensive training management system with enriched training contents and innovative training methods enhancing employees' comprehensive quality to match ever-changing requirements of abilities of positions and assist long-term development of the Group.

- **Employees' Promotion**

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

The Group helps employees' self-growth and continuously enhances structures and qualities of employees by launching selection programs such as the Cadre Trainee Program, Outstanding Employee and Chaowei Craftsman.

- **Employees' Training**

The Group has set up a training mechanism integrating internal and external trainings to assist employees' growth and development. Meanwhile, the Group launched the Entrepreneurs Trainee Program for three communities including general employees, scientists and experts, and business partners, offering them tailor-made paths to become entrepreneurs. Currently, most of the managerial staff of the Group's subsidiaries and branches have come from this program.

本集團持續完善員工成長和晉升機制，搭建公平公正的人才發展平台，努力建設一支高素質的人才隊伍。本集團建立了全方位的培訓管理體系，豐富培訓內容，創新培訓方式提升員工綜合素質，以匹配不斷變化的崗位能力要求，助力本集團長遠發展。

- **員工晉升**

本集團不斷完善人才開發體系，制定了《內部人才市場管理辦法》及《研發中心職稱評聘管理辦法》等政策，通過設立管理職系與技術職系「雙通道」的發展機制，使得員工可以根據自身職位職級體系，並結合自己的能力和意願，選擇合適的職業發展通道。

本集團依託「儲備幹部」培訓計劃和「優秀員工」及「超威工匠」等評選計劃，幫助員工自主成長，不斷提升員工結構與素質。

- **員工培訓**

本集團建立了內部及對外培訓相結合的培訓體系，助力員工成長與發展。同時，本集團的「企業家培養計劃」為一般員工、專家科學家、合作夥伴展開了量身打造三條成為企業家的路徑。目前，本集團各子分公司的負責人大多是該計劃培訓出來的人才。

5. PROTECTING EMPLOYEE INTERESTS AND PROMOTING GROWTH OF EMPLOYEES

保障員工權益 促進員工成長



New employee 新入職員工	Providing comprehensive guidance programs such as expanded training, front-line internship, regular internship, on-job training to help new employees adapt to a new environment 提供拓展培訓、一線實習、轉正實習以及定崗培訓等多方面實現全方位引導，幫助新員工適應新環境
General employee 一般員工	Providing professional skills training according to the job characteristic of the employees 根據不同崗位的工作特性開展專業技能培訓
Cadre 儲備幹部	Enhancing the leadership skills and abilities of cadres through task-oriented training, mentor program and benchmarking training. 通過任務實踐、導師傳幫帶、標桿學習等方式提高儲備幹部的綜合能力
Management 管理層	Enhancing the performance of the management team by giving core trainings on operational leadership skills, team building skills and interpersonal management skills. 針對運營管理能力提升、改善績效管理、團隊建設學習等項目重點培訓，進一步推動團隊績效提升

Popular Science Seminars

員工科普大課堂



New employee orientation

新入職員工迎新活動



Cadre trainee program

儲備幹部培訓



5. PROTECTING EMPLOYEE INTERESTS AND PROMOTING GROWTH OF EMPLOYEES 保障員工權益 促進員工成長



5.3 CARING ABOUT EMPLOYEES' LIFE 關愛員工生活

The Group cares about work-life balance of employees and has enriched employees' life through organizing various cultural and recreational events, such as Women's Day Greeting, Labour Day Fun Sports Day, Spring Lantern Festival Event, Qixi Festival Event and basketball competition. The Group also plotted out areas for employees' activities like Mental Harbour Workshop, Inner Voice Gardens, fitness centre, leisure bar, providing body checks for employees, and hosts summer breeze and other events catering to employees' mental and physical health. Additionally, the Group made efforts to launch caring activities, striving to help employees who have come across difficult circumstances, and demonstrate concern about their life.

本集團重視員工工作與生活的平衡，通過開展豐富多彩、形式多樣的文化活動，如三八節祝福、五一趣味運動會、元宵節活動、七夕節活動、籃球賽等豐富員工業餘文化生活。本集團設立心靈港灣工作坊、心聲園、員工健身中心、員工休閒吧，提供員工體檢和舉辦夏日送清涼等活動關愛員工身心健康。本集團更大力開展溫暖慰問幫扶活動，著力幫助遇到生活困難的員工，切實關心職工生活。



Employees' family fun activities
員工親子趣味活動



Sports Day
員工健身活動

6. ADHERING TO SAFETY RULES AND CARING FOR EMPLOYEES' HEALTH

堅守安全紅線 關愛員工健康



The Group strictly complies with laws and regulations regarding safe production and occupational health, such as the Law on Safe Production, the Law on Prevention and Control of Occupational Diseases, and the Fire Protection Law of the PRC. The Group consolidates management basis and strives to promote long-term system for safety production by optimizing occupational health safety management and system to fully enhance safe production management level.

本集團嚴格遵守中國《安全生產法》、《職業病防治法》、《消防法》等有關安全生產、職業健康法律法規，通過完善職業健康安全管理及制度體系，致力於推進安全生產長效機制，全面提高安全生產管理水平。

The Group attaches great importance to production safety. A Safe Production Committee has been set up to promote product safety culture across the organization. The Group continuously improves its safety production management to effectively control various types of hazards, reduce on-site risks, and eliminate the occurrence of major production safety accidents.

本集團相當重視安全營運，並設立安全生產委員會負責於企業內推廣產品安全文化。本集團持續改進生產安全管理措施以有效監控多種危險、減低現場風險及消除大型生產安全事故的發生。

Safety Production Management Measures 安全生產管理措施

Establishing a safety accountability system to appoint a front line personnel to lead the safety program, with their role and scope of responsibilities clearly stated; setting up assessment standard and enhancing employee compliance with desired production safety behaviours through a reward and punishment system

建立安全責任制，委派前線人員領導安全計劃，並清楚列明彼等的職責及責任範疇。制定評估標準並透過獎懲制度提升員工符合公司所期望安全生產行為的程度



Standardizing production operation to address inappropriate and unsafe behaviours and actions of staff, unsafe conditions of equipment and environment that possibly leads to an accident in a workplace, and to ensure appropriate prevention and control measures to be taken

規範生產作業行為，清楚列出可能導致工作場所事故的員工不合適及不安全行為及行動、設備的不安全狀態以及環境的不安全條件，確保採取合適的預防及控制措施



Conducting hidden risks assessment including risk identification, analysis and evaluation in order to prioritise and mitigate the risks in a timely manner

進行隱患評估包括識別、分析及評估風險，從而及時將風險按優先排序及減低有關風險



Launching emergency plan formulated for fire, occupational hazards, disaster as well as incidents related to chemicals to employees to ensure that they know how to react in emergency situations

定期進行應急預案對應火災、職業危害事故、災難性事件及化學品相關事故，以確保員工知道在緊急情況下如何應對



6. ADHERING TO SAFETY RULES AND CARING FOR EMPLOYEES' HEALTH 堅守安全紅線 關愛員工健康



The Group has composed the Management Manual and established occupational health management system which formulates effective measures to prevent the occurrence of occupational disease and casualty, as well as to look after the physical and mental wellness of the employees.

本集團制定了《職業衛生管理手冊》及建立職業健康與安全管理制度，制定有效措施防範員工患有職業病及工業傷亡的發生，並照顧員工的身心健康。

During the Reporting Period, there is no significant security matters or cases of occupational diseases occurred in the Group.

本報告期內，本集團未發生重大安全事故及職業病病例。

Occupational Health Management Measures 職業健康管理措施

Establishing a daily checklist for occupational hygiene and incorporating management requirement on occupational hygiene to operational guidelines for each position

制定了職業衛生日常檢查表，並將職業衛生管理要求納入各崗位操作規程



Arranging occupational health examination to employees for detecting occurrence of any occupational disease and confirmation of comprehensive workplace safety management

每年為員工進行職業健康身體檢查，識別職業病的發生，以確認工作場所安全和管理完善



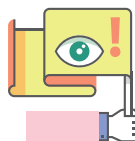
Providing employees with occupational health and safety training, including promotion for prevention of occupational diseases and safe production training to increase workplace safety awareness

為員工提供職業健康及安全培訓，包括職業病防治宣傳、安全生產培訓等，加強員工對工作場所安全意識



Placing workplace safety warning signs and key diagram explaining occupational hygiene at dominant position in the plant

設置工作環境安全警示標識和崗位的職業衛生操作注意要點說明圖於工廠中



Allocating protective equipment such as various masks against lead dust, anti-smashing shoes, goggles, etc. for labour protection on demand in respect of risks of occupational diseases in different positions

針對不同崗位涉及的職業病危害因素不同，按要求配備防護用品如各種防鉛塵口罩、防砸鞋、護目鏡等





Case
Study
案例

Conducting sulfuric acid leakage emergency drill
硫酸洩露應急演練

The Group organized a sulfuric acid leakage emergency drill in June 2019. The drill simulated sulfuric acid leakage caused by falling of pipeline valve. Viability of this emergency plan was effectively evaluated which improved each department's rescue collaboration ability under sudden environmental accident emergency.

2019年6月，本集團組織了一場硫酸洩露的應急演練。演練場景模擬硫酸輸送管道閥門脫落引發硫酸洩露。此次演練有效檢驗了應急預案的可行性，提升了各有關部門突發環境事故應急救援協作能力。



7. CARING ABOUT CHARITY AND PUBLIC WELFARE, ENCOURAGING SOCIAL RESPONSIBILITY

熱心慈善公益 踐行社會責任



The Group sticks to the corporate culture concept of “harmony” and actively adheres to the fulfilment of corporate social responsibility during development process. The Group continues to donate a good amount to social communities in charity such as “Governance of Five-Waters” and “Charity Day Donation” to help the poor and jointly build charity career.

During the report period, the Group’s charitable donation has reached RMB5.211 million. The Group has also set up the Charitable Sponsor Fund and established the first Care and Love Foundation for Associates in the battery industry to inject longevity for charity career long-term development.

The Group has outstanding performance in community charity work over the years, and has received honorary titles many times such as the “Charity Love Award”, “Charity Prize of Zhejiang”, “Zhejiang Province Star of Helping the Disabled” and “Zhejiang Province Role Model of Love and Helping the Disabled”. During the Reporting Period, the Group has been awarded the 6th “Charity Prize of Zhejiang” organization donation honour again and listed at the top.

• Supporting Education

The Group has been attaching great attention to the education of impoverished students for a long time. Every year, the Group organizes regular charity activities to encourage employees to actively dedicate love and render assistance to the impoverished students in pursuing education. The Group granted a total of approximately RMB130 thousand stipend for poor students in all towns of the whole county during the “2019 Glory Student Assistance” activity to help them finish study. “Glory Student Assistance” activity has been continuously launched for 10 years and accumulated over RMB2 million funding for about 1,000 primary, second and university students in poverty.

本集團在發展的過程中，始終秉承「和合」的企業文化，積極踐行社會責任。近年來，本集團堅持幫扶濟困、結對共建，在「五水共治」、「慈善一日捐」等公益慈善事業方面向社會各界先後投入大量善款。

本報告期內，本集團慈善捐助金額約達人民幣521.1萬元。同時，本集團設立了「慈善冠名基金」及電池行業首個「聯營商關愛基金」，為公益慈善事業的長遠發展注入持久動力。

本集團多年來在社區公益方面的表現突出，曾多次被授予「慈善愛心獎」、「浙江慈善獎」、「浙江省助殘之星」、「浙江省愛心助殘模範單位」等榮譽稱號。本報告期內，本集團更再次榮獲第六屆「浙江慈善獎」機構捐贈殊榮，並位列榜首。

• 捐資助學

本集團長期高度關注貧困學子的教育問題，每年定期組織愛心助學活動，鼓勵員工積極為貧困學子奉獻愛心，助力貧困學子求學之夢。在二零一九年「光彩助學」活動中，本集團為全縣各鄉鎮的貧困學子共計發放助學金約人民幣13萬元，幫助他們完成學業。「光彩助學」活動已連續開展十年，累計為近1,000名貧困大中小學生資助約人民幣200多萬元。



Glory Student Assistance activities
光彩助學活動

7. CARING ABOUT CHARITY AND PUBLIC WELFARE, ENCOURAGING SOCIAL RESPONSIBILITY

熱心慈善公益 踐行社會責任



• Poverty Alleviation

The Group adopts measures such as poverty alleviation through industrial development and employment and transfer and transform technology achievements and industrial investments to areas in poverty, which enhances innovation and pioneer of poverty population. Meanwhile, the Group also pairs up with government bodies to introduce suitable people from the poor and aid them to be employed.

The Group has also established the “Chaowei Care Fund” to assist associates and sales terminals who encountered difficulties so that those unfortunate families will not live in poverty due to injuries or accidents which have forced them to stop work. During the report period, “Chaowei Care Fund” has granted funds of approximately RMB1.088 million. Meanwhile, every year, the Group organizes the “Charity Day Donation” activity to encourage its employees to donate their one-day salary and the fund is used to help the local community in need.

• 幫扶貧困

本集團採取了產業扶貧、就業扶貧等一系列措施，將科技成果、產業投資向貧困地區轉移轉化，提高貧困人口創新創業能力。同時，本集團對接政府部門引進貧困人口，鼓勵及幫助他們盡快就業。

本集團亦成立了「超威關愛基金」幫扶家庭有困難的聯營商、終端商，讓困難家庭不會因傷病或突發事件停止工作而致貧。本報告期內，「超威關愛基金」共發放關愛基金約人民幣108.8萬元。同時，本集團每年舉辦「慈善一日捐」活動，號召廣大員工將自己一日的工資捐出，籌集到的善款全部用於幫助當地困難群體。



**Charity Day Donation
activity**
慈善一日捐活動

7. CARING ABOUT CHARITY AND PUBLIC WELFARE, ENCOURAGING SOCIAL RESPONSIBILITY

熱心慈善公益 踐行社會責任



• Volunteer Services

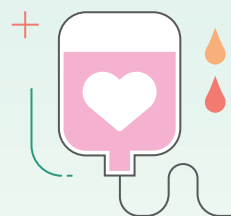
The Group set up the first professional volunteer service team in Changxing county in early 2012, namely Chaowei Battery Volunteer Service Team. The team makes every endeavour to perform community services and environmental protection such as caring the old and weak, alleviating poverty and helping the poor and joining voluntary blood donation and was widely praised by all sectors in society.

• 志願服務

本集團於二零一二年初成立了長興縣第一支專業技能志願服務隊——「超威電池志願者服務隊」。志願隊關愛老弱、扶貧幫困、義務捐血、在社區服務及環境保護等方面不遺餘力，受到了社會各界的廣泛贊譽。



Blood donation activity
捐血活動



LOOKING INTO THE FUTURE 展望未來



The Group will continue to uphold its strategic objective of achieving “leading talent and technology, leading quality cost, leading market brand”, persistently raising the bar for quality and brand pull, continually looking to give the entire production chain a competitive edge, and working hard to establish a sustainable, healthy, and stable business ecosystem. When dealing with customers, the Group continually seeks to improve customer satisfaction and product competitiveness via product innovation, product structure and diversity, quality customer service, and other aspects.

The Group will continue to be steadfast in its corporate mission that “advocating green energy, perfecting human life”. It will thoroughly promote its ideal of green, low-carbon developments, moving closer toward realizing its two major themes of development, “green energy” and “green transport”. Through international cooperation and self-led technological innovations, the Group will develop products which are lower carbon, more environmentally friendly, and energy saving, bringing new vigor to sustainable development.

The Group will continue to uphold its corporate cultural concept of “harmony”, by cooperating with the society, continually giving back to the community, and encouraging charitable activities for the public good. It will help underprivileged groups, expand its volunteer activities, help community development, and achieve a win-win situation between economic interest and social interest. The Group will build a corporate family, and continue to improve on how it interacts with, nurtures, and cares for its employees, so that employees feel warmth and that the Group cares about their well-being.

In 2020, the Group will hold fast to its mission of technological innovation and green development. It will plant its feet firmly on the ground, put its head down, work hard, and tirelessly push to realize its industry leaders’ goals of “leading the direction of technology development and creating a model of benchmark production”. At the same time, the Group will work hard to uphold its corporate social responsibility, be an outstanding corporate citizen, and pull together as one. It will stimulate harmonious and sustained development of the economy, society and environment, simultaneously with its corporate development, doing its part in laying the foundation for a high level of social affluence for all members of society.

本集團將繼續貫徹「人才科技領先、質量成本領先、市場品牌領先」的戰略目標，堅持品質提升與品牌聚力，不斷整合全產業鏈優勢，努力打造持續、健康、穩定的生態圈。面對客戶，本集團將從產品創新性、產品結構與多樣性、客戶服務質量等方面，持續提升客戶滿意度與產品競爭力。

本集團將繼續堅持「倡導綠色能源，完美人類生活」的企業使命，深入推動綠色低碳發展理念，進一步落地「綠色能源」、「綠色出行」兩大戰略發展路線，通過國際合作和自主科技創新，開發更加低碳、環保、節能的产品，為可持續發展增添新動力。

本集團將繼續堅守「和合」的企業文化理念，與社會和合，持續回饋社會，繼續推進公益慈善活動，幫扶弱勢群體，開展志願活動，助力社區發展，實現經濟利益與社會利益的雙贏，構建公司大家庭，在員工待遇、培養、關愛等方面持續完善，讓員工感受到關懷與溫暖。

二零二零年，本集團將堅守使命，堅持科技創新與綠色發展，腳踏實地、埋頭苦幹，為實現「引領技術發展方向、打造生產模式標桿」的行業領導者目標不斷奮鬥。同時，本集團仍會致力於踐行企業社會責任，做優秀企業公民，凝心聚力，在企業發展的同時促進經濟、社會及環境和諧永續發展，為高水平全面建成小康社會夯實基礎、貢獻力量。



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