



華君國際集團有限公司
HUAJUN INTERNATIONAL GROUP LIMITED
(Stock Code 股份代號: 377)

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



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

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ABOUT THIS REPORT

The board (the “Board”) of directors (the “Director(s)”) of Huajun International Group Limited (the “Company”) are pleased to present the Environmental, Social and Governance Report (this “Report”) of the Company and its subsidiaries (collectively referred to as the “Huajun”, the “Group” or “us”). This Report mainly introduces our management policies, strategies and achievements in environmental, social and governance and aims at strengthening our communication and relationship with stakeholders.

This Report covers our sustainability performance for the year ended 31 December 2019 (the “Current Year”). The reporting scope for the Current Year covers the sustainability performance of printing business, solar photovoltaic business and energy business. In preparation of this Report, we have adhered to the Environmental, Social and Governance (“ESG”) Reporting Guide (the “Guide”) under Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Listing Rules”) to disclose our sustainability performance in material and related aspects of the Guide during the Current Year.

We value any comments you may have on our sustainability performance. If you have any comments or suggestions on this Report and our sustainability performance, please email to ir@huajunintlgroup.com.

This report is available on the websites of the Company (<http://www.huajunintlgroup.com>) and Hong Kong Exchanges and Clearing Limited (“HKEx”) (<http://www.hkex.com.hk>).

ABOUT HUAJUN

With the development strategy of health and green, diversified group companies that focus on health, printing, equipment, energy, department stores, finance, and real estate, and develop with a diversified integrated enterprise business model. The business links are interlinked, reflecting the rich group resources and financial strength, and at the same time giving full play to the synergies to enhance the overall operating efficiency, and guided by national policies, prospectively review and plan for future development, solidify its existing business. At the same time, it will also actively identify merger and acquisition opportunities and seize opportunities for economic development in China and the world.

關於本報告

華君國際集團有限公司(「本公司」)董事(「董事」)會(「董事會」)欣然提呈本公司及其附屬公司(統稱為「華君」、「本集團」或「我們」)的環境、社會及管治報告(「本報告」)。本報告主要介紹我們在環境、社會及管治方面的管理政策、措施及成果，旨在加強我們與各利益相關方的溝通與關係。

本報告涵蓋我們於截至二零一九年十二月三十一日止年度(「本年度」)的可持續發展表現。本年度的報告範圍包括印刷業務、太陽能光伏業務和能源業務的可持續發展表現。在編製本報告時，我們遵循香港聯合交易所有限公司證券上市規則(「上市規則」)附錄二十七所載之《環境、社會及管治(「環境、社會及管治」)報告指引》(「指引」)，披露於本年度在指引中重要而相關的方面的可持續發展表現。

我們非常重視您對我們於可持續發展表現方面的意見。如您就本報告內容及我們在可持續發展的表現上有任何意見及建議，歡迎電郵至 ir@huajunintlgroup.com。

本報告可於本公司網站(<http://www.huajunintlgroup.com>)及香港交易及結算所有限公司(「聯交所」)網站(<http://www.hkex.com.hk>)查閱。

關於華君

以健康、綠色為發展之戰略，以健康、印刷、裝備、能源、百貨、金融、地產為重心的多元化集團公司，並以多元化綜合企業業務模式發展。業務之間環環相扣，體現出豐富的集團資源及財政實力，並同時充分發揮協同效應，提升整體營運效益，並以國家政策為導向，前瞻性地審視和規劃未來發展，紮實本身現有業務同時，也將積極物色併購機會，把握中國及全球經濟發展機遇。

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STAKEHOLDERS ENGAGEMENT

Understanding the views and concerns of stakeholders is crucial to our sustainable development. Our major stakeholders include customers, suppliers, employees, shareholders, regulatory authorities and the public. We have always maintained a close relationship with our stakeholders and are committed to balancing the opinions and interests of our stakeholders to determine our long-term sustainability direction. In preparation of this Report, we actively gathered the advice of our key stakeholders and understood their recommendations on the sustainability performance and direction of the Group. The information collected will be an important basis for the framework of this Report.

持份者參與

了解持份者的觀點及訴求，對我們的可持續發展至關重要。我們主要的持份者包括客戶、供應商、員工、股東、監管機構及公眾等。我們一直和持份者保持緊密聯繫，致力平衡各持份者的意見及利益，從而釐定長遠的可持續發展方向。在編製本報告時，我們積極收集重要持份者的意見，了解彼等對本集團可持續發展表現及方向的建議，當中所收集的資料將成為本報告架構的重要基礎。

Stakeholders 持份者	Communication channels 溝通渠道	
Customers 客戶	<ul style="list-style-type: none"> • Interviews • 面談 • Visits • 參觀 • Social platforms (such as WeChat Official Account) • 社交平台(如微信公眾號) 	<ul style="list-style-type: none"> • Meetings • 會議 • Email • 電郵
Staff 員工	<ul style="list-style-type: none"> • Meetings • 會議 • Interviews • 面談 	<ul style="list-style-type: none"> • Trainings • 培訓 • Discussion sessions • 討論會
Shareholders 股東	<ul style="list-style-type: none"> • General meetings • 股東大會 • Telephone conversation • 電話會談 • Financial reports • 財務報告 	<ul style="list-style-type: none"> • Company's website • 公司網站 • Announcements • 公告
Suppliers 供應商	<ul style="list-style-type: none"> • Conversation • 會談 • Email • 電郵 	<ul style="list-style-type: none"> • On-site inspection • 現場考察
Regulatory authorities 監管機構	<ul style="list-style-type: none"> • Conversation • 會談 • Email • 電郵 	<ul style="list-style-type: none"> • On-site inspection • 現場考察
The public 公眾	<ul style="list-style-type: none"> • Social platforms (such as WeChat Official Account) • 社交平台(如微信公眾號) • Company's website • 公司網站 	<ul style="list-style-type: none"> • Interviews • 面談 • Sharing sessions • 分享會

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SUSTAINABILITY PERFORMANCE SUMMARY

可持續發展表現摘要

The following table summarises our sustainability performance during the Current Year.¹

下表總結了我們於本年度的可持續發展表現。¹

		Printing business 印刷業務		Solar photovoltaic business 太陽能光伏業務		Energy business 能源業務		Total 總計	
Air emissions									
	廢氣								
Nitrogen Oxides (NOx)	氮氧化物(NOx)	755,550.15	g 克	93,884.98	g 克	815,660.71	g 克	1,665,095.84	g 克
Sulphur Oxides (SOx)	硫氧化物(SOx)	1,573.30	g 克	948.78	g 克	1,105.03	g 克	3,627.11	g 克
Particulate Matter (PM)	懸浮粒子(PM)	67,338.98	g 克	6,912.55	g 克	59,660.37	g 克	133,911.90	g 克
Greenhouse gases									
	溫室氣體								
Total greenhouse gas emissions	溫室氣體排放總量	16,217.58	tonnes of CO ₂ e 噸二氧化碳當量	23,556.18	tonnes of CO ₂ e 噸二氧化碳當量	378.91	tonnes of CO ₂ e 噸二氧化碳當量	40,152.67	tonnes of CO ₂ e 噸二氧化碳當量
Direct emissions (Scope 1)	直接排放(範圍1)	824.48	tonnes of CO ₂ e 噸二氧化碳當量	152.90	tonnes of CO ₂ e 噸二氧化碳當量	178.79	tonnes of CO ₂ e 噸二氧化碳當量	1,156.17	tonnes of CO ₂ e 噸二氧化碳當量
Indirect emissions (Scope 2)	間接排放(範圍2)	15,395.10	tonnes of CO ₂ e 噸二氧化碳當量	23,408.50	tonnes of CO ₂ e 噸二氧化碳當量	203.57	tonnes of CO ₂ e 噸二氧化碳當量	39,007.17	tonnes of CO ₂ e 噸二氧化碳當量
Greenhouse gases removal (Tree Planting) (Scope 1)	溫室氣體減除量(植樹)(範圍1)	2.00	tonnes of CO ₂ e 噸二氧化碳當量	5.22	tonnes of CO ₂ e 噸二氧化碳當量	3.45	tonnes of CO ₂ e 噸二氧化碳當量	10.67	tonnes of CO ₂ e 噸二氧化碳當量
Greenhouse gas emissions intensity	溫室氣體排放密度	0.16	tonnes of CO ₂ e/ tonnes of production volume 噸二氧化碳當量/ 噸產量	35.87	tonnes of CO ₂ e/ MW 噸二氧化碳當量/ 兆瓦	24.76	kg of CO ₂ e/ tonnes of production volume 公斤二氧化碳當量/ 噸產量		
Hazardous waste									
	有害廢棄物								
Total hazardous waste produced	有害廢棄物產生總量	123.70	tonnes 噸	2.21	tonnes 噸	-	tonnes 噸	125.91	tonnes 噸
Hazardous waste produced intensity	有害廢棄物產生密度	1.20	kg/tonnes of production volume 公斤/噸產量	3.36	kg/MW 公斤/兆瓦	-	kg/tonnes of production volume 公斤/噸產量		
Non-hazardous waste									
	無害廢棄物								
Total non-hazardous waste produced	無害廢棄物產生總量	6,977.57	tonnes 噸	370.30	tonnes 噸	6.50	tonnes 噸	7,354.37	tonnes 噸
Non-hazardous waste produced intensity	無害廢棄物產生密度	67.89	kg/tonnes of production volume 公斤/噸產量	563.67	kg/MW 公斤/兆瓦	0.42	kg/tonnes of production volume 公斤/噸產量		

¹ The annual production volume of printing business is calculated based on the weight of finished products in tonnes, and the annual production volume of photovoltaic business is calculated based on solar module production capacity in megawatt (MW).

¹ 印刷業務年產量以噸成品重量計算，光伏業務年產量以兆瓦太陽能模組產能計算。

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SUSTAINABILITY PERFORMANCE SUMMARY (Continued)

可持續發展表現摘要(續)

		Printing business 印刷業務		Solar photovoltaic business 太陽能光伏業務		Energy business 能源業務		Total 總計	
Energy consumption 能源消耗									
Total energy consumption	能源消耗總量	19,827.73	MWh 千個千瓦時	85,975.88	MWh 千個千瓦時	1,016.09	MWh 千個千瓦時	106,819.70	MWh 千個千瓦時
Energy consumption intensity	能源消耗密度	0.19	MWh/tonnes of production volume 千個千瓦時/ 噸產量	130.81	MWh/MW 千個千瓦時/兆瓦	0.07	MWh/tonnes of production volume 千個千瓦時/ 噸產量		
Water consumption 用水									
Total water consumption	總用水量	225,093	m ³ 立方米	121,642	m ³ 立方米	6,249	m ³ 立方米	352,984	m ³ 立方米
Water consumption intensity	用水密度	2.19	m ³ /tonnes of production volume 立方米/噸產量	181.16	m ³ /MW 立方米/兆瓦	0.4	m ³ /tonnes of production volume 立方米/噸產量		
Packaging material² 包裝材料 ²									
Total packaging material	包裝材料總量	3,051.58	tonnes 噸	615.00	tonnes 噸	-	tonnes 噸	3,666.58	tonnes 噸
Packaging material intensity	包裝材料密度	29.69	kg/tonnes of production volume 公斤/噸產量	0.94	tonnes/MW 噸/兆瓦	-	tonnes/tonnes of production volume 噸/噸產量		
Employment 僱傭									
Total employees (As at 31 December 2019)	僱員總數 (截至二零一九年 十二月三十一日)	1,485	persons 人	966	persons 人	123	persons 人	2,574	persons 人
By gender 按性別劃分									
Male	男性	703	persons 人	638	persons 人	75	persons 人	1,416	persons 人
Female	女性	782	persons 人	328	persons 人	48	persons 人	1,158	persons 人
By age group 按年齡組別劃分									
20 or below	20歲或以下	14	persons 人	99	persons 人	-	persons 人	113	persons 人
21-30	21-30歲	277	persons 人	464	persons 人	25	persons 人	766	persons 人
31-40	31-40歲	427	persons 人	306	persons 人	39	persons 人	772	persons 人
41-50	41-50歲	628	persons 人	69	persons 人	34	persons 人	731	persons 人
51 or above	51歲或以上	139	persons 人	28	persons 人	25	persons 人	192	persons 人

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SUSTAINABILITY PERFORMANCE SUMMARY (Continued)

可持續發展表現摘要(續)

		Printing business 印刷業務		Solar photovoltaic business 太陽能光伏業務		Energy business 能源業務		Total 總計	
By employment type 按僱員類別劃分									
Senior management	高級管理層	38	persons 人	7	persons 人	8	persons 人	53	persons 人
Middle management	中級管理層	63	persons 人	32	persons 人	17	persons 人	112	persons 人
Technical staff	技術員工	394	persons 人	64	persons 人	-	persons 人	458	persons 人
General employees	一般僱員	990	persons 人	863	persons 人	98	persons 人	1,951	persons 人
By geographical region 按地區劃分									
East China	華東	366	persons 人	966	persons 人	58	persons 人	1,390	persons 人
South China	華南	1,119	persons 人	-	persons 人	3	persons 人	1,122	persons 人
North China	華北	-	persons 人	-	persons 人	62	persons 人	62	persons 人
Turnover rate 流失比率									
By gender 按性別劃分									
Male	男性	141.96	%	236.52	%	25.33	%	178.39	%
Female	女性	117.90	%	306.71	%	20.83	%	167.36	%
By age group 按年齡組別劃分									
20 or below	20歲或以下	2,192.86	%	280.81	%	-	%	517.70	%
21-30	21-30歲	220.22	%	293.10	%	32.00	%	258.22	%
31-40	31-40歲	105.62	%	230.07	%	17.95	%	150.52	%
41-50	41-50歲	77.87	%	221.74	%	11.76	%	88.37	%
51 or above	51歲或以上	45.32	%	71.43	%	40.00	%	48.44	%
By geographical region 按地區劃分									
East China	華東	31.69	%	260.35	%	31.03	%	190.58	%
South China	華南	161.22	%	-	%	-	%	160.78	%
North China	華北	-	%	-	%	17.74	%	17.74	%
Health and safety 健康與安全									
Deaths due to work	因工作關係而死亡的人數	0	persons 人	0	persons 人	0	persons 人	0	persons 人
Lost days due to work injury	因工傷損失工作日數	363.80	days 日	0	days 日	0	days 日	363.80	days 日

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PROMOTING CHINA'S SUSTAINABLE DEVELOPMENT

Sustainability is the core value of the Group. While pursuing excellence, we are devoted to promoting the sustainability of the nation and the world. We share our beliefs with employees, customers, shareholders, suppliers and business partners, and work together to reduce pollution to the natural environment. We adhere to the principle of sustainability and take into account the impact of our business on the environment and the society, so as to fulfil our responsibilities as a corporate citizen. Meanwhile, we are committed to maintaining a high degree of business ethics, strictly complying with regulations and continuously improving production safety and environmental protection performance, in order to do our best to promote the sustainability of the nation and the world.

推動中國可持續發展

可持續發展是本集團的核心價值觀，我們在追求卓越品質的同時，我們肩負推動國家、乃至全球可持續發展的理念，我們與員工、客戶、股東、供應商及業務夥伴等分享我們的信念，攜手減低對自然環境的污染，貫徹可持續發展的原則，顧及業務對環境及社會產生的影響，履行企業公民責任。同時，我們承諾維持高度商業道德操守，嚴格遵守法規，持續改善生產安全和環境保護的表現，在促進國家及全球可持續發展盡我們所能。



Awarded with BOCHK Corporate Environmental Leadership Awards for five consecutive years since 2015
自二零一五年，連續第五年獲得中銀香港企業環保領先大獎



Hong Kong - Guangdong Cleaner Production Partner (Manufacturing)
粵港清潔生產夥伴(製造業)

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PRINTING BUSINESS



印刷業務



We have established an environmental management mechanism in accordance with the "Environmental Protection Law of the People's Republic of China", the "Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste" and the "Law of the People's Republic of China on Conserving Energy", aiming to:

- comply with national and local environmental protection laws, regulations, standards and guidelines in places where we operate;
- prevent, avoid and reduce waste generation as much as possible during the production process;
- prevent pollution to the environment during the production process;
- regularly review the implementation of environmental, health and safety measures, as well as the performance of partners in relevant aspects; and
- improve product quality and efficiency through research, product development and trainings to save energy and resources.

During the Current Year, the production volume of Printing Segment has grown significantly and results in an increases in the total emissions and consumptions. However, with the implementation of effective management and control, the intensity of emissions and consumptions has decreased.

我們根據《中華人民共和國環境保護法》、《中華人民共和國固體廢物污染環境防治法》及《中華人民共和國節約能源法》等法律法規，建立了一套環境管理機制，目標在於：

- 貫徹執行國家、營運所在地的地方環境保護法律、法規、標準和方針政策；
- 在生產過程盡可能的預防，避免及減少廢料的產生；
- 預防生產過程對環境造成污染；
- 定期檢討環保、健康、安全措施的实施情況，以及合作夥伴在有關方面的表現；及
- 通過研究、產品開發和培訓來完善產品質量及效率以節省能源及資源。

於本年度，印刷分部的產量大幅增長，導致總排放量及消耗量增加。然而，隨著實施有效管理及控制，排放及消耗密度有所下降。

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ENVIRONMENTAL POLICIES AND MANAGEMENT SYSTEM

Establishing a sound environmental management system is an effective way to reduce the environmental impact of production and promote our sustainable improvement. Therefore, we have been making efforts to establish and improve our environmental policies and management system.

ISO 14001 Environmental Management System

In accordance with the requirements of the ISO 14001 Environmental Management System standards, we have formulated the "Environmental Handbook" and established an environmental management system covering the Company's office area and production workshops, and obtained the ISO 14001 Environmental Management System certification. We strictly implement the relevant policies in accordance with the requirements of the environmental management system standards, thereby fulfilling the principle of minimising waste of resources, recycling and reusing resources.

環境政策及管理體系

建立完善的環境管理體系是減少生產時對環境的影響和促進我們持續改進的有效方法。因此我們在建立及完善環境政策與管理體系的工作上一直努力。

ISO 14001環境管理體系

我們按照ISO 14001環境管理體系標準要求，制定《環境手冊》，建立了覆蓋本公司辦公區域和各生產車間的環境管理體系，並取得ISO 14001環境管理體系認證。我們嚴格按照環境管理體系標準要求執行有關政策，從而履行減少資源浪費、回收和重用資源的原則。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

EMISSIONS MANAGEMENT

Our main emissions are wastewater from precision screens and organic waste gases of ink generated from the process of printing and silk screen printing. Our equipment indirectly emits greenhouse gases due to the use of electricity, and the use of backup generators and vehicles also generates air emissions. Other sources of emissions include flawed products, debris and defective products from the production process, noise generated during the operation of equipment, and domestic waste and sewage generated by employees and offices. For various sources of emissions, we have actively adopted a number of measures to reduce emissions and their impact.

Collection and Treatment of Volatile Organic Compounds (VOCs) and Ammonia

Volatile organic compounds (VOCs) and ammonia are released during our production process, and can have an impact on health when their concentration exceeds a certain level. Therefore, we have built the VOCs and ammonia collection and treatment systems in mid-2017 to reduce their impact on employees and the ecological environment. For ammonia, we add water through sprinkler to neutralise and reduce the concentration of ammonia, then it is emitted at the discharge outlet. For VOCs, we first use dust filtration and ultraviolet (UV) photolysis, then direct the waste gas to activated carbon to absorb VOCs, and finally discharge it through the chimney, which can reduce VOCs emissions by 90%. The saturated activated carbon will be recycled by qualified third parties.

排放管理

我們主要排放來自於印刷及絲印過程產生的網版廢水及油墨有機廢氣，我們的設備會因使用電力間接排放溫室氣體，後備發電機及汽車的使用亦會造成廢氣排放。其他的排放源包括生產過程產生的殘次品、碎屑及不良品，設備運行過程產生的噪音，員工及辦公室亦會產生生活垃圾和生活廢水等。針對各種排放源，我們積極採取多項措施以減少排放及減低其影響。

揮發性有機化合物(VOCs)及氨氣收集處理

在我們的生產過程中會釋出揮發性有機化合物(VOCs)及氨氣，當其濃度超過一定的水平時，對健康會構成一定的影響。因此，我們已於二零一七年中建設VOCs及氨氣收集處理系統，以減少對員工及生態環境的影響。針對氨氣，我們利用灑水加水中和，以降低氨氣的濃度，然後再於廢氣排放口排放氨氣。針對VOCs，我們首先採用除塵過濾和紫外線(UV)光解，然後將廢氣送入活性炭吸附箱，讓VOCs吸附在活性炭上，最後從煙囪排放，此舉能減少VOCs排放量達90%。飽和後的活性炭會由合資格第三方回收處理。



VOCs and ammonia collection and treatment systems
VOCs及氨氣收集處理系統

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

EMISSIONS MANAGEMENT (Continued)

The following table shows our air emissions during the Current Year:

Air emissions 廢氣排放	Year ended 31 December 2019 截至二零一九年 十二月三十一日 止年度	Nine months ended 31 December 2018 截至二零一八年 十二月三十一日 止九個月	
Nitrogen Oxides (NOx) 氮氧化物(NOx)	755,550.15	24,449.38	g 克
Sulphur Oxides (SOx) 硫氧化物(SOx)	1,573.30	1,843.77	g 克
Particulate Matter (PM) 懸浮粒子(PM)	67,338.98	1,800.16	g 克

The air emissions of the Printing Segment for the Current Year are significantly higher than those for the nine months ended 31 December 2018 as the Group enlarge the scope of data collection to provide a more accurate and comprehensive picture on the operation of this business segment. During the Current Year, air emissions from transportation relating to the daily operation of this business segment have been collected and included in this Report.

Greenhouse Gas Emissions

Our greenhouse gas emissions are mainly generated indirectly from the use of electricity. Therefore, we focus on energy-saving to reduce carbon emissions. We prioritise the procurement of energy-saving and high-efficiency production equipment and electrical appliances, such as using electric forklifts instead of fuel forklifts, in order to reduce greenhouse gas and air emissions. We also promote energy-saving behaviours such as turning off lights and limiting air-conditioning temperatures, and using teleconferencing, video conference or emails as much as possible to replace overseas travel. Through the implementation of the above energy-saving measures, we have significantly reduced the emission of exhaust and greenhouse gases.

排放管理(續)

我們在本年度產生的廢氣排放如下表所示：

由於本集團擴大數據收集範圍，以就本業務分部的運營狀況提供更準確及全面的了解，故本年度印刷分部的廢氣排放量大幅高於截至二零一八年十二月三十一日止九個月的廢氣排放量。於本年度，已收集有關本業務分部的日常運營的運輸產生的廢氣排放，並將其納入本報告中。

溫室氣體排放

我們的溫室氣體排放源主要來自於用電而間接產生，因此注重節能方面的工作以減低碳排放。我們優先考慮採購節能和高效能的生產設備及電器，例如使用電子叉車代替燃油叉車，減少溫室氣體及廢氣排放量。我們亦提倡如隨手關燈、限制空調溫度等節約用電行為，以及盡量採用電話及視像會議或電郵的方式以取代海外差旅。透過實施以上的節能措施，我們大大減低廢氣及溫室氣體的排放量。



Our offices are designed to optimise the use of natural light
辦公室在設計上盡可能利用自然光

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EMISSIONS MANAGEMENT (Continued)

We have replaced the lighting systems of certain production lines and areas of our plant from fluorescent lamps to light-emitting diodes (LEDs), saving approximately 117,589 kWh of electricity per year. In office and conference room areas, we use natural light and an open layout to facilitate solar lighting and reduce lighting power.

In October 2018, we replaced our conventional air compressors with inverter air compressors to enhance energy-efficiency, saving approximately 77,040 kWh of electricity per year.

排放管理(續)

我們已把廠房內部份生產線及區域之照明系統由熒光燈更換為發光二極管(LED)，每年可節省約117,589千瓦時耗電量。於辦公室和會議室區域，我們採用自然光和開放式佈局，有利太陽光照射，以減少照明用電。

我們亦於二零一八年十月，將工頻空壓機取代為變頻機組，以提升效能，每年可節省約77,040千瓦時耗電量。



Complete replacement of LED lights
全面更換LED燈

Greenhouse gases 溫室氣體		Year ended	Nine months	
		31 December	ended	
		2019	2018	
		截至二零一九年	截至二零一八年	
		十二月三十一日	十二月三十一日	
		止年度	止九個月	
Total greenhouse gas emissions	溫室氣體排放總量	16,217.58	10,297.36	tonnes of CO ₂ e 噸二氧化碳當量
Direct emissions (Scope 1)	直接排放(範圍1)	824.48	525.36	tonnes of CO ₂ e 噸二氧化碳當量
Indirect emissions (Scope 2)	間接排放(範圍2)	15,395.10	9,774.00	tonnes of CO ₂ e 噸二氧化碳當量
Greenhouse gases removal (Tree Planting) (Scope 1)	溫室氣體減除量 (植樹)(範圍1)	2.00	2.00	tonnes of CO ₂ e 噸二氧化碳當量
Greenhouse gas emissions intensity	溫室氣體排放密度	0.16	0.71	tonnes of CO ₂ e/tonnes of production volume 噸二氧化碳 當量/噸產量

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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EMISSIONS MANAGEMENT (Continued)

Wastewater Treatment and Discharge

We strive to ensure that our treated wastewater is discharged in accordance with the "Discharge Standard of Pollutants for Municipal Wastewater Treatment Plant" (GB 18918-2002) issued by the State General Administration of Environmental Protection of the PRC, and have formulated the "Guidelines for the Operation of Wastewater Treatment System" to standardise the workflow of our wastewater treatment system.

We have established a wastewater treatment system that practises "treatment before emission". The wastewater from workshops first enters the retention basin through the collection system, and is then sent to the coagulation and sedimentation equipment to add coagulant in order to remove the oil and micro suspended solids in the wastewater. The treated wastewater is discharged after going through the anaerobic process, aerobic process, sedimentation and filtration. Sludge generated from wastewater treatment is collected regularly and handled by qualified third parties.



排放管理(續)

污水處理及排放

我們致力確保所處理的廢水均按照中國國家環境保護總局發佈的「城鎮污水處理廠污染物排放標準」(GB 18918-2002)，並制定《污水處理系統操作指引》，規範污水處理系統工作流程。

我們設有污水處理系統，實行「先處理，後排放」。工場排水經收集系統進入調節池，再送到混凝沉澱設備加入混凝劑去除污水中的油類和微小懸浮物。污水經過厭氧、好氧、沉澱及過濾後達標排放。污水處理產生的污泥會定期收集並交由合資格的第三方處理。

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EMISSIONS MANAGEMENT (Continued)

Waste Management

In accordance with the "Waste Management Guidelines", we categorise waste into (i) hazardous waste; (ii) recyclable waste; and (iii) general waste, and conduct waste treatment as per the principle of "separate recycling, centralised storage and unified treatment".

Hazardous Waste Management

Our hazardous waste mainly includes solvent waste, waste container, waste mineral oil, ink residue, waste paint, waste fixer/developer, waste lamp, waste empty barrel, rag & gloves, waste glue, photographic material waste, sludge and waste activated carbon. We have dedicated and labelled containers for the collection of hazardous waste, which shall be properly stored in conformity with national laws and regulations, such as the "Standard for Pollution Control on Hazardous Waste Storage" (GB 18597-2001), and will be transferred to qualified third parties for treatment upon approval.

排放管理(續)

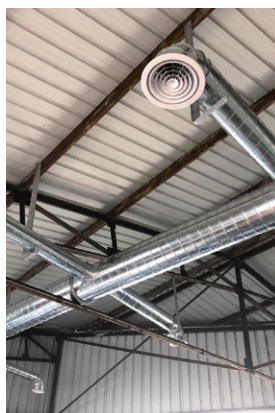
廢棄物管理

我們根據「廢棄物管理指引」，把廢棄物分為(i)有害廢棄物；(ii)可回收廢棄物；及(iii)一般廢棄物，同時遵照「分類回收、集中保管、統一處理」的原則進行廢棄物處理。

有害廢棄物管理

我們的有害廢棄物主要包括廢溶劑、廢容器罐、廢礦物油、油墨渣、廢塗料、廢定／顯影劑、廢燈管、廢空桶、一般抹布及手套、廢膠水、感光廢液、污泥及廢活性炭。我們設有專門和貼有標籤的容器以收集有害廢棄物，並按照國家法律法規，例如《危險廢物貯存污染控制標準》(GB 18597-2001)，妥善存放，在取得審批後交予合資格的第三方進行轉移處理。

Hazardous waste 有害廢棄物		Year ended	Nine months	
		31 December	ended	
		2019	31 December	2018
		截至二零一九年	截至二零一八年	
		十二月三十一日	十二月三十一日	
		止年度	止九個月	
Total hazardous waste produced	有害廢棄物產生總量	123.70	82.50	tonnes噸
Solvent waste	廢溶劑	23.13	22.50	tonnes噸
Waste container	廢容器罐	11.00	-	tonnes噸
Waste mineral oil	廢礦物油	0.63	-	tonnes噸
Ink residue	油墨渣	6.61	-	tonnes噸
Waste paint	廢塗料	1.93	-	tonnes噸
Waste fixer/developer	廢定／顯影劑	7.00	-	tonnes噸
Waste lamp	廢燈管	0.20	0.2	tonnes噸
Waste empty barrel	廢空桶	0.40	-	tonnes噸
Rag & gloves	一般抹布及手套	59.62	54.62	tonnes噸
Waste glue	廢膠水	1.38	1.38	tonnes噸
Photographic material waste	感光廢液	1.10	1.10	tonnes噸
Sludge	污泥	9.31	2.70	tonnes噸
Waste activated carbon	廢活性炭	1.39	-	tonnes噸
Hazardous waste produced intensity	有害廢棄物產生密度	1.20	82.50	kg/tonnes of production volume 公斤／噸產量



Hazardous waste processing equipment
有害廢棄物處理裝置

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EMISSIONS MANAGEMENT (Continued)

排放管理(續)

Waste Management (Continued)

廢棄物管理(續)

Non-hazardous Waste Management

無害廢棄物管理

Waste paper is the main stream of waste in printing business, and we actively take measures in recycling. Recycling bins are placed near all machineries allowing workers to segregate waste paper and other general waste from the source. Waste sorting areas are set up in workshops. In addition, we have a designated area for temporary storage of collected waste paper outside workshops to reasonably protects waste paper from rainwater or other pollutants, then the waste paper will be delivered to recycling. In order to reduce paper consumption, we use electronic systems for file archiving. We also require documents used in offices to be printed and copied on both sides. The administrative department collect monthly statistics on paper consumption, and reminds departments identified with wasting paper to control their paper consumption. For general domestic waste, we clean it up in time to maintain a clean environment.

廢紙是印刷業務主要的廢棄物，我們積極採取措施進行回收。在每台機器附近放置回收箱，讓工人將廢紙與其他普通垃圾從源頭分類，車間也設置垃圾分類區。另外，在車間外我們有指定區域暫時存放收集到的廢紙，合理保護廢紙不受雨水或其他污染物污染，再交由回收公司進行回收處理。為了減少用紙，我們採用電子系統進行文件存檔工作。我們亦規定辦公室內部使用的文件必須採用雙面打印、複印。行政部會每月對用紙使用情況進行統計，對浪費用紙的部門發出提示，以控制其用紙數量。對於一般生活垃圾，我們則及時清理，時刻保持環境衛生。

		Year ended 31 December 2019 截至二零一九年 十二月三十一日 止年度	Nine months ended 31 December 2018 截至二零一八年 十二月三十一日 止九個月	
Non-hazardous waste				
無害廢棄物				
Total non-hazardous waste produced	無害廢棄物產生總量	6,977.57	5,408.10	tonnes噸
Paper	紙張	6,933.52	5,342.10	tonnes噸
Food waste	廚餘	25.00	30.00	tonnes噸
Other general waste	其他一般廢物	19.05	36.00	tonnes噸
Handled by waste collection department	垃圾清運部門處理	44.05	66.00	tonnes噸
Collected for recycling	收集作回收	6,933.52	5,342.10	tonnes噸
Non-hazardous waste produced intensity	無害廢棄物產生密度	0.07	0.37	tonnes/tonnes of production volume 噸/噸產量

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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RESOURCES MANAGEMENT

Energy Resource Management

We have established an online energy monitoring system to oversee energy consumption in real time. It also allows us to accurately analyse energy consumption data and structure, and helps us to identify equipment or procedures that potentially waste energy, facilitating the formulation of effective energy-saving measures. In addition, the monitoring system assists us in implementing our energy-saving plan and enables us to monitor the execution of energy-saving measures through its energy-saving assessment function.

資源管理

能源管理

我們建立了一套能源在線監測系統，實時監控能源消耗情況，亦讓我們可以準確地統計分析能源使用數據和結構，有助於我們找出潛在浪費能源的設備或程序，制定有效的節能措施。另外，監測系統協助我們落實我們的節能計劃，透過節能考核功能，讓我們監督節能措施的落實情況。

Energy consumption 能源消耗		Year ended 31 December 2019 截至二零一九年 十二月三十一日 止年度	Nine months ended 31 December 2018 截至二零一八年 十二月三十一日 止九個月	
Total energy consumption	能源消耗總量	19,827.73	16,706.71	MWh 千個千瓦時
Direct energy consumption	直接能源消耗量			
LNG	液化天然氣	22.50	30.77	MWh 千個千瓦時
Diesel oil	柴油	729.43	794.39	MWh 千個千瓦時
Unleaded petrol	無鉛汽油	418.45	367.27	MWh 千個千瓦時
Indirect energy consumption	間接能源消耗量			
Purchased Electricity	購電	18,657.35	15,514.28	MWh 千個千瓦時
Energy consumption intensity	能源消耗密度	0.19	1.14	MWh/tonnes of production volume 千個千瓦時/ 噸產量



Online energy monitoring system
能源在線監測系統

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

RESOURCES MANAGEMENT (Continued)

資源管理(續)

Water Resource Management

水資源管理

We promote water-saving and use water-saving equipment and products in all areas, such as installing water-saving faucets to improve water efficiency. We properly manage, repair and maintain all water supply equipment, facilities and appliances. Engineering staff are responsible for the inspection of water pipes and hoses in the plant and repairment in time. The administrative department also constantly monitors and prohibits acts of water wastage. We have no issue in sourcing water that is fit for purpose.

我們提倡節約用水，於各區域使用節水設備及產品，如安裝節水水龍頭以提高節水效率。我們妥善地管理、維修和保養各供水設備、設施和器具，工程人員負責全廠水管及水喉滴漏檢查，及時搶修。行政部亦會持續監督，防止浪費用水的行為。我們於尋找切合所需水源方面並無問題。

Water consumption 耗水		Year ended 31 December 2019 截至二零一九年 十二月三十一日 止年度	Nine months ended 31 December 2018 截至二零一八年 十二月三十一日 止九個月	m ³ 立方米
		Total water consumption	總耗水量	
Water consumption intensity	耗水密度	2.19	12.55	m ³ /tonnes of production volume 立方米/噸產量

Packaging Material Management

包裝材料管理

Packaging material 包裝材料		Year ended 31 December 2019 截至二零一九年 十二月三十一日 止年度	Nine months ended 31 December 2018 截至二零一八年 十二月三十一日 止九個月	tonnes 噸
		Total packaging material	包裝材料總量	
Carton boxes	坑箱	437.94	1,783.15	tonnes 噸
Protective film	保護膜	12.53	58.94	tonnes 噸
Packaging strap	打包帶	0.59	6.55	tonnes 噸
Packaging tape	封箱膠紙	5.11	26.51	tonnes 噸
Paper packaging strap	紙帶機束帶	2.78	4.38	tonnes 噸
Packaging material intensity	包裝材料密度	92.25	128.67	kg/tonnes of production volume 公斤/噸產量

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

PRODUCT QUALITY, HEALTH AND SAFETY

We win clients' trust and confidence with high-quality packaging, books and printed products. We are accredited various certifications, such as the Quality Management System certification (ISO9001), Occupational Health and Safety Management System Certification (OHSAS 18001), Social Accountability Standard Certification (SA8000), certificate issued by the International Council of Toy Industries (ICTI) Ethical Toy Program and G7 Master Qualification. Meanwhile, we have achieved the Global Packaging and Packaging Materials standard formulated by the British Retail Consortium (BRC) and have been awarded the Global Safety Certification by Intertek Testing Services Taiwan Ltd. (Intertek).

產品質量、健康與安全

我們以優質的各類包裝、圖書及印刷產品質量贏得客戶信任及信心。我們亦取得質量管理體系認證(ISO9001)、職業安全健康管理體系認證(OHSAS 18001)、社會責任標準認證(SA8000)、由國際玩具工業協會(ICTI)玩具業責任規範頒發的規範證章及G7認可企業認證等多項認證，同時亦達到由英國零售商協會(BRC)制定的全球包裝和包裝材料標準，以及獲得由全球公證檢驗股份有限公司(Intertek)授予的全球安全驗證。



We have formulated the "Quality and Safety Handbook" and a series of quality management systems and procedures, including the "Incoming Inspection Procedure", the "Processing (Handicraft) Inspection Procedure", the "Control Procedure for Verification", the "Control Procedure for Unsatisfactory Products", the "Control Procedure for Product Consistency", the "Control Procedure for Food Safety Protection Plan", the "Control Procedure for Product Recall" and the "Control Procedure for Sustainable Improvement". We strictly implement the requirements of each procedure to ensure our products are at an exemplary level in quality, health and safety.

我們制定了《質量安全手冊》，以及一系列的質量管理體系及程序，當中包括《進料檢查程序》、《制程中(手工藝)檢查程序》、《驗證控制程序》、《不合格品控制程序》、《產品一致性控制程序》、《食品安全防護計劃控制程序》、《產品回收控制程序》、《持續改進控制程序》等，我們嚴格執行各程序要求，以確保我們的產品在品質、健康與安全方面達到極高的標準。

We attach great importance to product safety. We have established the "Control Procedure for Product Recall" and a sample retention procedure. When exceedance of harmful substances are found in a batch of products which is no longer under the control of the Company (e.g. delivered to customers), we would start recalling promptly to ensure that the affected products can be identified and remedied, so as to protect consumer safety. We also carry out simulated recall on a regular basis to ensure a smooth procedure of product recall. Employees are familiar with the precautions for recall and can respond appropriately in time whenever recall incidents occur.

我們重視產品安全，我們設有《產品回收控制程序》以及留樣觀察程序，當某批次產品檢測出有害物質超標且已經不在本公司控制範圍時(如已經交付客戶)，我們便會迅速啟動回收程序，以確保受影響的產品能夠被識別及補救，保障消費者安全。我們平常亦會定期進行模擬回收，以驗證產品回收程序運作良好，員工熟知回收時應注意事項，對於一旦發生的回收事件可以及時作出適當的回應。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

PRODUCT QUALITY, HEALTH AND SAFETY (Continued)

We promise to respond to our clients within half a working day if there is any complaint about product quality or safety, we would contact the concerned client, ask for details, and transfer to the customer services department for coordination and follow-up action. We take immediate rectification action, understand the source of the problem and implement measures to prevent similar incidents from happening again. Should a product has any potential harm to end users, we would recall the product immediately. During the Current Year, there were 218 complaints received from customers and all of them were duly handled by customer services department.

We understand that customers' confidential information and property, such as customers' trademarks and intellectual property, are protected by regulations in respect of patents, trademarks, copyrights and trade secrets. We have formulated the "Code of Business Ethics", requiring all employees, agents and contractors to carefully handle customers' confidential information and ensure that the relevant information is used only for business purposes. To protect intellectual property rights of our clients, surveillance system is installed in our printing workshops to administer the production process, to ensure that clients' printing materials are surveilled from receiving to delivering finished products, and to safeguard against any intellectual property leakage.

產品質量、健康與安全(續)

倘若任何客戶就產品質素或安全問題提出投訴，我們承諾於半個工作日內作出回應，與客戶聯繫及詢問詳細情況，並交由客戶服務部統籌、跟進。我們會即時採取糾正行動，瞭解問題根源，並落實措施以避免同類事件再次發生。一旦產品有機會對終端使用者造成傷害，我們將即時回收產品。本年度共收到218宗客戶投訴，所有投訴均由客戶服務部妥當處理。

我們明白客戶的商標及知識產權等屬於客戶機密資料及財產，受到專利、商標、版權及商業秘密等法規的保護。我們制定了《商業道德行為規範》，要求所有員工、代理商及承包商都必須謹慎處理客戶的機密資料，確保有關資料只用作業務用途。為保護客戶的知識產權，我們的印刷車間都有安裝閉路電視監控生產過程，確保客戶印刷資料由接收到交付製成品的整個過程都受到監控，防止客戶的知識產權外泄。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SOLAR PHOTOVOLTAIC BUSINESS

The solar cell modules we produced provide clean renewable energy for domestic and foreign enterprises. Using solar energy to generate electricity reduces our dependence on fossil fuels, thereby reduces the emissions of air such as sulphur dioxide, nitrogen oxides and greenhouse gases, and mitigating global warming effect.



太陽能光伏業務

我們生產的太陽能電池模板為國內外企業提供清潔的可再生能源，利用太陽能進行發電減少我們對於化石燃料的依賴，從而減低二氧化硫、氮氧化物等廢氣以及溫室氣體的產生，緩解全球溫室效應。



During the nine months ended 31 December 2018, three of the solar product manufacturing plants located in Changzhou were suspended from operation while the solar product manufacturing plant in Jurong has only commenced its operation in or around November 2018. Therefore, the emission and consumptions of the solar photovoltaic business are significantly higher as the solar product manufacturing plant fully operates during the Current Year.

截至二零一八年十二月三十一日止九個月，位於常州的三個太陽能產品製造廠已暫停運營，而句容的太陽能產品製造廠僅於二零一八年十一月或前後開始運營。因此，由於本年度太陽能產品製造廠全面營運，太陽能光伏業務的排放量及消耗量大幅增加。

EMISSIONS MANAGEMENT

During the assembly of our solar cell modules, soldering fumes, silica gel fumes, a small amount of non-hazardous waste and hazardous waste such as flux are generated. The use of vehicles generates air emissions; the use of electricity-driven equipment indirectly generates greenhouse gases; and offices and employees also generates domestic sewage and waste. We actively adopt a number of energy-saving and emission reduction measures to reduce our impact on the environment.

排放管理

我們的太陽能電池模板組裝過程中會產生焊錫廢氣、硅膠廢氣，以及產生少量無害廢棄物和助焊劑等有害廢棄物。車輛的使用會產生廢氣排放，使用電力驅動的設備時亦會間接地產生溫室氣體，辦公室及員工亦會產生生活污水及廢物。我們積極地採取多項節能減排措施以減少對環境的影響。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

EMISSIONS MANAGEMENT (Continued)

排放管理(續)

Air Emissions

廢氣排放

Air emissions 廢氣		Year ended	Nine months	
		31 December	ended	
		2019	2018	
		截至二零一九年	截至二零一八年	
		十二月三十一日	十二月三十一日	
		止年度	止九個月	
Nitrogen oxides (NOx)	氮氧化物(NOx)	93,884.98	13,580.01	g 克
Sulphur oxides (SOx)	硫氧化物(SOx)	948.78	722.18	g 克
Particulate matter (PM)	懸浮粒子(PM)	6,912.55	999.87	g 克

For the VOCs and dust generated in the lamination process, we will follow the provisions of the Integrated Emission Standards for Air Pollutants (GB 16297-1996) to ensure that the pollutant discharge concentration meets its emission standards.

對於層壓工序中產生的VOCs和粉塵，我們會按照《大氣污染物綜合排放標準》(GB 16297-1996)的規定執行，以確保當中的污染物排放濃度符合其排放標準。

For air emissions generated by vehicles, we prioritise the use of energy-efficient, environmental-friendly, low-cost, high-safety and cost-effective models, and strengthen daily vehicle maintenance, so that vehicles are in good operating condition, and thus reducing the occurrence of failures. According to different models, we have established standards for the use of fuels and consumption of fuels, verified and determined vehicle maintenance costs, strengthened fuel-saving management, and implemented the "one car, one card" and fixed-point refuelling system. By reducing the costs of fuels and maintenance of vehicles, the cost of vehicle mileage is hence reduced. We also prohibit car engines from idling to reduce exhaust gas.

針對車輛產生的廢氣，我們優先選用節能環保、價格低、安全性高、性價比高的車型，並加強日常車輛維修，使車輛處於良好運行狀態，減少故障發生。根據不同車型，我們制定車輛燃油使用標準和油耗標準，核查及確定車輛維修費用，加強節省燃油管理，實行「一車一卡」和定點加油制度。通過減少車輛燃油和維修費用，從而降低車輛行駛里程的費用。我們亦禁止汽車引擎空轉，以減少廢氣排放。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

EMISSIONS MANAGEMENT (Continued)

排放管理(續)

Greenhouse Gas Emissions

溫室氣體排放

Our greenhouse gas emissions are mainly generated from the use of electricity. We reduce greenhouse gas emissions by enhancing the efficiency of the use of electricity.

我們的溫室氣體排放主要來自於電力的使用，我們透過加強電力使用效率來減少溫室氣體排放。

Greenhouse gases 溫室氣體		Year ended	Nine months	
		31 December 2019	31 December 2018	
		截至二零一九年 十二月三十一日 止年度	截至二零一八年 十二月三十一日 止九個月	
Total greenhouse gas emissions	溫室氣體排放總量	23,556.18	5,284.78	tonnes of CO ₂ e 噸二氧化碳當量
Direct emissions (Scope 1)	直接排放(範圍1)	152.90	116.31	tonnes of CO ₂ e 噸二氧化碳當量
Indirect emissions (Scope 2)	間接排放(範圍2)	23,408.50	5,173.69	tonnes of CO ₂ e 噸二氧化碳當量
Greenhouse gases removal (Tree Planting) (Scope 1)	溫室氣體減除量(植樹) (範圍1)	5.22	5.22	tonnes of CO ₂ e 噸二氧化碳當量
Greenhouse gas emissions intensity	溫室氣體排放密度	35.87	37.40	tonnes of CO ₂ e/ MW 噸二氧化碳當量/ 兆瓦

Wastewater Treatment and Discharge

污水處理及排放

There is no industrial wastewater discharge in our production process, only domestic sewage produced by workers. After the domestic sewage is treated by the septic tank and the canteen wastewater is pretreated by the grease trap, the water quality can reach the third-level standard of the "Integrated Wastewater Discharge Standard" (GB 8978-1996), NH₃-N and TP reach the standard A under Table A of "Water Quality Standard for Discharge Into Municipal Sewers" (CJ 343-2010) standard, and then through the sewage pipe network into the Guozhuang Town sewage treatment plant for centralized treatment, the tail water reached the he first-class A standard in the "Urban Sewage Treatment Plant Pollutant Discharge Standards" (GB18918-2002) before it is finally discharged into the Gaoyang River.

我們的生產過程中沒有工業廢水排放，只有由工人產生的生活污水。生活污水經化糞池，食堂廢水經隔油池預處理後，水質能夠達到《污水綜合排放標準》(GB 8978-1996)中三級標準、NH₃-N和TP達到《污水排入城鎮下水道水質標準》(CJ 343-2010)表1中A標準，然後通過污水管網進入郭莊鎮污水處理廠集中處理，尾水達到《城鎮污水處理廠污染物排放標準》(GB18918-2002)中一級A標準後排入高陽河。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

EMISSIONS MANAGEMENT (Continued)

Waste Management

We strengthen waste management in all aspects by improving reuse of resources, reducing waste generation and strengthening the recycling rate during construction and operation. We scrupulously separate the treatment of hazardous waste and non-hazardous waste.

Hazardous Waste Management

Our hazardous waste is mainly waste mineral oil, xylene and smear. We have made application to the local environmental protection agency for the approval of temporary storage of hazardous waste, properly stored it in accordance with national laws and regulations and the application acceptance conditions, and will deliver it to qualified third parties for recycling when appropriate.

排放管理(續)

廢棄物管理

我們加強各個環節的廢棄物管理工作，在施工和運營過程中，提高資源的重複利用率，減少廢棄物產生，加強對可回收資源的回收再利用。我們將有害廢棄物和無害廢棄物嚴格地分開處理。

有害廢棄物管理

我們主要的有害廢棄物為廢礦物油、二甲苯及膠渣，我們向當地環境保護局申請危險廢物暫存許可，並按照國家法律法規及申請批覆妥善存放，並適時交由有資質的第三方進行回收處理。

Hazardous waste 有害廢棄物		Year ended	Nine months	
		31 December 2019 截至二零一九年 十二月三十一日 止年度	ended 31 December 2018 截至二零一八年 十二月三十一日 止九個月	
Total hazardous waste produced	有害廢棄物產生總量	2.21	-	tonnes 噸
Waste mineral oil	廢礦物油	0.73	-	tonnes 噸
Xylene	二甲苯	0.68	-	tonnes 噸
Smear	膠渣	0.80	-	tonnes 噸
Hazardous waste produced intensity	有害廢棄物產生密度	3.36	-	kg/MW 公斤/兆瓦

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

EMISSIONS MANAGEMENT (Continued)

排放管理(續)

Non-hazardous Waste Management

無害廢棄物管理

For non-hazardous waste such as paper, metal factory waste, packaging cartons and domestic waste generated from offices and employees, we have established centralised sorting points to recycle as much waste as possible. For non-recyclable waste, we entrust local waste collection department for waste treatment, ensuring that all waste is properly disposed of.

對於紙張、金屬工廠垃圾、包裝紙盒，以及辦公室和員工的生活垃圾等無害廢棄物，我們設置集中分類堆放點，盡可能回收利用，對於不可回收的廢棄物，我們委託當地垃圾清運部門清運處理，保證所有廢棄物都得到妥當處置。

		Year ended 31 December 2019 截至二零一九年 十二月三十一日 止年度	Nine months ended 31 December 2018 截至二零一八年 十二月三十一日 止九個月	
Non-hazardous waste 無害廢棄物				
Total non-hazardous waste produced	無害廢棄物產生總量	370.30	350.31	tonnes 噸
Metal	金屬	5.90	14.54	tonnes 噸
Paper	紙張	4.40	65.77	tonnes 噸
Other general waste	其他一般廢物	360.00	270	tonnes 噸
Handled by waste collection department	垃圾清運部門處理	360.00	270	tonnes 噸
Collected for recycling	由回收商回收	10.30	80.31	tonnes 噸
Non-hazardous waste produced intensity	無害廢棄物產生密度	0.56	2.48	tonnes/MW 噸/兆瓦

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

RESOURCES MANAGEMENT

Energy Resource Management

In terms of energy-saving, we use high-energy-efficient equipment and formulate energy-saving plans every year to minimize energy consumption. Our production workshops use LED lights instead of fluorescent lamps to achieve the same brightness with less power, saving approximately 21,000 MWh of electricity every year. Solar street lights are also installed outdoors to provide lighting with clean and renewable energy.

In terms of packaging materials, we mainly use wooden boxes and trays for packaging. We will collect packaging cartons and filling materials from suppliers for reuse, and deliver the excess cartons and filling materials for recycling, so as to reduce waste.



Using LED lights instead of fluorescent lamps in workshops
車間使用LED燈取代螢光燈

資源管理

能源管理

在節省能源方面，我們選用高能源效益的設備，每年制定節能計劃，務求最大地減少能耗，我們的生產車間使用LED燈取代螢光燈，以較小的功率達到同樣亮度的效果，每年節省用電量約21,000千個千瓦時。我們亦於室外安裝了太陽能路燈，以清潔、可再生能源提供照明。

在包裝物料方面，我們主要使用木箱及托盤包裝我們的產品，我們會收集供應商的包裝紙箱及填充物料循環利用，亦會將多餘的紙箱及填充物料交予回收商回收再造，減少浪費。



Outdoor solar street lights
室外太陽能路燈

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

RESOURCES MANAGEMENT (Continued)

資源管理(續)

		Year ended 31 December 2019 截至二零一九年 十二月三十一日 止年度	Nine months ended 31 December 2018 截至二零一八年 十二月三十一日 止九個月	
Energy consumption 能源消耗				
Total energy consumption	能源消耗總量	85,975.88	8,682.30	MWh 千個千瓦時
Direct energy consumption	直接能源消耗			
Solar energy	太陽能發電	60,885.18	16.67	MWh 千個千瓦時
Unleaded petrol	無鉛汽油	676.70	326.31	MWh 千個千瓦時
Diesel oil	柴油	231.66	127.11	MWh 千個千瓦時
Indirect energy consumption	間接能源消耗			
Purchased Electricity	購電	24,182.34	8,212.21	MWh 千個千瓦時
Energy consumption intensity	能源消耗密度	130.87	61.38	MWh/MW 千個千瓦時/兆瓦

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

RESOURCES MANAGEMENT (Continued)

資源管理(續)

Water Resource Management

水資源管理

In terms of water consumption, although our production does not have high demand of water, we will continue to monitor water consumption, emphasise the importance of water-saving to employees, regularly check the leakage or damage of water pipes and equipment, and repair in time to prevent waste of water resources. We will also post water-saving labels in our offices and workshops to remind our employees to save water. We have no issue in sourcing water that is fit for purpose.

在用水方面，我們的生產雖然沒有大量用水需求，但我們仍然會持續監測用水情況、向員工強調節約用水的重要性，定期檢查水管及設備是有否漏水、破損等情況，及時修補以防止浪費水資源。我們亦會於辦公室及車間貼上節水標籤，提醒員工節約用水。我們於尋找切合所需的水源方面並無問題。

		Year ended 31 December 2019 截至二零一九年 十二月三十一日 止年度	Nine months ended 31 December 2018 截至二零一八年 十二月三十一日 止九個月	
Water consumption 用水				
Total water consumption	總用水量	121,642	51,869	m ³ 立方米
Water consumption intensity	用水密度	185.16	366.69	m ³ /MW 立方米/兆瓦
Packaging material 包裝材料				
Total packaging material	包裝材料總量	615.00	541.81	tonnes 噸
Paper	紙張	402.00	374.35	tonnes 噸
Plastics	塑膠	33.00	25.14	tonnes 噸
Wood	木材	180.00	142.32	tonnes 噸
Packaging material intensity	包裝材料密度	0.94	3.83	tonnes/MW 噸/兆瓦

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

PRODUCT QUALITY, HEALTH AND SAFETY

We implement stringent requirements on the quality, health and safety of our products. The efficiency guarantee period of our products is 25 years and the material guarantee period is 10 years. We have also obtained various certifications, such as the Quality Management System certification (ISO9001), certification from the Technischer Uberwashings Verein TUV and, certification from the Bureau of Indian Standards (BIS). We have established quality inspection procedures for each production process to ensure product quality is meeting the required standards. Our products had undergone a number of tests and inspections before packaging and delivery to customers, including high voltage testing, insulation testing and grounding testing, so as to ensure products are meeting the safety standards.

產品質量、健康與安全

我們對產品的質量、健康與安全要求嚴謹，產品的功率保證期為25年，材料保證期則為10年。而我們亦已通過質量管理體系認證(ISO9001)、德國技術監督會認證和印度標準局認證等多項認證。我們對每道生產程序都有設定質量檢驗程序，以確保產品質量達到應有的標準，我們的產品在包裝及交付客戶前會經過多項測試及檢驗，包括高壓測試、絕緣測試、接地測試等，以確保產品符合安全標準。



We have always been providing customers with the highest quality of products and services over the years. Through close communication with our customers, we understand their requirements, expectations and comments on our products. We continue to improve our products to deliver higher quality service experience to our customers. Upon receipt of customer complaints, we will arrange the quality department or customer services department to follow up in time and conduct on-site inspection when necessary. We will review the cause of the problem and rectify the problem to prevent it from happening again. During the Current Year, we did not receive any complaint in relation to our products and services.

我們多年來一直為客戶提供最優質的產品與服務，透過與客戶保持密切的溝通，瞭解他們的要求、期望，與對產品的售後評價。我們持續改善我們的產品，讓客戶得到更優質的服務體驗。我們在接獲客戶投訴後，我們會安排質量部門或客戶服務部門及時跟進，並在需要時到現場視察檢查，我們會檢討問題成因並修正問題，防止問題再次發生。於本年度，我們並沒有收到有關產品及服務的投訴。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ENERGY BUSINESS

We have established an environmental management mechanism in accordance with the “Environmental Protection Law of the People’s Republic of China”, the “Law of the People’s Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes” and the “Safety Production Law of the People’s Republic of China” and other related relevant national laws and regulations. Our goal is to achieve reducing waste generated, prevent pollution and safe production, in order to provide our business partners with quality products and best partnering experience.

During the Current Year, the energy business recorded an increase in intensity of emission and consumptions. It is primarily because of the reduction in production volume, which results in each unit production sharing higher fixed emission and consumptions and outweighed the effect in reduction of emission and consumptions relating to the operation.

能源業務

我們已根據《中華人民共和國環境保護法》、《中華人民共和國固體廢物污染環境防治法》及《中華人民共和國安全生產法》以及其他有關的相關國家法律及法規，設立一套環境管理機制。我們的目標為減少產生廢棄物、防止污染及安全生產，為我們的業務夥伴提供優質產品及最佳夥伴合作體驗。

於本年度，能源業務的排放及消耗密度增加，主要是由於產量減少，導致每個生產單位共享較高固定排放量及消耗量，並超出與運營相關的減少排放量及消耗量的效果。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

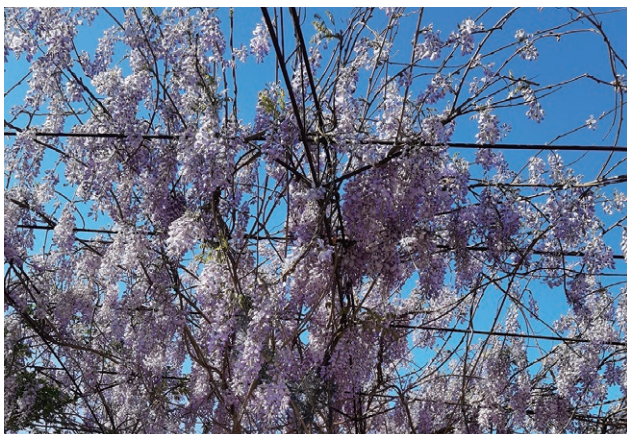
環境、社會及管治報告

EMISSIONS MANAGEMENT

In the course of our storage and transportation business for energy segment, the vehicles will generate air emissions; the use of electricity-driven equipment indirectly generate greenhouse gases; and offices and employees also generate domestic sewage and waste. We strive to build a highly green environment plant. In addition to planting a large number of trees, we use those vacant area to open up a small farmland to bring more green areas to the plant.

排放管理

於能源分部的倉儲及運輸業務過程中，汽車將產生氣體排放；使用電力推動設備間接產生溫室氣體；而辦公室及僱員亦會產生生活污水及廢棄物。我們致力建立高度綠色環境廠房。除栽種大量樹木外，我們將廠區該等空置土地開闢成一小片耕地，為廠房帶來更多綠化區域。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

EMISSIONS MANAGEMENT (Continued)

排放管理(續)

		Year ended 31 December 2019 截至二零一九年 十二月三十一日 止年度	Nine months ended 31 December 2018 截至二零一八年 十二月三十一日 止九個月	
Air emissions 氣體排放				
Nitrogen Oxides (NOx)	氮氧化物(NOx)	815,660.71	1,219,555.88	g 克
Sulphur Oxides (SOx)	硫氧化物(SOx)	1,105.03	651.29	g 克
Particulate Matters (PM)	懸浮粒子(PM)	59,660.37	87,707.97	g 克

For air emissions generated by our fleet, we eliminated those aged vehicles and upgraded to new, more environmentally friendly and energy-efficient one. Keeping regular maintenance ensures that the vehicles are in good condition, reducing the occurrence of faults and ensuring the efficiency of vehicle operation.

就車隊產生的氣體排放而言，我們已淘汰該等舊式車輛及升級至新式、更環保及具能源效益的車輛。定期維修確保汽車操作情況良好、減少出錯及確保汽車操作效率。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

EMISSIONS MANAGEMENT (Continued)

排放管理(續)

During the current year, we renovated the outer layers of the first batch of oil tanks in the plant. The overall environment of the reformed tank farm has been significantly improved. In addition to a cleaner and more beautiful appearance, the newly-coated oil tank on the descaling brush can reduce heat absorption, dust accumulation and rust flaking issues, and make the surrounding air cleaner.

於本年度我們對廠區的第一批油罐進行外層刷新改造。改造後的罐區整體環境得到明顯的改善。除了外觀更清潔美觀外，除鏽刷上新塗層的油罐可以減少熱力的吸收、塵土的堆積和鏽斑剝落等問題，使周邊空氣更清潔。



The oil tanks before renovation
油罐改造前



The oil tanks after renovation
油罐改造後

		Year ended 31 December 2019 截至二零一九年 十二月三十一日 止年度	Nine months ended 31 December 2018 截至二零一八年 十二月三十一日 止九個月	
Greenhouse gases 溫室氣體				
Total greenhouse gas emissions	溫室氣體排放總量	378.91	240.15	tonnes of CO ₂ e 噸二氧化碳當量
Direct emission (Scope 1)	直接排放(範圍1)	178.79	105.35	tonnes of CO ₂ e 噸二氧化碳當量
Indirect emission (Scope 2)	間接排放(範圍2)	203.57	138.25	tonnes of CO ₂ e 噸二氧化碳當量
Greenhouse gases removal (Tree Planting) (Scope 1)	溫室氣體減除量(植樹)(範圍1)	3.45	3.45	tonnes of CO ₂ e 噸二氧化碳當量
Greenhouse gas emission intensity	溫室氣體排放密度	24.76	2.00	kg of CO ₂ e/ tonnes of production volume 公斤二氧化碳當量/ 噸產量

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

EMISSIONS MANAGEMENT (Continued)

There is no discharge of process wastewater during our production.

Waste Management

We strengthen the waste management work in all aspects by improving reuse and recycling rate of resources, reducing waste generation from the business as much as possible. We use domestic waste generated by our offices and canteen, such as kitchen waste, to make organic fertilizers for the small farmland in our plant. Metal scraps generated will move to qualified third parties for recycling. For non-recyclable waste, we will entrust the local waste collection department for waste treatment, ensuring that all waste is properly dispose of.



Hazardous Waste Management

There is no hazardous waste produced during our production.

排放管理(續)

於生產期間，概無排放加工廢水。

廢棄物管理

我們加強各個環節的廢棄物管理工作，在過程中提高資源的重複利用及回收率並盡可能減少業務所產生的廢棄物。我們將辦公室及飯堂產生的生活廢物如廚餘等，利用在我們廠區內開闢的小型農地做有機肥料。其他環節中產生的金屬廢料等，會交由有資質的協力廠商進行回收處理。對於不可回收的廢棄物，我們會委託當地垃圾清運部門清運處理，以確保所有廢棄物獲妥善處置。



有害廢棄物管理

於生產期間，概無產生有害廢棄物。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Non-hazardous Waste Management

We use domestic waste generated by our offices and canteen, such as kitchen waste, to make organic fertilizers for the small farmland in our plant. Metal scraps generated will move to qualified third parties for recycling. For non-recyclable waste, we will entrust the local waste collection department for waste treatment, ensuring that all waste is properly dispose of.

無害廢棄物管理

我們使用辦公室及飯堂產生的家居廢棄物(如廚餘)為廠房的小型農地製造有機肥料。產生的廢金屬將移至合資格第三方作回收。對於不可回收的廢棄物，我們委託當地垃圾清運部門清運處理，保證所有廢棄物都得到妥當處置。

		Year ended 31 December 2019 截至二零一九年 十二月三十一日 止年度	Nine months ended 31 December 2018 截至二零一八年 十二月三十一日 止九個月	
Non-hazardous waste 無害廢棄物				
Total non-hazardous waste produced	產生無害廢棄物總量	6.50	10.00	tonnes 噸
Food waste	廚餘	1.50	3.00	tonnes 噸
Other general waste	其他一般廢棄物	3.00	2.00	tonnes 噸
Metal waste	金屬廢棄物	2.00	5.00	tonnes 噸
Handed by waste collection department	垃圾清運部門處理	3.00	2.00	tonnes 噸

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

EMISSIONS MANAGEMENT (Continued)

排放管理(續)

		Year ended 31 December 2019 截至二零一九年 十二月三十一日 止年度	Nine months ended 31 December 2018 截至二零一八年 十二月三十一日 止九個月	
Non-hazardous waste 無害廢棄物				
Collected by recycling	收集作回收	2.00	5.00	tonnes 噸
Reuse	重用	1.5	3.00	tonnes 噸
Non-hazardous waste produced intensity	無害廢棄物產生密度	0.42	0.08	kg/tonnes of production volume 公斤／噸產量



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

RESOURCES MANAGEMENT

資源管理

Energy Resource Management

能源管理

Our energy consumed mainly from electricity used in offices, diesel and petrol for transportation and delivery. In addition to upgrading our fleet to save diesel and petrol we also use LED lights instead of fluorescent lamps to save electricity.

我們所消耗的能源主要來自辦公室所用的電力及用作交通及交付的柴油及汽油。除更新車隊以節省柴油及汽油，我們亦使用LED燈而非熒火燈以節省電力。

		Year ended 31 December 2019 截至二零一九年 十二月三十一日 止年度	Nine months ended 31 December 2018 截至二零一八年 十二月三十一日 止九個月	
Energy consumption 能源消耗				
Total energy consumption	能源消耗總量	1,016.09	629.70	MWh 千個千瓦時
Direct energy consumption	直接能源消耗量			
Diesel	柴油	552.63	273.84	MWh 千個千瓦時
Unleaded petrol	無鉛汽油	253.16	136.41	MWh 千個千瓦時
Indirect energy consumption	間接能源消耗量			
Purchased electricity	購電	210.30	219.45	MWh 千個千瓦時
Energy consumption intensity	能源消耗密度	0.07	0.01	kWh/tonnes of production volume 千瓦時／噸產量

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

RESOURCES MANAGEMENT (Continued)

資源管理(續)

Water Resource Management

水資源管理

We have no issue in sourcing water that is fit for purpose.

我們於尋找切合所需水源方面並無問題。

		Year ended 31 December 2019 截至二零一九年 十二月三十一日 止年度	Nine months ended 31 December 2018 截至二零一八年 十二月三十一日 止九個月	
Water consumption 用水				
Total water consumption	總用水量	6,249	5,025	m ³ 立方米
Water consumption intensity	用水密度	0.40	0.04	m ³ /tonnes of production volume 立方米／噸產量

Packaging Material Management

包裝材料管理

Due to nature of product, goods are delivered by oil tank trucks and no packaging involved.

基於產品性質，貨品透過油箱卡車交付，且並無任何包裝。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

PRODUCT QUALITY, HEALTH AND SAFETY

產品質量、健康與安全

In order to provide customers with the best quality service and enhance customer satisfaction, Huajun Energy segment has established a complete quality management system with high standards and strict requirements for standardized management. In September 2018, one of the major subsidiary of the segment, Huajun Energy (Shanghai) Co., Ltd. (formerly known as Shanghai Huajun Petrochemical Trading Corporation Limited), officially obtained the ISO9001:2015 certification of the authority DNV GL.

為向客戶提供最優質服務及提高客戶的滿意度，華君能源分部已設立高標準及訂有嚴格規定的完整質量管理系統作標準管理。於二零一八年九月，華君能源分部其中一家主要子公司，華君能源(上海)有限公司(前稱上海華君化工有限公司)，正式獲得來自權威機構DNV GL的ISO9001:2015認證。



With continue improvement of our quality management, in June 2019 another one of the major subsidiary for the segment Huajun Rubber Technology (Shanghai) Co., Ltd (formerly known as Shanghai Huajun Rubber Technology Co., Ltd.), also officially obtained the ISO9001:2015 certification of the authority DNV GL. This is a important milestone for us to established a complete quality management system with high standards and strict requirements for standardized management. At the moment segment have two major subsidiaries holding ISO9001:2005 certificate and we won't stop our work until we promote this quality management to all the segment subsidiaries.

延續去年華君能源分部在建立起完善優質管理的努力，二零一九年六月中另一家主要子公司華君橡膠科技(上海)有限公司(前稱上海華君橡膠科技有限公司)，亦正式獲得權威機構DNV GL的ISO9001:2015的認證證書。這是華君能源在完善品質管制體系，提供高標準、嚴要求的規範化管理的一個重要里程碑。目前為止華君能源有兩大子公司同時擁有相關管理體系認證，我們會繼續推廣優質的管理至分部所有公司。

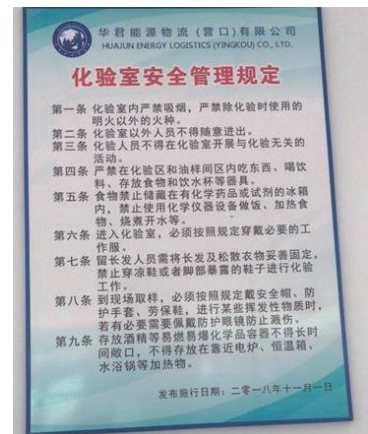


ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

PRODUCT QUALITY, HEALTH AND SAFETY (Continued)

To enhance our production safety awareness, we have installed fire safety facilities in the plant. At the same time, safety management policy and procedure have been formulated in accordance with relevant regulations to enable employees to understand and compliance with the requirement. In 2018, we refurbished our laboratory to provide better assurance for our product quality control and compliance.



產品質量、健康與安全(續)

為提高我們的安全生產意識，我們已於廠房安裝防火安全設施。同時，安全管理政策及程序乃根據相關法規訂立，讓僱員理解及遵守規定。於二零一八年，我們翻新實驗室，在產品品質監控及合規方面提供更好的保證。

We attach great importance to product safety. We have established the "Control Procedure for Product Recall" and a sample retention procedure. Testing will carry on at the product dispatch from the site, report and sample will keep until the customer confirm the quality of good delivered. Only qualified product will dispatch to the customer. We also taking precaution on the vehicles use for delivery to ensure the safety. We also carry out simulated recall on a regular basis to ensure a smooth procedure of product recall. Employees are familiar with the precautions for recall and can respond appropriately in time whenever recall incidents occur.

Whenever our customer complains about product quality or safety issues, we promise to respond within half a working day. We would contact the customer and ask for details, and submit it to the customer services department for coordination and follow-up. We would take immediate rectification action, understand the source of the problem and implement measures to prevent similar incidents happening again.

During the Current Year, we did not receive any complaint in related to our product and services.

我們重視產品安全，我們設有《產品回收控制程序》以及留樣觀察程序。測試將於產品自工地發送時進行，而報告及樣本將予保留直至客戶確認已交付的貨品質量。只有符合質量的產品會交付予客戶。我們亦就交付的車輛使用採取預防措施，以確保安全。我們平常亦會定期進行模擬回收，以驗證產品回收程序運作良好，員工熟知回收時應注意事項，對於一旦發生的回收事件可以及時作出適當的回應。

倘若任何客戶就產品質素或安全問題提出投訴，我們承諾於於半個工作日內作出回應。與客戶聯繫及詢問詳細情況，並交由客戶服務部統籌、跟進。我們會即時採取糾正行動，瞭解問題根源，並落實措施以避免同類事件再次發生。

於本年度，我們並無接獲任何有關產品及服務的投訴。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

EMPLOYEES

Employees are important assets of the Company. They are also the foundation of our success and development. We believe that our business success depends on our ability to attract, retain and nurture our employees. We are committed to providing employees with a safe working environment, attractive remuneration and benefits, adequate trainings and a fair promotion ladder. We will continue to review and improve the existing mechanism in accordance with the market standards, so that every employee can grow together with the Group.

員工

員工是本公司重要的資產，是我們成功及發展的基礎。我們相信業務的成功取決於我們吸納及挽留員工，並栽培員工的能力。我們致力為員工提供安全的工作環境、具吸引力的薪酬福利、充足的培訓及公平的晉升階梯，並按照市場標準持續審視和完善現有機制，讓每一位員工都能與本集團一起成長。



We strictly comply with applicable local labour laws and regulations, including but not limited to the "Labour Law of the People's Republic of China", the "Labour Contract Law of the People's Republic of China" and the "Social Insurance Law", and have formulated a comprehensive human resources management mechanism, including the "Human Resources Management Regulations" and the "Employee Handbook", so that employees can have a clear understanding of our employment systems, such as recruitment, promotion, rest periods, benefits and welfare, working hours, resignation and dismissal.

我們嚴格遵守當地適用的勞動法例及法規，包括但不限於《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《社會保險法》等，制定全面的人力資源管理機制，包括編製《人力資源管理規定》、《員工手冊》等，讓員工清楚瞭解我們的僱傭制度，如招聘、晉升、假期、待遇、福利、工作時數、辭職及解僱等。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

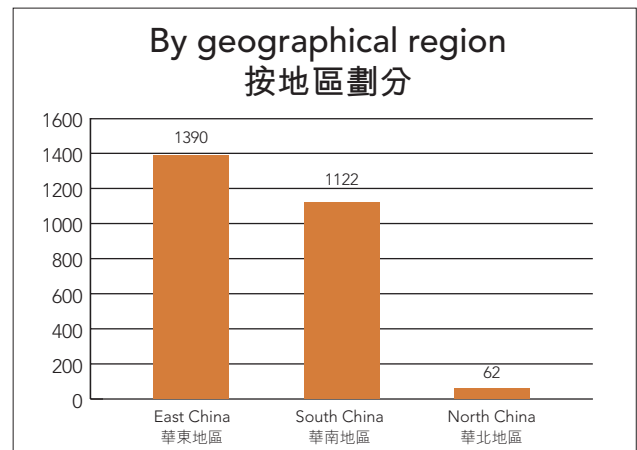
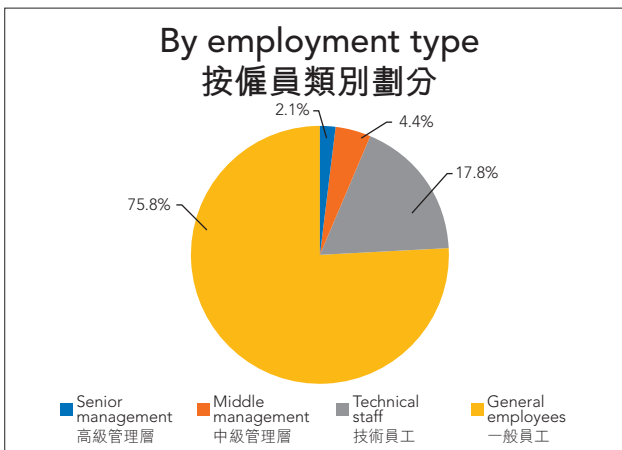
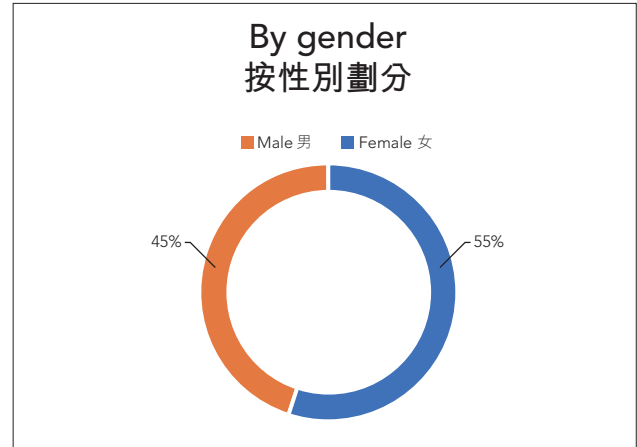
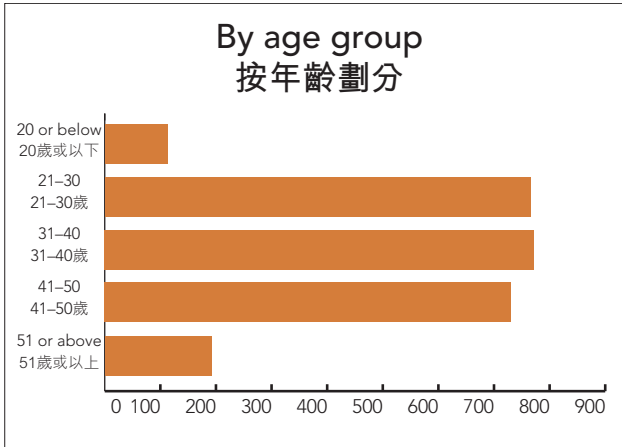
環境、社會及管治報告

EMPLOYEES (Continued)

員工(續)

Total workforce

僱員總數



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

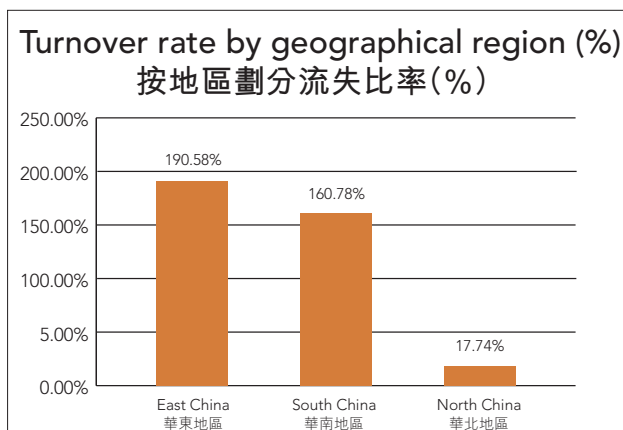
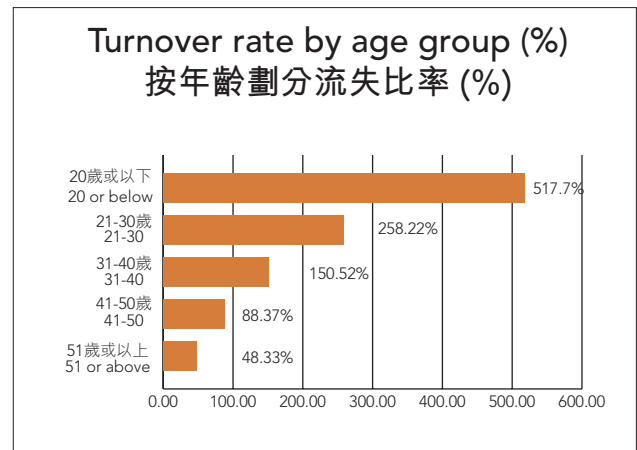
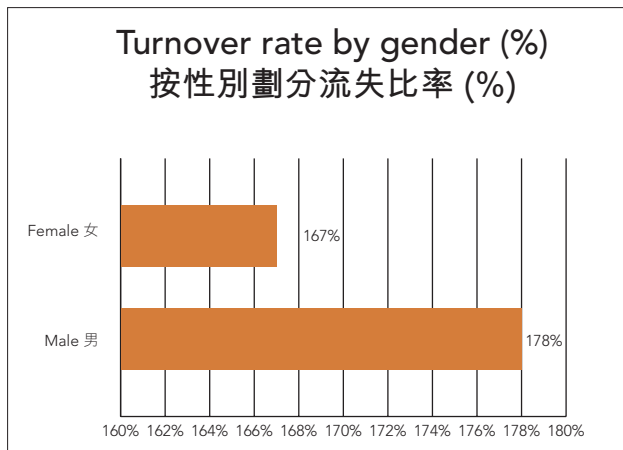
環境、社會及管治報告

EMPLOYEES (Continued)

員工(續)

Employee turnover rate

僱員流失比率



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

EMPLOYEES (Continued)

Meritocracy

We adhere to the employment principle of “fair competition and meritocracy”. We support a diverse working team, and believe that fair, justice and equal opportunities are essential in human resources management. Employees’ employment and promotion opportunities will never be affected by factors such as their gender, age, marital status, race, nationality, colour, religion or disability. During the process of recruitment and performance appraisal, we only consider work-related requirements of employees, such as their experience, working ability, teamwork and attitude, opposing to any form of workplace discrimination.

We respect human rights and adopt a zero-tolerance approach to issue such as gender, race and disability discrimination and workplace harassment. We strictly comply with the “Labour Law of the People’s Republic of China”, the “Labour Contract Law of the People’s Republic of China” and the “Special Provisions on Labour Protection of Female Employees”. Should the head of human resources department or other departments receive any complaint, the matter shall be investigated, and will be handled solemnly once proven to be true. We have also formulated the “Management Procedure for Child and Minors Labour”, which strictly prohibits the employment of child labour and forced labour. If any related situation is found during recruitment or under any circumstances, we will set up a task force and notify the social welfare department to ensure proper handling. During the Current Year, no child labour or forced labour was found, and we fully complied with all relevant laws and regulations relating to child labour or forced labour.

Remuneration System, Working Hours and Rest Periods

Our remuneration system strictly complies with relevant laws and regulations, such as the “Labour Contract Law” and the “Labour Law”, ensuring employees receiving their due labour compensation. We have also formulated the “Management Procedure for Working Hours and Overtime” to regulate the on-duty time and overtime of employees. Rest periods or overtime pay shall be compensated to employees for overtime work in accordance with legal requirements. Besides, we also provide personal leave, sick leave, work injury leave, paid marriage leave, paid maternity leave, paid funeral leave and paid public leave.

We have also formulated the “Regulations on Reward and Punishment Management” to review the work efficiency of employees regularly. Awards such as the special contribution award, production performance award and best employee award shall be given to outstanding employees. The long-term service award shall be given to employees who have been working continuously in the Company for a certain period of time.

員工(續)

唯才是用

我們奉行「公平競爭，唯才是用」的用人原則，我們支持多元化的工作團隊，認為公平、公正、平等機會在人力資源管理上十分重要。我們絕對不會因員工的性別、年齡、婚姻狀況、種族、國籍、膚色、宗教或殘疾等因素而影響他們受聘及晉升的機會。在招聘過程中及績效考核過程中，我們僅考慮員工的經驗、能力、團隊精神及工作態度等工作相關的要求作為依據，反對任何形式的職場歧視。

我們尊重人權，對於性別、種族、殘疾歧視以及職場騷擾採取零容忍態度，嚴格遵守《中華人民共和國勞動法》、《中華人民共和國勞動合同法》及《女職工勞動保護特別規定》，人力資源部門或任何部門主管在收到有關投訴將會清楚調查情況是否屬實，一經證實將會嚴肅處理。我們亦制定了《童工與未成年工管理程序》，嚴格禁止僱用童工及強制勞工，在招聘過程中或任何情況下若發現有關情況，我們將成立專責小組並通知社福部門，確保妥善處理。於本年度，我們並無發現任何童工或強制勞工，且我們全面遵守所有童工或強制勞工的相關法規及法規。

薪酬體系、工作時數與假期

我們的薪酬體系嚴格遵循《勞動合同法》、《勞動法》等相關法律法規，保證員工獲得應有的勞動報酬。我們亦制定了《工時和加班時間管理程序》，規範員工上下班及加班時間，員工加班將根據法律要求給予假期或加班費。我們另設有事假、病假、工傷假、帶薪婚假、帶薪產假、帶薪喪假及帶薪公假。

我們亦制定了《獎懲管理規定》，定期檢討員工的工作效率。我們會向表現突出的員工頒發特殊貢獻獎、生產績效獎、最佳員工獎等獎項，同時亦會向在本公司連續工作一定年限的員工授予長期服務獎。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

EMPLOYEES (Continued)

Team Cohesion

The Group strives to promote a healthy lifestyle. During the Current Year, we held a number of recreational activities to help employees striking a balance between life and work. For example, we organised regular sports and entertainment activities, including singing competitions, tea culture sharing sessions and coffee classes. By organising these activities, we believe employees can develop team spirit and enhance their sense of belonging to the Company.



Occupational Health and Safety

We strive to provide employees with a safe workplace, and ensure compliance with all occupational safety-related laws and regulations, including the "Law of the People's Republic of China on the Prevention and Control of Occupational Diseases", the "Production Safety Law of the People's Republic of China", the "Fire Protection Law of the People's Republic of China" and the "Special Equipment Safety Law of the People's Republic of China". We have obtained the Occupational Health and Safety Management System (OHSAS 18001:2007) certification. We are devoted to safeguarding employees from occupational hazards and enhancing employees' awareness of production safety, thereby reducing the risk of health and safety in workplace. During the Current Year, there were total 13 work injury cases with 363.80 lost days due to work injury, and with no work-related fatality involved.

員工(續)

凝聚團隊

本集團致力推動健康生活態度，於本年度舉辦多項休閒活動，助員工在生活與工作之間取得平衡，例如定期組織體育和娛樂活動，包括歌唱比賽、茶藝分享、咖啡興趣班等活動，我們相信員工可透過活動培養團隊精神，加強員工對本公司的歸屬感。

職業健康與安全

我們努力為僱員提供安全的工作場所，確保遵守所有職業安全相關的法律法規，包括《中華人民共和國職業病防治法》、《中華人民共和國安全生產法》、《中華人民共和國消防法》、《中華人民共和國特種設備安全法》等。我們已通過《職業健康安全管理體系》(OHSAS 18001:2007)的認證，致力保障員工免受職業病危害，增強員工安全生產意識，以降低在工作場所危害健康與安全的風險。於本年度，共發生了13宗工傷事故並涉及363.80日因工傷損失工作日數，以及沒有涉及死亡事故。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

EMPLOYEES (Continued)

Occupational Health and Safety (Continued)

We put the health and safety of our employees at first priority. We have appointed safety directors in all production workshops and production lines, and established an Environmental Health and Safety Committee to review the work safety in workshops. We equip our employees with necessary protective equipment, such as earmuffs and safety shoes. Our workshops are equipped with fire protection equipment or tools. Our mechanical equipment is sensor-activated, so as to prevent staff from being pinched, with protective fences to reduce risks, ensuring the safety of employees. In addition, we provide all employees with annual health examination and medical insurance, in an aim to eliminate the worries of employees.

員工(續)

職業健康與安全(續)

我們一向將員工的健康與安全放於首位，我們為各個生產車間和生產線委任了安全主任，並成立了環境健康安全委員會，檢討車間工作安全事宜。我們為員工配備必要的防護裝備，例如護耳罩及安全鞋，車間設有防火設備或工具，機械設備有自動感應防止人員被夾傷，以防護欄柵減低風險，以保障員工生命安全。另外，我們為全體員工提供年度健康體檢、醫療保險等相關保障，消除員工的後顧之憂。



Our printing business may involve the use of hazardous chemicals. In terms of the purchase, storage, usage and management of hazardous chemicals, we have formulated the "Working Guidelines for Storage of Hazardous Chemicals", regulating the purchase, storage and usage of hazardous chemicals. Employees who are responsible for handling hazardous chemicals must receive relevant trainings. The training includes how to understand the safety points, labels and the keys to the operation of chemicals as set out in the "Manual of Safety Information of Chemicals". Responsible staff are required to undergo regular yearly trainings.

我們印刷方面的業務有可能會使用到化學危險物品，有關化學危險物品申購、儲存、使用及管理方面，我們制定了《化學危險品儲存工作指引》，包括規範了化學危險物品的申購、儲存及使用。負責處理化學危險物品的員工亦必須接受相關培訓。培訓內容包括如何理解《化學品安全資料說明書》中關於化學品的安全點、標籤及操作的關鍵等。且相關員工每年都需接受一次定期培訓。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

EMPLOYEES (Continued)

Occupational Health and Safety (Continued)

We have formulated contingency plans and procedures for the control and management in case of fire, work-at-height incidents, and work-related injuries to ensure prompt responses are taken and losses are minimised. We provide employees with regular safety trainings to enhance employees' safety awareness, including:

- Occupational health and work injury prevention training
- Special equipment and machine safety training
- Safety awareness training
- Fire safety basic knowledge training
- Hazardous chemicals safety knowledge training

In 2019, we installed a new intelligent fire alarm system in the tank farm. To raise our production safety awareness, fire drills in the factory are conducted regularly. At the same time, safety management regulations are established in compliance with relevant laws for employee learning and obligation.

員工(續)

職業健康與安全(續)

我們制定了應對火災、高空作業及工傷事故處理的應急預案及流程，以確保一旦發生安全事故時能夠以最快速度響應、將損失降至最低。我們定期向員工提供安全方面的培訓，加強員工安全意識，培訓包括：

- 職業健康和工傷預防培訓
- 特種設備和機器安全培訓
- 安全意識培訓
- 消防安全基礎知識培訓
- 危險化學品安全知識培訓

二零一九年我們更新了油罐區的智能消防報警系統。為提升我們的生產安全意識，我們還定時的在廠區安排了消防演練。同時按照相關法例制定了安全管理規定讓員工學習並遵守。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

EMPLOYEES (Continued)

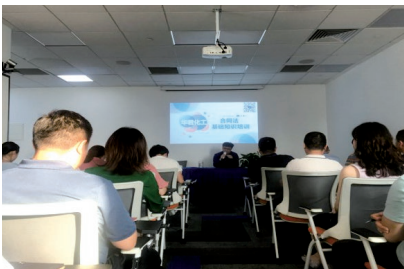
Training and Development

Training and development of our employees is the key to our business success. We provide employees with various training programs, covering corporate culture, occupational safety, laws and regulations, professional skills and other aspects. The human resources department has introduced staff training programs based on the actual business condition and needs. After the implementing staff training programs, sequential record tracking are maintained for adjustment of staff training programmes and human resources management. We offer new employees with orientation and induction training courses to let them familiarise themselves with our corporate culture, adapt to and understand the operations of each department of the Company. We provide existing employees in different positions with regular on-the-job training, covering basic knowledge of printing, maintenance of production equipment, production procedures, design theory, post-process and basic knowledge of quality. We held approximately 47,600 hours of trainings during the Current Year.

員工(續)

培訓與發展

員工的培訓及發展是我們業務成功的關鍵因素，我們為員工提供各類型的培訓計劃，涵蓋企業文化、職業安全、法律法規、專業技能及其他方面。人力資源部根據業務實際情況和需求制定人員培訓方案，在實施了人員培訓方案後定期紀錄成效以便更新人員培訓方案及進行人力資源管理。針對新入職的員工，我們提供新員工迎新活動和入職培訓課程，讓他們加快熟悉並融入公司文化，更快適應和了解本公司各部門運作。對於不同崗位的現有員工，我們定期為他們提供在職培訓，課程內容涵蓋印刷基本知識、維護保養生產設備、生產工序流程、設計理論、後工藝和品質基礎知識。我們於本年度進行了約47,600小時之培訓。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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In 2019, the detailed breakdown of the percentage of employees trained and the average training hours completed per employee by gender and employee category is as follows:

於二零一九年，按性別及僱員類別劃分之受訓僱員比例及每名僱員平均完成之培訓時長之詳細情況如下：

Employee Training	僱員培訓	Average training hours (hours/employee) 平均培訓時長 (小時/僱員)	Percentage of employee trained 受訓僱員比例
By gender	按性別劃分		
– Male	– 男性	19.82	43%
– Female	– 女性	16.87	57%
By employment type	按僱員類別劃分		
– Senior management	– 高級管理層	4.06	2%
– Middle management	– 中級管理層	18.15	6%
– Technical staff	– 技術員工	9.44	14%
– General employees	– 一般僱員	20.36	78%

SUPPLY CHAIN MANAGEMENT

We value environmental, social and governance work. We also hope that our partners share our philosophy, thereby maintaining a long-term and stable cooperation and growing together, as well as building a long-lasting and mutually beneficial partnership. We have established the “Assessment and Management Procedures for Suppliers” to comprehensively evaluate suppliers through suppliers’ management systems, production scale, quality assurance, control of hazardous materials, environmental protection, hygiene and safety of food, price, services and social responsibility. We continuously evaluate the performance of suppliers to ensure that their products and service quality are meeting the standards.

供應鏈管理

我們重視環境、社會及管治工作，我們亦希望我們的合作夥伴與我們的理念一致，維持長期穩定的合作並共同成長，建立持久和互惠互利的夥伴關係。我們設立《供應商評估管理程序》，通過對供應商的管理體系、生產規模、品質保證、有害物質控制、環境保護、食品級物料衛生安全、價格、服務以及社會責任等因素對供應商進行全面綜合評估，持續評估供應商的表現，以確保他們的產品及服務質素符合標準。

In 2019, the detailed breakdown of the number of suppliers by geographical region is as follows:

於二零一九年，按地區劃分的供應商數目之詳細情況如下：

		Number of suppliers 供應商數目
East China	華東	800
South China	華南	92
North China	華北	44
Others	其他	27



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

PRIVACY PROTECTION

The Group strictly complies with the provisions of the Personal Data (Privacy) Ordinance and strive to ensure all collected data kept is free of unauthorized or accidental access, processing, erasure or other use. We require employees to keep internal information such as consumer data and employee data confidential and configure proper networking and server permissions to avoid employee accessing information unrelated to their work. In case of any information leakage is noticed, the Group will ascertain the source of leakage to prevent any further leakage of information.

The Group has also incorporated an IT management policy in our corporate policies. We ensure anti-virus software must be installed on all computers to safe-guard customer's information and backup employees' computer and servers on regular basis to protect possible data loss caused by hardware or software failures.

INTELLECTUAL PROPERTY RIGHTS

The Group respects and protects intellectual property rights and take appropriate actions to ensure that the intellectual property rights are observed and protected. We ensure all computers must be installed with licensed software and no employees are allowed to install software on the computers to office without authorization.

ANTI-CORRUPTION

We uphold the corporate culture of "fairness, justice, honesty and integrity". Our "Employee Handbook" and "Supplementary Provisions of Labour Contract" stipulate that all gifts, banquets and customer rebates are prohibited. If any misconduct, fraud, unlawful behaviour or suspected commercial bribery is found, it shall be passed on to judicial authorities for pursuit of charges.

We have established whistle-blowing channels. If employees are aware of any violation of laws and regulations, they can report the matter by phone, email or letter. We encourage employees to report violations, and we keep the identity of whistle-blowers and their report content confidential to protect the legitimate rights and interests of the whistle-blowers, in order to create a healthy business environment. During the Current Year, we did not receive any report of such violations, and there were no cases of corruption, extortion, fraud or money laundering against us or our employees. For further information on our corporate governance, please refer to the section headed "Corporate Governance Report" in our annual report 2019.

私隱保護

本集團嚴格遵守《個人資料(私隱)條例》的規定，努力確保所有已蒐集的資料不會遭未經授權或意外查閱、處理、刪除或作其他用途。我們要求僱員對內部資料(例如消費者資料及僱員資料)保密，並配置適當的網絡及伺服器權限，以避免僱員查閱與其工作無關的資料。倘發現任何資料洩漏，本集團將確定洩漏源，以防止任何進一步的資料洩漏。

本集團亦已將資訊科技管理政策納入企業政策。我們確保所有電腦必須安裝防毒軟件，以保護客戶資料，並定期備份僱員的電腦及伺服器，以保護由於硬件或軟件故障而可能造成的資料遺失。

知識產權

本集團尊重及保護知識產權，並採取適當行動以確保知識產權受尊重及保護。我們確保所有電腦必須安裝授權軟件，且不允許任何僱員未經授權於辦公室的電腦上安裝軟件。

反貪污

我們提倡「公平公正、誠信廉潔」的企業文化。我們的《員工手冊》和《勞動合同補充條款》列明禁止一切饋贈、宴請、接收客戶回扣，如有任何不當行為、舞弊、不法行為或涉嫌商業受賄者，一律交由司法機關追究責任。

我們設有舉報渠道，如果員工發現任何違法和違規的行為，可以通過電話、電子郵箱或信件等方式舉報。我們鼓勵員工舉報違規行為，對舉報人和其舉報內容保密，以保護舉報人的合法權益，締造良好的企業經營環境。在本年度，我們沒有收到任何舉報，亦未有發生任何對我們或我們的僱員提出的貪污、勒索、欺詐或洗黑錢訴訟案件。有關我們在企業管治方面的其他資料，請參閱2019年報「企業管治報告」部份。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

COMMUNITY CONTRIBUTION

The rapid growth of Huajun is inseparable from the support and trust of the nation and the society. During our continuous development, we have gained understanding, support and help from the government, society and residents, and we recognise the importance of harmonious coexistence with the society. As a responsible enterprise, the Group extends active presence in community activities to support public welfare in addition to its efforts in delivering business growth.

During the Current Year, the Group participated in an internship and exchange programme in Guangdong Province, the PRC, offering the chance for Hong Kong students to take part in 4-week professional training and exchange activities in Mainland China. The internship and exchange programme is the first of its kind in the printing industry and aims at promoting the printing industry among young people and developing their knowledge and interest in the industry; through this program, Hong Kong students studying relevant programmes can have the chance to visit Hong Kong – owned printing companies in Mainland China, acquire practical work experience and get to know about the manufacturing process of printed products.

During the Current Year, the Group actively participated in charity events; besides donating money to Ronald McDonald House Charities, and organization with the key mission of helping seriously ill children, the Group also sponsored the Charity Golf Tournament 2019 of Ronald McDonald House Charities.

On 18 October 2019, the Group participated in Dress Pink Day organized by the Hong Kong Cancer Fund. In addition to donation, we dressed up in pink to show our support for women with breast cancer and to fundraise for Cancer Fund's free services.

In addition, the Group also participated in Solidary Programme, Help Children in Needs To School Programme, The Estée Lauder Companies' Breast Cancer Campaign and supported staff in needs. During the Current Year, the Group donated a total of HKD117,000 for charity and community purposes.

社區貢獻

華君的快速成長，離不開國家與社會各界的一路支持與信賴。我們在自身實現不斷發展過程中，得到政府、社會、居民的理解、支持和幫助，深知與社會和諧共處的重要性。除致力促進業務增長外，作為負責任的企業，本集團亦積極參與社區活動，支持公共福利。

於本年度，本集團於中國廣東省參與名為「印出個未來」的實習交流計劃，為本港學生提供4個星期在內地的專業實習及交流活動。該實習交流項目為印刷業界先河，旨在向年青人推廣印刷業，加深年青人對行業的認識及興趣；透過項目，就讀相關課程的香港學生有機會接觸內地的港資印刷媒體企業，吸取實際工作經驗，掌握印刷品的生產流程。

本集團於本年度積極參與社會公益，向麥當勞叔叔之家慈善基金作出捐助。同時，本集團贊助了麥當勞叔叔之家二零一九年慈善高爾夫球比賽。麥當勞叔叔之家慈善基金主要為患有重病兒童提供援助。

於二零一九年十月十八日，本集團參加了香港癌症基金會「粉紅服飾日」，除捐款外，眾人悉心穿上粉紅服飾，以行動支持乳癌患者及基金會提供的免費乳癌支援服務。

除以上項目，本集團亦參加了殘疾人社會扶持活動、幫困助學活動、雅詩蘭黛公司乳腺癌防治運動和支持有需要的員工。於本年度，本集團捐出共117,000港元作慈善及社區用途。



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環境、社會及管治報告

ESG REPORTING GUIDE INDEX

《環境、社會及管治報告指引》索引

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主要範疇、層面、一般披露及關鍵績效指標	章節／聲明	頁數
A. Environmental		
A. 環境		
Aspect A1: Emissions		
層面A1：排放物		
General Disclosure 一般披露	Emissions Management 排放管理	10-16, 20-24, 30-35
Information 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) the policies; and (a) 政策；及		
(b) compliance with relevant laws and regulations that have a significant impact on the issuer. (b) 遵守對發行人有重大影響的相關法律及規例的資料。		
KPI A1.1 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 Management 排放管理
KPI A1.2 關鍵績效指標A1.2	Greenhouse gas emissions in total and intensity. 溫室氣體總排放量及密度。	Emissions Management 排放管理
KPI A1.3 關鍵績效指標A1.3	Total hazardous waste produced and intensity. 所產生有害廢棄物總量及密度。	Emissions Management 排放管理
KPI A1.4 關鍵績效指標A1.4	Total non-hazardous waste produced and intensity. 所產生無害廢棄物總量及密度。	Emissions Management 排放管理
KPI A1.5 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。	Emissions Management 排放管理
KPI A1.6 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。	Emissions Management 排放管理

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Aspect A2: Use of Resources		
層面A2：資源使用		
General Disclosure 一般披露	Resources Management 資源管理	16-17, 25-27, 36-37
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。		
Note: Resources may be used in production, in storage, transportation, in buildings, electronic equipment, etc. 註：資源可用於生產、儲存、運輸、樓宇、電子設備等。		
KPI A2.1 關鍵績效指標A2.1	Direct and/or indirect energy consumption by type in total and intensity. 按類型劃分的直接及／或間接能源總耗量及密度。	Resources Management 資源管理
KPI A2.2 關鍵績效指標A2.2	Water consumption in total and intensity. 總用水量及密度。	Resources Management 資源管理
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。	Resources Management 資源管理
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。	Resources Management 資源管理
KPI A2.5 關鍵績效指標A2.5	Total packaging material used for finished products and with reference to per unit produced. 製成品所用包裝材料的總量及每生產單位估量。	Resources Management 資源管理

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Aspect A3: The Environment and Natural Resources		
層面A3：環境及天然資源		
General Disclosure 一般披露	Emissions Management 排放管理	10-16, 20-24, 30-35
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。		
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。	Emissions Management 排放管理
B. Social		
B. 社會		
Employment and Labour Practices 僱傭及勞工常規		
Aspect B1: Employment		
層面B1：僱傭		
General Disclosure 一般披露	Meritocracy 唯才是用	40
Information 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：	Remuneration System, Working Hours and Rest Periods 薪酬體系、 工作時數與假期	43
(a) the policies; and (a) 政策；及		
(b) compliance with relevant laws and regulations that have a significant impact on the issuer. (b) 遵守對發行人有重大影響的相關法律及規例的資料。		
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。	Meritocracy 唯才是用
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。	Meritocracy 唯才是用

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Aspect B2: Health and Safety			
層面B2：健康與安全			
General Disclosure 一般披露 Information 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) the policies; and (a) 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer. (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Occupational Health and Safety 職業健康與安全	44-46	
KPI B2.1 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。	Occupational Health and Safety 職業健康與安全	44
KPI B2.2 關鍵績效指標B2.2	Lost days due to work injury. 因工傷損失工作日數。	Occupational Health and Safety 職業健康與安全	44
KPI B2.3 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。	Occupational Health and Safety 職業健康與安全	45-46

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Aspect B3: Development and Training		
層面B3：發展及培訓		
General Disclosure 一般披露 Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	Training and Development 培訓與發展	47-48
KPI B3.1 關鍵績效指標B3.1 The percentage of employees trained by gender and employee category. 按性別及僱員類別劃分的受訓僱員百分比。	Training and Development 培訓與發展	48
KPI B3.2 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。	Training and Development 培訓與發展	48
Aspect B4: Labour Standards		
層面B4：勞工準則		
General Disclosure 一般披露 Information relating to preventing child and forced labour: 有關防止童工或強制勞工的： (a) the policies; and (a) 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer. (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Meritocracy 唯才是用	43
KPI B4.1 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。	Meritocracy 唯才是用	43
KPI B4.2 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。	Meritocracy 唯才是用	43

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Operating Practices 營運慣例		
Aspect B5: Supply Chain Management 層面B5：供應鏈管理		
General Disclosure 一般披露	Supply Chain Management 供應鏈管理	48-49
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。		
KPI B5.1 關鍵績效指標B5.1	Supply Chain Management 供應鏈管理	49
Number of suppliers by geographical region. 按地區劃分的供應商數目。		
KPI B5.2 關鍵績效指標B5.2	Supply Chain Management 供應鏈管理	48
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。		

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Aspect B6: Product Responsibility			
層面B6：產品責任			
General Disclosure 一般披露 Information 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) the policies; and (a) 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer. (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Product Quality, Health and Safety 產品質量、健康 與安全	38-39	
KPI B6.1 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。	There were no recalls for safety and health reasons during the Current Year 本年度未有發生因安全與健康理由回收事件	N/A 不適用
KPI B6.2 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。	Product Quality, Health and Safety 產品質量、健康 與安全	19, 28, 39
KPI B6.3 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。	Intellectual Property Rights 知識產權	49
KPI B6.4 關鍵績效指標B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及回收程序。	Product Quality, Health and Safety 產品質量、健康 與安全	19, 28, 39
KPI B6.5 關鍵績效指標B6.5	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。	Privacy Protection 私隱保護	49

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Aspect B7: Anti-corruption			
層面B7：反貪污			
General Disclosure 一般披露	Anti-corruption 反貪污	49	
Information relating to bribery, extortion, fraud and money laundering: 有關防止賄賂、勒索、欺詐及洗黑錢的：			
(a) the policies; and (a) 政策；及			
(b) compliance with relevant laws and regulations that have a significant impact on the issuer. (b) 遵守對發行人有重大影響的相關法律及規例的資料。			
KPI B7.1 關鍵績效指標B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the Current Year and the outcomes of the cases. 於本年度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	49
KPI B7.2 關鍵績效指標B7.2	Description of preventive measures and whistle-blowing procedures, 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	49
Community 社區			
Aspect B8: Community Investment			
層面B8：社區投資			
General Disclosure 一般披露	Community Contribution 社區貢獻	50	
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. 有關以社區參與來瞭解發行人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。			
KPI B8.1 關鍵績效指標B8.1	Focus areas of contribution. 專注貢獻範疇。	Community Contribution 社區貢獻	50
KPI B8.2 關鍵績效指標B8.2	Resources contributed to the focus area. 在專注範疇所動用資源。	Community Contribution 社區貢獻	50

