

震雄集團有限公司 

CHEN HSONG HOLDINGS LIMITED

(於百慕達註冊成立之有限公司)
(Incorporated in Bermuda with limited liability)

(股份代號 Stock Code: 00057)

環境、社會及管治報告

**ENVIRONMENTAL, SOCIAL AND
GOVERNANCE REPORT**

2019/20



SPARK「星火」系列全電動注塑機
SPARK series of All-Electric Injection Moulding Machine



香港中華廠商聯合會二零一九香港工商業獎的設備及機械設計大獎
The Grand Award in the Equipment and Machinery Design of 2019 Hong Kong Awards
for Industries by The Chinese Manufacturers' Association of Hong Kong

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一、關於本報告

I. About This Report

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

本報告涵蓋了本集團的製造及銷售注塑機及有關產品業務截至2020年3月31日止年度的報告期間在環境及社會方面的可持續發展策略、方針與表現；並根據香港聯合交易所有限公司(「聯交所」)證券上市規則附錄二十七所載之《環境、社會及管治報告指引》當中之「遵守或解釋」條款而作出披露。相關之條款及內容載於本報告最末部分。

董事會負責為本集團訂立環境、社會、管治策略，以及評估和釐定本集團之有關環境、社會及管治之風險；並確保訂立合適及有效之環境、社會及管治風險管理措施及內部監控系統，並就這方面的表現作出匯報。為了釐定環境、社會及管治報告範圍，主要管理層會進行內部討論，並列出主要持份者與本集團所關心的環境、社會及管治項目，再評估雙方對各項目的重視程度；從而選擇出相對重要的環境及社會議題於本報告中作出相關披露。

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

This ESG Report covers the environmental and sustainable development strategies and policies of the Group’s business in the manufacture and sale of plastic injection molding machines and related products for the year ended 31 March 2020, and discloses the required information under the “comply or explain” provisions of the ESG Reporting Guide set out in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (“HKEX”). The relevant provisions and details are listed out at the end of the Report.

The Board is responsible for the Group’s ESG strategy formulation and reporting, evaluating and determining the Group’s ESG-related risks, and ensuring that appropriate and effective ESG risk management measures and internal control systems are in place. In order to determine the ESG reporting scopes, the key management personnel have discussed internally and identified the environmental, social and operating items; and assessed their importance to the stakeholders and the Group. The summary of material ESG items are listed out in this Report.

二、持份者參與

II. Stakeholders' Engagement

本集團致力維持業務的可持續發展，並為環保及業務所在的社區提供支持。本集團與政府／監管組織、股東／投資者、員工、客戶、供應商、社區等持份者保持密切聯繫，力求透過建設性交流平衡意見與利益，從而確定本集團的可持續發展方向。本集團評估及釐定環境、社會及管治風險，確保相關風險管理及內部控制制度妥善及有效地運行。有關持份者的期望與要求及本集團管理層的相關回應如下：

The Group is committed to maintaining the sustainable development of its business and the environmental protection of the communities in which it operates. The Group maintains a close tie with its stakeholders, including government/regulatory organizations, shareholders/investors, employees, customers, suppliers, community, etc. and strives to balance their opinions and interests through constructive communications in order to determine the directions of its sustainable development. The Group assesses and determines its environmental, social and governance risks, and ensure that the relevant risk management measures and internal control systems are operating effectively. The following table shows the management response to the stakeholders' expectations and concerns:

持份者 Stakeholders	期望與要求 Expectations and concerns	溝通渠道 Means of communication	管理層回應 Management response
政府／監管組織	<ul style="list-style-type: none"> ➢ 遵守法律法規 ➢ 履行稅務責任 ➢ 安全生產 ➢ 共同抗疫 	<ul style="list-style-type: none"> ➢ 定期報告／公告 ➢ 往來函件 ➢ 實地調研 ➢ 透過政府政務網站或應用程式辦理公務 	<ul style="list-style-type: none"> ➢ 於營運中秉持誠信及合規 ➢ 按時繳稅 ➢ 建立全面有效的內部控制體系 ➢ 全面推行安全生產責任制 ➢ 配合政府的防疫政策與方針
Government/regulatory organizations	<ul style="list-style-type: none"> ➢ Compliance with laws and regulations ➢ Fulfill tax obligations ➢ Safety production ➢ Joint anti-epidemic 	<ul style="list-style-type: none"> ➢ Periodic report/announcement ➢ Correspondence ➢ Field investigation ➢ Handle official business through government affairs website or application 	<ul style="list-style-type: none"> ➢ Uphold integrity and compliance in operations ➢ Pay tax on time ➢ Establish comprehensive and effective internal control system ➢ Fully implement safety production responsibility system ➢ Cooperate with the government's epidemic prevention policies and guidelines
股東／投資者	<ul style="list-style-type: none"> ➢ 投資回報 ➢ 資訊透明度 ➢ 公司管治制度 	<ul style="list-style-type: none"> ➢ 於本公司及聯交所網站披露之信息 ➢ 本公司網站 ➢ 股東大會及其他股東會議 ➢ 會議展覽 	<ul style="list-style-type: none"> ➢ 管理層具有相關經驗和專業知識，確保業務的可持續性 ➢ 透過於聯交所及本公司網站定期發放資訊，確保透明度及有效溝通 ➢ 盡力改善內部監控及風險管理 ➢ 採取有效防控措施及儘快全面復工復產
Shareholders/investors	<ul style="list-style-type: none"> ➢ Return on investment ➢ Information transparency ➢ Corporate governance system 	<ul style="list-style-type: none"> ➢ Information disclosed on the HKEX website ➢ Company's official website ➢ Annual general meeting and other shareholders' meetings ➢ Convention and exhibition 	<ul style="list-style-type: none"> ➢ Management possesses relevant experience and professional knowledge in business sustainability ➢ Ensure transparency and efficient communications published in websites of HKEX and the Company ➢ Continuous improvement to internal control and focus on risk management ➢ Adopt effective preventive and control measures and fully resume work and production as soon as possible

二、持份者參與

II. Stakeholders' Engagement

持份者 Stakeholders	期望與要求 Expectations and concerns	溝通渠道 Means of communication	管理層回應 Management response
員工	<ul style="list-style-type: none"> ➢ 勞工權益 ➢ 事業發展 ➢ 待遇和福利 ➢ 健康及安全 ➢ 共同抗疫 ➢ 性別平等 	<ul style="list-style-type: none"> ➢ 員工活動 ➢ 員工績效考核 ➢ 入職與在職培訓 ➢ 內部會議及通告 ➢ 通過電子郵件、電話及溝通應用程式聯絡 	<ul style="list-style-type: none"> ➢ 制定合約責任以保護勞工權益 ➢ 鼓勵員工參與持續教育及專業培訓以提高能力 ➢ 建立公平、合理和具競爭力的薪酬體系 ➢ 注重職業健康及安全 ➢ 提供防疫物資、合理排班及輪班工作 ➢ 制定防止性別歧視及性騷擾指引
Employees	<ul style="list-style-type: none"> ➢ Labor rights ➢ Career development ➢ Compensation and welfare ➢ Health and safety ➢ Joint anti-epidemic ➢ Gender equality 	<ul style="list-style-type: none"> ➢ Staff activities ➢ Employee performance assessment ➢ Induction and on the job training ➢ Internal meetings and announcements ➢ Contact via email, phone, and communication applications 	<ul style="list-style-type: none"> ➢ Set up contractual obligations to protect labor rights ➢ Encourage employees to participate in continuous education and professional trainings ➢ Establish a fair, reasonable and competitive remuneration scheme ➢ Strengthen occupational health and safety ➢ Provide epidemic prevention materials, reasonable scheduling and shift work ➢ Establish sex discrimination and sexual harassment prevention guidelines
客戶	<ul style="list-style-type: none"> ➢ 優質產品與服務 ➢ 及時交貨 ➢ 價格合理 ➢ 共同抗疫 	<ul style="list-style-type: none"> ➢ 商務拜訪 ➢ 通過電子郵件及電話聯絡 ➢ 會議展覽 ➢ 客戶滿意度調查 	<ul style="list-style-type: none"> ➢ 持續提供優質產品與一流的售後服務以滿足客戶 ➢ 建立高效的綠色供應鏈系統 ➢ 制定全面的質量保證流程和召回程序 ➢ 確保履行合約責任 ➢ 捐贈防疫物資
Customers	<ul style="list-style-type: none"> ➢ High quality products and services ➢ Timely delivery ➢ Reasonable price ➢ Joint anti-epidemic 	<ul style="list-style-type: none"> ➢ Business visit ➢ Contact via email and phone call ➢ Convention and exhibition ➢ Customer satisfaction survey 	<ul style="list-style-type: none"> ➢ Improve the quality of products and after sales services continuously in order to maintain customer satisfaction ➢ Establish an effective, efficient and green supply chain system ➢ Formulate comprehensive quality assurance process and recall procedures ➢ Ensure proper contractual obligations are in place ➢ Donate epidemic prevention materials

二、持份者參與 II. Stakeholders' Engagement

持份者 Stakeholders	期望與要求 Expectations and concerns	溝通渠道 Means of communication	管理層回應 Management response
供應商	<ul style="list-style-type: none"> ➢ 需求穩定 ➢ 與公司保持良好關係 ➢ 企業信譽 ➢ 共同抗疫 	<ul style="list-style-type: none"> ➢ 商務拜訪 ➢ 通過電子郵件及電話聯絡 	<ul style="list-style-type: none"> ➢ 確保履行合約責任 ➢ 制定供應鏈管理的政策和程序 ➢ 保持穩固與長期的合作關係 ➢ 嚴謹篩選供應商 ➢ 儘快全面復工復產
Suppliers	<ul style="list-style-type: none"> ➢ Stable demand ➢ Good relationship with the Company ➢ Corporate reputation ➢ Joint anti-epidemic 	<ul style="list-style-type: none"> ➢ Business visit ➢ Contact via email and phone call 	<ul style="list-style-type: none"> ➢ Ensure proper contractual obligations are in place ➢ Establish policy and procedures in supply chain management ➢ Establish and maintain strong and long-term relationship with suppliers ➢ Select suppliers with due care ➢ Fully resume work and production as soon as possible
社區	<ul style="list-style-type: none"> ➢ 環境保護 ➢ 減少溫室氣體的排放 ➢ 減少廢棄物的產生 ➢ 有效資源利用 ➢ 社區參與 ➢ 經濟發展 ➢ 共同抗疫 	<ul style="list-style-type: none"> ➢ 本公司網站及政府部門 信息公示網站 ➢ 社區活動 	<ul style="list-style-type: none"> ➢ 關注氣候變化並積極採取各項清潔生產措施 ➢ 持續於環境保護方面投入資源 ➢ 積極創新環保技術 ➢ 加強節能減排管理 ➢ 鼓勵員工積極參與慈善活動和志願服務 ➢ 確保良好的財務業績和業務增長 ➢ 捐贈防疫物資，支援抗疫前線人員
Communities	<ul style="list-style-type: none"> ➢ Environmental protection ➢ Reduce greenhouse gas emissions ➢ Reduce waste generation ➢ Effective resource utilization ➢ Community contribution ➢ Economic development ➢ Joint anti-epidemic 	<ul style="list-style-type: none"> ➢ The Company's official website and information publicity website of government department ➢ Community activities 	<ul style="list-style-type: none"> ➢ Pay attention to the problem of climate change and actively take various clean production measures ➢ Continue to invest resources in environmental protection ➢ Actively innovate environmental protection technology ➢ Strengthen energy saving and emission reduction management ➢ Encourage employees to actively participate in charitable activities and voluntary services ➢ Maintain good and stable financial performance and business growth ➢ Donate epidemic prevention materials to support the frontline of epidemic prevention

與我們聯絡

您的意見和建議是本集團進步的動力，如果您就本報告或本集團在可持續發展方面的表現有任何意見及其他的疑問或查詢，請在下方填寫您的聯絡資料 <https://chenhsong.com/contact-us/>。

Contact us

Your opinions and suggestions are our driving force for the Group's progress. If you have any comments and other questions or inquiries about this Report or the Group's performance in sustainable development, please fill in your contact information at <https://chenhsong.com/contact-us/>.

三、重要性矩陣

III. Materiality Matrix

於報告期內，本集團已找出多項涵蓋環境、社會及營運相關的事宜，並透過不同渠道評估持份者與本集團對各項目的重視程度，此等評估有助本集團確保業務發展能符合持份者的期望與要求。而本集團和持份者所關心的事項均呈現於以下的重要性矩陣內。

During the reporting period, the Group has evaluated a number of environmental, social and operating items, and assessed their importance to stakeholders and the Group through various channels. This assessment helps to ensure that the Group's business objectives and development direction are in line with the stakeholders' expectations and requirements. The Group's and stakeholders' matters of concern are presented in the following materiality matrix:

重要性矩陣
Materiality Matrix

對持份者的重要性 Importance to Stakeholders	High	<ul style="list-style-type: none"> ◆ 反歧視措施 ◆ 保障勞工權益 	<ul style="list-style-type: none"> ◆ 人才管理 ◆ 員工培訓與晉升 ◆ 員工報酬與福利 	<ul style="list-style-type: none"> ➢ 客戶滿意度 ➢ 產品質量與安全 ➢ 服務質素 ➢ 供應商管理 ➢ 防疫抗疫 ➢ 營運合規 ◆ 職業健康與安全 ◆ 防疫抗疫 ◇ 防疫抗疫
	High	<ul style="list-style-type: none"> ◆ Anti-discrimination measures ◆ Labor rights protection 	<ul style="list-style-type: none"> ◆ Talent management ◆ Staff training and promotion ◆ Staff compensation and welfare 	<ul style="list-style-type: none"> ➢ Customers' satisfaction ➢ Product quality and safety ➢ Service quality ➢ Suppliers management ➢ Anti-epidemic ➢ Operational compliance ◆ Occupational health and safety ◆ Anti-epidemic ◇ Anti-epidemic
	Medium	<ul style="list-style-type: none"> ➢ 社會參與 ◆ 預防童工及強制勞工的措施 	<ul style="list-style-type: none"> ➢ 反貪污 ◇ 溫室氣體排放 ◇ 能源使用 	<ul style="list-style-type: none"> ➢ 保護客戶私隱措施 ◇ 潔淨生產 ◇ 有害廢棄物排放
	Medium	<ul style="list-style-type: none"> ➢ Community contribution ◆ Preventive measures for child and forced labor 	<ul style="list-style-type: none"> ➢ Anti-corruption ◇ Greenhouse gas emissions ◇ Use of resources 	<ul style="list-style-type: none"> ➢ Customers' privacy measures and protection ◇ Clean production ◇ Generation of hazardous wastes
	Low	<ul style="list-style-type: none"> ➢ 產品標籤 	<ul style="list-style-type: none"> ◇ 水資源使用 ◇ 無害廢棄物排放 	<ul style="list-style-type: none"> ◇ 原材料使用 ◇ 廢氣排放 ◇ 廢水排放
	Low	<ul style="list-style-type: none"> ➢ Product labeling 	<ul style="list-style-type: none"> ◇ Water resources utilization ◇ Generation of non-hazardous wastes 	<ul style="list-style-type: none"> ◇ Use of raw materials ◇ Exhaust air emission ◇ Sewage discharge
		低 Low	中 Medium	高 High
		對本集團的重要性 Importance to the Group		
		◇ 環境方面 ◇ Environmental	◆ 員工方面 ◆ Employee	➢ 營運方面 ➢ Operation

四、環境保護

IV. Environmental Protection

1. 排放物的管理

本集團一直嚴格遵守國家有關環境保護的法律法規，包括《中華人民共和國環境保護法》、《中華人民共和國大氣污染防治法》、《中華人民共和國水污染防治法》、《中華人民共和國固體廢物污染環境防治法》、《中華人民共和國環境噪聲污染防治法》、《中華人民共和國節約能源法》、《環境基本法》及其他地方的法律法規。本集團依照國家及各營運地點的環保法律法規與ISO14001環境管理體系的標準作為藍本，並按照本集團的經營環境、架構、生產能力及人力資源等制定一套獨有的環境管理系統，並訂定各類污染物的管理規定及指導書，以規範營運及生產過程中所產生的廢氣、廢水、噪音及各種固體廢棄物，而本年度持有ISO14001環境體系認證的廠房亦已經由第三方專業認證機構核證並符合國際標準。

1. Management of Emissions

The Group has always strictly complied with the national laws and regulations on environmental protection, including the “Law of the People’s Republic of China on Environmental Protection”, the “Law of the People’s Republic of China on the Prevention and Control of Atmospheric Pollution”, the “Law of the People’s Republic of China on the Prevention and Control of Water Pollution”, the “Law of the People’s Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste”, the “Law of the People’s Republic of China on the Prevention and Control of Environmental Noise Pollution”, the “Energy Conservation Law of the People’s Republic of China”, the “Basic Environment Act” and other local laws and regulations. The Group based on the national and local laws and regulations, and the ISO14001 environmental management system standards, and made reference to the Group’s operating environment, structure, production capabilities and human resources to develop a unique environmental management system and established regulations and guidelines on pollutant management to regulate waste gases, waste water, noise and different types of solid wastes generated in operation and production. The factories that hold ISO14001 environmental system certification during the year have been certified by a third-party professional certification body, and comply with international standards.

四、環境保護 IV. Environmental Protection

1. 排放物的管理(續)

繼上年度順德紅崗廠房被佛山市經濟和信息化局及佛山市環境保護局評為「清潔生產企業」後，佛山市政府所組織的清潔生產專家為順德鳳翔廠房進行現場評審，評審工作是根據《中華人民共和國清潔生產促進法》及《清潔生產審核辦法》的要求與標準，鳳翔廠房已於2019年10月成功通過評審，成為佛山市第二十二批「清潔生產企業」，肯定了本集團多年來於環境保護方面的努力，但本集團不會因此而減少或停止環境保護方面的資源。鳳翔廠房還按照評審專家的建議，優化廠房內的環保設施與設備，其中取得突出減排效果的措施將於下文各排放物的管理部分詳細描述。

1. Management of Emissions (Continued)

Honggang plant in Shunde was granted the honor of a “Clean Production Enterprise” by the Foshan Economic and Information Technology Bureau and the Environmental Protection Bureau of Foshan City last year, the clean production experts from the Foshan Municipal Government had also conducted an on-site assessment for the Fengxiang plant in Shunde. The assessment work is based on the requirements and standards of the “Law of the People’s Republic of China on the Promotion of Clean Production” and the “Clean Production Audit Measures”; the plant has successfully passed the assessment in October 2019 and became the 22nd batch of “Clean Production Enterprise” in Foshan City. Affirming the Group’s efforts in environmental protection over the years. However, the Group will not reduce or cut resources on environmental protection. Fengxiang plant also follows the recommendations of the clean production experts to optimize the environmental protection facilities and equipment in the plant. Some of the measures had achieved an outstanding emission reduction effects and will be described in detail in the following emissions management section.



1. 排放物的管理(續)

此外，為了履行社會責任，本集團秉持「節能減碳、遵守法規、綠化社會」的環境政策，透過各種措施與行動(詳細資料請參考下文「排放物的管理」與「資源使用的管理」部分)，讓本集團內各個層面更加了解自己對環境影響的重要性，並期望在維持營運穩定增長的同時，創造與環境保護同步發展的平衡點，從而減少企業的營業活動與員工的個人生活對環境造成不良影響。

大氣排放的管理

本集團於營運過程中所產生的廢氣主要包括熔煉工序中所產生的粉塵、噴漆工序中的揮發性有機化合物、焊接與氣割工序中所產生的溫室氣體，以及汽車和叉車使用汽油及柴油時所產生的廢氣和溫室氣體等。本集團遵守國家及當地政府的排放標準，於各個排放口設置廢氣處理設施，以處理各類廢氣並達標排放。於電鍍工序中所產生的廢氣以獨立的排氣管道輸送至環保設施，經過多重淨化處理後，於國家規定的排放高度15米排放。本集團於噴漆工序中採用環保型的粉末狀顏料；設置半密閉式的氣罩及強力抽風機，收集散於空氣中的粉末並定時交給回收商處理。於焊接、氣割工序及使用汽車和叉車時所產生的廢氣和溫室氣體屬於無組織排放氣體，因此本集團從源頭著手，使用高純度的焊接及氣割氣體，以減少二氧化硫、二氧化碳等溫室氣體的產生；採用環保型汽油及耗油量較少的車輛和叉車，以減少燃燒汽油、柴油所產生的溫室氣體。

1. Management of Emissions (Continued)

Besides, the Group upholds the environmental policy of “saving energy and reducing carbon, complying with law and regulations, and greening the society” to fulfill its social responsibilities. The Group lets the employees at all levels understand more about the importance of its impact on the environment through various measures and actions (Please refer to the “Management of Emissions” and “Management of Resources Utilization” sections below for details), and hope to create a balance with the simultaneous development of environmental protection while, at the same time, maintaining stable economic growth, thereby reducing the adverse effects on the environment from the enterprise’s business activities and the employees’ personal life.

Management of Atmospheric Emissions

The waste gases generated by the Group during its operation mainly includes the dust from the smelting process, the volatile organic compounds from the painting process, the greenhouse gases produced during the welding and gas cutting process and the waste gases and greenhouse gases when use of gasoline and diesel in cars and forklifts. The Group follows the national and local government’s emission standards, set up waste gases treatment facilities at each discharge outlet and only discharge after treatment is completed. The waste gases generated in the electroplating process is redirected to the environmental protection facility through a designated exhaust pipe; and discharge at a national standard height of 15 meters after several rounds of purification treatments. The Group uses environmental-friendly powdered pigments in the painting process and installs a semi-closed air hood and a powerful exhaust fan to collect the powder scattered in the air and dispense the powder to the recycler regularly. As the waste gases and greenhouse gases generated during welding, gas cutting and the use of cars and forklifts are unorganized emissions, the Group reduces the pollutants from source and uses high-purity welding and gas cutting gas such as sulfur dioxide and carbon dioxide; and uses environment friendly gasoline, uses vehicles and forklifts that consume less fuel so as to reduce greenhouse gases from burning gasoline and diesel.

四、環境保護

IV. Environmental Protection

1. 排放物的管理(續)

大氣排放的管理(續)

本集團非常重視環保與生產設備的運行狀況，為確保它們能同時有效地運作，員工必須嚴格遵守相關設備的操作規程；安全環保小組、工程部及各生產部門共同負責維護及保養工作，如發現任何隱患，必須立即向管理層匯報；與此同時，各生產部門還對各污染源進行技術改造的分析及處理，並提出整改方案，以杜絕產生重大環境污染的機會。

台灣廠房一直持有廢氣排放許可證，而部分國內廠房按照當地環保部門的要求，委託專業檢測機構檢測生產部門排出的廢氣，檢測內容包括苯、甲苯、二甲苯、揮發性有機化合物等，於報告期內的檢測結果均符合國家的《大氣污染物排放標準》及當地的排放標準。

於報告期內，順德鳳翔廠房已按照清潔生產專家的建議，優化噴漆車間的設施與設備，例如：於生產車間內增設電動膠幕，以提高車間噴漆作業的密封性；制定車間的操作規程，嚴格規定員工必須於密閉的車間進行噴漆及晾乾機件，以減少噴漆廢氣無組織地排放而造成環境污染。

1. Management of Emissions (Continued)

Management of Atmospheric Emissions (Continued)

The Group pays attention to the operation of the environment protection facilities and the production equipment. The employees are required to strictly follow the operating procedures of the facilities and equipment to ensure that they are operating effectively. The Safety and Environmental Protection Team, the Engineering Department and the production departments are jointly responsible for the repairs and maintenance of the equipment and report to the management immediately when hidden dangers are found. At the same time, the production departments analyze and handle the technical transformation at each pollution sources and propose remediation plan accordingly in order to eliminate major environmental pollution incident from happening.

Taiwan plant has been holding a waste gas emission permit, and some of the plants located in the mainland have entrusted professional testing company according to the requirements of the local environmental protection department to inspect the waste gases emitted by the production department. The testing contents include benzene, toluene, xylene, volatile organic compounds, etc.. The test results obtained during the reporting period are in line with the national "Integrated emission standard of air pollutants" and local emission standards.

During the reporting period, Fengxiang plant in Shunde has followed the recommendations of clean production experts to optimize the facilities and equipment of the painting workshop, for example, installed electric plastic curtains in the production workshop to improve the sealing effect, and formulated the painting workshop operating procedures to strictly require the employees to perform the painting and drying processes for the machine parts in a sealed workshop, so as to reduce environmental pollution caused by the unorganized discharge of paint waste gases.

1. 排放物的管理(續)

廢水排放的管理

本集團所產生的有害廢水主要包括於生產或調試機件時使用過的廢油(如切削油、潤滑油、液壓油等)、廢乳化液等；本集團未有配置廢油無毒化的設備，因此嚴格規定員工不可將任何有害廢水或廢液，倒進廁所或任何有可能導致環境污染的地方；本集團還委託持有危險廢物經營許可證的回收商或具較佳循環利用技術的供應商進行回收及處置廢油，絕不容許非法傾倒任何有害廢水，以免造成環境污染。員工須定期接受洩漏有害廢水的應急處理培訓與演練，確保員工使用正確的方法與設備處理有害廢水，避免受到職業性傷害。

1. Management of Emissions (Continued)

Management of Sewage

The hazardous sewage produced by the Group mainly includes waste oil (such as cutting oil, lubricating oil, hydraulic oil, etc.) used in production or machinery commissioning, waste emulsion, etc. As the Group has not installed hazard-free equipment to handle the waste oil, it is strictly stipulated that employees must not dispose of any wastewater or waste liquid into toilets or any place that might cause environmental pollution. The Group also entrusted recyclers holding the “Permit for Hazardous Waste Operation” or a supplier with better recycling technology to recycle and dispose of used oil, and will not allow any illegal dumping of hazardous sewage which might lead to environmental pollution. Employees are required to receive training and drills for emergency treatment of leaking hazardous wastewater regularly to ensure that employees use the correct methods and equipment to handle the hazardous sewage to avoid any occupational injuries.



四、環境保護

IV. Environmental Protection

1. 排放物的管理(續)

廢水排放的管理(續)

各廠房均設有污水處理站，處理生產時所產生的有害廢水，包括除蠟廢水、酸洗廢水、磷化廢水等；有害廢水經過加藥中和、沉澱、反覆過濾等工序轉為無害廢水並符合國家排放標準。其他無害廢水包括辦公室及食堂的生活污水，經過主要管道直接排放到地方污水處理廠。各廠房定期清理污水輸送管道及污水處理池的沉積物，防止水管堵塞或影響污水處理站的處理能力。部分廠房更於污水排放口安裝污染物含量在線監測設備，當地生態環保局皆能透過信息發布平台，隨時監察廠房的氨氮排放量和化學需氧量的數據；國內廠房亦按照當地環保部門的要求，定期委託專業機構檢測廠房內各排放口的廢水，檢測內容主要包括酸鹼值、懸浮物、化學需氧量、五日生化需氧量、氨氮等，於報告期內的檢測結果均符合國家的《水污染物排放限值》、《廣東省地方標準電鍍水污染物排放標準》及其他營運地點相關的排放標準；而地方環保部門除透過在線污水監測設備即時監測廢水含污量外，每年還會不定期實地檢測廠房內的排污情況。

1. Management of Emissions (Continued)

Management of Sewage (Continued)

Each plant is equipped with a sewage treatment station to handle the hazardous sewage generated in production, including wastewater from wax removal and pickling, phosphating sewage, etc.; hazardous sewage become hazard-free after neutralization, sedimentation and rounds of filtration at the treatment station and discharge when the national emission standard is met. Other non-hazardous sewage, including domestic sewage produced in offices and canteens, will be discharged directly to local sewage treatment plants through major pipelines. Each plant regularly removes the sediments in the sewage pipelines and sewage treatment tanks to prevent the water pipes from clogging or affecting the treatment capacity of the sewage treatment station. Some plants have installed online pollutants monitoring equipment at the sewage outlets. The local ecology and environmental protection bureaus can monitor the data of ammonia nitrogen emissions and chemical oxygen demand of the plants at any time through the information publishing platform. The plants in mainland also follow the requirements of local environmental protection departments to entrust a professional organization to inspect the wastewater at each discharge outlet in the plant. The test contents mainly include pH value, suspended matter, chemical oxygen demand, five-day biochemical oxygen demand, ammonia nitrogen, etc. The test results obtained during the reporting period are in line with the national "Discharge Limits of Water Pollutants", "Guangdong Provincial Standards for Electroplating Water Pollutant Discharge Standards" and other relevant emission standards at operating locations. In addition to real-time monitoring of waste water pollution substances through online sewage monitoring equipment, the local environmental protection departments also irregularly conduct on-site inspections of the sewage discharge situation in the plant every year.

1. 排放物的管理(續)

廢水排放的管理(續)

於報告期內，為了達到減排的目標，順德鳳翔廠房已按照清潔生產專家的建議，於零件加工工序中，增設了低溫減壓蒸餾冷凝設備，而且對用於降溫及潤滑後的廢切削液進行加工處理，該等措施將90%-95%的廢切削液回用於生產工序中，減少廢切削液的產生量，同時降低處置廢切削液的成本。此外，鳳翔廠房亦對危險廢物儲存場所進行防滲漏的改造工程，並加強危險廢物洩漏的應急處理措施，以避免造成環境污染。

雖然順德廠房於本年度將廢切削油回用於生產工序中，但由於本集團的生產量上升，因此本集團於本年度產生有害廢水約144.88噸，較上年度增加約23.40噸或19.26%。於報告期內，本集團產生的無害廢水約為208,417.52噸³，較上年度輕微減少約2,567.76噸或1.22%，由於大部分無害廢水為辦公室與食堂的生活污水，它的產生量不會隨著本集團的生產量增加而增加，因此本年度的無害廢水密度有所減少。

1. Management of Emissions (Continued)

Management of Sewage (Continued)

During the reporting period, Fengxiang plant in Shunde has followed the recommendations of clean production experts in order to achieve emissions reduction goals. The plant has installed the low-temperature decompression, distillation and condensation equipment in the part processing process, and re-process the waste cutting fluid used for cooling and lubrication, these measures can reuse 90%-95% of the waste cutting fluid in the production process and reduced the amount of waste cutting fluid produced and, at the same time, reduced the cost of disposal of waste cutting fluid. Besides, Fengxiang plant has also performed a leakage prevention reconstruction project at the hazardous waste storage site, and strengthened emergency treatment measures for leakage of hazardous waste to prevent any environmental pollutions from happening.

Although Shunde plant reused waste cutting fluid in the production process this year, the increase in production volume of the Group caused an increase of approximately 23.40 tonnes or 19.26% of hazardous wastewater as compared with the previous year, and resulted in approximately 144.88 tonnes being produced this year. During the reporting period, the non-hazardous wastewater generated by the Group was approximately 208,417.52 tonnes³, representing a slight decrease of approximately 2,567.76 tonnes or 1.22% as compared with the previous year. Most of the non-hazardous wastewater is domestic sewage generated from offices and canteens, its amount will not increase as the Group's production level increases, therefore, the intensity of non-hazardous wastewater this year has decreased.

四、環境保護 IV. Environmental Protection

1. 排放物的管理(續)

廢水排放的管理(續)

於報告期內，本集團的有害與無害廢水的產生情況如下表：

				(重列) ² (Restated) ²	
		單位	Unit	2019/2020年度 2019/2020	2018/2019年度 2018/2019
有害廢水	Hazardous Wastewater				
總量	Total	噸	Tonnes	144.88	121.48
密度 ¹	Intensity ¹	噸	Tonnes	0.01	0.01
無害廢水	Non-Hazardous Wastewater				
總量 ^{2, 3, 4}	Total ^{2, 3, 4}	噸	Tonnes	208,417.52	210,985.28
密度 ^{1, 3, 4}	Intensity ^{1, 3, 4}	噸	Tonnes	8.33	10.08

附註：

- 由於本集團所製造的注塑機及有關產品的機型種類、機型大小、生產時間、生產成本等有所不同，因此將不同種類的產品折合成可比較的產量單位，即約當產量單位，約當產量單位是按照生產時間、生產成本等因素計算，而本集團業務的有害及無害廢水排放量的密度是以每個約當產量單位計算。
- 本集團的部分廠房沒有為無害廢水的排放量作出統計，故按照實際用水量計算。
- 本年度及上年度的無害廢水排放量未有包括深圳廠房的漏水水量。
- 上年度的無害廢水數據需重列作為比較用途。

Notes:

- Due to the differences on the types, models, time and cost of production of the injection molding machines and the related products manufactured by the Group, the Group has converted different types of products into comparable production units. This production unit is calculated based on the factors such as production time and production cost, thereby, it is used to calculate the intensity of hazardous and non-hazardous wastewater discharged from the Group's operations.
- Some of the Group's plants did not keep statistical data relating to emissions of hazardous wastewater, so the Group takes the actual water consumption volume for disclosure purpose.
- The current year and previous year's non-hazardous wastewater excluded the volume of water leakage at Shenzhen plant.
- Last year's non-hazardous wastewater data are restated to conform with the current year's presentation.

1. 排放物的管理(續)

固體廢物處置的管理

為了減輕於營運中為環境帶來負荷，本集團致力於節約使用各類資源，鼓勵員工儘量將不同物資回收再利用(如卡板、容器、紙張等)，並積極採取不同措施，以減少產生固體廢物。此外，本集團亦制定了管理及監察固體廢物的內部規章制度，為收集、分類、標識、儲存、處置與記錄流程設置明確的分工及工作指引，且嚴格要求員工遵守該等規章制度與工作指引，以避免因處理不當而導致二次環境污染。本集團於營運過程中所產生的固體廢物主要包括危險／有害廢物、可回收廢物和不可回收廢物。

1. Management of Emissions (Continued)

Management of Disposal of Solid Wastes

In order to reduce the impact on the environment during operations, the Group is committed to conserving the use of various resources, encourages employees to recycle and reuse different materials as much as possible (such as pallets, containers, paper, etc.), and actively adopts different measures to reduce the generation of solid wastes. Besides, the Group has also established relevant internal rules and regulations for the management and monitoring of solid wastes, and sets clear division of labor and working guidelines for the collection, classification, labeling, storage, disposal and recording processes, the Group strictly requires employees to comply with these rules and guidelines in order to avoid any secondary environmental pollutions due to improper handling. The solid wastes generated by the Group during its operation mainly include hazardous/harmful waste, recyclable waste and non-recyclable waste.

四、環境保護

IV. Environmental Protection

1. 排放物的管理(續)

固體廢物處置的管理(續)

有害固體廢物

危險或有害固體廢物是指被列入當地政府危險廢棄物名錄中的項目，包括在生產、辦公室和生活中所產生的危險或有害固體廢物。本集團於生產過程中所產生的有害固體廢物主要包括污泥、廢油漆、廢抹布、廢活性炭、廢容器等。按照當地政府的法律法規，本集團於各廠房設置危險廢物暫存倉庫，並採取防揚散、防流失、防滲漏或者其他防止污染環境的措施，以確保能按照《危險廢物儲存污染控制標準》儲存有害固體廢物，以及避免因儲存不當而造成環境污染。各類盛載有害固體廢物的容器均需貼上明顯的標籤，按不同類別及要求集中存放於指定位置，並清楚記錄有害固體廢物的名稱、來源、數量、入庫日期、存放位置等資料。各廠房定期檢查有害固體廢物的存放區域，如發現任何洩漏情況或安全隱患，有關部門需即時上報部門主管並採取適當的處理措施，以防止二次污染。本集團按照國家的《危險廢物轉移管理辦法》，實時上報有害危險廢物的轉移情況，建立相關的信息管理記錄；並委託持有《危險廢物經營許可證》的回收公司處理，在獲得環保部門審批前，有害廢物需儲存於廠房內，絕不能胡亂傾倒及嚴防任何經非正當途徑的處置。

1. Management of Emissions (Continued)

Management of Disposal of Solid Wastes (Continued)

Hazardous Solid Wastes

Hazardous or harmful solid wastes refer to items listed on the local government's hazardous waste list, including hazardous or harmful solid wastes generated in production, office and living. The hazardous solid wastes that the Group produced during the production process mainly include sludge, waste paint, waste rag, waste activated carbon, waste container, etc. The Group follows the local government's laws and regulations to set up a temporary storage warehouse for hazardous wastes, and take anti-scattering, anti-loss and anti-leakage prevention measures or other measures to prevent environmental pollution, to ensure that hazardous solid wastes are stored in accordance with the "Standard for Pollution Control on Hazardous Waste Storage", and to avoid any improper storage that may cause environmental pollution. The containers loaded with hazardous solid wastes have been affixed labels and stored in designated locations by categories; clearly recorded the names, sources, quantities, storage dates, storage locations and other information of each of the items. Each plant regularly inspects the storage area of hazardous solid wastes and the relevant department reports to the department head immediately and takes appropriate measures if any leakage or hidden safety hazard is found so as to prevent secondary pollution. The Group reports the transfer of any hazardous and harmful wastes in real time in accordance with the national "Hazardous Wastes Transfer Management Measures", sets up relevant information management records and entrusts recycling company holding the "Permit of Hazardous Waste Operation" to handle hazardous wastes. Hazardous wastes are kept with the plant area before approval is obtained from the environmental protection department to prevent the hazardous wastes from being disposed through abnormal channels. Indiscriminate dumping is strictly forbidden.

1. 排放物的管理(續)

固體廢物處置的管理(續)

有害固體廢物(續)

由於順德廠房的生產量增加、更換了廢氣處理設施內的活性炭及處置了上年度產生的廢油漆桶，致使該廠房的有害固體廢物較上年度增加約20.81噸或35.34%；深圳環保部門於2019年7月將深圳廠房所產生的含油抹布、廢棉芯及廢膠袋介定為危險廢物，深圳廠房於本年度產生有關廢物約5.02噸；因此本集團於報告期內的有害固體廢物約129.57噸，較上年度增加約32.06噸或32.88%。

無害固體廢物

為了達到節約資源和控制環境污染之目的，並發揮廢料的最大效用，本集團積極推行「循環利用」的廢物處理方針，實施廢物資源化和減量化的政策，將可循環使用的廢料出售予合適的回收商或供應商；合理地使用包裝物，避免過度包裝，於減少產生固體廢物的同時，亦能為本集團帶來收益及減低成本。於報告期內，順德廠房減少使用一次性的抹布，改為使用可重複利用的吸油棉處理生產設備的漏油，這使車間每月減少廢抹布約40%。按照《一般工業固體廢物儲存場、處置場污染控制標準》，各廠房設置廢物收集區，將廢物分類，貼上清晰的標籤及作出詳細記錄，廢物收集區亦已貼上清晰的分類標識及設置防曬、防雨、防洩漏等措施。不可回收廢物(如食堂垃圾、生活垃圾等)則交由當地環衛部門處理；本集團已制定食堂管理規定，以規管食堂員工準備食物時的數量及食材的有效期限，儘量減少產生不必要的廚餘及避免食材過期而造成浪費。

1. Management of Emissions (Continued)

Management of Disposal of Solid Wastes (Continued)

Hazardous Solid Wastes (Continued)

Due to the increased production level of Shunde plant, the replacement of activated carbon in the waste gas treatment facilities, and the disposal of the waste paint buckets generated in the previous year, the hazardous solid wastes in Shunde plant increased by approximately 20.81 tonnes or 35.34% from previous year. Shenzhen environmental protection department has classified the oily rags, waste cotton cores and waste plastic bags generated by the Shenzhen plant as hazardous waste in July 2019; approximately 5.02 tonnes of such wastes was produced in the reporting period. As a whole, the Group had generated approximately 129.57 tonnes of hazardous solid wastes during the year, representing an increase of approximately 32.06 tonnes or 32.88% as compared with the previous year.

Non-hazardous Solid Wastes

In order to achieve the objectives of resources saving, environmental pollution control and to maximize the use of wastes, the Group actively promotes “Recycling” in waste treatment. The Group implements waste resources recycling and reduction policies, sells recyclable waste materials to recyclers or suppliers and reasonably use of packaging materials to avoid over-packaging, while reducing the generation of solid wastes, it can also bring revenue and reduce costs for the Group. During the reporting period, Shunde plant used less disposable rags and switched to using reusable oil-absorbent cotton to soak up oil leaks from production equipment, which reduced the generation of waste rags from the workshop by approximately 40% each month. According to the “Standard for pollution control on the storage and disposal site for general industrial solid wastes”, each plant sets up a waste collection and storage area, the Group classifies the wastes, affixes clear labels and keeps detailed records of the wastes. The waste collection and storage area has also labeled clearly for different classifications and set up with sun protection, rain protection, and anti-leakage measures. Non-recyclable wastes (such as canteen garbage, domestic garbage, etc.) are passed to the local sanitation department for handling. The Group has established a canteen management policy so that the canteen staff can follow the requirement to control the food quantity and the expiration date of the ingredients, and to minimize unnecessary food waste and expired ingredients.

四、環境保護 IV. Environmental Protection

1. 排放物的管理(續)

固體廢物處置的管理(續)

無害固體廢物(續)

於熔煉、軋金、氣割及零件加工工序中所產生的廢爐渣、廢鐵、廢鐵絲、邊角料佔整體無害固體廢物的比例較重，有關廢物的產生量隨著生產量增加而增加，因此我們實施不同的減廢措施，例如：儘量將大塊的邊角料回用於生產工序中，以減少邊角料與廢鐵的產生；要求供應商改善工藝提高來料的品質以減少鑄造時廢爐渣的產生；在零件加工工序中推廣使用定制尺料以減少廢料的產生；引進精準度高的設備以減少廢鐵絲的產生。本集團亦透過各類培訓加強員工的節約意識及其生產技術，在提高產品質量的同時，減少固體廢物的產生。

本集團於本年度所產生的生活垃圾有所減少，主要是因為深圳廠房於上年度停用其中一個鑄造車間。此外，本集團於本年度工業垃圾的產生量未有按生產量上升的幅度而增加，這主要是上述措施漸見成效及員工節約意識的加強，致使本集團無害固體廢物較上年度只輕微增加約238.99噸或3.20%，而本集團於報告期內所產生的無害固體廢物約7,707.71噸。

1. Management of Emissions (Continued)

Management of Disposal of Solid Wastes (Continued)

Non-hazardous Solid Wastes (Continued)

The waste slag, scrap iron, scrap wire, and other scraps generated in the smelting, metal working, gas cutting and parts processing processes account for a relatively large proportion of the overall non-hazardous solid wastes. As the amount of wastes generated will increase as production volume increases, therefore, the Group implements different waste reduction measures, for example, reuses large pieces of scrap metal in the production process to reduce the generation of scrap material and scrap iron; requests suppliers to improve their production process to raise the quality of raw materials so as to reduce the production of waste slag generated during casting; promotes the use of customized materials in the parts processing process to reduce wastes; introduces high-precision level equipment to reduce scrap iron wire. The Group also enhanced employees' awareness of saving and production skills through various trainings to improve product quality and reduce the generation of solid waste.

The Group has produced less domestic wastes during the year, it is mainly due to one of the molding workshops in Shenzhen plant was shut down last year. Besides, the amount of industrial wastes generated by the Group during the year did not increase with the rise in production volume. This is mainly due to different measures implemented effectively and employees' awareness in resources saving raised. As a result, non-hazardous solid wastes generated by the Group only increase slightly by approximately 238.99 tonnes or 3.20%, and the Group has generated approximately 7,707.71 tonnes of non-hazardous solid wastes during the reporting period.



四、環境保護 IV. Environmental Protection

1. 排放物的管理(續)

固體廢物處置的管理(續)

無害固體廢物(續)

於報告期內，本集團的有害及無害固體廢物的產生情況如下表：

		單位	Unit	2019/2020年度 2019/2020	2018/2019年度 2018/2019
有害固體廢物	Hazardous Solid Waste				
總量	Total	噸	Tonnes	129.57	97.51
密度 ¹	Intensity ¹	噸	Tonnes	0.01	0.01
無害固體廢物	Non-hazardous Solid Waste				
總量 ²	Total ²	噸	Tonnes	7,707.71	7,468.72
密度 ¹	Intensity ¹	噸	Tonnes	0.31	0.36

附註：

- 由於本集團所製造的注塑機及有關產品的機型種類、機型大小、生產時間、生產成本等有所不同，因此將不同種類的產品折合成可比較的產量單位，即約當產量單位，約當產量單位是按照生產時間、生產成本等因素計算，而本集團業務的有害及無害固體廢物產生量的密度是以每個約當產量單位計算。
- 由於深圳廠房沒有為廠房內租戶的無害固體廢物產生量進行獨立統計，因此本年度及上年度的無害固體廢物產生量均包括深圳廠房各租戶的廢物產生量；參照租戶其他資源的使用量，估計他們的廢物產生量所佔的比例少於10%。

1. Management of Emissions (Continued)

Management of Disposal of Solid Wastes (Continued)

Non-hazardous Solid Wastes (Continued)

During the reporting period, the Group's production of hazardous and non-hazardous solid wastes are as follows:

		單位	Unit	2019/2020年度 2019/2020	2018/2019年度 2018/2019
有害固體廢物	Hazardous Solid Waste				
總量	Total	噸	Tonnes	129.57	97.51
密度 ¹	Intensity ¹	噸	Tonnes	0.01	0.01
無害固體廢物	Non-hazardous Solid Waste				
總量 ²	Total ²	噸	Tonnes	7,707.71	7,468.72
密度 ¹	Intensity ¹	噸	Tonnes	0.31	0.36

Notes:

- Due to the differences on the types, models, time and cost of production of the injection molding machines and the related products manufactured by the Group, the Group has converted different types of products into comparable production units. This production unit is calculated based on the factors such as production time and production cost, thereby, it is used to calculate the intensity of hazardous and non-hazardous solid wastes from the Group's operations.
- As Shenzhen plant did not keep separate record for the non-hazardous solid wastes produced by the tenants within the plant, the non-hazardous solid wastes in the current year and last year included the tenants' data in it. Making reference to other resources utilized by the tenants, it is estimated that their portion included in the above figures is less than 10%.

四、環境保護

IV. Environmental Protection

1. 排放物的管理(續)

固體廢物處置的管理(續)

無害固體廢物(續)

除了上述有害與無害廢物的處理方法，本集團設有嚴謹的物料管理規定及品質檢定程序，以規管及檢測原料、半成品及成品的質量，減少因原料品質問題或不當生產工序而產生次品或不良品的機會(有關產品品質管理的詳細資料請參考下文「產品責任」部分)，從而減少產生有害與無害廢物，以及節省生產時間與成本。

噪音的管理

本集團的噪音主要來自操作生產機器設備，透過合適的生產時間、生產車間位置的規劃、生產設備的佈局設置，加上減震、降噪、消聲及隔音的措施，能有效控制噪音對環境的影響；各廠區還加強綠化，藉著樹木的衰減作用，進一步減輕噪音對周遭環境的影響。同時，本集團為員工配備耳罩或耳塞，以減少員工患上職業病的機會。

合規性

於報告期內，本集團的業務皆嚴格遵守各地方政府的環境法律法規，沒有涉及任何與排放相關並對本集團有重大影響的已確認違法、違規事件。

1. Management of Emissions (Continued)

Management of Disposal of Solid Wastes (Continued)

Non-hazardous Solid Wastes (Continued)

In addition to the above-mentioned treatment methods for hazardous and non-hazardous wastes, the Group has strict material management policy and quality control procedures to regulate and test the quality of raw materials, semi-finished products and finished products. These measures can reduce the chance of producing defective or sub-standard products due to raw materials quality issues or improper production processes (Please refer to the "Product Responsibility" section below for more details about product quality management); and consequentially produce less hazardous and non-hazardous wastes, and to save production time and cost.

Management of Noise

The noise generated by the Group mainly comes from the production machinery and equipment. The impact on the environment from the noise is effectively controlled through our planning of the location of the production workshop and production time, the layout of the production equipment with the measures of shock absorption, noise reduction, noise elimination and sound insulation. The plants strengthen the greening of plant area, and further reduce the impact of noise to the surrounding environment by the attenuation effect of trees. At the same time, the Group equips its employees with earmuffs or earplugs to reduce the chance of suffering from occupational diseases.

Compliance

During the reporting period, the Group's business strictly abides by the environmental laws and regulations of local governments and there was no confirmed violations or non-compliance incident relating to emissions that had significant impact on the Group.

2. 資源使用的管理

為了嚴格遵守《中華人民共和國節約能源法》及當地的法律法規和貫徹「客人所要的，就是我們要做的」經營方針，面對日益嚴重的氣候變化，市場愈來愈重視環境保護與節約能源，因此本集團將環境因素加入持續發展策略中，積極響應政府對環境政策的改變，樹立節約天然資源的思想及推動環境保護的節約文化，努力改善各廠房的經營環境，鼓勵員工節約與充分利用資源，發揮其最大效益，杜絕浪費。

能源使用的管理

節約使用汽油、柴油及天然氣體

汽油及柴油主要用於汽車與叉車。汽車主要用作商務接待及接載員工上下班，而叉車主要用於搬運貨物。司機使用車輛前必須預先規劃路線，如乘客前往相同或接近的目的地，會安排他們使用同一車輛，以減少汽油及柴油的用量；而叉車需按實際需要使用。使用車輛及叉車部門需確保沒有洩漏燃油的情況並定期進行維修及保養，以提高能源的使用效率，以及減少因零件故障而增加消耗燃油和廢氣排放。本集團還鼓勵員工儘量使用公共交通工具，從而減少使用汽車所產生的廢氣與溫室氣體。由於員工配合上述的節約措施，減少車輛使用的次數，因此本集團於報告期內的汽油使用量為139,895.76公升，較上年度下降約17,541.49公升或11.14%。深圳廠房已拆除以往使用柴油的噴粉設備，改為使用管道燃氣的噴粉設備，故本集團於報告期內的柴油使用量為77,722.07公升，較上年度下降約73,753.55公升或48.67%。

2. Management of Resources Utilization

In order to comply with the “Law of the People’s Republic of China on Energy Conservation” and the local laws and regulations, and adhere with the operating direction of “What the customer wants and that is what we have to do”, with the view of the growing climate change and the society has paid more attention to environmental protection and energy conservation, the Group has taken into account the environmental factors in mapping our sustainable development strategies and has actively responded to changes in the government’s environmental policies. The Group establishes measures to conserve natural resources and promotes the conservation culture in environmental protection. The Group strives to improve the operating environment of the plants, encourages employees to save and make full use of resources, maximizes the benefits, and eliminates wastes.

Management of Energy Utilization

Conservation of Gasoline, Diesel and Natural gases

Gasoline and diesel are mainly used in vehicles and forklifts. Most of the time, the vehicles are used for business reception and commuting employees, while the forklift is used for handling goods. Drivers must plan the routes before using the vehicles. If passengers travel to the same or close destinations, they will be arranged to use the same vehicle to reduce gasoline and diesel consumption; and forklifts are used only on need. The departments who use the vehicle and forklift have to ensure that there is no fuel leakage and to conduct regular repairs and maintenance for better energy use efficiency and to reduce fuel consumption and waste gases emissions due to part failure. The Group also encourages employees to use public transportation as much as possible to reduce the waste gases and greenhouse gases generated by using cars. As employees actively supported the above measures and reduced the number of vehicles being used, the Group’s gasoline consumption during the reporting period was approximately 139,895.76 liters, representing a decrease of approximately 17,541.49 liters or 11.14% as compared with the previous year. Shenzhen plant has demolished the diesel driven powder-spraying equipment that were used in the past, and switched to use piped gas driven powder-spraying equipment, therefore, the Group’s diesel consumption during the reporting period was approximately 77,722.07 liters, representing a decrease of approximately 73,753.55 liters or 48.67% as compared with the previous year.

四、環境保護

IV. Environmental Protection

2. 資源使用的管理(續)

能源使用的管理(續)

節約使用汽油、柴油及天然氣體(續)

天然氣體主要用於生產線及食堂，如用於焊接或切割上的氣焊氣體(氧氣、乙炔、二氧化碳等)、用於生產設備或煮食爐具的氣體(石油氣、天然氣等)等。本集團致力於建立一個「低碳低耗」的營運環境，對各種資源的使用制定了有關的管理制度及措施，而且鼓勵員工提出有效的節能方案並加以獎勵；本集團亦為員工提供不同的環保培訓，改善他們使用能源的習慣，從而減少對環境所帶來的不良影響。於報告期內，順德廠房天然氣的使用量為68,157.00立方米，較上年度增加約2,964.00立方米或4.55%，主要是由於順德廠房的產量增加。

2. Management of Resources Utilization (Continued)

Management of Energy Utilization (Continued)

Conservation of Gasoline, Diesel and Natural gases (Continued)

Natural gas is mainly used in production lines and canteens, such as welding gases (oxygen, acetylene, carbon dioxide, etc.) used for welding or cutting, gases used for production equipment or cooking stoves (liquefied petroleum gas, natural gas, etc.). The Group is devoted to maintaining a “low-carbon, low-consumption” operating environment, and establishes related management policies and measures in use of resources and encourages and rewards employees who suggest effective energy-saving solutions. The Group also provides a variety of environmental training for employees to improve their energy-consumption habits and to reduce the negative impact on the environment. During the reporting period, the use of natural gas in Shunde plant was approximately 68,157.00 cubic meters, representing an increase of approximately 2,964.00 cubic meters or 4.55% as compared with the previous year, it is mainly due to the increase in the production volume of Shunde plant.

四、環境保護 IV. Environmental Protection

2. 資源使用的管理(續)

能源使用的管理(續)

節約使用汽油、柴油及天然氣體(續)

於報告期內，本集團使用能源及所排放的範圍一¹溫室氣體的情況如下表：

		2019/2020年度 2019/2020		2018/2019年度 2018/2019	
		使用量 Consumption	二氧化碳 當量排放量 CO ₂ equivalent emissions (噸) (Tonnes)	使用量 Consumption	二氧化碳 當量排放量 CO ₂ equivalent emissions (噸) (Tonnes)
汽油	Gasoline	139,895.76 公升 Liter	378.76	157,437.25 公升 Liter	360.21
柴油	Diesel	77,772.07 公升 Liter	204.91	151,525.62 公升 Liter	404.00
二氧化碳	Carbon Dioxide	4,526.00 公斤 Kilogram	4.53	4,422.00 公斤 Kilogram	4.42
石油氣	LPG	29,173.40 公斤 Kilogram	88.02	30,201.80 公斤 Kilogram	91.12
天然氣	Natural Gas	68,157.00 立方米 Cubic meter	124.82	65,193.00 立方米 Cubic meter	119.40
煤氣	Towngas	2,254.00 公斤 Kilogram	0.02	-	-
集團排放總量	Total Group's Emission		801.06		979.15
集團排放量密度²	Group's Emission Intensity²		0.03		0.05

附註：

1 範圍一是指本集團業務直接產生的溫室氣體排放，包括燃燒汽油、柴油、二氧化碳、石油氣、天然氣、煤氣等。

2 由於本集團所製造的注塑機及有關產品的機型種類、機型大小、生產時間、生產成本等有所不同，故將不同種類的產品折合成可比較的產量單位，即約當產量單位，約當產量單位是按照生產時間、生產成本等因素計算，而本集團業務的溫室氣體排放量的密度是以每個約當產量單位計算。

2. Management of Resources Utilization (Continued)

Management of Energy Utilization (Continued)

Conservation of Gasoline, Diesel and Natural gases (Continued)

During the reporting period, the Group's use of energy and Scope 1¹ greenhouse gas emitted are as follows:

Notes:

1 Scope 1 refers to the greenhouse gas emissions directly generated by the Group's business, including burning gasoline, diesel, carbon dioxide, liquified petroleum gas ("LPG"), natural gas, towngas and so on.

2 Due to the differences on the types, models, time and cost of production of the injection molding machines and the related products manufactured by the Group, the Group has converted different types of products into comparable production units. This production unit is calculated based on the factors such as production time and production cost, thereby, it is used to calculate the intensity of greenhouse gas emissions from the Group's operations.

四、環境保護

IV. Environmental Protection

2. 資源使用的管理(續)

能源使用的管理(續)

節約用電

本集團主要透過日常管理，加強節約文化宣傳，積極採取技術上可行與經濟上合理的措施，更有效及合理地使用電力。各部門主管負責巡查及監督其轄區內設備的用電情況，包括生產設備、車間照明、辦公設備、空調機等，並及時對異常用電情況的制定及實施針對性的整改方案。生產部門加強生產車間設施與設備的管理，例如：合理地安排生產班次，調整生產設備的工作狀態，從而加強使用設備時的效率，使生產用電達至最大效能；嚴禁生產設備空轉操作，改變空壓機的開啟方式，為個別生產設備配置小型空壓機，避免一直開啟功率較大的空壓機；對使用車間照明系統採取責任制度，於中午休息時、下班後及不需使用車間時，關掉生產車間的燈具，避免浪費電力。同時，本集團還期望員工能改善他們的用電習慣，鼓勵他們使用自然光進行日常作業，加強照明設備的保養；按季節及氣溫變化情況限時使用空調機，合理調節溫度，嚴禁打開門窗開空調機；於中午休息時、下班後關掉不使用的照明燈、空調機、電腦等用電設備或拔走不使用的電器設備插頭。此外，本集團重視廠房及新生產工序的設計，將生產設備和運輸系統設置於最安全快捷的地方；在開發任何新生產工序時，將環境及能源因素同時加入考慮範圍內，並需符合有關的能源標準方可投產。

2. Management of Resources Utilization (Continued)

Management of Energy Utilization (Continued)

Conservation of Electricity

The Group mainly controls the use of electricity and enhances its efficiency through daily management. The Group also strengthens the promotion of conservation culture, and actively takes technically feasible and economically reasonable measures to use electricity more efficiently and more reasonably. The department supervisors are responsible for inspecting and control of the electricity consumption of equipment in their jurisdictions, including production equipment, workshop lighting, office equipment, air conditioners, etc.. They are also responsible for formulating and implementing targeted remediation plans in a timely manner if abnormal electricity consumption is noticed. The production departments strengthen the management of production workshop facilities and equipment, for example, arrange production shifts reasonably and adjust the operation modes of production equipment, thereby increasing productivity and maximizing production power consumption. It is strictly forbidden to idly operate production equipment and change the way of starting the air compressor; the Group also configures small air compressors for selected production equipments in order to avoid keep using the air compressors with higher power. Accountability is introduced for managing lighting systems in workshops. Lights in the production workshops must be switched off during lunch hour, after work or when not in use to reduce energy. At the same time, the Group also expects its employees to improve their electricity consumption habit, encourages employees to use natural light for daily operations, and enhances the maintenance of lighting equipment; restricts the use of air conditioners according to seasonal and temperature changes, and the temperature is reasonably adjusted; windows and doors must be closed when air conditioners are turned on; lights, air conditioners, computers, etc. must be switched off or unplugged after work. Besides, the Group pays attention to the design of the plant and new production processes and places the production equipment and transportation systems in the safest and the most convenient location. When the Group develops new production processes, environmental and energy factors are taken into account and will put into use only when the applicable energy standards are met.

2. 資源使用的管理(續)

能源使用的管理(續)

節約用電(續)

由於老化設備用電效能較低、能耗較大，因此順德兩個廠房採納清潔生產認證專家的建議，報廢了12台舊設備。其中一個廠房更逐步將舊燈具更換為LED燈具，該廠房於報告期內共更換230個LED燈具，這可節省67%或以上的電力，該廠房會按照更換後的用電情況，計劃更換餘下的舊燈具。台灣廠房配合當地政府的綠色能源政策，借出廠房屋頂裝設太陽能發電設備。

於報告期內，雖然本集團的生產量上升，但由於上述的節能措施取得顯著成效，以及受到新型冠狀病毒疫情的影響，部分廠房停產近一個月，故於該月份的用電量驟減，因此本集團的用電量為31,201.18兆瓦時，較上年度下跌約2,113.54兆瓦時或6.34%。

2. Management of Resources Utilization (Continued)

Management of Energy Utilization (Continued)

Conservation of Electricity (Continued)

Due to the low power efficiency and high-energy consumption of old equipment, the two plants in Shunde adopted the recommendations of clean production experts and disposed of 12 sets of old equipment. One of the plants gradually replaced the old lamps with LED lamps and it has replaced 230 LED lamps during the reporting period that can save 67% or more of electricity. The plant is planning to replace the remaining old lamps making reference to the result after change. In cooperation with the local government's green energy policy, Taiwan plant lent the roof of the plant for setting up solar power generation equipment.

During the reporting period, the Group's production volume has increased but due to the significant results of the above energy-saving measures and the impact of the coronavirus epidemic, some plants were shut down for nearly a month, so that the electricity consumption in that month fell sharply. Therefore, the electricity consumption of the Group was approximately 31,201.18 megawatt hours ("MWh"), representing a slight decrease of approximately 2,113.54 MWh or 6.34% as compared with the previous year.

四、環境保護 IV. Environmental Protection

2. 資源使用的管理(續)

能源使用的管理(續)

節約用電(續)

於報告期內，本集團使用電力及所排放的範圍二¹溫室氣體的情況如下表：

2. Management of Resources Utilization (Continued)

Management of Energy Utilization (Continued)

Conservation of Electricity (Continued)

During the reporting period, the Group's use of electricity and the Scope 2¹ greenhouse gas emitted are as follows:

		2019/2020年度 2019/2020		2018/2019年度 2018/2019	
		使用量 Consumption (兆瓦時) (MWh)	二氧化碳 當量排放量 CO ₂ equivalent emissions (噸) (Tonnes)	使用量 Consumption (兆瓦時) (MWh)	二氧化碳 當量排放量 CO ₂ equivalent emissions (噸) (Tonnes)
電力	Electricity	31,201.18	25,335.10	33,314.72	28,000.02
集團排放總量	Total Group's Emission		25,335.10		28,000.02
集團排放量密度²	Group's Emission Intensity²		1.01		1.34

附註：

- 1 範圍二是指本集團業務內部消耗購回來的電力所引致的「間接能源」溫室氣體排放。
- 2 由於本集團所製造的注塑機及有關產品的機型種類、機型大小、生產時間、生產成本等有所不同，故將不同種類的產品折合成可比較的產量單位，即約當產量單位，約當產量單位是按照生產時間、生產成本等因素計算，而本集團業務的溫室氣體排放量的密度是以每個約當產量單位計算。

Notes:

- 1 Scope 2 refers to the "indirect energy" greenhouse gas emissions caused by the consumption of purchased electricity within the Group's business.
- 2 Due to the differences on the types, models, time and cost of production of the injection molding machines and the related products manufactured by the Group, the Group has converted different types of products into comparable production units. This production unit is calculated based on the factors such as production time and production cost, thereby, it is used to calculate the intensity of greenhouse gas emissions from the Group's operations.

2. 資源使用的管理(續)

節約用水

本集團是使用政府供應的水源，主要用於生產及員工的日常生活。於報告期內，本集團雖然沒有就取得適用水源上遇到任何問題，但仍然肩負起環境保護及可持續發展的重任，竭力提高水資源利用率及減低對環境帶來壓力。本集團從教育員工日常用水習慣開始，透過於廠房內的當眼位置張貼節約用水提示及定期培訓，不斷提醒員工自身用水習慣為環境帶來的影響，讓員工建立正確的用水觀念。

本集團每年訂立耗水目標，積極採取不同節約用水措施，例如：把洗手間喉管的水壓調至適當水平；加強用水設備、管道、閘門等的日常維修與保養，定期記錄與分析廠房內各用水點的耗水情況，如發現異常常用水或水管滲漏的情況，必須及時通知維修部門進行維修及整改；積極開發循環用水系統，更換舊用水設備，以減低排污量及增加水資源利用率；員工清潔生產車間時，必須謹慎用水，切勿浪費；減少更換車間清洗機裡清洗水的次數，由每星期一次改為每兩星期一次；增加清洗水的回用次數；部分廠房還採用清潔機代替人手清潔生產車間地板，可有效減少產生清潔廢水。

2. Management of Resources Utilization (Continued)

Management of Water

The Group uses government-supplied water sources for production and employees' daily living. During the reporting period, although the Group does not encounter any water supply problem, the Group still shoulders the responsibility of environmental protection and sustainable development, and strives to increase the utilization rate of water resources and reduce the pressure on the environment. The Group educates its employees starting from their daily water usage habits, posts water saving tips in a prominent location in the plant and provides regular training, and the Group also constantly reminds employees of the environmental impact from their water usage habits in order to establish a correct water use concept.

The Group sets water consumption targets every year and actively adopts different water-saving measures, for example, adjusting the water pressure of toilet hoses to the appropriate level; strengthening the daily repair and maintenance of water equipment, pipes, valves, etc., and regularly recording and analyzing the water consumption of each water usage point in the plant, if abnormal water usage or water pipe leakage is found, prompt notification is given to the maintenance department for repair and remediation; actively developing recycling water system and replacing old water equipment to reduce sewage discharge and increasing water resource utilization rate; employees must use water cautiously when cleaning the production workshops and wastage is prohibited; make it less frequent replacing wash water in the workshop washing machine from once every week to once every two weeks; increasing the reuse rate of wash water; some plants use washing machines to replace manual floor cleaning in the production workshops, and effectively reduced wastewater from cleaning.

四、環境保護

IV. Environmental Protection

2. 資源使用的管理(續)

節約用水(續)

於報告期內，順德廠房將原先廢氣環保處理設備的水噴淋工序改為使用乾式過濾棉，有關改變並不會影響廢氣處理設備的效能，但每年能減少耗水量約288噸。於月度耗水分析工作中，順德廠房發現地下水管可能出現漏水情況，本集團計劃於來年不再使用地下管道，改於地面鋪設管道，以避免浪費水資源。

於報告期內，雖然本集團的生產量上升，但由於上述的節約用水措施取得顯著成效，以及受到新型冠狀病毒疫情的影響，部分廠房應當地政府的要求，停產近一個月，故該月份的用水量減少，因此本集團的用水量為247,954.00立方米，較上年度輕微下跌約5,792.25立方米或2.28%。由於員工積極響應本集團的節約用水措施，因此本集團用水量的密度¹由上年度的12.13立方米下跌至本年度的9.91立方米。

2. Management of Resources Utilization (Continued)

Management of Water (Continued)

During the reporting period, Shunde plant changed the water spraying process of the waste gas treatment equipment by using dry filter cotton. The change will not affect the performance of the waste gas treatment equipment, but it can reduce water consumption by about 288 tonnes per year. After reviewing the monthly water consumption analysis, Shunde plant suspected underground water pipes leaks. The Group plans to lay the pipes overground instead of underground to avoid wasting water resources.

During the reporting period, the Group's production volume has increased, but due to the significant results of the above-mentioned water conservation measures and the impact of the coronavirus epidemic, some plants have been shut down for nearly a month at the request of the local government. The water consumption during that month has decreased. Therefore, the water consumption of the Group was approximately 247,954.00 cubic meters, representing a slight decrease of about 5,792.25 cubic meters or 2.28% as compared with the previous year. As employees actively responded to the Group's water conservation measures, the intensity¹ of water consumption of the Group decreased from 12.13 cubic meters in previous year to 9.91 cubic meters in the current year.

2. 資源使用的管理(續)

節約用水(續)

於報告期內，本集團水資源的使用情況如下表：

		2019/2020年度 2019/2020 (立方米) (Cubic meters)	2018/2019年度 2018/2019 (立方米) (Cubic meters)
水資源	Water Resources	247,954.00	253,746.25
總量	Total	247,954.00	253,746.25
密度¹	Intensity¹	9.91	12.13

附註：

1 由於本集團所製造的注塑機及有關產品的機型種類、機型大小、生產時間、生產成本等有所不同，因此將不同種類的產品折合成可比較的產量單位，即約當產量單位，約當產量單位是按照生產時間、生產成本等因素計算，而本集團業務的用水量的密度是以每個約當產量單位計算。

節約用紙

本集團提倡「無紙化辦公室」的理念，主張利用網上辦公系統，鼓勵員工儘量以電子檔案形式傳遞信息及文件；循環使用信封和檔案夾；將打印機預設為雙面列印，在打印機旁張貼告示，提醒員工儘量使用雙面列印及重複使用紙張；將兩面都已使用的廢紙放入再造紙收集箱並由有資質的回收商處理。

2. Management of Resources Utilization (Continued)

Management of Water (Continued)

During the reporting period, the Group's use of water resources are as follows:

		2019/2020年度 2019/2020 (Cubic meters)	2018/2019年度 2018/2019 (Cubic meters)
水資源	Water Resources	247,954.00	253,746.25
總量	Total	247,954.00	253,746.25
密度¹	Intensity¹	9.91	12.13

Note:

1 Due to the differences on the types, models, time and cost of production of the injection molding machines and the related products manufactured by the Group, the Group has converted different types of products into comparable production units. This production unit is calculated based on the factors such as production time and production cost, thereby, it is used to calculate the intensity of the water consumption from the Group's operations.

Management of Paper

The Group promotes the "paperless office" policy and encourages employees to distribute information and documents in electronic format via the online office system. The Group recycles envelopes and folders; presets the printer to double-sided printing, posts reminding notice next to the printer to remind employees to use double-sided printing and reuses paper as much as possible, puts the double-sided wasted paper into the recycled paper collection box and recycled by a qualified recycler.

四、環境保護

IV. Environmental Protection

3. 環境及天然資源

本集團一直專注於環境保護工作，除了遵守相關的法律法規外，還保持與各持分者緊密溝通，討論他們所關注的事宜，制定環保目標與政策，定期評估其適切性，並妥善記錄及管理所有環境信息；如有問題或異常情況，必須採取適當的糾正措施，從而提升環境保護措施的有效性。本集團希望供應商及外包廠能夠與本集團共同維護環境及遵守環境管理系統的要求，藉著審查工作，落實環境管理系統。管理層定期研討及投放資源於各種新的防治污染設備及技術，以規範對環境存在重大影響的廢物處理。各地方廠房推行清潔生產，如採用環保的原、輔材料；展開各種環保活動與培訓課程以加強員工的環保意識，提倡善用資源，避免浪費，這些舉措旨在能夠減低營運對環境及天然資源的負面影響。

3. The Environment and Natural Resources

The Group has always been focusing on environmental protection. In addition to complying with the applicable laws and regulations, the Group also keeps close contact with its stakeholders and discusses about the issues of their concern, to set environmental objectives and policies, to periodically assess their appropriateness, and properly record and manage all environmental data; to take appropriate corrective actions once problems or irregularities are found, so as to raise the effectiveness of the environmental protection measures. The Group hopes that its suppliers and outsourced factories can work with us to protect the environment and to fulfill the requirements of the environmental management system; the performance of which is assessed and reviewed to make sure that the management system operates properly. The management regularly discuss and invest resources to various new pollution prevention equipment and technologies to manage and monitor waste disposal that has a significant impact on the environment. The Group promotes clean production at its plants, such as the use of environmental friendly raw and auxiliary materials; organizes various environmental protection activities and training courses to enhance employees' environmental awareness, encourages to make full use of resources and avoid wastage. These initiatives aim at reducing the negative impacts of the business operations on the environment and natural resources.

3. 環境及天然資源(續)

本集團擁有一群敬業、勤奮的好員工，在訂定可持續發展的營運策略時，有賴各員工的積極配合並提出可行的建議，加快了本集團邁向綠色經營的步伐，本集團今後將不斷增加對各個環保項目的投資，重新辨識營運中產生廢物的源頭及使用資源時對環境的影響，增加及改善各項環保設施與配套設備，並持續優化內部管理制度、工作指引與環保措施，通過宣傳教育等有效形式，不斷提高員工的環境保護和節約資源的意識，在經營發展過程中與員工共同履行社會職責和義務，秉持集團「同心協力、永續發展」的價值觀，實現企業、社會及環境的協調發展。

3. The Environment and Natural Resources (Continued)

The Group has a group of dedicated and diligent employees. When formulating sustainable development strategies, the employees actively support and contribute feasible suggestions speeding up the Group's pace towards green management. The Group will continuously increase the investment on various environmental protection projects, re-identify the source of wastes generated during operation and the impacts on the environment when using resources, to enhance and install different types of environmental protection facilities and ancillaries, and continue to optimize internal management systems, working guidelines and environmental protection measures; continuously enhance employees' awareness on environmental protection and resource conservation through promotion, education and other effective methods, and jointly perform social responsibilities and obligations with employees in the process of management and development, uphold the Group's values of "Joint Efforts and Sustainable Development" to achieve the co-development of the enterprise, society and the environment.

五、僱傭及勞工常規

V. Employment and Labor Practices

本集團一直視員工為最寶貴的資產，努力締造非歧視、平等、和諧及安全的工作環境。人力資源政策以集團整體長遠利益為依歸，配合可持續發展策略，創造有利條件吸引、發展、挽留和獎勵人才；訂定相稱的薪酬、個人發展和職業發展培訓，以及提供各種福利；在公司內部營造平等的競爭機制，規範員工晉升與晉級的流程。此外，本集團非常關注員工的工作、生活和身心健康，通過定期舉辦文藝、工餘活動和培訓課程，豐富員工的生活，提升員工的技能和公司團隊凝聚力。本集團鼓勵員工建立融洽和諧的人際關係，提倡互相合作的團隊力量，透過各種團隊建設活動，發揚本集團多年來累積的團結合作精神，實踐本集團「迎向挑戰、超越巔峰」的企業信念。本集團因應各地不同的勞工條例而調整和制定適合當地企業的政策。

Employees are the Group's valuable assets. The Group strives to provide a non-discrimination, equal, harmonious and safe workplace. The human resources strategies is formulated for the long-term benefit of the Group. Incorporating sustainability into strategies, favorable conditions are created for attracting, developing, retaining and rewarding talents; providing commensurate remuneration, personal growth and career development training; and other fringe benefits. The Group establishes an equal and competitive mechanism for employees' promotion and advancement. Besides, the Group cares about its people's work, life, physical and mental health; and organizes regular cultural and training activities to enrich their leisure time, to enhance their technical skills and promote team cohesion. The Group encourages employees to maintain harmonious interpersonal relationships, promote team spirit of cooperation and unity through various team building activities; and to turn the corporate belief "facing challenges for record-breaking achievements" into action. The Group's human resources policies vary by locations to comply with the local labor laws and regulations.



1. 人才甄選

本集團主張平等機會及尊重個人私隱，並制定了招聘工作指引，以規範招聘管理程序。在招聘過程中，部門主管確定崗位的工作責任與要求，人力資源部按照要求篩選合適的應聘者。本集團以品格、學識、能力及崗位要求為僱用標準，為不同年齡、性別、種族、階級、婚姻狀況、容貌、語言、出生地、宗教或國籍的人士給予平等的僱用機會。此等政策適用於不同階段的僱傭關係，包括但不限於招聘、晉升、績效考核、培訓、個人發展及終止聘用。在平等的基礎上，本集團期望發掘能投入工作、敬業及勇於承擔責任的人才，並且對不斷學習、持續改善自身能力及願意與集團一同向前發展的員工寄予信心和厚望。

2. 勞工準則

本集團重視人權，保護勞工權益，並根據適用的法律法規，嚴格禁止童工或強制勞工。在招聘的過程中進行背景審查及核對應聘者的身份證明文件，以防止不合法的勞工。員工的工作時間必須符合當地有關勞動法律法規，任何必要的加班安排必須獲得員工同意及自願配合，並按照法律法規給予員工補償，以避免強迫性加班。對於已退休而再次聘用的員工，本集團會與員工達成勞工協議，明確雙方的責任，從而保留經驗豐富的資深員工。於報告期內，本集團已遵守勞動法律法規，並沒有僱用低於法定工作年齡的童工或強制勞工。

1. Talent Selection

The Group is a fair opportunity employer and respects personal privacy, and established recruitment guidelines to control the recruitment management procedures. During the recruitment process, the department head determines the job positions' responsibilities and requirements, and the human resources department assesses and screens applicants according to the requirements. The appropriate candidates would be selected based on their morality, knowledge, abilities and job requirements, and regardless of their age, gender, race, social status, marital status, appearance, language, birth place, religion, or nationality. The policy applies to all phases of the employment relationship, including but not limited to, hiring, promotion, performance appraisal, training, personal development and termination. On the basis of equality, the Group hopes to identify talents who are committed and dedicated to work, willing to take responsibility, keep learning, continuously improving their abilities and willing to move forward with the Group.

2. Labor Standards

The Group cherishes human rights and protects labor rights. According to the applicable laws and regulations, the Group prohibits any unethical hiring practices, including child and forced labor by conducting background checks and reviewing the identity documents of the applicants in its hiring process. Employees' consent for working overtime is required to avoid forced overtime work, and the employees are compensated in accordance with the applicable labor laws and regulations. For those retired and re-employed staffs, the Group enters into new labor agreements with them, specifying the respective responsibilities; so as to keep the experienced employees in the entities. During the reporting period, the Group did not hire any applicant under the legal working age in order to comply with the labor laws and regulations in respect of child and forced labor.

五、僱傭及勞工常規

V. Employment and Labor Practices

3. 員工待遇

本集團以具有競爭優勢的薪酬吸引和保留高質素員工，透過網上平台及參考人力資源顧問公司的統計報告，了解行業勞工市場薪酬情況，力求建立公平、合理、極具競爭力的薪酬體系。員工的薪酬是按照每一職位所要求的知識、技能、經驗和教育程度等因素而釐定，並實行崗位工資和績效獎金相結合的薪酬制度。員工的待遇及福利因應不同地區的工廠和辦公室而有所不同，他們的待遇基本包括工資、加班費、酌情獎金及／或年終獎金等。其他福利包括員工宿舍、傷病慰問金、節日禮金（包括端午節、中秋節、勞動節）、生日禮金、結婚賀禮、生育津貼、上下班接送服務、旅遊津貼與保險、特殊工種員工身體檢查、婦科身體檢查、住院醫療保障及／或電話費津貼等。

3. Staff Compensation and Welfare

The Group attracts and retains outstanding talents with competitive remuneration packages and regularly assesses their salary levels to ensure it is up to the market standard. The Group benchmarks the up-to-date remuneration data in their industry with reference to the online platforms and statistical reports from human resources consultancy companies, and strives to establish a fair, reasonable and competitive remuneration scheme. Staff salaries level are decided based on one's knowledge, skills, experiences and education background relevant to their work requirements, and the Group implements a remuneration system that consists of basic salary and performance-based bonus. Employee compensation and benefit vary among factories and offices by locations. The employee remuneration package includes basic salary, overtime pay, discretionary bonus and/or year-end bonus and so on. Other benefits include staff quarters, injury and condolences, holiday gifts (including Dragon Boat Festival, Mid-Autumn Festival, Labor Day), birthday gifts, wedding gifts, maternity grants, shuttle bus services, travel allowance and insurance, medical checks for special workers, gynecology check for female staff, hospitalization medical insurance and/or telephone bill subsidy, etc.



3. 員工待遇(續)

為了提升員工的工作質素與辦事效率，激發他們的上進心，並且建立良好的溝通渠道，本集團定期進行系統化的績效考核。本集團實施有效的目標管理，對各部門及員工制訂年度工作目標，並按照多項標準，包括工作經驗、年資、知識技能、表現、貢獻等，公平地評估給予員工的獎金、加薪幅度及／或晉升建議。於績效考核的過程中，部門主管與下屬員工溝通與討論，為員工制訂來年的工作目標及發展計劃，安排適當的培訓活動，引發員工潛能。

此外，本集團按照當地的勞動法及社會保障的法律法規，為所有員工提供社會保險福利項目。本集團為內地業務員工繳納各項社會保險費(養老保險、醫療保險、失業保險、工傷保險及生育保險)和住房公積金，以及為香港員工的強積金計劃供款。如解僱員工或因此而需要作出賠償，本集團亦會按照當地的法律法規處理。

本集團重視員工的健康，鼓勵大家維持工作與生活平衡，並依照當地的勞動法訂立員工工作時數及保障員工休息休假的權利，所有員工均享有休息日及法定假日。此外，本集團關心員工的身心健康，舉辦多項工餘活動，以豐富員工的工餘生活及提升團隊凝聚力。

對於2020年年初爆發的新型冠狀病毒肺炎，本集團沒有因疫情情況嚴重而削減員工待遇或裁減員工；當廠房復工後，員工需加班工作，亦會先獲得員工同意，並按照勞動法律法規給予員工補償；此外，為了員工健康及生命安全著想，本集團採取了多項防疫措施，詳細資料請參考下文「抗疫專區」部分。

3. Staff Compensation and Welfare (Continued)

In order to enhance employees' work quality and efficiencies, inspire their motivation and establish sound communication channel, the Group conducts periodic and systematic performance appraisal. The Group implements effective target management, sets up annual goals for departments and employees, and fairly assess the level of awards, salary increment and/or promotion recommendations based on a number of criteria, including working experience, seniority, knowledge and skills, performance, contributions, etc. During the performance appraisal process, the department head communicates and discusses with the employees and sets up work goals and self-development plan for the coming year, and arranges appropriate training programs for employees to develop their potential.

Besides, in accordance with the local labor laws and social security laws and regulations, the Group provides social security benefits for all employees. The Group contributes to various social security scheme (endowment insurance, medical insurance, unemployment insurance, work injury insurance and maternity insurance) and housing provident fund for the employees in Mainland China, and contributes to the Mandatory Provident Fund Scheme for the employees in Hong Kong. The Group handles dismissal and compensation in accordance with the local laws and regulations.

The Group pays attention to its employees' health and encourages work-life balance, and protects their rights of rest days and holidays in accordance with the local labor laws. Besides, the Group cares about its employees' physical and mental health, and organizes various leisure activities to enrich their leisure time and to enhance team cohesion.

During the outbreak of coronavirus in early 2020, the Group did not cut the employees' compensation and welfare nor layoff any employees. When the factories resumed production, employees may need to work overtime. The Group still obtaining the employees' advance consent as usual and they are compensated in accordance with the applicable labor laws and regulations. Besides, for the sake of employees' health and safety, the Group has implemented various anti-epidemic prevention measures. Please refer to the "Anti-Coronavirus Epidemic" below for details.

五、僱傭及勞工常規

V. Employment and Labor Practices

4. 發展及培訓

為了配合企業長遠發展及員工職業生涯規劃，本集團為員工訂立了培訓管理制度，結合各部門的人力資源需求，由人力資源部門編製完善的培訓工作計劃，以打造一支優秀、訓練有素及具責任心的企業團隊。這不但能提高員工的知識和管理水平；亦能提升員工履行職責的能力，改善工作表現，增加工作效率；還可提高員工的工作熱情，培養團隊精神。

部分公司新員工需接受職前培訓，內容包括企業文化、業務、工作規則、組織架構、福利措施、環境保護、安全工作等，他們需通過考核才能上任。為了配合人力資源方針及支持企業可持續發展策略，深圳及順德廠房更實施師帶徒培訓制度，師傅按照崗位及徒弟的特點而制定培訓計劃，向徒弟授予技能與理論知識、正確的質量意識、人身安全與設備的安全操作技巧，以及樹立良好的職業道德觀念與優良的工作態度；深圳及順德廠房希望藉著師帶徒制度提高生產部門員工的質素，幫助員工適應工作環境及減少人員流失。此外，深圳廠房為了能充份利用內部的人力資源，制定了「內部講師開發方案」，期望能發掘具備優良專業技能和豐富理論知識與工作經驗的員工，以培養及建立內部講師隊伍。

4. Development and Training

In order to align the staff career development with its long-term corporate business plan, the Group sets up staff training policies with reference to the departmental human resources needs. The human resources department established a comprehensive staff training plan with an aim to build an excellent, well-trained and responsible corporate team. This can enhance the staff's knowledge and management capabilities and improve their work ability, performance and efficiency, and raise their enthusiasm in work to cultivate team spirit.

New hires of certain companies have to participate in induction training and pass the assessment. The training topics include corporate culture, business, work-related rules and regulations, organizational structure, staff welfare, environmental protection measures and work safety, etc. In order to align with the human resources policies and corporate sustainable development plan, Shenzhen and Shunde plants implement apprenticeship scheme. Masters develop training plans for apprentices according to respective job roles and the apprentices' abilities, including technical skills and theories, creating quality consciousness, personal safety and equipment's safety operation skills, and build up good work ethics and attitude. Shenzhen and Shunde plants aim at enhancing the quality of production staff through implementing apprenticeship scheme; helping their people to adapt the working environment and to reduce staff turnover. Besides, in order to fully deploy their available human resources, Shenzhen plant sets up "Internal Lecturer Development Plan" for the purpose of exploring experienced employees with excellent professional skills, rich theoretical knowledge and work experience to train and build an internal team of lecturers.

4. 發展及培訓(續)

於報告期內，除了新員工職前培訓，本集團還組織了多項內部與外部培訓活動，與人力資源、財務、品質管理、生產技術、安全生產（安全工作培訓的詳細資料請參考下文「健康與安全」部分）等方面相關的培訓課程，如招聘技巧、績效考核與薪酬體系設計、勞工退休金規劃、成本控制、OA固定資產清單管理系統、品質管理體系文件培訓、零缺陷質量管理、品質意識培訓、品質管理工具與方法、品質問題預防及檢查、品質問題解決方案培訓、注塑機實操演練、機械和裝配知識培訓、叉車與吊機理論培訓、塑化部件設計及測試培訓等。本集團更為需要專門技術的員工或從事現場管理工作的員工，依照各地勞工條例設計特殊工作培訓計劃，例如：讓他們參加叉車證培訓、電工證培訓、特種設備管理員培訓、高壓電工培訓、電焊證覆審培訓等，通過培訓考核，以確保他們具足夠的知識和技能安全地履行工作。

5. 健康與安全

本集團一向著重員工健康及提供安全的工作環境，預防及避免員工受到職業性的危害。為了符合當地有關安全生產的法律法規，本集團制定安全生產責任制度並建立安全生產委會和安全管理組織架構；各級管理層和各員工必須清楚了解自身的安全職責，逐級簽訂安全生產責任書，並嚴格按安全生產責任書履行安全職責。

4. Development and Training (Continued)

During the reporting period, on top of providing our new hires with induction training, the Group also organized various internal and external training programs related to human resources, finance, quality management, production technology and safety production (please refer to “Health and Safety” section below for details of work safety). The training topics include recruitment skills, design of performance appraisal and remuneration framework, labor pension plan, cost control, fixed assets OA management system, quality management system documentation training, zero-defect quality management, quality awareness training, quality control tools and methods, prevention and inspection of quality problems, solution for quality problem training, injection molding machine practical training, mechanical and assembly knowledge training, forklift and crane operation theories, plastic parts design and testing training. The Group also designs specific training to technical staff or site management staff in accordance with local labor regulations. For example, forklift licence training, electrician certification training, special equipment administrator training, high voltage electrician training, electric welding certification re-assessment training, etc. They must pass the assessment to ensure that they have the required knowledge and skills to perform their work.

5. Health and Safety

The Group pays attention to its employees' health and provides a safe work environment so as to prevent occupational hazards. To comply with the applicable local production safety laws and regulations, the Group establishes policies and procedures in production safety and set up production safety committee and safety management organization structure. Supervisors and employees at all levels must clearly understand their own safety responsibilities and sign the respective safety responsibility statement, and strictly perform the requirements as stated on the safety responsibility statement.

5. 健康與安全(續)

培訓工作與安全工作環境、職業健康有著密不可分的關係，本集團結合各部門的實際情況，編製年度安全培訓計劃，並於年末審視計劃的實施情況及因業務變化帶來的安全風險，為來年的計劃提供可靠的依據。本集團透過全面的安全培訓計劃及向員工講解企業方針，提升員工的職業健康與安全意識教育，增強員工的自覺性及提高員工的專業技能，尤其是負責存在重大安全隱患崗位的員工，使其能於安全的環境下履行職責；如發現事故及安全隱患，需立即向管理層報告。新入職生產員工需接受各類型的實操訓練，了解生產部門的工作流程和指引，各項設施的操作技術，接受生產部門安全教育和班組安全教育，並對員工進行經常性的安全思想、安全知識和安全技術的訓練；本集團還定期組織崗位技術培訓、安全考核、班組安全活動，以確保員工於思想上、知識上和技術上均能達到安全標準履行其職責。於報告期內，本集團組織了多項安全培訓工作，如行車安全操作規程、機器問題培訓、安全預防講解、消防安全知識、滅火器及消防栓使用、電工組安全培訓、車間安全培訓、特種設備安全知識培訓、氨氣防護用品佩戴流程培訓、消防編組及緊急應變培訓等。

5. Health and Safety (Continued)

Training topics are mainly related to workplace safety and occupational health. The Group sets up annual safety training plan with reference to the needs of each department, and review its implementation status during year-end and to assess the new safety risk arisen from business or operation changes so as to provide reliable source of information for preparing the next year's planning. The Group enhances their employees awareness on occupational health and safety, raises their consciousness and improves their professional skills, especially for those job positions with significant potential safety hazards, and enable them to perform their duties in a safe environment; by providing an all round safety training program and explaining their employees about the company policies. Employees have to report to the management immediately when incident occurs or aware of any potential hazards. New hires production staff must join a variety of practical trainings, understand the workflow and guideline, equipment operation techniques of the production department, receive safety education conducted by team and production department. The Group provides frequent trainings to instill safety values, knowledge and skills in employees. The Group also carries out role-based technical training periodically, safety assessment and team activities to ensure that its staff are prepared mentally and have adequate knowledge and skills to meet the safety standards and to fulfill their job duties. During the reporting period, the Group organized various safety training programs, for example, driving safety operation rules, machine problem training, introduction of safety prevention, fire safety knowledge, use of fire extinguisher and fire hydrant, electrician safety training, production workshop safety training, special equipment safety knowledge training, ammonia protective equipment wearing process training, fire-fighting team and response to emergencies training, etc.

5. 健康與安全(續)

生產部門負責機器的安全檢查，並由合資格的維修公司進行定期檢查。除此之外，本集團教育員工正確使用各種生產設備、裝置、消防設施、防護器材和急救器具等，對隱患進行整改，保證設備處於良好的狀態。為了符合《中華人民共和國安全生產法》、《中華人民共和國職業病防治法》及當地的法律法規，按照工作場所的安全因素及職業有害因素，並結合生產特點和實際需要，為員工提供符合當地規定的勞動安全衛生條件和必要的勞動保護用品，如口罩、耳罩、安全鞋、高空工作安全帶等，並教導及督促員工按規定使用。

本集團一向著重員工健康，因此建立了職工身體檢查管理規定。對接觸有毒有害物質的員工，本集團安排他們進行定期健康檢查，建立健康檔案，例如：順德廠房為負責安全風險較高工作崗位（如噴粉、噴漆等）的員工安排額外身體檢查。對於早期發現的職業病，根據體檢結果安排職工療養。深圳廠房及順德廠房制定了有關女職工健康保護的管理制度並適當地安排女職工的工作範圍，以維護女職工的合法權益，減少和解決女職工在勞動和工作中因生理特點造成的困難並提供保護。部分公司員工必須隔年進行一次身體檢查，以確保員工的身體狀況適合其崗位的工作，避免員工受到職業性疾病傷害；如繼續聘用退休員工，會為他們購買一份意外保險提供保障。

6. 合規性

於報告期內，本集團沒有涉及與僱傭、健康與安全及勞工準則相關並對本集團有重大影響的已確認違法、違規事件。

5. Health and Safety (Continued)

Production department is responsible for equipment safety inspection, and qualified external maintenance companies are engaged to conduct regular checkup. Besides, the Group educates its employees to correctly use different types of production equipment and installed facilities, fire prevention facilities, protective and first aids tools, etc. The Group also arranges regular production department safety checks so as to remove any potential safety hazard, and to make sure that the equipment is in good condition. In order to comply with the “Production Safety Law of the People’s Republic of China”, the “Law of the People’s Republic of China on Prevention and Control of Occupational Diseases” and other applicable laws and regulations, and made reference to the safety and occupational hazard factors at workplace, and taking in account the production characteristics and actual needs; the Group provides employees with necessary protective supplies complied with the local safety and hygiene requirement, such as masks, earplugs, safety shoes, safety belts, etc. and teaches and urges them to use as required.

Employee health is one of its key focuses, and therefore, the Group has established a staff health check management system. The Group arranges regular health check for those staff exposed to toxic and hazardous substances, and set up health profile for them. For example, Shunde plant provides extra health check for the employees in the role exposed to relatively higher safety risk (such as powder spraying, paint spraying, etc.). For occupational diseases discovered at early stage, convalescence will be arranged according to the employees’ body check result. In order to protect the legitimate rights of female workers and to reduce and resolve the difficulties due to their physiological characteristics, Shenzhen and Shunde plants have established female workers health protection management system, and assign appropriate job duties for them. Employees of certain companies are required to have health check in alternate year to ensure their physical conditions are suitable for their job positions and prevent occupational diseases. Additional accident insurance is arranged for retired and re-employed employees.

6. Compliance

During the reporting period, the Group did not involve in any non-compliance incidents relating to employment, health and safety, and labor standards that have significant impact on the Group.

六、營運慣例

VI. Operating Practices

1. 供應鏈管理

本集團向供應商及業務夥伴傳達環保事宜及期望，冀盼供應商能配合本集團對社會履行社會責任，並希望與有實力的供應商建立長期、穩定的戰略合作關係，與他們在平等、雙贏的基礎上共同發展業務。本集團堅持與主要業務夥伴訂立合約之前，根據不同方面的標準評估業務夥伴的質素及道德標準，包括對環境及社會事宜的態度；因此本集團制訂了嚴謹的內部規章制度，對供應商的初選、備選和續用設有評審制度；採購部門定期評價現有合作的供應商，並依據評審結果制定供應商管理調整方案，務求能長期保持供應鏈的質素。於挑選新供應商時，本集團需考核供應商的資格、產品質素、管理系統、生產設備、ISO認證等各方面；同時要求供應商提供試用產品，經過一段時間的測試及試用合格後，最終選擇最優質的供應商合作。從簽訂合約到驗收的操作和監督皆有嚴密分工規定，務求服務供應商具認可資格、有良好的內部管理制度、品質穩定、準時交貨、合法合規、具應有專業技術／質素等，確保供應商具競爭性和提供高質素的物品和服務。本集團部分公司與所有合格供應商簽訂「陽光協議」，避免出現損害各方合法利益的行為。對於供應鏈系統管理，本集團設有嚴謹的程序，讓員工、供應商、客戶和與本集團業務有關的人士舉報任何利用職務違法、違規的行為。於報告期內，本集團並無有關此方面之嚴重違規情況。

1. Supply Chain Management

The Group conveys its concern on environmental issues to its suppliers and business partners, and expects them to implement similar practices. The Group also serves to maintain long-term, stable and strategic cooperative relationships with leading suppliers, and co-develops with its suppliers on the basis of equality and win-win situation. The Group adheres to assessing the quality and ethical standards of its business partners based on a number of criteria, including their attitudes towards environmental and social issues, prior to entering into contracts. Therefore, the Group has established strict internal management systems to carry out initial, alternative and renewal evaluation of suppliers. In order to consistently maintain the supply chain quality, the procurement department conducts periodic evaluation of the existing suppliers and develops remedial action plan based on the evaluation result. To accept a new supplier, the Group evaluates their qualification, product quality, management systems, production facilities, ISO certifications; and at the same time, the Group requests for samples from suppliers for trial over certain period of time. If the new suppliers are able to pass all tests and fulfills the Group's requirements, the Group will choose the best supplier. To ensure that suppliers are competitive and that the goods and services provided are with high quality, the Group has strict requirements for division of labor from contract signing, goods inspection, to monitoring. The Group requires the suppliers of goods and services to possess recognized qualifications and good internal control system, stable quality, on-time delivery, laws and regulations compliance and have the required professional skills and quality. Certain companies of the Group sign prevention of commercial bribery agreement with their suppliers on the approved vendor list to avoid acts that may damage the mutual legal interests of each party. The Group has established policies and procedures in supply chain management and provided various reporting channels for employees, suppliers, customers and other business partners to report any violations and suspected abuse of one's authority for own interest. During the reporting period, the Group did not have significant issues relating to violations in this respect.

2. 產品責任

本集團以「精益求精、持之以恆」的精神及「迎向挑戰、超越巔峰」的信念去實現客戶服務宗旨。隨著科技與生活水平不斷提高，客戶對產品的品質要求日益嚴謹；因此本集團實施有效的品質管理和持續進行改善。希望透過「全員品管、一做就好、不斷改進、培育人才」的品質方針及政策，不斷改良產品的質量。於報告期內，順德鳳翔廠房配合本集團生產網絡一體化的經營理念，優化油缸蓋生產線，由原先人手操作改為智能操作，並以智能裝置協助品質控制員進行質量檢測，在提高生產效率的同時，亦能保證零件的質量。員工在本身的工作崗位上是專家，利用他們的智慧和寶貴經驗，與本集團共同創造及掌握每次改良品質的機會，他們對品質改良所提出來的意見，向更高的品質目標起著極大的作用。與此同時，員工也可得到工作上的滿足感和成就感。部分工廠獲得不同機構頒發的榮譽及認證（詳細資料請參考下面「榮譽及認證」部分），証明了本集團對產品品質的嚴格要求得到肯定。

2. Product Responsibility

With the spirit of “Pursuing Excellence and Perseverance” and the determination in “Facing Challenges and Over the Top”, the Group continues to fulfill its customers for their escalating demand in product quality due to technological advancement and improved living standards. The Group keeps on improving our product quality and implements an effective quality control system. The Group believes that continuous improvement to product quality could be achieved by focusing on “Full Quality Management”, “Do It Right the First Time”, “Keep Improving” and “Cultivate Talents”. During the reporting period, in order to align with the Group’s operational direction in integrating their production network, Shunde Fengxiang plant optimized their production line of cylinder lid by switching from manual operation to intelligent operation; and intelligent devices are used to assist the quality control staff to perform quality inspection to increase productivity, and at the same time, to guarantee good quality parts are produced. Employees accumulated valuable experience in their positions and are able to provide useful and valid suggestions in this area and work with the Group together to further improve product quality. At the same time, they can have job satisfaction and sense of accomplishment. Certain production plants were awarded honors and certifications by different organizations (please refer to the “Honors and Certifications” section below for details) as positive affirmation of the Group’s persistence in product quality.



六、營運慣例 VI. Operating Practices

2. 產品責任(續)

整個產品的質量檢定，在組裝前是透過進料檢驗、生產流程檢驗及外包檢驗人員進行質量把關；組裝完成後則是由成品檢驗員做最終的產品質量驗證，成品的質量檢查包括功能檢查、可靠性測試及外觀檢查；如發現原材料／零件或產品品質出現異常情況，必須按照不合格品管理程序處理；品質管理部門必須詳細記錄檢驗結果，並進行歸檔管理，以便於追溯。基於對客戶的重視，本集團建立嚴謹的客戶投訴及處理流程，如客戶發現產品質量出現問題或產品不符合其需求，客戶可透過本集團的售後服務機制處理，這不但能確保客戶的投訴得以迅速處理，並能及時分析成因及提出可行的糾正和預防措施。

於2019年8月，超強颱風「利奇馬」肆虐，對於浙江地區客戶的廠房造成巨大影響；本集團的售後團隊第一時間走訪受災地區的客戶，了解到當地客戶修復設備的需求，並及時制定緊急解決方案；本集團優秀及負責任的售後團隊本著「品質至上、科技為本、以客為先、創造價值」的價值觀，積極與客戶聯繫和配合，希望第一時間為受災地區客戶提供最優質的售後服務，確保客戶能夠儘早恢復生產。

本集團嚴格遵守《中華人民共和國產品質量法》及相關的產品責任法律法規。為了更有效地保護消費者的合法權益，監管各種認證標誌的使用，嚴格禁止將認證標誌貼於未通過產品認證程序或不合格的產品上，亦不可將相關產品對外銷售，藉此規管所有產品的品質及保障消費者利益。

2. Product Responsibility (Continued)

The entire product quality control covers the inspection of raw materials, close monitoring of the production process, product quality assurance by contractors before the assembly process starts, and quality control checks for finished goods inspection after assembly. The quality inspection of the finished goods includes functional inspection, reliability testing and visual inspection; if any abnormality is found in the quality of raw materials/parts or products, the sub-standard products management procedure should be followed; and the quality management department must record the inspection results in detail and keep file and provides audit trail. Since customers are our priority, the Group has established strict customers' complaints handling procedures. If customers find any product quality problem or the products failed to satisfy their requirements, they can report the case to the Group's after-sales service department. This not only ensures that the customers' complaints can be handled promptly, but also allows timely analysis of the causes and suggests corrective and preventive measures.

In August 2019, the super typhoon "Lekima" raged in the Zhejiang area and severely affected the customers' factories in that area. The Group's after-sales service team visited the customers in the affected area to understand their needs for equipment repair, and immediately formulates emergency plan. The Group's outstanding and responsible after-sales service team, adheres to the values of "quality first, technology-oriented, customer first and value creation", actively contacts and matches the needs of the customers; and targeted to provide prompt and the best after-sales service to customers in the affected region to ensure that they can resume production as soon as possible.

The Group strictly complies with the "Product Quality Law of the People's Republic of China" and the applicable laws and regulations in product responsibility. In order to protect the legitimate rights and interests of consumers more effectively, the Group monitors the use of various certification labels, attach certification labels on products that have not gone through the product certification process or sub-standard products are strictly forbidden; and such products should not be put on sale, thereby regulating the quality of all products and protecting consumer interests.

2. 產品責任(續)

保密是本集團的核心價值之一，本集團必須嚴謹及機密處理客戶資料；所有透過業務關係獲取的機密資料，除非是擁有法律或專業權限或職責需要，在未獲得適當授權下，員工不應向協力廠商披露任何資料。

於報告期內，本集團沒有涉及與產品責任相關並對本集團有重大影響之已確認違法、違規事件。

3. 反貪污

本集團深信公平、誠實、廉潔是本集團重要的商業資產。為了符合《中華人民共和國刑法》、香港廉政公署所執行的《防止賄賂條例》和其他相關地方的法律法規，本集團加強企業的內控機制，制定了「反貪污管理制度」及「防止洗黑錢管理辦法」，務求所有員工均能做到誠實守信，樹立以守法誠信、優質服務為核心的經營理念，結合本集團的實際情況，強化制度，將紀律檢查的監察工作深入業務過程中；此外，舉報人可透過舉報機制，確保在絕對保密的情況下，直接或以書面方式向本集團內審部主管彙報有關利用職務謀取個人私利、賄賂、勒索、欺詐及洗黑錢等違紀、違規或違法的個案，並以持續優化舉報機制為目標，堅決反腐倡廉，為建造清廉的社會環境盡力。部分公司員工入職前，需接受有關職業操守的培訓。對於違反公司守則的員工，均有嚴厲的紀律處分為懲罰。於報告期內，並無涉及指控本集團或本集團員工貪污的訴訟案件。

2. Product Responsibility (Continued)

Confidentiality is one of the Group's core values. The Group will handle customers' information diligently and confidentially. For any confidential information obtained through business relationships, all employees are strictly prohibited to disclose any such information to third parties without proper authority unless there is a legal or professional right or duty to do so.

During the reporting period, there was no violation or non-compliance incident relating to product responsibility that had significant impact on the Group.

3. Anti-corruption

The Group firmly believes fairness, honesty and integrity are the important commercial assets of the Group. To comply with "Criminal Law of the People's Republic of China", "Prevention of Bribery Ordinance" enforced by Hong Kong Independent Commission Against Corruption, and laws and regulations of other applicable jurisdictions; the Group strengthens its internal control system, and established "Anti-corruption Management Policy" and "Anti-Money Laundering Management Measure" so as to make sure that all employees can act honestly with integrity, and to build up operational beliefs with abidance by law, integrity and quality services as its cores. The Group strengthens its policies according to actual situation and incorporate discipline inspection and supervision work in business operations. Besides, whistleblowers can report directly or in writing to the head of internal audit through whistle-blowing system in strict confidence about cases of obtaining personal interests in carrying out one's job duties, bribes, extortion, frauds, money laundering in breach of policies, regulations and laws. The Group will keep on improving its whistleblowing system and is determined in combating corruption and contribute to building a clean society. Before employees of certain companies are on board, they are required to attend training in business ethics. Disciplinary actions will be taken against those employees who are in breach of the company's code of conduct. During the reporting period, there was no legal action against the Group or its employees for corruption.

七、社區投資

VII. Community Investment

作為良好的企業公民，本集團一直以關懷社區為目標，透過支持慈善機構以回饋社會，例如：員工捐血以救助病患者、於新型冠狀病毒肺炎疫情期間捐贈防疫物資(詳細資料請參考下文「抗疫專區」部分)等。本集團向來依法經營納稅，不遺餘力地協助解決當地的就業壓力，並為員工好好計劃退休後的生活。本集團一直保持良好的生產經營、積極推行綠色環保理念及營造良好的發展秩序，在保持社會穩定及建設和諧社區方面，有一定的貢獻。

As a good corporate citizen, the Group has always aimed at caring for the community and contributing to the society by supporting charities. For example, employees donate blood to help patients, the Group donates epidemic prevention supplies during the outbreak of coronavirus (please refer to “Anti-Coronavirus Epidemic” for details). The Group is a responsible taxpayer and spares no effort to help solving the local employment pressure, and to help employees plan for life after retirement. The Group has always maintained good production operation, actively promoted environmental protection and achieved good development order, and contributed to social stability and built a harmonious community.

八、抗疫專區

VIII. Anti-Coronavirus Epidemic

從2020年年初起，新型冠狀病毒肺炎疫情肆虐，本集團經過周密的部署，同時配合各地政府的防疫防控措施，積極為各廠房復工復產作準備；由於員工是本集團的寶貴資產，員工健康與安全是復工復產路途中的首要亦是必要的條件，因此本集團採取了一系列有效的防控措施，與員工共同努力，不畏艱難，以「石以砥焉，化鈍為利」的心態，期望儘早戰勝疫情，繼續為各持份者創造價值。截至2020年3月31日，大部分廠房已全面復工復產，在爭取復工復產期間，本集團成立了疫情防控指揮工作組，並制定了一系列嚴格的防疫管理措施，有關措施如下：

The new coronavirus epidemic has raged since early 2020. The Group planned carefully and followed the local governments' epidemic prevention and control procedures, the Group actively prepared for each plants' production resumption. Since employees are the Group's valuable assets, their health and safety is the top prioritized and necessary conditions when considering production resumption, and hence the Group has implemented a series of effective prevention and control measures, and worked together with the employees to overcome the epidemic soonest possible, and to create value for all stakeholders continuously. Most of the plants have resumed their production as of 31 March 2020. During the preparation period, the Group has established anti-epidemic task force and a series of strict anti-epidemic prevention management measures, and the details are outlined as follows:

- 設立防疫物資儲存室；
- 於廠房內進行全面消毒，並由主管反覆檢查，以確保防疫工作能落實到位；
- 於生產經營區域每天進行一次全面消毒；
- 於電梯每兩小時進行消毒一次，並配備按電梯專用紙巾；
- Set up epidemic prevention material storage room;
- Conduct sterilization in the plant, and supervisors inspect repeatedly to ensure that anti-epidemic work is implemented properly;
- Conduct sterilization in the production and operation area once every day;
- Conduct sterilization in the lift once every two hours and equipped with tissues for use in lifts;



八、抗疫專區

VIII. Anti-Coronavirus Epidemic

- 於廠房內設置廢棄口罩回收專用垃圾桶，於大堂、樓梯等重點區域進行嚴格的噴灑消毒處理；
 - 為員工配備合適的防疫工具（如口罩、手套、酒精搓手液等）；
 - 員工必須配戴口罩及保持社交距離；
 - 每天為員工量度體溫及登記個人健康狀況，沒有任何疑似感染癥狀方可進入廠房／宿舍；
 - 為體溫超標或出現明顯症狀的員工設置臨時隔離室，於他們接受下一步檢查前，可與廠房／宿舍內其他員工保持安全距離，以減低疫症於廠房／宿舍內爆發的可能性；
 - 有需要的員工可申請居家工作。
- Set up trash bins for recycling of waste masks in the production workshop, and carried out spray disinfection treatment in key areas such as the lobby and stairs;
 - Employees are provided with appropriate anti-epidemic tools (such as masks, gloves, alcohol hand sanitizer, etc.);
 - Employees must wear masks and maintain social distance;
 - Measure body temperature and record personal health status for employees daily, and employees without any suspected symptoms of infection are allowed to access the plants/dormitories;
 - Set up temporary isolation rooms for employees whose body temperature exceeds standard or has obvious symptoms. they can maintain safe distance from other employees in the plants/dormitories prior to further inspection to reduce the possibility of the outbreak of epidemic;
 - Employees in need can apply for work from home.

八、抗疫專區 VI. Anti-Coronavirus Epidemic

作為一家具有強烈社會責任感的企業，本集團在爭取復工復產的同時，亦借助全球的銷售網絡、海外客戶資源，並聯合蔣震工業慈善基金會，在全球緊急採購國內短缺的防疫醫療物資（如護目鏡、醫用口罩、新型冠狀肺炎檢測儀、配套試劑等），並捐贈至深圳坪山、佛山順德等地區的一線防疫現場；本集團亦同時調整廠房生產的資源配置，優先生產與醫療行業相關的注塑機訂單，並計劃向一線醫療耗材生產企業提供免費的注塑機租借服務。本集團將繼續調動多方資源，搜羅各類防疫物資，並計劃送往湖北省武漢疫區及其他有需要的地方。

Being an enterprise with strong sense of social responsibilities, while striving for resumption of production, the Group also uses the global sales network, overseas customer resources, and the Chiang Chen Industrial Charity Foundation to urgently purchase anti-epidemic medical materials worldwide (such as goggles, medical masks, new coronavirus epidemic detectors, matching reagents, etc.) that are in shortage domestically, and donated them to the first-line epidemic prevention sites in Pingshan in Shenzhen, Shunde in Foshan and other regions. The Group also adjusted the production resource allocation, gave top priority to production and medical treatment industry-related injection molding machine orders, and planned to provide free injection molding machine rental services to first-line medical consumable manufacturers. The Group constantly mobilizes various resources to collect different types of epidemic prevention materials, and have them delivered to Wuhan epidemic area in Hubei Province and other places in need.



九、榮譽及認證

IX. Honors and Certifications

震雄集團有限公司

- 「SPARK星火系列全電動注塑機」以及「超霸6500噸伺服驅動二板雙射臺超大型注塑機」於香港中華廠商聯合會主辦的設備及機械設計比賽「2019香港工商業獎」中分別獲得該組別的最高榮譽「設備及機械設計大獎」及「設備及機械設計優異證書」
- 由中國塑膠機械工業協會頒發的「2019年度中國塑料機械行業綜合實力30強、塑料注射成型機行業15強企業」證書

Chen Hsong Holdings Limited

- “SPARK Series All Electric Injection Molding Machine” and the “Super Master Two Platen Series 6,500 Tonnes Clamping Force with Two Injection Unit System” respectively were awarded “Grand Award” and “Certificate of Merit” in the Equipment and Machinery Design category of the Hong Kong Awards for Industries organised by The Chinese Manufacturers’ Association of Hong Kong
- 「2019年度中國塑料機械行業綜合實力30強、塑料注射成型機行業15強企業」證書 (“2019 China Top 30 in Plastic Machinery Industry and Top 15 in Plastics Injection Molding Machine Industry” * Certificate) awarded by 中國塑膠機械工業協會 (“China Plastics Machinery Industry Association” *)



九、榮譽及認證 IX. Honors and Certifications

震雄機械(深圳)有限公司

- 榮獲「ISO 9001:2015品質管理體系」認證
- 由中國外商投資企業協會及深圳外商投資企業協會頒發的「全國優秀外商投資企業(雙優企業)」榮譽
- 由中國機械工業聯合會及中國機械工程學會頒發的「中國機械工業科學技術獎三等獎」牌匾

佛山市順德區震德塑料機械有限公司

- 榮獲「ISO 9001:2015品質管理體系」認證
- 中共佛山市順德區新經濟組織和新社會組織工作委員會頒發「順德區「兩新」黨組織先鋒百強」稱號
- 由廣東省機械行業協會頒發的「第五屆理事會常務理事單位」牌匾
- 由佛山市順德區知識產權協會頒發的「副會長單位」牌匾

震雄機械(深圳)有限公司

(Chen Hsong Machinery (Shenzhen) Company, Limited*)

- Certification of “ISO 9001:2015 Quality Management System” was awarded
- 「全國優秀外商投資企業(雙優企業)」 (“The National Excellent Enterprise with Foreign Investment in China (Excellent Performances Enterprise)”*) awarded by 中國外商投資企業協會及深圳外商投資企業協會 (The China Association of Enterprises with Foreign Investment and The Shenzhen Association of Enterprises with Foreign Investment*)
- 中國機械工業科學技術獎三等獎「牌匾」 (“Third Prize of China Machinery Industry Science and Technology Award”* Plaque) awarded by 中國機械工業聯合會及中國機械工程學會 (“China Machinery Industry Federation and Chinese Mechanical Engineering Society”*)

佛山市順德區震德塑料機械有限公司

(Foshan Shunde Chen De Plastics Machinery Company, Limited*)

- Certification of “ISO 9001:2015 Quality Management System” was awarded
- 「順德區「兩新」黨組織先鋒百強」 (“New Economic Organizations and New Social Organizations of Top 100 Mechanical Pioneers in Shunde region”*) was awarded by 中共佛山市順德區新經濟組織和新社會組織工作委員會 (“Working Committee of New Economic and New Social Organizations of Shunde, Foshan”*)
- 「第五屆理事會常務理事單位」牌匾 (“Executive Council Member of the Fifth Council”* Plaque) was awarded by 廣東省機械行業協會 (“Guangdong Machinery Industry Association”*)
- 「副會長單位」牌匾 (“Vice President Unit”* Plaque) was awarded by 佛山市順德區知識產權協會 (“Intellectual Property Association of Foshan Shunde District”*)

九、榮譽及認證

IX. Honors and Certifications

- 由佛山市工業和信息化局及佛山市生態環境局頒發的「佛山市清潔生產企業」證書和牌匾
- 「佛山市清潔生產企業」證書和牌匾 (“Foshan City Clean Production Enterprise” * Certificate and Plaque) awarded by 佛山市工業和信息化局、佛山市生態保護局 (“Foshan Ministry of Industry and Information Technology, Ministry of Ecology and Environment” *)
- 廣東省工業和信息化局及香港特別行政區環境保護署授予「粵港澳清潔生產伙伴 (製造業)」牌匾
- 「粵港澳清潔生產伙伴 (製造業)」牌匾 (“Guangdong, Hong Kong and Macao Clean Production Partners” * Plaque) granted by 廣東省工業和信息化局及香港特別行政區環境保護署 (“Guangdong Province Industry and Information Technology Bureau” * and “Environmental Protection Department of The Hong Kong Special Administrative Region”)

佛山市順德區中意液壓有限公司

- 榮獲「ISO 9001:2015品質管理體系」認證
- 由廣東省安全生產協會頒發的「安全生產標準二級企業(機械)」證書

震雄機械廠股份有限公司

- 榮獲「ISO 14001:2015環境管理體系」認證
- 榮獲「ISO 9001:2015品質管理體系」認證

* 英文名稱僅供參考

佛山市順德區中意液壓有限公司

(Intra-Italia Hydraulics (Foshan Shunde) Company, Limited*)

- Certification of “ISO 9001:2015 Quality Management System” was awarded
- 「安全生產標準二級企業(機械)」證書 (“Safety Production Standard Secondary Enterprise (Machinery)” * Certificate) awarded by 廣東省安全生產協會 (“The Guangdong Provincial Association of Work Safety Supervision and Management”)

震雄機械廠股份有限公司

(Chen Hsong Machinery Taiwan Company, Limited*)

- Certification of “ISO 14001:2015 Environmental Management System” was awarded
- Certification of “ISO 9001:2015 Quality Management System” was awarded

* English names are translated for reference only

十、未來願景

X. Vision Outlook

作為良好的企業公民，本集團希望平衡實踐企業的經營宗旨和業務目標，履行社會責任，並將繼續關注在環境保護、員工關懷、產品／服務質量和社區貢獻等不同層面的表現，締造可持續發展的新優勢。

本集團將堅持遵守日益嚴謹的環保法律法規，投入資源優化處理廢氣、廢水、固體廢物等設施。本集團亦會以滿足員工及生產安全為前提，提供安全的工作環境，並以有競爭力的薪酬機制，吸納更多技術型和管理方面的優秀人才。在產品質量和客戶服務方面，本集團將多方面接納對產品及生產技術的意見及回饋，並不斷投放資源，希望能改善產品質量之餘，亦使產品符合各持份者的期望與要求。同時，本集團將堅守承擔社會責任的初心，積極參與公益事業，努力推動社區可持續發展。

本集團以成為一家受尊敬的百年企業為目標，希望透過實踐可持續發展策略及積極培養企業文化，提升業務表現，為企業及持份者創造更多更有意義的長遠價值。

As a good corporate citizen, the Group strives to strike a balance between achieving the corporate economic goals and business objectives, and to fulfill their social responsibility. The Group will continue to evaluate its performance in environmental protection, employee care, product/service quality and community investment and to build edge for the sustainable development of the Group.

The Group will endeavor to comply with the stringent laws and regulations of environmental protection, allocate resources and undertake various environmental improvement projects, including improving exhaust air, sewage and waste treatment facilities. The Group will also put employee satisfaction and production safety as its top priority. The Group aims at attracting more talents through providing a safe workplace and competitive remuneration scheme. As for product and service quality, the Group will accept opinions and feedback on products and production technology through various ways, and continue to invest resources for further improvement to its products so as to fulfill the hopes and needs of each stakeholder. At the same time, the Group is committed to fulfilling its social responsibility by actively participating in charitable activities and promoting the community's sustainable development.

The Group aspires to become a respectable and hundred year enterprise. Going forward, the Group serves to enhance its business performance through implementation of sustainable development strategies and active cultivation of corporate culture, and to generate more meaningful long-term value for the enterprise and its stakeholders.

十一、環境數據表現摘要

XI. Environmental Performance Data Summary

			(重列) ⁵ (Restated) ⁵
	單位 Unit	2019/2020年度 2019/2020	2018/2019年度 2018/2019
溫室氣體			
Greenhouse Gas (“GHG”) Emissions			
範圍一 ¹ ： Scope 1 ¹ :			
總量 Total	噸 Tonne	801.06	979.15
密度 ³ Intensity ³	噸 Tonne	0.03	0.05
範圍二 ² ： Scope 2 ² :			
總量 Total	噸 Tonne	25,335.10	28,000.02
密度 ³ Intensity ³	噸 Tonne	1.01	1.34
廢氣總排放量			
Air Emissions			
氮氧化物 Nitrogen Oxides	公斤 Kilogram	2,307.23	4,476.19
硫氧化物 Sulfur Oxides	公斤 Kilogram	3.31	4.75
顆粒物 Particulate Matters	公斤 Kilogram	175.53	316.62

十一、環境數據表現摘要

XI. Environmental Performance Data Summary

		(重列) ⁵ (Restated) ⁵		
		單位 Unit	2019/2020年度 2019/2020	2018/2019年度 2018/2019
有害廢物				
Hazardous Wastes				
廢水排放量： Wastewater Discharged:				
總量 Total	噸 Tonne	144.88	121.48	
密度 ³ Intensity ³	噸 Tonne	0.01	0.01	
固體廢物產生量： Solid Waste Generated:				
總量 Total	噸 Tonne	129.57	97.51	
密度 ³ Intensity ³	噸 Tonne	0.01	0.01	
無害廢物				
Non-hazardous Wastes				
廢水排放量： Wastewater Discharged:				
總量 Total	噸 Tonne	208,417.52	210,985.28	
密度 ³ Intensity ³	噸 Tonne	8.33	10.08	
固體廢物產生量： Solid Waste Generated:				
總量 Total	噸 Tonne	7,707.71	7,468.72	
密度 ³ Intensity ³	噸 Tonne	0.31	0.36	

十一、環境數據表現摘要

XI. Environmental Performance Data Summary

			(重列) ⁵ (Restated) ⁵
	單位 Unit	2019/2020年度 2019/2020	2018/2019年度 2018/2019
製成品所用包裝材料			
Packaging Materials Used for Finished Goods			
總量 Total	噸 Tonne	210.78	179.45
密度 ³ Intensity ³	噸 Tonne	0.01	0.01
能源及水資源消耗量			
Energy and Water Consumption			
電力： Electricity:			
總量 Total	兆瓦時 MWh	31,201.18	33,314.72
密度 ³ Intensity ³	兆瓦時 MWh	1.25	1.59
汽油： Gasoline:			
總量 Total	公升 Liter	139,895.76	157,437.25
密度 ³ Intensity ³	公升 Liter	5.55	7.53
柴油： Diesel:			
總量 Total	公升 Liter	77,772.07	151,525.62
密度 ³ Intensity ³	公升 Liter	3.11	7.24

十一、環境數據表現摘要

XI. Environmental Performance Data Summary

		(重列) ⁵ (Restated) ⁵	
	單位 Unit	2019/2020年度 2019/2020	2018/2019年度 2018/2019
二氧化碳：			
Carbon Dioxide:			
總量	公斤	4,526.00	4,422.00
Total	Kilogram		
密度 ³	公斤	0.18	0.21
Intensity ³	Kilogram		
石油氣：			
Liquefied Petroleum Gas (“LPG”):			
總量	公斤	29,173.40	30,201.80
Total	Kilogram		
密度 ³	公斤	1.17	1.44
Intensity ³	Kilogram		
天然氣：			
Natural Gas:			
總量	立方米	68,157.00	65,193.00
Total	Cubic meter		
密度 ³	立方米	2.73	3.12
Intensity ³	Cubic meter		
煤氣：			
Towngas:			
總量	公斤	2,254.00	-
Total	Kilogram		
密度 ³	公斤	0.09	-
Intensity ³	Kilogram		

十一、環境數據表現摘要

XI. Environmental Performance Data Summary

			(重列) ⁵ (Restated) ⁵
	單位 Unit	2019/2020年度 2019/2020	2018/2019年度 2018/2019
水資源： Water:			
總量 ⁴ Total ⁴	立方米 Cubic meter	247,954.00	253,746.25
密度 ³ Intensity ³	立方米 Cubic meter	9.91	12.13

附註：

Notes:

- | | | | |
|---|---|---|---|
| 1 | 範圍一是指本集團業務直接產生的溫室氣體排放，包括燃燒汽油、柴油、二氧化碳、石油氣、天然氣、煤氣等。 | 1 | Scope 1 refers to the Group's business direct GHG emission, including combustion of gasoline, diesel, carbon dioxide, LPG, natural gas and towngas. |
| 2 | 範圍二是指本集團業務內部消耗購回來的電力所引致的「間接能源」溫室氣體排放。 | 2 | Scope 2 refers to the Group's business indirect GHG emissions, including consumption of purchased electricity. |
| 3 | 由於本集團所製造的注塑機及有關產品的機型種類、機型大小、生產時間、生產成本等有所不同，故將不同種類的產品折合成可比較的產量單位，即約當產量單位，約當產量單位是按照生產時間、生產成本等因素計算，而本集團業務的各項環境數據表現排放量／產生量／耗量的密度是以每個約當產量單位計算。 | 3 | Due to the differences on the types, models, time and cost of production of the injection molding machines and the related products manufactured by the Group, the Group has converted different types of products into comparable production units. This production unit is calculated based on the factors such as production time and production cost, thereby, it is used to calculate the intensity of above environmental performance data from the Group's operations. |
| 4 | 本年度及上年度的耗水量未有包括深圳廠房的漏水水量。 | 4 | The current year and previous year's non-hazardous wastewater excluded the volume of water leakage at Shenzhen plant. |
| 5 | 上年度部分數據需重新分類作為比較用途。 | 5 | Part of the data for the previous year are restated to conform with the current year's presentation. |

十二、香港聯合交易所的《環境、社會及管治報告指引》

XII. “Environmental, Social and Governance Reporting Guide” by HKEX

一般披露／關鍵績效指標

General Disclosure/Key Performance Indicators (“KPIs”)

報告指引 Reporting Guideline

頁數 Page

A. 環境 A. Environmental

層面A1 Aspect A1	排放物 Emissions	
一般披露 General Disclosure	有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	7-20
關鍵績效指標A1.1 KPI A1.1	排放物種類及相關排放數據。 The types of emissions and respective emissions data.	52-53
關鍵績效指標A1.2 KPI A1.2	溫室氣體總排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。 Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	23, 26, 52
關鍵績效指標A1.3 KPI A1.3	所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。 Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	13-14, 17, 19, 53
關鍵績效指標A1.4 KPI A1.4	所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。 Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	13-14, 18-19, 53
關鍵績效指標A1.5 KPI A1.5	描述減低排放量的措施及所得成果。 Description of measures to mitigate emissions and results achieved.	7-20
關鍵績效指標A1.6 KPI A1.6	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。 Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved.	11-20

十二、香港聯合交易所的《環境、社會及管治報告指引》

XII. “Environmental, Social and Governance Reporting Guide” by HKEX

一般披露／關鍵績效指標

General Disclosure/Key

Performance Indicators (“KPIs”)

報告指引

Reporting Guideline

頁數 Page

層面A2

Aspect A2

資源使用

Use of Resources

一般披露 General Disclosure	有效使用資源(包括能源、水及其他原材料)的政策。 Policies on the efficient use of resources, including energy, water and other raw materials.	21-29
關鍵績效指標A2.1 KPI A2.1	按類型劃分的直接及／或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。 Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (MWh) and intensity (e.g. per unit of production volume, per facility)	21-23, 25-26, 54-55
關鍵績效指標A2.2 KPI A2.2	總耗水量及密度(如以每產量單位、每項設施計算)。 Water consumption in total and intensity (e.g. per unit of production volume, per facility).	28-29, 56
關鍵績效指標A2.3 KPI A2.3	描述能源使用效益計劃及所得成果。 Description of energy use efficiency initiatives and results achieved.	21-26
關鍵績效指標A2.4 KPI A2.4	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。 Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved.	27-29
關鍵績效指標A2.5 KPI A2.5	製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量。 Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	54

層面A3

Aspect A3

環境及天然資源

The Environment and Natural Resources

一般披露 General Disclosure	減低發行人對環境及天然資源造成重大影響的政策。 Policies on minimizing the issuer’s significant impact on the environment and natural resources.	30
關鍵績效指標A3.1 KPI A3.1	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。 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	31

十二、香港聯合交易所的《環境、社會及管治報告指引》
XII. “Environmental, Social and Governance Reporting Guide” by HKEX

一般披露 General Disclosure	報告指引 Reporting Guideline	頁數 Page
	B. 社會¹ B. Social¹	
層面B1 Aspect B1	僱傭 Employment and Labor Practices	
一般披露 General Disclosure	有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	32-35
層面B2 Aspect B2	健康與安全 Health and Safety	
一般披露 General Disclosure	有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	37-39

十二、香港聯合交易所的《環境、社會及管治報告指引》

XII. “Environmental, Social and Governance Reporting Guide” by HKEX

一般披露 General Disclosure	報告指引 Reporting Guideline	頁數 Page
層面B3 Aspect B3	發展及培訓 Development and Training	
一般披露 General Disclosure	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。 Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	36-37
層面B4 Aspect B4	勞工準則 Labor Standards	
一般披露 General Disclosure	有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labor.	33
層面B5 Aspect B5	供應鏈管理 Supply Chain Management	
一般披露 General Disclosure	管理供應鏈的環境及社會風險政策。 Policies on managing environmental and social risks of the supply chain.	40

十二、香港聯合交易所的《環境、社會及管治報告指引》

XII. “Environmental, Social and Governance Reporting Guide” by HKEX

一般披露 General Disclosure	報告指引 Reporting Guideline	頁數 Page
層面B6 Aspect B6	產品責任 Product Responsibility	
一般披露 General Disclosure	有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	41-43
層面B7 Aspect B7	反貪污 Anti-corruption	
一般披露 General Disclosure	有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	43
層面B8 Aspect B8	社區投資 Community Investment	
一般披露 General Disclosure	有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。 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.	44
附註：	Note:	
1 《主板上市規則》附錄二十七只建議披露「主要範疇B.社會」的關鍵績效指標，因此本集團選擇不披露該等關鍵績效指標。	1 Pursuant to Appendix 27 of the “Main Board Listing Rules”, the KPIs under Area B “Social” are recommended disclosures only. Therefore, the Group chose not to disclose those KPIs in this Report.	



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