

股份代號: 726



DIT Group Limited  
築友智造科技集團有限公司  
(於百慕達註冊成立之有限公司)

環境、社會及  
管治報告  
2020



INTELLIGENT GREEN BUILDING  
CONSTRUCTION TECHNOLOGY  
智能及環保樓宇建築技術

# CONTENTS 目錄

ABOUT THIS REPORT 關於本報告	2
• REPORTING SCOPE 報告範疇	2
• REPORTING STANDARD 報告準則	2
• REPORTING PRINCIPLES 報告原則	3
• CONTACT & FEEDBACK 聯絡及反饋	3
STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT 持份者參與及重要性評估	4
MAKING SUSTAINABLE BUSINESS 打造可持續業務	7
• SATISFYING OUR CUSTOMERS 滿足客戶	7
• SUPPLY CHAIN MANAGEMENT 供應鏈管理	9
• BUSINESS CONDUCT 商業操守	9
• DATA PRIVACY & INTELLECTUAL PROPERTY RIGHTS 資料保密性及知識產權	10
• COMMUNITY INVOLVEMENT 社區參與	11
RESPECTING OUR EMPLOYEES 尊重僱員	12
• SAFE & HEALTHY WORKPLACE 安全及健康的工作場所	13
• STAFF DEVELOPMENT & TRAINING 員工發展及培訓	15
• EMPLOYMENT STANDARDS 僱傭準則	17
• CHILD & FORCED LABOUR 童工及強制勞工	18
PROTECTING THE ENVIRONMENT 環境保護	19
• WASTE MANAGEMENT 廢物管理	20
• EMISSION CONTROL 排放物控制	21
• RESPONSIBLE USE OF RESOURCES 負責任地使用資源	22
HKEX ESG REPORTING GUIDE INDEX 香港交易所 ESG 報告指引索引	27

## ABOUT THIS REPORT 關於本報告

DIT Group Limited (hereinafter referred as “we”, and the “Company”) has grown into a leading service provider of comprehensive and integrated solutions to intelligent buildings as well as an innovative high-tech enterprise engaging in the ecological chain construction of intelligent buildings. The Group is mainly engaged in the business of modernization of construction industry and prefabricated construction (“PC”) business encompassing a wide coverage ranging from the research and development as well as operation of PC technology, the expansion and operation of intelligent PC plants to the manufacture of precast components for PC.

We are delighted to present this environmental, social and governance (“ESG”) report, documenting our ongoing commitment to sustainable business practices. Fulfilling our corporate social responsibility (“CSR”), we aim to achieve our key mission — “to provide both green buildings and the comprehensive solutions to urban households” and our motto — “to create a promising life with intelligence”. With our commitment to the creation of the largest modernised operating platform of the construction industry in China, we strive to give shape to the new construction industry which is environmentally friendly, highly efficient and at top quality by the process of informatisation with seamless combination between technology and building.

### REPORTING SCOPE

The scope of this report covers the Company’s office and 11 PC factories in Changsha, Hengyang, Huizhou, Shanghai, Nanjing, Hefei, Foshan, Jiaozuo, Xiangtan, Zhoukou, and Jiaozhou (collectively, the “Group”) for the reporting period from 1 January 2020 to 31 December 2020 (“FY2020”). Unless otherwise indicated, the disclosure of key performance indicators only covers the 11 PC factories.

### REPORTING STANDARD

The report has been prepared in accordance with the “Comply or Explain” provisions of the Environmental, Social and Governance Reporting Guide under Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (“HKEx ESG Reporting Guide”).

築友智造科技集團有限公司(以下簡稱「我們」及「本公司」)已成長為提供智慧建築整體解決方案服務的頂尖企業以及從事智慧建築生態鏈建設的創新型高科技企業。本集團的主營業務為建築產業現代化業務及預製裝配式建築(「PC」)業務，涵蓋裝配式建築技術研發與運營、智能PC工廠拓展與運營以及PC預製構件生產等等。

我們欣然提呈本環境、社會及管治(「環境、社會及管治」)報告，以記錄我們對可持續業務常規之持續承諾。為了履行我們的企業社會責任(「企業社會責任」)，我們旨在達成我們的主要使命—「提供綠色建築和城市家居整體解決方案」及我們的宗旨—「智造美好生活」。我們致力於搭建中國最大的建築產業現代化經營平台，以科技和建築完美結果，打造環保、高效、優質、信息化的新型建築產業。

### 報告範疇

於二零二零年一月一日至二零二零年十二月三十一日(「二零二零財年」)的報告期間，本報告的範疇涵蓋本公司的辦公室及位於長沙、衡陽、惠州、上海、南京、合肥、佛山、焦作、湘潭、周口及膠州的十一家裝配式建築廠房(統稱「本集團」)。除另有註明外，關鍵績效指標的披露僅涵蓋該十一家裝配式建築廠房。

### 報告準則

本報告按香港聯合交易所有限公司證券上市規則附錄27環境、社會及管治報告指引(「香港交易所ESG報告指引」)下的「不遵守就解釋」條文編製。

## ABOUT THIS REPORT (CONTINUED) 關於本報告(續)

### REPORTING PRINCIPLES

During the preparation process, the Group adheres to the fundamental reporting principles, namely materiality, quantitative, balance and consistency, as outlined in the HKEx ESG Reporting Guide.

### 報告原則

於編製過程中，本集團秉持香港交易所 ESG 報告指引中概述的基本匯報原則，即重要性、量化、平衡及一致性。

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#### Materiality 重要性

We performed a materiality assessment to determine the material ESG aspects to us and guide the focus of this report. The materiality matrix and details of stakeholder engagement are illustrated in later section of this report. 我們進行重要性評估的目的是釐定對我們而言屬重要的 ESG 範疇並指出本報告的重點。重要性矩陣及持份者參與的詳情於本報告後面章節說明。

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#### Quantitative 量化

All of the disclosed information, environmental and social KPIs were organised and calculated according to a series of standardised methodologies which are illustrated in the relevant sections. 所有披露資料(包括環境及社會關鍵績效指標)均根據上述章節所述一系列標準化的方法編排及計算。

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#### Balance 平衡

The board of directors has acknowledged its responsibility to oversee the Company's sustainable development and review the truthfulness, accuracy and completeness of this report. This report has been prepared without bias. 董事會已確認其負有監督本公司可持續發展狀況及檢討本報告真實性、準確性及完整性的責任。本報告於編製時並無偏頗。

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#### Consistency 一致性

This report has been prepared in the same way in terms of the reporting scope and methodologies when compared to those in previous years. We adopted consistent environmental and social data management approach to allow a fair comparison of our performance over time. 較過往年度而言，本報告在報告範疇及方法上均採用相同方式編製。我們採用一致的環境及社會資料管理方法以公平地比較我們歷來的表現。

### CONTACT & FEEDBACK

We believe continuous improvement is essential in CSR towards a better society and environment in future; therefore, we welcome your feedback on this ESG report and please contact us through email at [ir@cmdrawin.com](mailto:ir@cmdrawin.com).

### 聯絡及反饋

我們認為，持續提升企業社會責任乃於日後形成更理想的社會及環境之關鍵所在；因此，我們歡迎閣下對本環境、社會及管治報告提供反饋意見，請透過電子郵箱 [ir@cmdrawin.com](mailto:ir@cmdrawin.com) 聯絡我們。

## STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT 持份者參與及重要性評估

We fully understand that stakeholders are key to our sustainable and stable development. We are committed to establishing a close relationship with our stakeholders and to understanding how our stakeholders think towards our sustainability efforts. The table below outlines the communication channels adopted by the Group for engaging stakeholders:

我們深明持份者對我們的可持續及穩定發展非常重要。我們致力與持份者建立緊密關係及了解持份者如何看待我們的可持續發展工作。下表概述了本集團為與持份者互動而採用的各種溝通渠道：



Stakeholder groups 持份者組別	Engagement methods 溝通方式
Shareholders and investors 股東及投資者	<ul style="list-style-type: none"><li>• Company website 公司網頁</li><li>• Annual and interim reports 年度及中期報告</li><li>• Regular meetings 定期會議</li><li>• E-voting system 電子投票系統</li></ul>
Customers 消費者	<ul style="list-style-type: none"><li>• Company website 公司網頁</li><li>• Annual and interim reports 年度及中期報告</li><li>• Regular customer satisfaction review 定期客戶滿意度檢討</li><li>• Compliant-handling procedures 投訴處理程序</li></ul>
Employees 僱員	<ul style="list-style-type: none"><li>• Training and orientation 培訓及入職簡介</li><li>• Performance review 表現檢討</li><li>• Company activities 公司活動</li><li>• Social network 社交網絡</li></ul>
Suppliers 供應商	<ul style="list-style-type: none"><li>• Selection assessment 挑選評審</li><li>• Regular performance assessment 定期表現評估</li><li>• Procurement process 採購過程</li></ul>

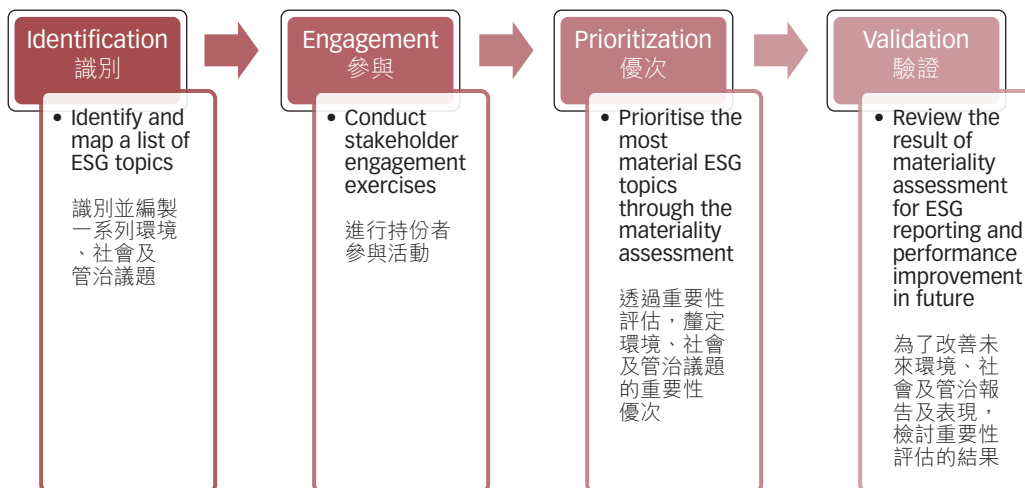
## STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT (CONTINUED) 持份者參與及重要性評估(續)

For better legitimisation in shareholder meetings, we have adopted the e-voting system this year. During shareholder meetings such as Annual General Meetings, the end-to-end e-voting system helps to ensure votes are encrypted, prevent data loss and provide results. It enables us to validate results and understand shareholders' views at a systematic manner.

為進一步加強股東會議的合法性，我們於本年度採用了電子投票系統。在舉行股東會議(例如股東週年大會)期間，端到端電子投票系統有助於確保投票被加密，防止數據丟失及提供結果。該系統使我們能夠有系統地驗證結果並了解股東的看法。

To identify the ESG issues that matter most for the Group's business operation, the Group has carried out a materiality assessment exercise through an online survey. Both internal and external stakeholders were invited to rate 27 ESG issues based on the significance and relevance of each issue to the Group's business and stakeholders themselves respectively. A materiality analysis was performed to map and prioritise the most material ESG topics to the Group based on the collected results.

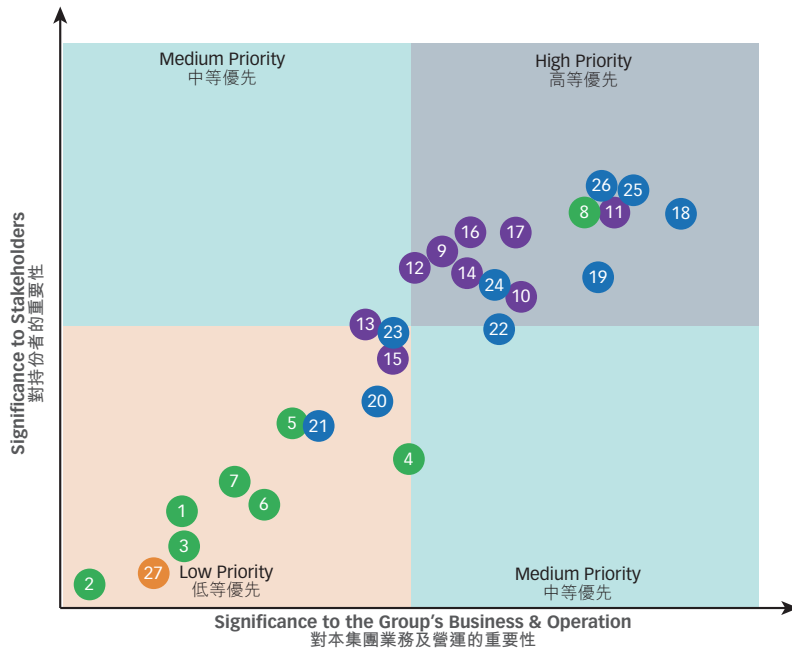
為了確認對本集團業務營運最重要的環境、社會及管治問題，本集團透過線上調查進行了重要性評估。內外持份者均受邀根據每個問題對本集團業務及持份者自身的重要性及相關性對二十七個環境、社會及管治問題分別進行評分。透過重要性分析，可根據收集的結果編製對本集團最重要的環境、社會及管治議題並進行優先級排序。



## STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT (CONTINUED) 持份者參與及重要性評估(續)

Based on the materiality of each of the ESG issues expressed by the stakeholders, the ESG topics were prioritised and shown in the materiality assessment matrix below:

根據持份者表達的各環境、社會及管治問題的重要性，釐定環境、社會及管治議題的優次並於下方重要性評估矩陣中列示：



- |  |  |  |
|--|--|--|
| <ul style="list-style-type: none"> <li><span style="color: green;">●</span> <b>Environment</b><br/>環境</li> <li>1 Air emission<br/>廢氣排放</li> <li>2 Greenhouse gas emission<br/>溫室氣體排放</li> <li>3 Climate change<br/>氣候變化</li> <li>4 Energy efficiency<br/>能源效益</li> <li>5 Water &amp; effluents<br/>食水和污水</li> <li>6 Use of materials<br/>材料使用</li> <li>7 Waste management<br/>廢物管理</li> <li>8 Environmental compliance<br/>環保法規遵循</li> </ul> | <ul style="list-style-type: none"> <li><span style="color: purple;">●</span> <b>Employment</b><br/>僱傭</li> <li>9 Labour rights<br/>勞工權益</li> <li>10 Labour-management relations<br/>勞資關係</li> <li>11 Employee retention<br/>挽留人才</li> <li>12 Diversity and equal opportunity<br/>多元化發展及平等機會</li> <li>13 Non-discrimination<br/>不歧視工作環境</li> <li>14 Occupational health and safety<br/>職業健康與安全</li> <li>15 Employee training<br/>僱員培訓</li> <li>16 Employee development<br/>僱員發展</li> <li>17 Prevention of child labour &amp; forced labour<br/>禁止童工及強制勞工</li> </ul> | <ul style="list-style-type: none"> <li><span style="color: blue;">●</span> <b>Operation</b><br/>營運</li> <li>18 Customer satisfaction<br/>客戶滿意度</li> <li>19 Customer service quality &amp; complaints handling<br/>客戶服務的質素與投訴處理</li> <li>20 Customer health and safety<br/>客戶健康與安全</li> <li>21 Marketing and product and service labelling compliance<br/>市場推廣及產品和服務標籤法規遵循</li> <li>22 Intellectual property<br/>知識產權</li> <li>23 Customer privacy and data protection<br/>保護客戶隱私及數據</li> <li>24 Responsible supply chain management<br/>負責任的供應鏈管理</li> <li>25 Business ethics<br/>商業操守</li> <li>26 Socio-economic compliance<br/>社會經濟法規遵循</li> </ul> |
| <ul style="list-style-type: none"> <li><span style="color: orange;">●</span> <b>Community</b><br/>社區</li> <li>27 Community support<br/>社區援助</li> </ul>   |  |  |

We prioritised those ESG topics into three categories: high, medium and low, for better strategic planning and resource allocation. The issues which fell in the upper right corner of the matrix were defined as the topics that matter most on the Group's business operation and our stakeholders are concerned about. The Group will continue to review the corresponding policies in order to pursue continuous improvement on its ESG performance.

我們優先將該等環境、社會及管治議題劃分為三個類別：高、中和低，以更佳地進行策略規劃和資源分配。處於矩陣右上方的事項乃界定為對本集團業務營運最重要且持份者關注的議題。本集團將繼續檢討對應政策，以追求環境、社會及管治表現的持續改進。

## MAKING SUSTAINABLE BUSINESS 打造可持續業務

As a responsible producer, we are committed to delivering high-quality products and services to our customers while fulfilling our responsibility on safeguarding customers' privacy, intellectual property rights and our business conducts.

作為負責任的生產商，我們承諾為客戶提供高質素的产品和服務，同時履行我們在維護客戶的隱私、知識產權和商業操守方面的責任。



### SATISFYING OUR CUSTOMERS

We are devoted to delivering high-quality products and service experiences to our customers. Starting from the initial product design stage, we design and develop our products in ways that are better for people and the environment, not only meeting our high quality standards but helping save energy as well as conserving raw materials.

### 滿足客戶

我們致力於為客戶提供高質量的產品和服務體驗。從最初的产品設計階段開始，我們以對人們和環境更有利的方式設計和開發產品，這不僅符合我們的高質素標準，而且有助於節省能源及原材料。

Guidelines on quality control and assurance are formulated to ensure the safety and quality of products. Various inspections are conducted during different production stages: from raw materials and our final products, to ensure meeting our quality standards, customer requirements, and relevant conformity certificates. Regular product quality meetings are organised to review our performance and to make continuous improvement.

我們制定了質量控制和保證指引，以確保產品的安全性和質量。我們於不同生產環節進行各種檢查，涵蓋從原材料到最終產品各個部分，確保滿足我們的質量標準、客戶要求及各種合規證書。我們定期召開產品質量會議，以檢討我們的表現並進行持續改進。



In FY 2020, we have arranged staff training related to product responsibility, including the handling of disqualified products, handling of component defects, and standard operating procedures. In addition, our Nanjing factory was accredited to the international ISO 9001:2015 Quality Management System, demonstrating our commitments to product quality control.

於二零二零財年，我們安排了產品責任相關的員工培訓，包括處理不合格產品、處理組件缺陷及標準作業程序等內容。此外，我們的南京工廠已通過國際ISO 9001:2015質量管理體系認證，表明我們對產品質量控制所作的承諾。



## MAKING SUSTAINABLE BUSINESS (CONTINUED) 打造可持續業務(續)

### SMART MANUFACTURING

We continuously promoted the production of innovative devices from the third-generation smart PC plants. We have installed an environmental-friendly automatic cleaning device for PC moulds, the first of its kind in China. By cleaning a single set of moulds within the 10-minute cycle time in an assembly line, this device can save labour, increase mould installation and removal efficiency, make moulds cleaner, prolong the service life of moulds and reduce the cost of using moulds, and improve the production quality of PC components.

### 智能製造

我們持續推進第三代智能裝配式建築工廠的創新設備生產活動。我們安裝了中國首台環保型PC模具自動清洗設備。該設備可在流水線運行節拍10分鐘內完成單套模具清洗，可節省人力，提高裝拆工序生產效率，提升模具清潔度，延長模具使用壽命，降低模具使用成本，提升PC構件生產質量。



Staff training on customer satisfaction  
有關客戶滿意度的員工培訓

Maintaining constant communication with customers is our key to enhancing our service standard and maximising customer satisfaction. Therefore, we strive to fully understand our customers' changing needs, expectations and concerns. As such, we have developed the Customer Complaint Handling Procedure to standardise the procedures for on handling customers' complaint in a timely and effective manner. Upon receiving a complaint, investigation of the complaint case will be promptly initiated. Remedial actions are proposed swiftly and constant communication with the compliant issuer will be maintained to facilitate correction of the issue.

On a regular basis, we conduct customer satisfaction questionnaire to obtain customers' feedbacks on our products and services. To identify areas of improvement, we conduct analysis and formulate action plans to further enhance our customer satisfaction.

與客戶保持不斷溝通對我們提升服務標準及實現客戶滿意度最大化而言至關重要。因此，我們努力充分理解客戶不斷變化的需求、期望及關切。為此，我們制定了客戶投訴處理程序，將及時有效處理客戶投訴的程序進行標準化。於收到投訴後，我們會立即對投訴案件開展調查，然後快速提出補救措施，並與投訴者保持不斷溝通，以加快問題的糾正。

我們定期開展客戶滿意度問卷調查，以獲取客戶對我們產品及服務的反饋。為了確定需要改進的地方，我們進行分析並制定行動計劃，以進一步提高客戶滿意度。

## MAKING SUSTAINABLE BUSINESS (CONTINUED) 打造可持續業務(續)

In FY2020, the Group was not aware of any material non-compliance with laws and regulations relating to health and safety, advertising and labelling matters of products and services in Hong Kong and China.

於二零二零財年，本集團並不知悉任何與香港及中國產品及服務的健康及安全、廣告及標籤事宜有關的嚴重不遵守法律及法規情況。

### SUPPLY CHAIN MANAGEMENT

In FY2020, the Group worked with 911 suppliers, all from China. To ensure our suppliers' performance on providing quality products and services, we have established the Supplier Management System to set out guidelines on selecting, managing and accessing our suppliers.

### 供應鏈管理

於二零二零財年，本集團與911名供應商開展合作，其均來自中國。為了確保供應商在提供優質產品及服務方面的表現，我們制定了供應商管理制度，規定有關甄選、管理及查閱供應商的指引。

Potential new suppliers are required to go through comprehensive assessment procedures based on their technical skills and credentials such as licenses and ISO certificated Quality Management System before being included in our supplier directory. Only suppliers listed in the supplier directory are eligible for further cooperation.

潛在的新供應商須於通過評估彼等技術性技能和證書(例如許可證和ISO認證的質量管理體系)的全面評估程序後，方可列入我們的供應商目錄。僅有列入供應商目錄的供應商有資格進行進一步合作。

For existing suppliers, supplier assessments are conducted regularly to evaluate their performances, following the Supplier Evaluation Management Procedure. Aspects being assessed include quality control, safety management, project progress, and coordination. At the end of the year, we will have a year-end review on all the suppliers engaged during the year. Suppliers with qualified review results will be listed on our qualified supplier list.

對於現有供應商，我們根據供應商評估管理程序進行供應商評估以定期評估供應商的表現。評估的內容包括質量控制、安全管理、項目進度及協調。於年末，我們將對年內聘用的所有供應商進行年終審閱。審閱結果合格的供應商將納入合資格供應商名錄。

### BUSINESS CONDUCT

We highly emphasise the integrity of our employees during our business operations. Clear guidelines, which our employees are required to strictly follow, are formulated to guide the business operations and reduce the business integrity risks. Any forms of bribery, extortion, fraud and money laundering in our operation are strictly prohibited within the Group. All employees are expected not to solicit or receive any gifts, rewards or advantages from external parties.

### 商業操守

我們於業務運營期間高度重視員工的誠信問題。我們制定了明確的指引並要求員工嚴格遵守，從而指引業務營運並減少業務誠信風險。本集團嚴禁在營運中作出任何形式的賄賂、勒索、欺詐及黑錢清洗。所有員工不應從外來各方索取或接受任何禮物、獎勵或好處。

## MAKING SUSTAINABLE BUSINESS (CONTINUED) 打造可持續業務(續)

We also provide training on professional ethics to our employees. In case of any suspicious cases, employees are welcome to report via various channels, including email, telephone and social network such as WeChat. Any violations will lead to disciplinary actions such as dismissal and legal actions.

我們亦會為員工提供職業道德培訓。如有任何可疑情況，歡迎員工通過各種渠道舉報，包括電子郵件、電話及社交網絡(如微信)。任何違紀行為都將受紀律處分，包括解僱及採取法律行動。



Anti-corruption training  
反貪污培訓

In FY2020, the Group was not aware of any material non-compliance with laws and regulations relating to bribery, extortion, fraud and money laundering in Hong Kong and China. There was no legal case regarding corrupt practices brought against the Group or our employees.

於二零二零財年，本集團並不知悉於香港及中國有任何嚴重不遵守與賄賂、勒索、欺詐及洗黑錢有關的相關法律法規的情況。本集團或其僱員並無牽涉任何貪污活動之法律案件。

### DATA PRIVACY & INTELLECTUAL PROPERTY RIGHTS

We attach great importance to confidentiality at all times by keeping customers' data confidential and not disclosing any information directly or indirectly. Customer information is collected only when it is necessary. We will continuously conduct regular reviews on our data management and provide training to our employees.

### 資料保密性及知識產權

我們始終高度重視保密性，對客戶的資料保密，不直接或間接洩露任何資訊。客戶資料僅會在必要時收集。我們會不斷定期檢討我們的資料管理，並為僱員提供培訓。

As part of the technological industry, we value the importance property ("IP") rights and preserve the originality of research outcome. We are committed to protecting our own IP rights and respect the IP rights of others. Patent infringement in any forms is not accepted, and violations or misuse of the IP rights will be disciplined by appropriate actions such as legal actions. Training is also provided to raise employees' awareness and to ensure they understand what need to do when dealing with IP rights.

作為科技行業的一份子，我們深明知識產權(「知識產權」)的重要性，並保留研究成果的原創性；我們致力於捍衛自己的知識產權並尊重他人的知識產權。我們概不接受任何形式的專利侵權，而侵犯或不當使用知識產權將招致如法律訴訟等適當行動的懲罰。我們亦向僱員提供培訓以提高相關意識，並確保僱員了解處理知識產權時需要做的事項。

## MAKING SUSTAINABLE BUSINESS (CONTINUED) 打造可持續業務(續)

In FY2020, the Group was not aware of any material non-compliance with laws and regulations relating to IP rights and to privacy matters of products and services in Hong Kong and China.

於二零二零財年，就香港及中國與知識產權以及產品及服務隱私事項有關的法律法規而言，本集團並不知悉有任何重大不合規情況。

### COMMUNITY INVOLVEMENT

Guided by our corporate mission to “create brilliant living for people”, we are devoted to serving our community where we locate and operate. We encourage employees to participate in volunteer work and support investment in community development. Looking ahead, the Group will continue to look for opportunities where we can leverage our expertise in the society.

### 社區參與

在「為人們創造美好生活」的企業使命指導下，我們致力於為我們所在及所運營的社區提供服務。我們鼓勵僱員參與義工工作，並支援社區發展投資。展望未來，本集團將繼續尋找機會，把我們的專業知識貢獻於社會。

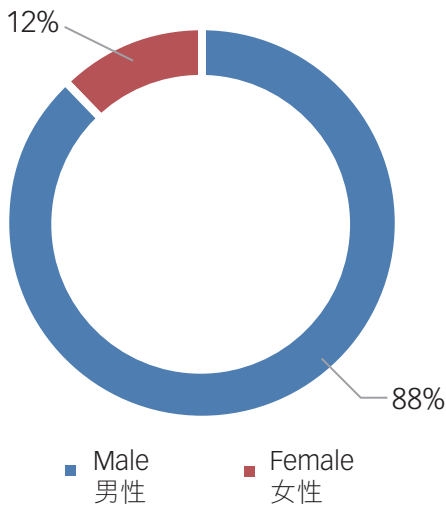
## RESPECTING OUR EMPLOYEES 尊重僱員

Following a people-oriented approach, we implement a systematic recruitment, training and incentive platform, providing internal fuel for the growth of the Group. By doing so, we create a desirable workplace for our employees to develop and flourish. As at the end of FY2020, the total number of full-time employees is 1,225, who are all distributed in China. The total workforce by gender, employment type, age group and geographical region and turnover information are as follows:

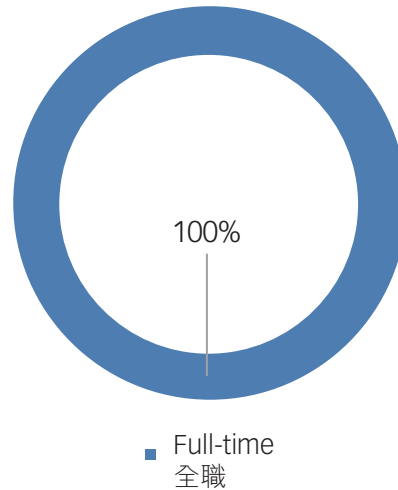
我們遵循以人為本的方針，實施系統化的招聘、培訓及獎勵平台，為本集團的發展壯大提供內在動力。由此，我們為員工打造成長發展的理想工作場所。於二零二零財年末，我們的全職僱員總數為1,225人，彼等均分佈於中國地區。按性別、僱傭類型、年齡組別及地區劃分的員工總數及人員流動資料如下：



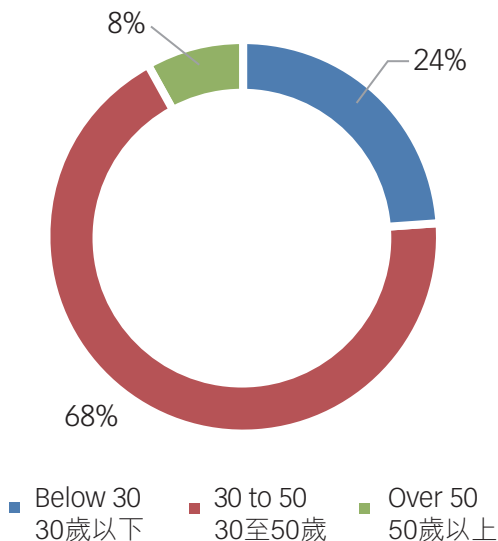
Total Workforce by Gender  
按性別劃分的員工總數



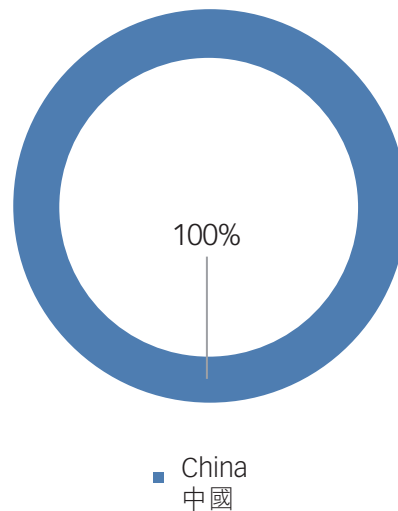
Total Workforce by Employment Type  
按僱傭類型劃分的員工總數



Total Workforce by Age Group  
按年齡組別劃分的員工總數



Total Workforce by Geographical Region  
按地區劃分的員工總數



## RESPECTING OUR EMPLOYEES (CONTINUED) 尊重僱員(續)

Employee Turnover Rate (%) <sup>1</sup>		
員工流動率(%) <sup>1</sup>		
<b>Total</b>		69.31
<b>總計</b>		
By gender	Male	73.88
	按性別	
	Female	37.25
	女性	
By age group	Below 30	90.64
	按年齡組別	
	30 to 50	62.95
	30至50歲	
	Over 50	58.00
	50歲以上	
By geographical region	China	69.31
按地區	中國	

1 The turnover rate is calculated by dividing the number of employees in the specified category leaving employment during FY2020 by the number of employees in the specified category at the end of FY2020.

1 流動率乃按二零二零財年期間指定類別離職員工人數除以於二零二零財年末指定類別僱員人數計算而得。

### SAFE & HEALTHY WORKPLACE

Maintaining a safe working environment for employees and cultivating a safety culture have always been the top priority of the Group. Strictly following the “three simultaneities” principle, we place strong emphasis on occupational health and safety (“OHS”) throughout different stages — from design, construction to operation — in all our construction projects.

### 安全及健康的工作場所

為員工維持安全的工作環境並營造安全文化氛圍一直為本集團的重中之重。我們嚴格按照國家「三同時」原則，十分注重建築項目各個不同階段（從設計、建設到營運）的職業健康及安全（「職業健康及安全」）。



## RESPECTING OUR EMPLOYEES (CONTINUED) 尊重僱員(續)

In making our commitment to employees' safety and wellness, relevant policies and programmes are in place to ensure a safe and healthy workplace for our employees. To demonstrate our commitment to safeguarding employees' safety and wellbeing, various preventative practices are implemented:

在我們對僱員安全及健康作出承諾時，我們已制定相關的政策及計劃，以保證僱員擁有安全及健康的工作場所。為了體現我們對維護僱員安全和福利的承諾，我們採取了多種預防措施：



Training on fire safety  
消防安全培訓

- Provide protective personal equipment to employees whose work duties may involve potential occupational hazards;
- Organise drills regularly to increase staff's response efficiency in case of emergency events;
- Provide safety training to increase staff's safety awareness;
- Inspect our equipment frequently to ensure they are in good conditions; and
- Require our business partners to commit in providing a safe and healthy working environment.
- 為工作職責可能涉及潛在職業危害的僱員提供保護性個人設備；
- 定期組織演習以提高僱員在發生緊急事件時的應對效率；
- 提供安全培訓以提高僱員的安全意識；
- 經常檢查設備，以確保其處於良好狀態；及
- 要求我們的業務合作夥伴致力於提供安全健康的工作環境。

Our Nanjing factory was accredited to the international ISO 45001:2018 Occupational Health and Safety Management System. Safety meeting is also held quarterly to review our performances on maintaining a safe and healthy workplace, as well as looking for improvement areas.

我們的南京工廠已通過國際ISO 45001：2018職業健康與安全管理系統認證。每季度亦會召開一次安全會議，以檢查我們在維持安全健康的工作場所的表現及尋找需要改進的地方。

## RESPECTING OUR EMPLOYEES (CONTINUED) 尊重僱員(續)

In view of the 2019 coronavirus outbreak, the Group has taken preventive measures in strict accordance with national prevention and control requirements to prepare for the resumption of production, and no employee has been infected. In FY2020, there were no work-related fatalities and 621 lost days due to work injuries. The Group was not aware of any material non-compliance with laws and regulations relating to providing a safe working environment and protecting employees from occupational hazards in Hong Kong and China.

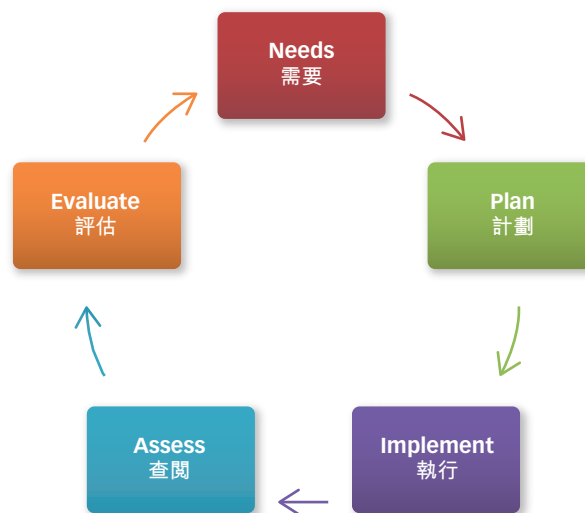
鑑於二零一九年新型冠狀病毒病爆發，本集團嚴格按照國家防控要求做好各項防控措施，積極組織工廠復工復產，做到公司全體員工零感染。於二零二零財年，本集團無任何員工因工作關係死亡，因工傷損失工作日數為621日。本集團並不知悉有任何關於香港及中國提供安全工作環境及保護僱員免受職業危害之法律及法規的重大不合規情況。

### STAFF DEVELOPMENT & TRAINING

In order to become more competitive in the industry, we focus greatly on nurturing our employees by providing a series of internal training opportunities. Through the performance management system, we assess, track and monitor the performance of each employee in a fair and objective manner so that we can support them on pursuing their career goals.

### 員工發展及培訓

為了提升行業競爭力，我們透過提供一系列內部培訓機會將員工培養放在重中之重。通過表現管理系統，我們以公平、客觀的方式評估、追蹤和監控每位僱員的表現，從而為他們在事業目標上的追求提供支持。



An annual training plan is developed each year based on both corporate strategic direction as well as employees' needs. We also provide extensive external training opportunities for our employees to learn new technical skills and pursue professional qualifications. After every training workshop, we review and evaluate effectiveness through various means such as examination and questionnaires, for our continuous improvement in training plan for the next year.

我們每年會基於企業戰略方向及僱員的需要制定年度培訓計劃。我們亦為僱員提供大量外部培訓機會，以習得新技術技能及取得專業資格。每次培訓班結束後，我們通過如測驗及問卷等各種方式檢討及評估的效果，以供我們不斷改進下一年度的培訓計劃。



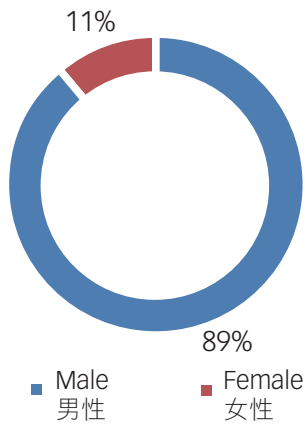
## RESPECTING OUR EMPLOYEES (CONTINUED) 尊重僱員(續)

In FY2020, a variety of training programmes are held, covering topics including job-specific knowledge and skills, OHS, machinery operation, quality management, management skills as well as personal competences. A total of 6,467 hours of training was held and the staff training profile divided by gender and employee category is illustrated below:

於二零二零財年，我們舉辦了各種培訓計劃，涵蓋的主題包括職業知識和技能、職業健康及安全、機械操作、質素管理、管理技能以及個人能力。我們舉行了合共6,467小時的培訓，按性別及僱員類別劃分的員工培訓情況詳述如下：

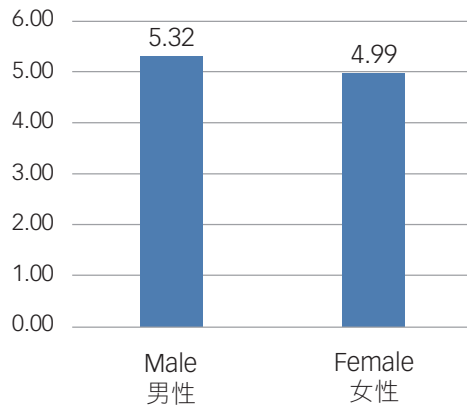
### By gender

Number of employee trained  
 受訓僱員的人數



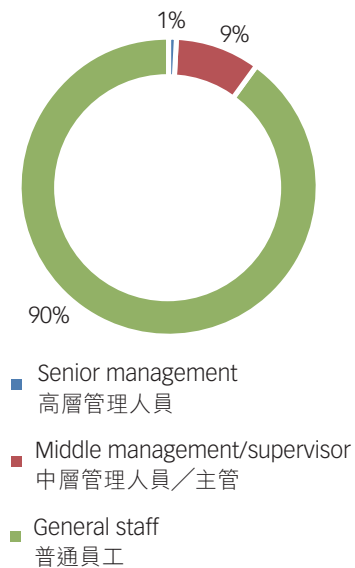
### 按性別劃分

Average training hours  
 平均培訓時數



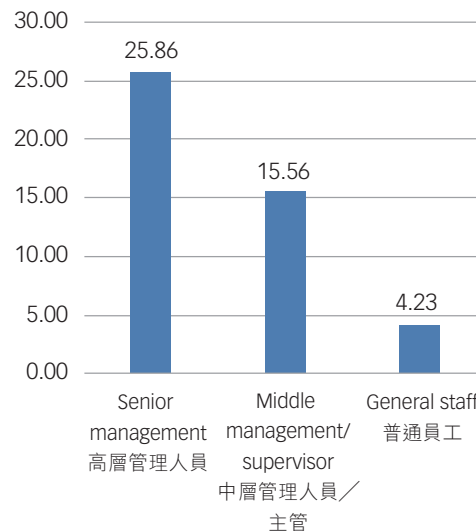
### By employee category

Number of employee trained  
 受訓僱員的人數



### 按僱員類別劃分

Average training hours  
 平均培訓時數



2 The average training hour is calculated by dividing the total number of training hours for employees in the specified category by the number of employees in the specified category at the end of FY2020.

2 平均培訓時數乃按二零二零財年末指定類別員工的培訓總時數除以指定類別員工人數計算而得。

## RESPECTING OUR EMPLOYEES (CONTINUED) 尊重僱員(續)



### EMPLOYMENT STANDARDS

We believe our responsibility as an employer is to create a respectful, fair, and inclusive environment for our people to work in. Strictly following relevant laws and regulations, we set out guidelines on labour standards to make sure everyone is fairly treated and respected.

We embrace the idea of being open and fair. In respect of recruitment, promotion, performance evaluation, and salary management, we will not take unfair and differentiated treatment due to differences on the ground of nationality, age, gender, sexual orientation, gender identity, ethnicity, disability, pregnancy, political inclination, and/or other forms of difference that is unrelated to the job requirements. All decisions are made solely based on qualifications, experiences, capabilities and performance.

In addition, our employees are offered with competitive remuneration packages, which are regularly reviewed to ensure compliance with latest national and local labour laws and regulations. To motivate and retain our people, various allowances and benefits, such as special leaves for marriage and compassionate, compensation for overtime work, retirement insurance, medical check-up, as well as housing and transportation subsidies, are offered to eligible employees.

In FY2020, the Group was not aware of any material non-compliance with laws and regulations relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, other benefits and welfare in Hong Kong and China.

### 僱傭準則

我們相信，我們作為僱主的責任乃為員工創造一個尊重、公平及包容的工作環境。我們嚴格遵守相關法律法規，制定勞工標準方面的指引，以保證每個人均獲得公平對待及尊敬。

我們信奉開放公平的理念。在招聘、晉升、績效評估和薪酬管理方面，我們不會因國籍、年齡、性別、性取向、性別認同、種族、殘疾、懷孕、政治取向等方面的差異，及／或其他與工作要求無關的差異而實行不公平和差別待遇。所有相關決定均僅基於員工的資歷、經驗、能力及表現作出。

此外，我們亦會向僱員提供具競爭力的薪酬待遇，並定期進行檢討，以確保其符合最新的全國性及地方勞工法律法規。為激勵及保留僱員，我們向合資格僱員提供各種津貼及福利，如婚假及恩恤假等特殊假期、超時工作薪酬、退休保險、醫療檢查及住房與交通津貼等。

於二零二零財年，本集團並不知悉存在任何嚴重違反香港及中國有關補償及解僱、招聘及晉升、工作時數、休息時間、平等機會、多元化、反歧視、其他利益及福利的法律和規例的情況。

## RESPECTING OUR EMPLOYEES (CONTINUED) 尊重僱員(續)

### CHILD & FORCED LABOUR

We are dedicated to promoting ethical employment and strictly prohibits child and forced labour of any kind. All of our employees must have reached the statutory age and possess identification documents before the commencement of work. Regular investigations are conducted to ensure no underaged persons are hired. In addition, we also ensure all of our staff work consensually and are free from any form of forced labour. All employment contracts are formulated based on relevant laws and regulations and all employees are required to sign the legally binding contracts before commencement of work.

In FY2020, the Group was not aware of any material non-compliance with laws and regulations relating to child and forced labour in Hong Kong and China.

### 童工及強制勞工

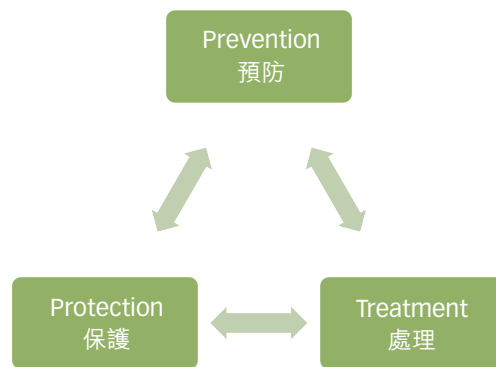
我們致力於推進道德招聘，嚴格禁止任何形式的童工聘用及強制勞動行為。我們的所有僱員於上班前必須已達法定年齡並持有身份證明文件。我們亦會定期進行調查以確保不會僱用未成年人士。此外，我們亦確保我們的所有員工是自願工作，不存在任何形式的強制勞動情況。所有僱傭合約乃根據相關法律及規例而編製，所有僱員均須於開始工作前簽署具有法律約束力的合約。

於二零二零財年，本集團並不知悉存在任何嚴重違反香港及中國有關童工及強制勞工的法律和規例的情況。

## PROTECTING THE ENVIRONMENT 環境保護

We believe that our long-term business growth and development are closely related to the environment. Therefore, we are committed to minimising impacts on the environment through responsible environmental management. We start this journey with our sustainable PC building technology — with its large-scale construction feature that not simply reduces labour costs, and also effectively improves safety as well as alleviating some of the pressure on the environment, unlike most other traditional construction.

我們相信，我們的長期業務增長及發展與環境息息相關。因此，我們致力於透過負責任的環境管理盡可能減少對環境的影響。與大多數其他傳統建築不同，我們以可持續的裝配式建築技術展開這段歷程——憑藉其並非單純降低勞動力成本的大規模建築特點，並有效提高安全性及減輕對環境的部分壓力。



We have the Environmental Management Standards in place outlining our strong commitments to reduce the direct environmental impacts and resource wastage arisen from our daily operations. Adhering to the principle of “giving priority to protection, focusing on prevention, conducting comprehensive treatment”, we strive to strictly comply with all applicable environmental laws and regulations. All emissions and discharges are only carried out with valid permits and licenses.

我們制定了環境管理標準，述明我們為減少日常運營所帶來的直接環境影響及資源浪費而作出的堅定承諾。我們堅守「保護優先、預防為主、綜合處理」的原則，努力嚴格遵守所有適用的環境法律及法規。所進行的所有排放及釋放，均獲發有效的許可證和執照。

To ensure our operational activities do not cause undesirable impacts on the environment, we pay particular attention to our manufacturing process and strive to minimise adverse environmental impacts. Every year, we identify significant environmental impacts within our operations, as well as formulating control measures to address those issues that we are in strict compliance. Aiming to cultivate a green culture and to raise employees’ environmental awareness, we provide regular staff training on environmental protection.

為確保我們的營運活動不會對環境產生不良影響，我們尤為注重製造流程，並致力盡可能減少不良環境影響。我們每年識別營運中產生的重大環境影響及制定解決該等問題的控制措施，並加以嚴格遵守。為了營造綠色文化，提升僱員的環境意識，我們定期為員工提供環境保護方面的培訓。

In FY2020, we were not aware of any material non-compliance with laws and regulations relating to air and greenhouse gas emissions, discharges into water and land, generation of waste and use of resources in Hong Kong and China.

於二零二零財年，就香港及中國與氣體及溫室氣體排放、進入水土的排放、廢棄物產生及資源利用有關的法律法規而言，我們並無獲悉任何重大不合規。

## PROTECTING THE ENVIRONMENT (CONTINUED) 環境保護(續)

### WASTE MANAGEMENT

We always strive to minimise waste generation from our operations as well as turning seemingly unwanted waste into valuable resources. Our PC product itself helps reduce the waste of construction materials through industrialised production processes. Components are produced in our PC factories and assembled on site to greatly reduce the generation of construction wastes.

### 廢物管理

我們一直致力盡可能減少營運產生的廢物，並將看似無用的廢物轉為寶貴的資源。我們的装配式建築產品本身通過工業化生產流程幫助減少了建築材料的浪費。構件在我們的装配式建築工廠生產並現場組裝，以大幅減少建築垃圾的產生。

#### Hazardous waste

##### 有害廢物

We are fully aware of the potential impacts that waste, particularly hazardous waste such as chemical waste, could bring to the environment as well as the safety of our people.

我們充分意識到廢物，特別是化學廢料之類的危險廢物，可能給環境及我們人員安全帶來的潛在影響。

Complying with local laws and regulations, hazardous waste is stored in assigned storage area with properly labelled and sealed containers to avoid mixing with other waste to prevent secondary pollution. Then, the hazardous waste is consigned to licensed professional waste collectors for handling and treatment.

我們遵守當地的法律法規，使用妥善貼標及密封的容器將有害廢物存放於指定的存放區域，避免與其他廢物混合，防止造成二次污染。有害廢物會隨後交由持牌專業廢物收集公司進行搬運及處理。

#### Non-hazardous waste

##### 無害廢物

Non-hazardous industrial wastes are generated during different stages of our manufacturing process, such as wood pieces from moulding and scrap steel leftover from assembly. In order to reduce waste generation, the loss rate of raw materials, such as steel bars and concrete, is strictly controlled to not exceeding 2% through a series of material and cost control measures, as well as process improvement. At the same time, we always work hard to extend the usable lifespan by recycling and reusing some useful parts back in our production process.

在製造過程的不同階段會產生無害的工業廢料，例如模製後的木屑和組裝後的廢鋼。為了減少廢物的產生，我們通過一系列材料和成本控制措施以及工藝改進措施，將鋼筋和混凝土等原材料的損失率嚴格控制在不超過2%。同時，我們一直在努力通過在生產過程中回收及重新利用一些有用的組件來延長使用壽命。

Waste generation 廢物產生	Unit 單位	FY2020 二零二零財年	FY2019 二零一九財年
Hazardous waste 有害廢物	tonnes 噸	104.41	30.56
Intensity <sup>3</sup> 密度 <sup>3</sup>	tonnes/m <sup>3</sup> 噸/立方米	0.003	0.001
Non-hazardous waste 無害廢物	tonnes 噸	6,352.00	4,771.15
Intensity 密度	tonnes/m <sup>3</sup> 噸/立方米	0.04	0.13

3 Intensity figures are the sum of the recorded data divided by the production capacity of PC components (in m<sup>3</sup>) of FY2020.

3 密度數字是二零二零財年記錄數據的總和除以装配式建築組件的生產能力(以立方米為單位)。

## PROTECTING THE ENVIRONMENT (CONTINUED) 環境保護(續)

Additionally, wastewater is mainly generated from ground washing in facilities, cleaning of equipment and machinery, vehicle washing, as well as runoff in our operations. Wastewater is collected through the diversion ditch and then treated by tertiary sedimentation before discharge, ensuring compliance with the wastewater discharge standards. In addition, we are working towards “zero industrial water discharge” in Changsha factory by recycling wastewater from manufacturing process and harvesting rainwater to improve water efficiency in our operations.

此外，廢水主要於設施地面清理、設備及機械清洗及車輛清潔及排水時產生。廢水通過分水溝進行收集，然後經過三次沉澱處理後進行排放，以確保符合廢水排放標準。此外，我們正在通過回收生產過程中的廢水來達成長沙工廠的「零工業用水排放」並收集雨水以提高我們運營的用水效率。



### EMISSION CONTROL

During our manufacturing process, a small amount of air pollutants, such as dust from construction and fume from welding process, is generated. While they are inevitably produced in our operations, we always work hard to minimise the direct environmental impacts from the air emissions, by controlling the pollutants emitted to the environment as well as ensuring the emission level is in strict compliance with regulatory emission standards. To reduce the pollutants emitted to the environment, various air emission reduction facilities and measures are implemented:

- Install real-time dust monitoring system to control dust emission levels and safeguard the health and safety of our staff at the same time;
- Install mist system to maintain the air humidity of the finished product yards; thus, reduce the amount of dust generated in open air area;

### 排放物控制

在我們的製造過程中，會產生少量的空氣污染物，例如建築產生的灰塵及焊工過程產生的煙霧。儘管在運營過程中無可避免地會產生空氣污染物，但我們經常通過控制排放到環境中的污染物並確保排放水平嚴格遵守法規排放標準，致力將空氣排放對環境的直接影響降至最低。為了減少污染物排放至環境當中，我們採取了以下各種減少空氣排放的設施及措施：

- 安裝實時粉塵監測系統，以控制粉塵排放水平，同時保障員工的健康和安全；
- 安裝霧氣系統，以維持成品場的空气濕度，從而減少露天區域產生的灰塵量；

## PROTECTING THE ENVIRONMENT (CONTINUED) 環境保護(續)

- Install baghouse dust collectors to remove dust in mixing stations before emitting to the atmosphere;
- Install water spray nozzle to keep the surface of sand pile moist; thus, reduce dust generation from the sand yards; and
- Use less toxic welding rods to reduce soot concentration and toxicity.
- 安裝布袋除塵器，以除去攪拌站中的灰塵，然後排放到大氣中；
- 安裝噴水嘴以保持沙堆表面濕潤，從而減少了沙場產生的灰塵；及
- 使用毒性較小的焊條以降低煙塵濃度和毒性。

The Group's total air emissions generated by company vehicles and the use of liquefied petroleum gas ("LPG"), including nitrogen oxides ("NO<sub>x</sub>"), sulphur oxides ("SO<sub>x</sub>") and particular matter ("PM"), were as follows:

本集團由公司車輛及使用液化石油氣(「液化石油氣」)產生的總廢氣排放(包括氮氧化物(「氮氧化物」)、硫氧化物(「硫氧化物」)和特殊物質(「特殊物質」))如下：

Air Emissions 空氣排放物	Unit 單位	FY2020 二零二零財年	FY2019 二零一九財年
NO <sub>x</sub> 氮氧化物	kg 公斤	2.46	4.59
SO <sub>x</sub> 硫氧化物	kg 公斤	0.05	0.39
PM 特殊物質	kg 公斤	0.18	0.34

## RESPONSIBLE USE OF RESOURCES

In our prefabrication building construction business, we focus on making sustainable buildings that are good for the environment. Energy-saving properties are always incorporated throughout the product development — from product design to manufacturing — to lower the carbon footprint.

## 負責任地使用資源

於我們的装配式建築建設業務中，我們專注於打造有利於環境的可持續建築。我們在整個產品開發流程(從產品設計到製造)中始終融入節能特性，以降低碳足跡。

## PROTECTING THE ENVIRONMENT (CONTINUED) 環境保護(續)

In our operational activities, we consume various types of resources such as energy, water, paper and packaging materials. Reducing our consumption of resources not only conserves the environment, but also lowers our operation cost and creates values to our stakeholders. Therefore, we always make sure our use of resources is as efficient as possible to help sustain the natural environment. Some examples to control our resource usage are highlighted below:

在我們的運營活動中，我們消耗各種類型的資源，例如能源、水、紙張和包裝材料。減少資源消耗不但可以保護環境，還可以降低運營成本並為持份者創造價值。因此，我們始終確保盡可能高效的資源利用，以協助維持自然環境。控制資源使用量的某些示例摘錄如下：

### Energy 能源

- Switch off lights and electrical appliances when not in use  
不使用時關閉照明和電器
- Make use of natural daylight as much as possible to reduce the unnecessary energy-consuming lighting  
盡可能利用自然日光，以減少使用不必要的能源照明
- Adopt energy efficient equipment or machineries  
採用能效高的設備機器
- Encourage energy saving behaviours  
鼓勵節能行為

### Water 水

- Conduct regular water pipe maintenance to prevent water leakage  
定期維修水管，以防漏水
- Attach signage to remind our employees of water saving  
張貼標誌，提醒員工節約用水
- Opt for water saving devices and faucets in our workplace  
為工作場所選擇節水型裝置及水龍頭
- Promote water-saving behaviours to all staff  
促進全體員工節水行為

### Paper 紙張

- Encourage double-sided printing  
鼓勵雙面打印
- Encourage the use of e-communication channels  
鼓勵使用電子通訊渠道



## PROTECTING THE ENVIRONMENT (CONTINUED)

### 環境保護(續)

While we continue to track our resource consumption, we are focusing on improving the data tracking and measurement system to give us a clearer picture of what we need to improve. Main types of energy consumed are electricity, natural gas, diesel, gasoline, LPG and biomass. Our annual resource consumption is presented in the following table:

我們在持續跟蹤資源消耗的同時，還專注於改善數據跟蹤及計量系統，以讓我們可更為清晰地獲悉需要改善的地方。消耗的主要能源類型為電力、天然氣、柴油、汽油、液化石油氣及生物質。我們的年度資源消耗於下表呈列：

Resource use <sup>4</sup> 資源使用 <sup>4</sup>	Unit 單位	FY2020 二零二零財年	FY2019 二零一九財年
Electricity 電力	kWh 千瓦時	7,969,771.13	4,890,442.15
Intensity 密度	kWh/m <sup>3</sup> 千瓦時/立方米	25.98	30.51
Natural gas 天然氣	m <sup>3</sup> 立方米	412,242.57	393,657.00
Intensity 密度	m <sup>3</sup> /m <sup>3</sup> 立方米/立方米	3.21	6.54
Diesel 柴油	Litres 升	214,365.14	113,328.45
Intensity 密度	Litres/m <sup>3</sup> 升/立方米	0.82	0.82
Gasoline 汽油	Litres 升	3,230.00	61,509.49
Intensity 密度	Litres/m <sup>3</sup> 升/立方米	0.07	0.84
LPG 液化石油氣	kg 公斤	260.00	2,750.00
Intensity 密度	kg/m <sup>3</sup> 公斤/立方米	0.24	0.22
Biomass 生物質	Tonnes 噸	874.61	753.70
Intensity 密度	Tonnes/m <sup>3</sup> 噸/立方米	0.02	0.03

## PROTECTING THE ENVIRONMENT (CONTINUED) 環境保護(續)

Resource use <sup>4</sup> 資源使用 <sup>4</sup>	Unit 單位	FY2020 二零二零財年	FY2019 二零一九財年
Energy by fuel type <sup>5</sup> 按燃料類型劃分的能源 <sup>5</sup>			
Electricity 電力	GJ 千兆焦耳	28,691.18	17,605.59
Diesel 柴油	GJ 千兆焦耳	7,742.87	4,093.42
Gasoline 汽油	GJ 千兆焦耳	105.89	2,016.40
Natural gas 天然氣	GJ 千兆焦耳	13,851.35	13,226.88
LPG 液化石油氣	GJ 千兆焦耳	12.30	130.08
Biomass 生物質	GJ 千兆焦耳	10,145.48	8,742.92
Total energy 能源總量	GJ 千兆焦耳	60,549.07	45,815.29
Intensity 密度	GJ/m <sup>3</sup> 千兆焦耳/立方米	0.20	0.29
Water <sup>6</sup> 水 <sup>6</sup>	m <sup>3</sup> 立方米	307,766.42	191,196.36
Intensity 密度	m <sup>3</sup> /m <sup>3</sup> 立方米/立方米	1.00	1.19
Paper 紙張	Tonnes 噸	11.02	8.03
Intensity 密度	Tonnes/m <sup>3</sup> 噸/立方米	0.00004	0.0001

4 The figures also include our office which consumed electricity and water.

4 該等數據亦包括我們辦公室的用電用水情況。

5 For the conversion factors from fuel consumption to energy units, we made reference to Greenhouse Gas Protocol — Emission Factors from Cross-Sector Tools.

5 對於從燃料消耗到能源單位的轉換因子，我們參考了《溫室氣體協議》— 跨部門工具的排放因子。

6 There was no issue in sourcing water in FY2020 as all of the water is supplied by local water supply authorities.

6 由於用水均由當地供水部門供應，故於二零二零財年概無採購用水的問題。

## PROTECTING THE ENVIRONMENT (CONTINUED) 環境保護(續)

To make use of sustainable energy, 17% of our total energy consumption is generated from biomass in our Changsha factory. We will continue to look for alternatives and strive to reduce our carbon footprint.

為了利用可持續能源，長沙工廠的總能耗中有17%來自生物質。我們將繼續尋找替代方案，並致力減少我們的碳足跡。

Greenhouse gas (“GHG”) is emitted during our operation with the use of energy resources. To understand our performance and manage our carbon footprint, we continue to conduct carbon accounting this year. In FY2020, we emitted a total of 8,966.35 tonnes of CO<sub>2</sub>e of GHG, generated from the use of purchased electricity, fuels for boilers and company vehicles and business air travel by our employees. Our GHG emission intensity is 0.03 tonnes of CO<sub>2</sub>e/m<sup>3</sup>. We will continue to focus on how to lower the carbon footprint from our operations.

在我們的運營過程中，使用能源來排放溫室氣體（「溫室氣體」）。為了解我們的績效並管理我們的碳足跡，我們今年將繼續進行碳核算。於二零二零財年，我們總共排放了8,966.35噸溫室氣體二氧化碳當量，是由於僱員使用購置的電力、鍋爐和公司車輛的燃料以及公務旅行所產生。我們的溫室氣體排放密度為0.03噸二氧化碳當量／立方米。我們將繼續致力於如何減少運營中的碳足跡。

GHG emissions 溫室氣體排放	Unit 單位	FY2020 二零二零財年	FY2019 二零一九財年
Scope 1 — Direct GHG emissions <sup>7</sup> 直接溫室氣體排放（「範圍1」） <sup>7</sup>	Tonnes CO <sub>2</sub> e 噸二氧化碳當量	2,327.02	1,863.79
Scope 2 — Energy indirect GHG emissions <sup>8</sup> 能源間接溫室氣體排放（「範圍2」） <sup>8</sup>	Tonnes CO <sub>2</sub> e 噸二氧化碳當量	6,635.00	4,119.97
Scope 3 — Other indirect GHG emissions <sup>9</sup> 其他間接溫室氣體排放（「範圍3」） <sup>9</sup>	Tonnes CO <sub>2</sub> e 噸二氧化碳當量	4.33	23.20
Total 總計	Tonnes CO <sub>2</sub> e 噸二氧化碳當量	8,966.35	6,006.96
Intensity 密度	Tonnes CO <sub>2</sub> e/m <sup>3</sup> 噸二氧化碳當量／立方米	0.03	0.04

7 Scope 1 represents direct GHG emissions generated by the use of refrigerant and fuels for stationary and mobile sources.

7 範圍1代表通過使用固定源和移動源的製冷劑和燃料產生的直接溫室氣體排放。

8 Scope 2 represents energy indirect GHG emissions generated by the use of electricity. It includes our office which consumed electricity and thus emitted corresponding scope 2 GHG.

8 範圍2代表使用電力產生的能源間接溫室氣體排放。其包括我們辦公室因電力消耗而產生對應範圍2溫室氣體排放的情況。

9 Scope 3 represents other indirect GHG emissions generated by business air travel.

9 範圍3代表商務航空旅行產生的其他間接溫室氣體排放。

## HKEX ESG REPORTING GUIDE INDEX 香港交易所 ESG 報告指引索引

### HKEx ESG Reporting Guide General Disclosures & KPIs

香港交易所 ESG 報告指引一般披露及關鍵績效指標

### Explanation/Reference Section

解釋／參考章節

#### Aspect A Environmental 層面 A 環境

A1 Emission A1 排放物	Information on: — the policies; and — 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 wastes. 有關： — 政策；及 — 遵守對發行人有重大影響的相關法律及規例  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資料。	Protecting the Environment 環境保護
KPI A1.1 關鍵績效指標 A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Protecting the Environment — Emission Control 環境保護 — 排放物控制
KPI A1.2 關鍵績效指標 A1.2	Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 溫室氣體總排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Protecting the Environment — Responsible Use of Resources 環境保護 — 負責任地使用資源
KPI A1.3 關鍵績效指標 A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Protecting the Environment — Waste Management 環境保護 — 廢物管理
KPI A1.4 關鍵績效指標 A1.4	Total non-hazardous waste produced (in tonnes) and where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Protecting the Environment — Waste Management 環境保護 — 廢物管理
KPI A1.5 關鍵績效指標 A1.5	Description of measures to mitigate emissions and results achieved. 描述減低排放量的措施及所得成果。	Protecting the Environment — Emission Control 環境保護 — 排放物控制

## HKEX ESG REPORTING GUIDE INDEX (CONTINUED) 香港交易所 ESG 報告指引索引(續)

HKEx ESG Reporting Guide General Disclosures & KPIs 香港交易所 ESG 報告指引一般披露及關鍵績效指標		Explanation/Reference Section 解釋／參考章節
KPI A1.6 關鍵績效指標 A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved. 描述處理有害及無害廢棄物的方法、減低產生量的措施及所得成果。	Protecting the Environment — Waste Management 環境保護 — 廢物管理
A2 Use of Resource A2 資源使用	Policies on efficient use of resources including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	Protecting the Environment — Responsible Use of Resources 環境保護 — 負責任地使用資源
KPI A2.1 關鍵績效指標 A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). 按類型劃分的直接及／或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。	Protecting the Environment — Responsible Use of Resources 環境保護 — 負責任地使用資源
KPI A2.2 關鍵績效指標 A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度(如以每產量單位、每項設施計算)。	Protecting the Environment — Responsible Use of Resources 環境保護 — 負責任地使用資源
KPI A2.3 關鍵績效指標 A2.3	Description of energy use efficiency initiatives and results achieved. 描述能源使用效益計劃及所得成果。	Protecting the Environment — Responsible Use of Resources 環境保護 — 負責任地使用資源
KPI A2.4 關鍵績效指標 A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved. 描述求取適用水源上可有任何問題，以及提升用水效益計劃及所得成果。	Protecting the Environment — Responsible Use of Resources 環境保護 — 負責任地使用資源
KPI A2.5 關鍵績效指標 A2.5	Total packaging material used for finished products (in tonnes), and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量(以噸計算)及(如適用)參考每生產單位佔量。	N/A — The Group's operation do not involve material use of packaging materials 不適用 — 本集團的營運不涉及大量使用包裝材料

## HKEX ESG REPORTING GUIDE INDEX (CONTINUED) 香港交易所 ESG 報告指引索引 (續)

HKEx ESG Reporting Guide General Disclosures & KPIs 香港交易所 ESG 報告指引一般披露及關鍵績效指標	Explanation/Reference Section 解釋／參考章節	
A3 The Environment and Natural Resources A3 環境及天然資源	Policies on minimising the issuer's significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	Protecting the Environment 環境保護
KPI A3.1 關鍵績效指標 A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述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。	Protecting the Environment 環境保護
<b>Aspect B Social 層面 B 社會</b>		
B1 Employment B1 僱傭	Information on: — the policies; and — compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關： — 政策；及 — 遵守對發行人有重大影響的相關法律及規例 有關補償及解僱、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資料。	Respecting Our Employees — Employment Standards 尊重僱員 — 僱傭準則
KPI B1.1 關鍵績效指標 B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region. 按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的員工總數。	Respecting Our Employees 尊重僱員
KPI B1.2 關鍵績效指標 B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	Respecting Our Employees 尊重僱員

## HKEX ESG REPORTING GUIDE INDEX (CONTINUED) 香港交易所 ESG 報告指引索引(續)

HKEx ESG Reporting Guide General Disclosures & KPIs 香港交易所 ESG 報告指引一般披露及關鍵績效指標		Explanation/Reference Section 解釋／參考章節
B2 Health and Safety B2 健康與安全	Information on: — the policies; and — compliance with relevant laws and regulations that have a significant impacts on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關： — 政策；及 — 遵守對發行人有重大影響的相關法律及規例 有關提供安全工作環境及保障僱員避免職業危害的資料。	Respecting Our Employees — Safe & Healthy Workplace 尊重僱員 — 安全及健康的工作場所
KPI B2.1 關鍵績效指標 B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 於過去三年(包括報告年度)各年因工作關係而死亡的人數及比率。	Respecting Our Employees — Safe & Healthy Workplace 尊重僱員 — 安全及健康的工作場所
KPI B2.2 關鍵績效指標 B2.2	Lost days due to work injury. 因工傷損失工作日數。	Respecting Our Employees — Safe & Healthy Workplace 尊重僱員 — 安全及健康的工作場所
KPI B2.3 關鍵績效指標 B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	Respecting Our Employees — Safe & Healthy Workplace 尊重僱員 — 安全及健康的工作場所
B3 Development and Training B3 發展及培訓	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	Respecting Our Employees — Staff Development & Training 尊重僱員 — 員工發展及培訓
KPI B3.1 關鍵績效指標 B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別(如高層管理人員、中層管理人員)劃分的受訓僱員百分比。	Respecting Our Employees — Staff Development & Training 尊重僱員 — 員工發展及培訓

## HKEX ESG REPORTING GUIDE INDEX (CONTINUED) 香港交易所 ESG 報告指引索引 (續)

HKEX ESG Reporting Guide General Disclosures & KPIs 香港交易所 ESG 報告指引一般披露及關鍵績效指標		Explanation/Reference Section 解釋／參考章節
KPI B3.2 關鍵績效指標 B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	Respecting Our Employees — Staff Development & Training 尊重僱員 — 員工發展及培訓
B4 Labour Standards B4 勞工準則	Information on: — the policies; and — compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 有關： — 政策；及 — 遵守對發行人有重大影響的相關法律及規例 有關防止童工及強迫勞動的資料。	Respecting Our Employees — Child & Forced Labour 尊重僱員 — 童工及強制勞工
KPI B4.1 關鍵績效指標 B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	Respecting Our Employees — Child & Forced Labour 尊重僱員 — 童工及強制勞工
KPI B4.2 關鍵績效指標 B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	Respecting Our Employees — Child & Forced Labour 尊重僱員 — 童工及強制勞工
B5 Supply Chain Management B5 供應鏈管理	Policies on managing environmental and social risks of supply chain. 管理供應鏈的環境及社會風險政策。	Making Sustainable Business — Supply Chain Management 打造可持續業務 — 供應鏈管理
KPI B5.1 關鍵績效指標 B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	Making Sustainable Business — Supply Chain Management 打造可持續業務 — 供應鏈管理
KPI B5.2 關鍵績效指標 B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目以及有關慣例的執行及監察方法。	Making Sustainable Business — Supply Chain Management 打造可持續業務 — 供應鏈管理



## HKEX ESG REPORTING GUIDE INDEX (CONTINUED) 香港交易所 ESG 報告指引索引(續)

HKEx ESG Reporting Guide General Disclosures & KPIs 香港交易所 ESG 報告指引一般披露及關鍵績效指標		Explanation/Reference Section 解釋／參考章節
B6 Product Responsibility B6 產品責任	Information on: — the policies; and — compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關： — 政策；及 — 遵守對發行人有重大影響的相關法律及規例 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資料。	Making Sustainable Business — Satisfying Our Customers 打造可持續業務 — 滿足客戶
KPI B6.1 關鍵績效指標 B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	N/A 不適用
KPI B6.2 關鍵績效指標 B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	N/A 不適用
KPI B6.3 關鍵績效指標 B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述遵守及保護知識產權有關的做法。	Making Sustainable Business — Data Privacy & Intellectual Property Rights 打造可持續業務 — 資料保密及知識產權
KPI B6.4 關鍵績效指標 B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	Making Sustainable Business — Satisfying Our Customers 打造可持續業務 — 滿足客戶
KPI B6.5 關鍵績效指標 B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Making Sustainable Business — Data Privacy & Intellectual Property Rights 打造可持續業務 — 資料保密及知識產權

## HKEX ESG REPORTING GUIDE INDEX (CONTINUED) 香港交易所 ESG 報告指引索引(續)

HKEX ESG Reporting Guide General Disclosures & KPIs 香港交易所 ESG 報告指引一般披露及關鍵績效指標		Explanation/Reference Section 解釋／參考章節
B7 Anti-corruption B7 反貪污	Information on: — the policies; and — compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關： — 政策；及 — 遵守對發行人有重大影響的相關法律及規例 有關賄賂、敲詐、欺詐及洗黑錢的資料。	Making Sustainable Business — Business Conduct 打造可持續業務 — 商業操守
KPI B7.1 關鍵績效指標 B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於報告期內針對發行人或其僱員的有關貪污常規之已結法律案件數目及案件結果。	Making Sustainable Business — Business Conduct 打造可持續業務 — 商業操守
KPI B7.2 關鍵績效指標 B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored. 描述預防措施及舉報程序，以及相關執行及監察方法。	Making Sustainable Business — Business Conduct 打造可持續業務 — 商業操守
B8 Community Investment B8 社區投資	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來了解發行人營運所在社區需要和確保其活動會考慮社區利益的政策。	Making Sustainable Business — Community Involvement 打造可持續業務 — 社區參與
KPI B8.1 關鍵績效指標 B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 主要貢獻領域(如教育、環境問題、用工需求、健康、文化、體育)。	N/A 不適用
KPI B8.2 關鍵績效指標 B8.2	Resources contributed (e.g. money or time) to the focus area. 向主要領域貢獻的資源(如金錢或時間)。	N/A 不適用



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