

CABBEEN FASHION LIMITED 卡賓服飾有限公司

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立的有限公司)

Stock code 股份代號 : 2030

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2020 環境、社會及管治報告 2020

卡賓品牌代言人
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Cabbeen

卡賓·中國設計師品牌
A DESIGNER BRAND OF CHINA

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

INTRODUCTION

The Company (together with its subsidiaries, the “**Group**”) is committed to building an environmentally-friendly corporation that pays close attention to conserving natural resources.

This report covers the Group’s headquarters in Guangzhou City, Guangdong Province, an office, certain production facilities and a logistics centre in Shishi City, Fujian Province, and two other warehouses in Xian City, Shaanxi Province and Chengdu City, Sichuan Province, respectively, in the People’s Republic of China (the “**PRC**”). The Group’s headquarters comprise mainly office premises. The production facilities in Shishi city, Fujian Province comprise a warehouse, sewing plants and staff dormitories. The Company’s environmental, social and governance report is an annual report and this report is for the period from 1 January 2020 to 31 December 2020.

This report is prepared in accordance with the requirements of the Environmental, Social and Governance Reporting Guide as set out in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “**Listing Rules**”).

(A) ENVIRONMENT

The Group is principally engaged in design and sales of apparels and accessories in the PRC. It outsources production of most of its products to third-party suppliers while the Group produces some of its core products with only sewing process in small batches at its production facilities in Fujian Province, the PRC. In addition, the Group has commenced the production and sale of medical gowns and medical facial masks (“**PPE**”) since February 2020 in response to the PRC government’s invitation for support in the midst of coronavirus outbreak.

緒言

本公司(連同其附屬公司統稱「**本集團**」)承諾密切關注天然資源保護，成為一家著重環保的企業。

本報告涵蓋本集團位於中華人民共和國(「**中國**」)廣東省廣州市的總部、位於福建省石獅市的辦事處、若干生產廠房及物流中心以及兩個分別位於陝西省西安市及四川省成都市的貨倉。本集團總部主要包括辦公室。福建省石獅市的生產廠房包括一座倉庫、縫紉廠及員工宿舍。本公司的環境、社會及管治報告為年度報告且本報告的涵蓋期間為二零二零年一月一日至二零二零年十二月三十一日。

本報告乃根據香港聯合交易所有限公司證券上市規則(「**上市規則**」)附錄27所載的環境、社會及管治報告指引規定而編製。

(A) 環境

本集團主要於中國從事服裝及配飾的設計及銷售。本集團大部分產品的生產均外包予第三方供應商，而本集團於其位於中國福建省的生產設施僅以小批量生產其部分核心產品(僅包含縫製工序)。此外，為響應中國政府於冠狀病毒爆發期間提供支援的邀請，本集團自二零二零年二月起開始生產及銷售醫用外袍和醫用口罩(「**個人防護裝備**」)。

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The Group's operating activities do not generate any emissions or wastes that would severely pollute the environment. The Group is aware that it does not directly control most of the environmental impacts arising from its operations but it seeks to manage its indirect environmental impact by improving environmental awareness of its employees and business partners in the supply chain.

A1: Emissions

The Group outsources productions of most of its products and does not own its vehicle fleets. The Group does not produce any hazardous wastes from its operating activities and greenhouse gas emissions from its operating activities are limited which are mainly from energy consumption and employee travels. The Group implements a low-carbon policy and encourages its employees to conserve energy where practicable, including shutting or minimizing the use of air conditioning and lighting during non-office hours.

For the year ended 31 December 2020, the Group has complied with all applicable environmental laws and regulations, and was not subject to any fine, penalty, investigation or prosecution for non-compliance with the relevant laws and regulations relating to emissions.

According to the key performance indicators (the "KPIs") set out in Appendix 27 of the Listing Rules, the Group's performance on sustainable development in terms of emissions are summarised below:

本集團之營運活動不會產生嚴重污染環境的排放物或廢棄物。儘管本集團並不直接控制大部分營運活動對環境造成的影響，但仍致力於通過提升其員工以及供應鏈內的業務夥伴的環保意識，以管理其間接環境影響。

A1: 排放物

本集團外包其大部份產品的生產且並無自有車隊。本集團營運活動並無產生任何有害廢棄物，且其營運活動的溫室氣體排放主要源於能源消耗及員工出差，排放量有限。本集團實施低碳政策並鼓勵員工切實節約能源，包括在非辦公時段關閉及減少使用空調及照明設備。

截至二零二零年十二月三十一日止年度，本集團已遵守所有適用環境法律及法規，並無因違反與排放物有關的法律及法規而遭受任何罰款、處罰、調查或起訴。

根據上市規則附錄27所載關鍵績效指標（「**關鍵績效指標**」），本集團就排放物而言在可持續發展方面的表現概述如下：

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KPIs 關鍵績效指標		For the year ended 31 December 截至十二月三十一日止年度	
		2020 二零二零年	2019 二零一九年
A1.1	Type of emission 排放物類型	There was no material emission from the Group's operating activities. 本集團營運活動並無重大排放物。	
A1.2	Greenhouse gas emissions and intensity 溫室氣體排放量及密度	Greenhouse gas emissions from its operating activities are limited which are mainly from energy consumption and employee travels. 營運活動的溫室氣體排放主要源自能源消耗及員工出差，排放量有限。	
A1.3	Total hazardous waste produced and intensity 產生的有害廢棄物總量及密度	No hazardous waste was produced from the Group's operating activities 本集團營運活動並無產生有害廢棄物。	
A1.4	Total non-hazardous waste produced and intensity 產生的無害廢棄物總量及密度	Apart from approximately 18 tonnes (3.6 tonnes for the two months ended 31 December 2019) scrap fabrics, there were no other material wastes from the Group's production facilities during the year ended 31 December 2020. Intensity of non-hazardous waste was 0.32KG/ RMB'000, being weight of scrap fabrics to production cost of the Company's own production facilities, for the year ended 31 December 2020. 截至二零二零年十二月三十一日止年度，除約18噸（截至二零一九年十二月三十一日止兩個月之3.6噸）邊角料外，本集團生產廠房並無製造其他廢料。截至二零二零年十二月三十一日止年度，無害廢棄物密度為0.32千克／人民幣千元，即邊角料重量佔本公司自設廠房生產成本的百分比。	
A1.5	Measure to mitigate emission and results achieved 減少排放物的措施及所得成果	There was no material emission from the Group's operating activities. 本集團的營運活動並無重大排放物。	
A1.6	Measure to handle hazardous and non-hazardous waste, reduction initiatives and results achieved 處理有害及無害廢棄物的措施、減排措施及所得成果	The Group's operating activities do not produce hazardous waste. 本集團的營運活動並無產生有害廢棄物。 The Group seeks to ensure the business operations are environmentally friendly, making every effort to reduce waste from every aspect of the business activities. Leftover fabrics and samples are collected by recyclers. 本集團致力確保營運結合環保理念，盡一切努力減少業務活動各層面產生的廢棄物。剩餘面料及樣品由回收商集中回收。	

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A2: Use of Resources

The Group strives to minimize its environmental impact by optimizing its consumption for electricity and water, and encouraging recycling of office supplies and other materials. These measures help save both money for the Group and natural resources. For wastes that cannot be avoided, the Group strives to reuse and recycle the relevant supplies and materials as much as possible. The Group also aims at delivering products to retail stores and distributors' warehouses efficiently while minimizing the carbon footprint of transportation. Accordingly, the Group has been operating a centralized logistics centre in Fujian Province to enhance efficiency and reduce transportation costs by better planning product distribution and consolidating outbound product delivery.

The Group has also implemented the following measures to foster a culture of resources conservation awareness among its employees and business partners:

- The Group encourages paperless working procedures through intranet and use video-conference system to replace avoidable business trips and increase communication efficiency.
- All printers in the Group's premises are preset for double-sided printing by default.
- The Group encourages its distributors to switch using LED lighting for retail outlets operated by them.
- The Group is dedicated to minimizing use of materials and recycling any unused materials, such as used papers, leftover fabrics, hangers and shopping bags and carton boxes at warehouses and shop furniture, whenever possible.

A2: 資源使用

本集團致力於通過優化電力及水資源使用，以及鼓勵回收利用辦公用品及其他材料，盡可能減少對環境的影響。這些措施有助於本集團節約成本及天然資源。對於無法避免的廢棄物，本集團盡可能重複利用及回收有關用品及材料。本集團亦致力於以高效的方式向零售店舖及經銷商的倉庫送貨，同時最大限度地減少貨運碳足跡。因此，本集團在福建省開設營運一間中央物流中心，通過更好的產品分銷規劃及統一對外產品運送，提高效率並降低運輸成本。

本集團亦已實施以下措施，培養僱員及業務合作夥伴節約資源意識的文化：

- 本集團透過使用內聯網提倡無紙化工作流程，並使用視頻會議系統，盡量避免商務差旅，並提高溝通效率。
- 本集團辦公室的打印機均默認預設為雙面打印模式。
- 本集團鼓勵經銷商於其經營的零售店舖改用LED照明。
- 本集團致力於減少材料的使用並盡可能回收任何尚可利用的材料，如使用過的紙張、剩餘面料、衣架及購物袋、倉庫的紙箱以及店舖擺設。

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- The Group avoids using excessive packaging and aim at having packaging offering protection for its products and at the same time appealing to customers.
- The Group maintains its air-conditioners regularly for better performance and an average indoor temperature of 25°C in order to minimize electricity usage.
- The Group uses papers from responsible sources to print its annual and interim reports.
- 本集團避免過度包裝產品，產品包裝僅旨在為產品提供保護，並吸引客戶。
- 本集團定期維護空調系統以保持高效率運轉，並維持室內平均溫度於攝氏25度左右以盡量減少耗電量。
- 本集團使用合乎環保的來源紙張列印其年度報告及中期報告。

The Group also adopts the following measures to minimize the use of fabrics, costs and waste:

- The Group uses automated fabric-cutting machines with computerized program to fully utilize fabrics.
- The Group provides training to workers to enhance sewing quality and avoid wastage.
- 本集團同時採取以下措施，以減少對面料的耗用、成本及浪費：
- 本集團使用附帶電腦程式的自動切布機以充分善用面料。
- 本集團為員工提供培訓，以提高縫紉質素並避免浪費。

According to the KPIs set out in Appendix 27 of the Listing Rules, the Group's performance on sustainable development in terms of resources utilization is summarized below:

根據上市規則附錄27所載關鍵績效指標，本集團就資源利用而言在可持續發展方面的表現概述如下：

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(a) Apparel business

(a) 服裝業務

KPIs 關鍵績效 指標	For the year ended 31 December 截至十二月三十一日止年度			
			2020 二零二零年	2019 二零一九年
A2.1	Electricity consumption 耗電量	Consumption quantity 消耗量	1,050,910 kilowatt hours 千瓦時	1,561,729 kilowatt hours 千瓦時
		Intensity (based on total annual sales of the Group) 密度(根據本集團全年銷售總額計算)	0.8157 kilowatt hours/RMB'000 千瓦時/ 人民幣千元	1.2249 kilowatt hours/RMB'000 千瓦時/ 人民幣千元
A2.2	Water consumption 耗水量	Consumption quantity 消耗量	22,503 m ³ 立方米	16,839 m ³ 立方米
		Intensity (based on total annual sales of the Group) 密度(根據本集團全年銷售總額計算)	0.0175 m ³ /RMB'000 立方米/ 人民幣千元	0.0132 m ³ /RMB'000 立方米/ 人民幣千元
A2.3	Energy use efficiency initiatives and results achieved 能源使用效益計劃及所得成果	<p>Electricity consumption varies depending on weather and product dispatch schedules. The Group is committed to minimizing the use of electricity by taking the measures mentioned in section A2 above.</p> <p>電力消耗量取決於天氣及產品調度計劃。本集團致力通過採取上文第A2節所述措施盡可能減少電力使用。</p> <p>Since the Group's headquarters were moved to a smaller premise since late 2019, the total electricity consumption volume was reduced in the year ended 31 December 2020. 由於本集團總部自二零一九年底起搬遷至較小場所，截至二零二零年十二月三十一日止年度總耗電量減少。</p>		

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KPIs 關鍵績效 指標	For the year ended 31 December 截至十二月三十一日止年度	
	2020 二零二零年	2019 二零一九年

A2.4	Water efficiency enhancement initiatives and results achieved 用水效益提升計劃及所得成果	Water consumption of the Group varies depending on mainly number of employees. The Group is committed to conserving water resources by promoting environmental awareness among its employees. The increase in the Group's total water consumption in 2020 was attributable to the expansion of the capacities of the Group's production facilities for its apparel business. 本集團之耗水量主要取決於僱員人數。本集團致力於通過提高僱員環保意識，節約水資源。二零二零年本集團總耗水量的增加歸因於本集團的服裝生產業務擴大產能所致。
A2.5	Total packaging materials used for finished goods and intensity 製成品所用包裝材料的總量及密度	<p>The Group reuses all cartoon boxes used for products purchased from suppliers for different purposes in its operations including packaging of finished goods. Accordingly, only an insignificant portion of the cartoon boxes the Group used for finished goods were purchased by the Group itself. 本集團於其營運中重複利用所有向供應商採購的產品的紙箱作不同用途，包括包裝製成品。因此，本集團自身採購用於製成品的紙箱比例並不重大。</p> <p>In addition, the Group considers that it is not practical to measure the weights of other packaging materials used, like duct tape and plastic bags. 此外，本集團認為量度其他已用包裝材料（如寬膠帶及塑料袋）的重量不切實可行。</p> <p>Total package materials, including cartoon boxes, plastic bags and tapes, purchased during the year ended 31 December 2019 and 31 December 2020 amounted to RMB3.2 million and RMB3.7 million, respectively. 於截至二零一九年及二零二零年十二月三十一日止年度內，採購的包裝材料總額（包括紙箱、塑料袋及膠帶）分別為人民幣3.2百萬元及人民幣3.7百萬元。</p>

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(b) PPE business

The Group has commenced the production and sale of PPE since February 2020. Electricity, water and packing material consumptions are summarized below:

(b) 個人防護裝備業務

本集團自二零二零年二月起開始生產及銷售個人防護裝備。耗電量、耗水量及包裝材料耗用量概述如下：

KPIs 關鍵績效 指標		For the year ended 31 December 2020 截至二零二零年十二月三十一日止 年度	
A2.1	Electricity consumption 耗電量	Consumption quantity 消耗量	3,774,216 kilowatt hours 千瓦時
		Intensity (based on total sales of PPE) 密度(根據個人防護 裝備銷售總額計算)	7.714 kilowatt hours/RMB'000 千瓦時/人民幣千元
A2.2	Water consumption 耗水量	Consumption quantity 消耗量	14,361 m ³ 立方米
		Intensity (based on total sales of PPE) 密度(根據個人防護 裝備銷售總額計算)	0.027m ³ /RMB'000 立方米/人民幣千元
A2.3	Energy use efficiency initiatives and results achieved 能源使用效益 計劃及所得成 果	The Group is committed to minimizing the use of electricity by taking the measures mentioned in section A2 above. 本集團致力於透過採取上文 A2 節提及之措施以盡可能減少用電。	

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KPIs

關鍵績效
指標

For the year ended 31 December
2020

截至二零二零年十二月三十一日止
年度

A2.4	Water efficiency enhancement initiatives and results achieved 用水效益提升計劃及所得成果	The Group is committed to conserving water resources by promoting environmental awareness among its employees. 本集團致力於透過提高其員工的環保意識以節約水資源。
A2.5	Total packaging materials used for finished goods and intensity 製成品所用包裝材料的總量及密度	Total package materials, including cartoon boxes, plastic bags and tapes, purchased during the year ended 31 December 2020 amounted to RMB3.1 million. 於截至二零二零年十二月三十一日止年度內，採購的包裝材料總額(包括紙箱、塑料袋及膠帶)為人民幣3.1百萬元。

A3: The Environment and Natural Resources

Save as disclosed in sections A2 and A3 above, the Group's operating activities have no significant impact on the environment and natural resources.

A3: 環境及天然資源

除上文第A2及A3節所披露者外，本集團的營運活動對環境及天然資源並無重大的影響。

A4: Climate change

There is no significant climate-related issues which have impacted or may impact the Group.

A4: 氣候變化

並無已影響或可能影響本集團的重大氣候相關問題。

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(B) SOCIAL

B1: Employment

(B) 社會

B1: 僱傭

KPIs 關鍵績效 指標		For the year ended 31 December 截至十二月三十一日止年度		
		2020 二零二零年	2019 二零一九年	
B1.1	Total workforce 員工總數	Gender 性別		
		- Male 男性	242	243
	- Female 女性	227	211	
	Employment type 僱傭類型	- Full time 全職	461	453
		- Part time 兼職	8	1
		Age Group 年齡組別		
	- Aged below 30 30歲以下	195	159	
	- Aged 30 - 50 30至50歲	264	283	
	- Aged over 50 50歲以上	10	12	
	Geographical region 地理區域	- Mainland China 中國內地	451	436
		- Hong Kong 香港	18	18

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		2020 二零二零年	2019 二零一九年	
B1.2	Employee turnover rate 員工流失率	By gender 按性別		
		- Male 男性	28.7%	30.9%
		- Female 女性	30.0%	41.3%
		By age Group 按年齡組別		
		- Aged below 30 30歲以下	34.6%	44.1%
		- Aged 30 - 50 30至50歲	25.4%	31.6%
		- Aged over 50 50歲以上	16.7%	7.7%
		By region 按區域		
		- Mainland China 中國內地	29.6%	36.5%
		- Hong Kong 香港	21.7%	28.6%

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As of 31 December 2020, the Group had 469 employees. Human resources are one of the greatest assets of the Group and the Group regards the personal development of its employees as highly important.

The Group endeavors to continue to be an attractive employer for committed employees. The Group conducts employee satisfaction survey periodically. It seriously considers all those valuable feedback from employees for enhancing workplace productivity and harmony.

The Group offers competitive remuneration packages to its employees and has also adopted share option schemes to recognize and reward the contribution of the employees to the growth and development of the Group. The Group's compensation system is strictly in compliance with the Labour Contract Law, the Labour Law and other relevant laws and regulations, with all statutory social security contributions being paid in full and on time. The Group also adjusts employee salaries from time to time according to their performance and skills and in the light of the general compensation level in the industry to ensure that its compensation system is both competitive and fair. The Group ensures that all employees are entitled to paid annual leave, marriage leave, maternity leave and other statutory leaves and holidays in accordance with the law and safeguards employees' basic rights.

截至二零二零年十二月三十一日，本集團有469名員工。人力資源是本集團最大的資產之一，本集團高度重視員工的個人發展。

本集團致力繼續成為一名具吸引力的僱主，可吸引忠誠敬業的員工。本集團定期進行員工問卷調查，以瞭解員工對工作環境滿意度，並認真考慮員工就提高工作效率及打造和諧工作環境所提供的一切寶貴意見。

本集團向員工提供具競爭力的薪酬待遇，並採納購股權計劃以表彰及獎勵對本集團成長及發展作出貢獻的員工。本集團的薪酬系統嚴格遵守勞動合同法、勞動法以及其他有關法律及法規，並按時繳足所有法定社會保障供款。本集團亦根據員工表現及技能以及因應業內普遍薪酬水準，不時調整員工薪金，以確保其薪酬系統具競爭力及公平性。本集團確保全體員工均有權享有法律規定的帶薪年假、婚假、產假及其他法定休假及假期並保障員工的基本權利。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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To support our working mothers' needs, the Group offers new mothers options of flexi-time work arrangement. The Group also offers free breakfast and subsidized lunch to employees at its headquarters.

In addition, the Group provides long service awards to employees that have served the Group for 5 years, 10 years, 15 years, respectively. To enhance the sense of belongings of employees to the Group, it also organizes various interest group activities and gathering regularly for its employees.

本集團關懷在職母親的需要，為身為新生兒母親的員工提供彈性工作制的安排選擇。本集團亦在總部為員工提供免費早餐及優惠午餐。

此外，凡於本集團服務滿五年、十年及十五年的員工，均會獲頒長期服務獎。本集團亦定期為其員工組織多樣的興趣小組活動、聯誼聚會，以提升員工對本集團的歸屬感。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

B2: Health and Safety

The Group is committed to providing safe and healthy work environments for its employees. It also promotes health and well-being of all employees by encouraging employees to do more exercises after work and organizes seminars, jogging and yoga class to employees at its headquarters in Guangzhou City, Guangdong Province. In addition, the Company prohibits smoking in offices and the premises of the Group to eliminate all safety hazards.

For the year ended 31 December 2020, the Company experienced no employee on duty casualty or any other serious accident and has been in compliance with the applicable laws and regulations relating to its employees' health and safety.

B2: 健康與安全

本集團致力為員工提供安全及健康的工作環境。其亦鼓勵員工在工作之餘加強身體鍛煉，並於廣東省廣州市總部為員工組織研討會、慢跑及瑜伽課，促進全體員工的健康及福利。此外，本公司嚴禁於本集團辦公室及其他場所內吸煙，以杜絕一切安全隱患。

截至二零二零年十二月三十一日止年度，本公司並無出現任何員工意外傷亡或任何其他嚴重事故且一直遵守有關其僱員健康與安全的適用法律及法規。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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B3: Staff Development and Training

B3: 員工發展及培訓

KPIs 關鍵績效 指標	For the year ended 31 December 截至十二月三十一日止年度			
		2020 二零二零年	2019 二零一九年	
B3.1	Percentage of employees trained 受訓員工百分比	Gender 性別		
		- Male 男性	100%	100%
	- Female 女性	100%	100%	
	Categories 類別			
	- Senior management 高級管理層	133	118	
	- Middle management 中級管理層	98	83	
- Others 其他	238	253		
B3.2	Average training hours completed 平均培訓時數	Gender 性別		
		- Male 男性	19	19
	- Female 女性	19	19	
	Categories 類別			
	- Senior management 高級管理層	24	24	
	- Middle management 中級管理層	20	20	
- Others 其他	16	16		

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The Group strives to motivate its employees by providing a clear career path and opportunities for advancement and improvement of their skills. The Group provides pre-employment and on-the-job training and development opportunities to staff members. The training programs cover areas such as accounting and tax updates, managerial and leadership skills, sales and production, customer services, quality control, workplace ethics and training of other areas relevant to the industry and employees' profession. The Group aims to foster teamwork cohesion and help equip its employees with new skills for the changing business environment in which the Group competes and new challenges.

本集團致力於為僱員提供清晰的職業發展路徑以及提升其技能的機會，激勵其不斷進步。本集團為員工提供崗前及在職培訓以及發展機會。培訓項目涵蓋最新的會計及稅務知識、管理及領導技能、銷售與生產、客戶服務、質量控制、職業道德以及與行業及員工職業相關的其他領域培訓等。本集團凝聚團隊精神並幫助員工掌握新技能，以致其可適應本集團面對的變化萬千、競爭激烈的營商環境。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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B4: Labour Standards

The Group strictly prohibits child labour or forced labour for any position. The Group had not and does not employ people aged under 16 for any positions. There was no case of violation of laws and regulations relating to child or forced labour for the year ended 31 December 2020.

B5: Supply Chain Management

The Group currently outsources the production of most of its products to domestic OEMs. As of 31 December 2020, the Group had over 200 suppliers and all of them were in the PRC.

The Group carefully selects its OEMs and requires them to satisfy certain evaluation and assessment criteria, including environmental protection and sewage disposal standards. The Company manages a list of qualified suppliers. Only suppliers that have been assessed to be qualified in terms of safety, quality, business reputation and other indicators are included in the list and qualified to be engaged by the Group.

The Group reviews its suppliers' environmental, and health and safety performance, among other metrics, regularly, and inspects premises of the suppliers to ensure they are complied with the environmental and occupational health and safety management requirements.

B6: Product Responsibility

It is essential that the Group provides products to its consumers that are innovative, inspiring, and safe. This helps fulfill its responsibilities to the public, enhances its competitive position in the marketplace, and retains the confidence of its customers. Products must be designed, produced, and serviced to the Group's standards and should comply with applicable regulations and contractual obligations.

B4: 勞工準則

本集團嚴禁任何職務僱用童工或強制勞工。本集團未曾亦並無僱用16歲以下人士擔任任何職位。截至二零二零年十二月三十一日止年度，本集團並無違反有關童工或強制勞工的法律法規。

B5: 供應鏈管理

本集團目前將大多數產品的生產外包予國內的供應商。於二零二零年十二月三十一日，本集團擁有200多名供應商（均位於中國）。

本集團審慎地挑選其供應商，並要求彼等滿足若干評估及評核標準，包括環保及污水處理的標準。本公司管理一列表合資格供應商。僅經評定符合安全、質素、業務聲譽及其他指標規定的供應商方可納入列表及符合資格獲本集團委聘。

本集團定期審查（其中包括）其供應商於環境、健康與安全方面的表現，並對供應商的廠房進行檢查，以確保其符合環境及職業健康與安全管理的規定。

B6: 產品責任

向消費者提供創新、啟發靈感及安全的產品對本集團而言至關重要。這有助於履行其對公眾的責任，提高其於市場上的競爭地位，並讓客戶保持信心。產品必須按照本集團的標準設計及生產，並應符合適用的法規及合約責任。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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The Group has established a supplier quality assurance system covering supplier approval and evaluation, quality inspection and supporting the Group's strategic supplier development policy. OEMs are generally required to procure raw materials, manufacture and package our products in accordance with national standards and the Group's guidelines. OEMs are not allowed to sub-contract their work to other third parties without the Group's prior written approval. OEMs are required to provide quality inspection reports issued by Fujian Institute of Fiber Inspection (福建纖維檢驗所) or Guangzhou Fiber Product Testing Institute (廣州市纖維產品檢測院) on raw materials they procured and quality inspection reports by a third-party quality inspection institution designated by the Group on finished products. The Group also periodically despatches order handling and quality control staff to its OEMs' production sites to inspect the production process. OEMs are required to obtain the Group's approvals upon its inspection of the product samples before a volume production can be taken place.

During the year ended 31 December 2020, the Group had not recalled, or been required to recall, any products for safety and health reasons, and there were no complaints received in this regard.

The Group may find counterfeit products carrying fake "Cabbeen" trademark or other marks owned by the Group in the market. The Group will report to the relevant authorities and may initiate legal proceedings to defend the ownership of its trademarks or brands against any infringement.

The information of its customers in the database are managed by the Group centrally and is only used for sales and promotion of the Group's products. The Group also uses NAT web security services to protect its customers' information and keep retention logs of transactions for analysis and investigation of security violations and breaches, if any. During the year ended 31 December 2020, the Group did not have any material data security breaches.

本集團已建立供應商認證制度，包括對委託供應商的審核和評估、品質監督及支持本集團供應商戰略合作關係。委託供應商通常須根據國家標準及本集團的指引採購原材料、生產產品及進行包裝。未經本集團事先書面同意，委託供應商不得將其工作分包予其他廠商。委託供應商必須就採購的原材料提供福建纖維檢驗所或廣州市纖維產品檢測院出具的質量檢驗報告，並就產成品提供本集團指定的第三方質量檢驗機構出具的質量檢驗報告。本集團亦會定期派遣跟單及質量控制人員前往委託供應商生產現場視察其生產流程。在開始批量生產之前，委託供應商的產品樣品必須經過本集團的檢驗並獲得批准。

截至二零二零年十二月三十一日止年度，本集團並無因安全及健康原因召回或須召回任何產品，亦無就此接獲任何投訴。

本集團可能會於市面上發現帶有偽冒「卡賓」商標或本集團擁有的其他標誌的冒牌產品。本集團將向相關部門報告並可能提起法律訴訟以捍衛其商標或品牌的所有權不受任何侵害。

本集團客戶於數據庫中的資料由本集團集中管理並僅用於銷售及推廣本集團產品。本集團亦使用 NAT 網絡安全服務保護其客戶的資料，並保留交易日誌以分析及調查安全違規及漏洞(如有)。於截至二零二零年十二月三十一日止年度，本集團並無任何重大數據安全漏洞。

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環境、社會及管治報告

B7: Anti-corruption

The Group highly values honesty and integrity. The Group gives each employee clear guidelines in staff handbook and annual training on prevention of corruption. Employees of the Group may never offer, give, or accept gifts of cash (or cash equivalents) in any business relationship because these could be considered an illegal bribe or kickback. Gifts and hospitality from business partners to members of employees' family, to those with whom the employee has a close personal relationship, would be treated as if they were given to that employee as well and thus be prohibited.

The Group requires all of its distributors and suppliers to sign anti-bribery sub-agreements when they enter into agreements with the Group. These anti-bribery sub-agreements impose obligations on the distributors or suppliers and the Group to comply with applicable laws and regulations in relation to unfair competition and anti-bribery. The Group is entitled to terminate the agreements with distributors or suppliers for their non-compliance with the terms of the anti-bribery sub-agreements.

The Group encourages whistle-blowing of suspected corruption, fraud or money laundering cases and offers rewards to whistle-blower if the case is proved to be valid. Whistle-blower can report suspected cases to any one of the directors or vice-presidents of the Group.

During the year ended 31 December 2020, a supplier offered cash bribes to one of the Group's employees who then reported the case to the Group's management. The management investigated the case and found it genuine. The Group then terminated the agreement with that supplier according to anti-bribery sub-agreements and offered awards to that employee who reported the case.

B7: 反貪污

本集團非常重視誠實守信。本集團的員工手冊及年度培訓就防止貪污為每位員工提供明確的指引。本集團員工於任何業務關係中不得提供、給予或接受現金（或現金等價物）餽贈，這些可能會被視為非法賄賂或回佣。商業夥伴向員工家屬或與員工存在緊密關係的人士贈送禮品及進行招待會被視為猶如向該員工贈送禮品及進行招待故被禁止。

本集團要求其所有的經銷商及供應商於與本集團簽訂協議時同步簽署防止賄賂附帶協議。上述防止賄賂的附帶協議規定，經銷商或供應商及本集團有責任遵守有關不正當競爭及防止賄賂的適用法律法規。本集團有權因經銷商或供應商不遵守防止賄賂協議的條款而終止與彼等的合作。

本集團鼓勵舉報涉嫌貪污、欺詐或洗錢個案，並會向舉報人提供獎勵（倘舉報屬實）。舉報人可向本集團任何董事或副總裁報告懷疑個案。

於截至二零二零年十二月三十一日止年度，一名供應商向本集團其中一名僱員提供現金賄賂，而該名僱員隨後向本集團管理層舉報有關事宜。管理層經調查後發現有關事宜誠屬真確。本集團繼而根據防止賄賂附帶協議終止與該名供應商訂立的協議，並獎勵舉報有關事宜的該名僱員。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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For the year ended 31 December 2020, the Company did not find any significant risks relating to corruption and was not subject to any confirmed corruption cases involving the Company or any corruption investigation or prosecution against the Company or any of its employees.

B8: Community investment

The Group cares about the community and encourages its employees to participate in charity events to help people in need. The Group makes donations to education associations and charitable organizations and encourages staff participation in volunteer work. Mr. Ziming Yang, the chairman of the board of directors of the Company, also actively participates in charity events and has been an anti-drug ambassador for Shishi City, Fujian Province. For the year ended 31 December 2020, the Group donated RMB15.5 million cash to charitable organizations approved by the local governments, as well as medical masks and clothes to people in need.

截至二零二零年十二月三十一日止年度，本公司並無發現任何與貪污有關的重大風險且本公司並無涉及任何已確認貪污案件或向本公司或其任何僱員進行任何貪污調查或起訴。

B8: 社區投資

本集團關懷社區，並鼓勵其員工參與慈善活動，幫助有需要的人。本集團亦向教育機構及慈善組織捐款，並鼓勵僱員參與義工活動。公司董事會主席楊紫明先生亦積極參加慈善活動，並擔任福建省石獅市禁毒宣傳形象大使。截至二零二零年十二月三十一日止年度，本集團向經地方政府批准成立的慈善機構捐款現金人民幣15.5百萬元，並向有需要人士捐贈醫用口罩及衣物。

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Cabbeen

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